



## Appendix 3 Equalities Impact Assessment

<b>Service Area:</b> Housing Assets	<b>Section:</b> n/a	<b>Key person responsible for the assessment:</b> Debbie Haynes	<b>Date of Assessment:</b> November 2013	
<b>Is this assessment in the Corporate Equality Impact assessment Timetable for 2013?</b>				<b>No</b>
<b>Name of the Service/Project to be assessed:</b> Housing Stock Energy Efficiency Improvements		<b>Is this a new or existing project</b>	New	
<b>1. Briefly describe the aims, objectives and purpose of the project</b>	This is a project optimising the available Energy Company Obligation (ECO) funding to improve the energy efficiency of the Council's hard to treat housing stock. It prioritises hard to treat homes that attract available funding, but also targets a number of hard to treat homes (system builds) that are 'less fundable'. Levering in external funding enables the Council's investment to go much further and improve			
<b>2. Are there any associated objectives of the project, please explain</b>	The reduction of fuel poverty and associated positive health outcomes			

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<b>3. Who is intended to benefit from the project and in what way</b>	<p>Council tenants – by reducing the heat loss from their homes, the homes should be either/both warmer and their energy bills lower.</p> <p>Homes in the 15% most deprived in the country super output areas are being prioritised for funding and therefore work.</p>		
<b>4. What outcomes are wanted from this project?</b> <ul style="list-style-type: none"> <li>• To insulate at least 120 Council homes to Building Regulations standard</li> <li>• To target the homes that are in the most deprived areas and are the hardest to insulate</li> <li>• To provide warmer homes that require less energy to heat</li> <li>• As per above, a knock on outcome would be to reduce fuel poverty and associated poor health outcomes such as winter deaths, respiratory and circulatory illness and mental health problems.</li> </ul>			
<b>5. What factors/forces could contribute/detract from the outcomes?</b>	<p>The removal of the Energy Company Obligation funding which would limit works available</p> <p>Problems with the Surefire Framework agreement (currently awaiting Centrica Board approval)</p>		
<b>6. Who are the key people in relation to the project?</b>	<p>Council housing tenants</p>	<b>7. Who implements the project and who is responsible for the project?</b>	<p>Stephen Clarke – Sponsor Debbie Haynes – Project Manager Nigel Archer – Senior Building Surveyor</p>
<b>8. Could the project have a differential impact on racial groups?</b>		<p>Yes</p>	<p>Statistics show that BME groups in Oxford are more likely to be unemployed and therefore be at home in the day therefore have higher heating bills. This project will positively help them to reduce their energy bills by improving insulation and reducing energy requirements.</p>
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	<p>Some access will be required for surveys but this is standard for any construction based work.</p>		

<b>9. Could the project have a differential impact on people due to their gender?</b>		No	
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	Some access will be required for surveys but this is standard for any construction based work.		
<b>10. Could the project have a differential impact on people due to their disability?</b>		Yes	People with a disability or poor health/ old age will be more likely to be in the home, therefore have higher heating bills. This project will positively help them to reduce their energy bills by improving insulation and reducing energy requirements.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	NICE Guidance on heating homes 2013 Cold Weather Plan		
<b>11. Could the project have a differential impact on people due to their sexual orientation?</b>		No	
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	N/A		
<b>12. Could the project have a differential impact on people due to their age?</b>		Yes	People with a disability or poor health/ old age will be more likely to be in the home, therefore have higher heating bills. This project will positively help them to reduce their energy bills by improving insulation and reducing energy requirements.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	NICE Guidance on heating homes Old People's Needs Assessment work 2013 Cold Weather Plan		

13. Could the project have a differential impact on people due to their religious belief?		No			
What existing evidence (either presumed or otherwise) do you have for this?	Some access will be required for surveys but this is standard for any construction based work.				
14. Could the negative impact identified in 8-13 create the potential for the project to discriminate against certain groups?		n/a	<b>Please explain</b> No negative impact beyond any construction project. Impacts are positive which is why the project is being carried out. Particularly positive for any vulnerable group who need to spend a lot of time in the home.		
15. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason		n/a	<b>Please explain for each equality heading (question 8-13) on a separate piece of paper</b> No, no adverse impact identified.		
16. Should the project proceed to a partial impact assessment		No	If Yes, is there enough evidence to proceed to a full EIA		NO
			Date on which Partial or Full impact assessment to be completed by	N/A	
17. Are there implications for the Service Plans?		No	18. Date the Service Plan will be updated		19. Date copy sent to Equalities Officer in Project, Performance and Communication November 2013

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20. Date reported to Equalities Board:	N/A		Date to Scrutiny and CEB	November 2013	21. Date published	
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Signed (completing officer): Debbie Haynes    Signed (Lead Officer) Stephen Clarke

**Please list the team members and service areas that were involved in this process:**

Debbie Haynes, Energy Efficiency Projects Officer, Housing Assets/ Environmental Development  
Nigel Archer, Senior Building Surveyor, Housing Assets  
Stephen Clarke, Head of Housing

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