

# Equality Impact Assessment

## Introduction

The Council's Single Equality Scheme states that:

*“We will achieve equality of opportunity by removing direct and indirect discrimination wherever it exists. It is recognised that people may be disadvantaged because of their: age; gender; race, colour, ethnic, national, cultural or social origin; disability; religious belief, or non belief; marital status, family circumstances, or caring responsibilities; sexual orientation; class, level of income, or housing circumstances; membership or non membership of trade unions, or involvement or non involvement in trade union activity.”*

The Single Equality Scheme brings together action plans for Race, Gender and Disability equality, meeting the Council's statutory duties in these areas. The scheme also goes beyond these three streams and begins to consider how the Council develops its approach to equalities and diversity for all residents of Stockton in response to the recent Equalities Review report, Discrimination Law Review and the report of the Commission on Integration and Cohesion. The Council is also committed to responding to all diversity related legislation and the single equality scheme is the best mechanism for achieving this. Equality Impact Assessments play an integral role in ensuring that all the council policies are operating to support these aims to offer the highest level of service for all our residents

## What is an Equality Impact Assessment?

An Equality Impact Assessment (EIA) is a tool to enable individuals and services to think carefully about and measure the impact that procedures, policies and strategies will have on all its service users. EIAs can be used to assess whether the policies that guide your work, the procedures you operate and the day-to-day working practices you have developed are likely to have a positive or negative impact across the diverse communities we serve in the Borough. This will enable us to plan out or minimise any negative consequences across the diversity strands:

- Age
- Disability
- Faith
- Gender
- Race
- Sexual Orientation
- Community Cohesion

We can then take action to prevent and eliminate unlawful direct and indirect discrimination, promote equality of opportunity and contribute positively to community cohesion objectives. Providing services that do not discriminate also leads to better quality services and increased satisfaction.

## Why Undertake Impact Assessments?

### **Improving the services we offer**

The purpose of Equality Impact Assessment is to improve the work of the Authority by ensuring it does not discriminate in the way it provides services and employment and that we promote equality and positive community relations across the six diversity strands. To understand why EIAs are necessary requires agreement that equality is not about treating everyone the same. It may mean accommodating individual requirements and taking the needs of different communities and groups into account when delivering services. The outcomes of a service must be the same for all service users, however the way they receive that service may very well differ.

## **Being systematic about how we measure impact**

This guide will provide you with a means of systematically assessing and recording the actual, potential or likely impact of a service or project on particular groups and identifying associated actions to improve services. EIAs are a good method of analysing what we are doing using the service user and their needs as our focus as well as considering potential impact of any new strategies.

The benefits of impact assessments include:

- Identifying whether we are excluding different groups from any of our services
- Identifying if direct or indirect discrimination exists
- Allowing us to consider alternative policies or strategies to address adverse impact
- Enabling us to embed equality issues into all our policy areas and everyday practice
- Targeting resources more effectively
- Developing a better understanding of the needs and aspirations of the diverse communities that we serve
- Developing good practice that promotes equality across all the diversity strands
- Raising public satisfaction with services and the Council
- Allowing us to understand whether the way we provide services is helping communities to come together.

## **It is a Statutory Requirement**

There are specific statutory duties for race, disability and gender through the Race Relations (Amendment) Act 2000, the Disability Discrimination (Amendment) Act 2005 and the Equality Act 2006 to ensure that our policies and practices do not discriminate against any group within our community and that we promote equality of opportunity and good community relations. This impact assessment however will extend beyond this to cover age, faith and belief and sexual orientation as well as disability, race and gender. This will ensure that we are working with other statutory equality drivers including the Sex Discrimination Act, the European Directives on age, faith and sexual orientation and the Equality Standard for Local Government.

## **Links to other Council Initiatives**

The work we do on Equality Impact Assessments will link to a number of other local and national priorities including:

### **Comprehensive Performance Assessment**

If our services are to be of the highest quality, which is the aim of CPA, they need to be provided in a way that ensures they meet the diverse needs of all our service users.

### **Service and Business Unit Planning**

Actions identified within Equality Impact Assessments will feed into a range of Council plans at all levels, including corporate, service and, business unit planning.

### **Community Cohesion**

The outcomes of Equality Impact assessments will feed into the Community Cohesion Strategy and our work with key partners on the Local Strategic Partnership

### **Resident Satisfaction**

Ensuring our services are delivered in a non-discriminatory way and meet the needs of all residents will be reflected in increased resident satisfaction results.

## **The Completed Equality Impact Assessment**

Equality Impact Assessments need to be part of the early stages of policy development so that they can be incorporated into any decisions. Whilst they can and will be used retrospectively for policies already approved and functions currently operating, they should never be considered a “bolt-on” to be used to complete the policy development process. Incorporating Equality Impact Assessments into the planning and delivery of services will enable us to integrate and embed equality principles into all areas and aspects of the council’s service delivery. The completed Equality Impact Assessments should be returned to the Diversity Team [diversity@stockton.gov.uk](mailto:diversity@stockton.gov.uk) who will publish them on the Diversity section of the council’s website. This meets our statutory duty to publish equality impact assessments. New policies will not be given Cabinet or Council approval without a completed Equality Impact Assessment.

## The 3 Stage Process- Guidance Notes

Once you have identified the aims and objectives of your policy, the 3 Stage Process gives you a robust mechanism to systematically assess it for the impact across the six strands of diversity.

### Stage 1 - Collecting information and data to support the assessment

An effective EIA relies on the effective analysis of both qualitative and quantitative data whether externally or internally developed as this gives us a clear description of the effectiveness of our service provision. Whilst it is tempting to undertake consultation exercises to support your EIA, you are likely to have already undertaken much data collection work throughout the early stages of the policy development, or through an existing policy's ongoing delivery and monitoring. Any decision to collect new data or introduce new monitoring needs to be in proportion to the importance of the policy or service, and mindful of the additional systems or investment that will be required to provide this.

In order to complete the impact assessment you will need to:

- Consider what information or data you have available either within your service or elsewhere in the Council and whether any further data will be needed.
- Use both quantitative (e.g. census, BVPI, Resident Satisfaction, national statistics, research, economic and workforce profile) and qualitative data (customer feedback information, complaints about the service, policy or function)
- There are comprehensive equality profiles available on the equality and diversity pages on the Stockton Borough Council website to support the EIA process [www.stockton.gov.uk/yourcouncil/33299/](http://www.stockton.gov.uk/yourcouncil/33299/)
- Consider information about the take-up and investigate who is not able to access the service or benefit from the policy

Use this data to identify the significant findings or trends, relating to the policy area and any impact across the 6 strands. It will be your judgement to identify what constitutes a significant impact but you must be mindful to consider all data which reflects difference between different groups. The person undertaking the EIA should clearly identify and document gaps and inadequacies in data, explain how these will be addressed and how future impact will be monitored.

## Stage 2 - Scoring the Policy / Function

Once all the information available has been gathered and considered, you can move onto scoring the policy for impact. A simple scoring system and chart is included on the proforma. Again the judgement on whether the policy is having / is likely to have a positive or negative effect under each of the headings is your own, but to help inform the judgement you should bear the following key considerations in mind when coming to your conclusions:

- Will / does the policy / function involve, or have consequences for, the people the council serves or employs?
- Are there any customer groups which might be expected to benefit from the policy / function but do not?
- Is there any reason that people's access to a service may be affected differently by the proposed policy due to age, disability, faith and belief, gender, race or sexual orientation?
- Is there any evidence that any part of the policy / function could discriminate unlawfully either directly or indirectly across the diversity strands?
- Are there any groups which are not satisfied with the policy / function or are more likely to make complaints?
- Is there a need to gather further information in order to assess this policy / function?
- Are there any barriers to the policy / function being received equally by all residents?
- Will the policy / function create the opportunity for integration?

The headings that you are being asked to score the policy against are taken from the range of equality duties that the council is required to operate within in order to demonstrate that our services offer true equality of access. This is recommended practice from the Commission for Racial Equality.

If you don't have enough data to make a judgement about the impact of the policy this needs to be recorded as 2<sup>ND</sup> to indicate that the anticipated neutral impact is not based on the data analysis. Where this occurs one of the actions recorded in the action plan will be to show how the lack of data will be addressed prior to the next review.

Some examples of positive and negative impacts are given below; use them to inform your deliberations. Remember something designed to offer extra support to one group of people may also have a positive or negative impact on others and you must be mindful of this. The examples highlight the need to gather and interpret high quality data and to fully understand your customer profile:

**Example 1**

The council has proposed a policy of only using meeting rooms that are fully accessible for disabled people. The data analysis identifies that there are no accessible meeting rooms which can be used located in the area of the town where the majority of BME residents live, therefore there will be a positive impact for disabled people in that all meetings will now be fully accessible

**But**

It may have a negative impact on the number of BME residents attending meetings as they will have further to travel to meeting venues.

**Example 2**

The Youth Service is proposing to increase its youth club provision by purchasing another double-decker Youth Bus. This will increase the number of youth club sessions substantially. The policy will therefore have a positive impact for young people by increasing youth provision across the borough

**But**

It may have a negative impact because data analysis has identified that access to the Youth Buses is limited for disabled young people who are already underrepresented as service users.

**Example 3**

Following consultation with their large print borrowers, the Library Service is proposing to produce a range of new information leaflets in large print. The policy will have a positive impact for disabled users as supported by the consultation findings

**And**

It will also benefit other groups, especially older people.

Where you make a judgement what you are impact assessing will have a positive impact (3), then you will be asked to evidence this and indicate the areas of the policy / function that are demonstrating this positive impact.

Once you have completed the scoring exercise, you will arrive at a total score for the policy / function under review. This score will assist the Diversity Team in determining whether any further work is required.

You may find that for some of the diversity strands there is no evidence to identify either a clear positive or negative impact for the policy function. In this case the score will be 2 (neutral impact) but this will indicate that future data collection needs to investigate this area and that subsequent review of the policy may be required.

Based on the score and the responses in other areas, the Diversity Team will consider whether the policy / function is likely to have a negative impact on one or more groups within the diversity strands and will advise on steps to mitigate this adverse impact before the policy can be implemented, or change it as soon as possible if already in place. This will be either by:

- **Changing the policy / function or amending the way it is delivered** to address stakeholder concerns or issues highlighted by the data or
- **Substantiating the aims of the policy / function as originally proposed** even when it could affect some people or groups adversely, for example because of the policy's importance to meet the specific needs of particular groups and there is no other way of achieving the aims of the policy. This should only be used when the negative impact of not pursuing the policy would be greater than its amendment or withdrawal. As such it should only be used on rare occasions.



## Stage 3 Publication and Monitoring

Once you have completed the EIA form, you will need to complete the summary sheet which gives space to indicate EIA score for the policy / function under review and also detail any remedial action required. You will then need to return the whole form to the Diversity Team [diversity@stockton.gov.uk](mailto:diversity@stockton.gov.uk) who will consider the assessment and make any suggestions or comments where appropriate. Once the assessment is agreed the summary form will be published on the internet under the Equality and Diversity section of the Council's homepage.

Following completion of the EIA process and even if the function / policy under review scores highly you will need to be conscious of the ongoing monitoring process which includes:

- submitting the Equality Impact Assessment Proforma to the Diversity Team for quality assurance checking and publication
- reviewing the equality impact of the policy / function at least on an annual basis and recording any changes
- reviewing the equality impact of the policy / function if it is amended
- including any remedial actions into Service Improvement Plans where required

It is vital to monitor policies / functions continuously to ensure that they are not having any adverse impact on people across the different diversity strands and to be aware that even if the policy / function doesn't change that the needs of communities which it is designed to serve may well do so.

## Equality Impact Assessment

Section One: About the Strategy / Policy / Function - *instructions appear in the status bar at bottom of screen*

Service Group	Service	Section	Lead Officer For EIA
LAW DEMOCRACY	Democratic Services	Scrutiny	Neil Ellison
<b>Support Officer(S)</b> Richard McGuckin, Michelle Jones		<b>EIA Completion Date</b> 01 February 2013	
<b>1) Name of policy / function</b>	<p>Scrutiny Review of Affordable Warmth recommendations:</p> <ol style="list-style-type: none"> <li>1. The Committee recommends that a Stockton-on-Tees Affordable Warmth Strategy and delivery plan be developed for 2012/13 – 2015/16 to address the following objectives: <ul style="list-style-type: none"> <li>• Increase local SAP ratings;</li> <li>• Reduce fuel poverty rates in Stockton (dependent on household income and fuel prices);</li> <li>• Reduce carbon emissions;</li> <li>• Reduce the impact of fuel poverty on health &amp; wellbeing (using recognised measures e.g. cold related hospital admissions) and other financial and social inequalities;</li> <li>• Increasing number of homes meeting Decent Homes Standards.</li> <li>• Ensure Registered Providers (particularly Tristar/Vela Homes which has a stock transfer service level agreement with SBC) incorporate targeted fuel poverty/energy efficiency measures into their repairs and renewals programme. Also that the programme is focussed on LSOAs/wards with the highest levels of fuel poverty and deprivation (as rated by IMD).</li> </ul> <p>And that the strategy should be revised in 2015/16 to ensure it is fit for purpose.</p> </li> <li>2. That in order to achieve these objectives, a plan be developed to deliver the strategy. (based on the actions set out in the main body of the report and summarised at paragraph 5.3)</li> <li>3. The Committee recommends that all routes of funding are explored on an ongoing basis. This should include a dialogue with Stockton CCG over potential funding options and presenting year ROI/savings models along with other related health outcomes arising from fuel poverty measures on an ongoing basis for funding consideration.</li> </ol>		

4. The Committee recommends SBC and delivery partners should investigate funding mechanisms potentially available to support Green Deal 'loan' deals including local authority and RP funds, CCG funding.
5. The Committee recommends SBC should develop strategies to enable promotion and delivery of Green Deal schemes designed at tackling fuel poverty to reach fuel poor households outside the qualifying ECO LSOAs. SBC should utilise the brand of the Council to promote such opportunities to individual householders.
6. The Committee recommends that a 'Fuel Poverty Partnership' is formed to bring together all key stakeholders which will, as part of its remit, monitor the progress of the Stockton-on-Tees Affordable Warmth Strategy and delivery plan and report to all relevant groups and committees and that detailed terms of reference be developed for approval by the organisations involved. As the lead strategic and delivery body in securing funding and delivering programmes to tackle fuel poverty in the Borough, SBC should provide the Chair to this Partnership.
7. The Committee recommends that in addition to the regular local reporting process of the Affordable Warmth Strategy and Delivery Plan, the information and progress on this Delivery Plan be reported nationally via the Home Energy Conservation Act reporting process and Climate Local (Local Government Association mechanism for public reporting).
8. The Committee recommends that the issues of fuel poverty and affordable warmth be reflected in all relevant sections of the Stockton-on-Tees JSNA and other strategic and policy documents covering areas such as family poverty, financial and social exclusion.
9. The Committee recommends that an evaluation of current and planned projects be carried out to measure and understand their long term health impacts, carbon efficiency, social and economic impacts.
10. The Committee recommends that Stockton Borough Council sign up to the Local Authority Fuel Poverty Commitment.

<p><b>2) Is this new or existing?</b></p>	<p>New</p>
<p><b>3) What is the overall aim(s) of the policy / function?</b></p>	<p>The overall aim of this is to reduce fuel poverty, which is a major component of total poverty, and to increase affordable warmth.</p> <p>Affordable warmth is the ability to heat a property to sufficient warmth for health and comfort without incurring financial hardship. The current definition of fuel poverty is a household that needs to spend 10% or more of their income to keep the home at a satisfactory heat, 21 degrees for the main living area and 18 degrees for other rooms</p> <p>The Committees review aimed to identify options for an affordable warmth strategy by assessing the energy efficiency of residential properties and the levels of fuel poverty in the borough, evaluating the success of previous and current initiatives to increase energy efficiency and alleviate fuel poverty, and examining the information available regarding future funding streams and policies to address the barriers to affordable warmth.</p> <p>Recommendations were made that aimed to address fuel poverty and increase energy efficiency in the borough by exploring funding routes and working/sharing data with partners to target schemes and initiatives.</p> <p>The review addressed the strategic objective to tackle climate change, regenerate the borough, promote prosperity and support economic recovery, and reduce the impact of poverty on family life.</p>
<p><b>4) What are the objectives of the policy / function?</b></p>	<p>The Committee recommend that a strategy be developed to address the following objectives:</p> <ul style="list-style-type: none"> <li>• Increase local SAP ratings;</li> <li>• Reduce fuel poverty rates in Stockton (dependent on household income and fuel prices);</li> <li>• Reduce carbon emissions;</li> <li>• Reduce the impact of fuel poverty on health &amp; wellbeing (using recognised measures e.g. cold related hospital admissions) and other financial and social inequalities;</li> <li>• Increasing number of homes meeting Decent Homes Standards.</li> <li>• Encourage Registered Providers, by working in partnership with them, to incorporate targeted fuel poverty/energy efficiency measures into their repairs and renewals programme.</li> </ul> <p>Also that the programme is focussed on LSOAs/wards with the highest levels of fuel poverty and</p>

	deprivation (as rated by IMD)
<b>5) Who implements this policy / function within Stockton-on-Tees and how?</b>	This is a cross service issue with a major lead being taken by Environmental Policy/Technical Services within DNS
<b>6) Are there any partner agencies involved in the delivery of this policy / function? If so, whom?</b>	<p>Registered Housing Providers, private sector landlords, and homeowners, involved in and receipt of energy efficiency measures on their properties.</p> <p>Community and Voluntary Sector involved in or running initiatives for affordable warmth/fuel poverty.</p> <p>The Committee recommends that a Fuel Poverty Partnership be formed to bring together partners.</p> <p>The authority currently have a partnership with community interest company, Go Warm, to deliver on physical measures such as insulation and heating.</p>
<b>7) Are other services affected by this policy / function? If yes which are they?</b>	<p>Housing Services will be affected by measures to improve the energy efficiency of the borough's housing stock.</p> <p>Health will be affected due to the implications that living in cold conditions has on an individuals health</p> <p>Adult Social Care supporting residents in need.</p>

## Data Review and Analysis

The data analysis should be used to identify who are the actual and potential customers for this policy. And any significant findings across the diversity strands i.e. any data that shows a difference or tells a story about the strand

### **NATIONALLY COLLECTED DATA e.g. Census 2001, Labour Force Survey etc.**

**Please list significant findings for age, disability, faith/belief, gender, race, sexual orientation and community cohesion.**

The Department for Energy and Climate Change (DECC) gathers statistics on fuel poverty on a two year basis, and rates for 2010 showed that there were four million households in fuel poverty in England, 18.3% of the population. The North East of England had some of the highest rates of fuel poverty in England, with 21.2% of households judged to be in fuel poverty. In Stockton-on-Tees borough there were 14,252 fuel poor households, 18.1% of all households in the Borough.

There is a link between living in cold conditions and health, and data shows that there are over 60,000 cold related deaths throughout the year in the UK, with approximately 40,000 of these occurring in the winter months between December and March. The Local Excess Winter Deaths Index shows that in Stockton-on-Tees there are 15% more deaths during the winter months, 70 Excess Winter Deaths per year, which is similar to the national average. Older people, children, and those with a disability or long term illness are especially vulnerable from living in cold conditions (DECC website).

The following data shows a breakdown of the population of borough by age:

Age	Population	Age	Population	Age	Population	Age	Population	Age	Population
0-4	12,200	20-24	12,800	40-44	14,300	60-64	11,900	80-84	4,200
5-9	10,700	25-29	12,000	45-49	14,800	65-69	8,600	85 +	3,600
10-14	11,900	30-34	11,300	50-54	13,300	70-74	7,400		
15-19	12,900	35-39	12,700	55-59	11,700	75-79	6,100		

(TVU Mid 2010 estimate)

In 2006, people of retirement age accounted for 18.9% of the population of England and Wales compared to 17.6% of the population or 33,000 people in Stockton. By 2029, this profile is projected to have significantly changed with 62% more people over retirement age. (Tees Valley Joint Strategy Unit, mid 2006 estimates.) Also, in 2001 19.9% of the population in the borough reported having a limiting long term illness (35,438) (2001 Census).

As the recommendations attempt to increase energy efficiency of properties and the availability of help and advice regarding fuel poverty, there should be a positive impact for all residents across all diversity strands affected by this issue, and particularly age and disability diversity strands that are especially vulnerable.

### **LOCALLY COLLECTED DATA e.g. IPSOS MORI Household Survey, BVPIs, Viewpoint**

#### **Please list significant findings for age, disability, faith/belief, gender, race sexual orientation and community cohesion**

Fuel poverty statistics for each Ward by tenure, taken from the UNO database, show that more household in the rented sector (both private rented and affordable social rented) are fuel poor than owner occupied households. Also, the private rented sector, older properties and converted flats are strongly linked to failure to meet the Decent Homes Standard due to excess cold and are less energy efficient with lower SAP ratings. The Strategic Housing Market Assessment 2012 found that there are 83,130 registered domestic properties in the Borough and of these:

- 69.4% are owner occupier (private)
- 21.5% are affordable social rent (Tristar/Vela Homes + other registered providers)
- 9.1% are private rented

The UNO database also shows that 23 wards currently have a higher proportion of households in fuel poverty than the 2010 rate of fuel poverty in England (18.3%), and in seven wards over 50% of households are currently living in fuel poverty. The wards with the highest levels of fuel poverty are Newtown (57.93%), Roseworth (56.55%), and Hardwick (54.22%), which also have a relatively high proportion of rented properties. The 2011 ward profile for these ward state:

Newtown:

There are 2 Dominant Household Types that are most prevalent in Newtown Ward:

-Vulnerable young parents needing substantial state support (34.3% of households)

-Low income families occupying poor quality older terraces (10.0% of households)

\*10.6% of the population is aged 65+

\*24.5% of residents in Newtown Ward are aged 0 – 15

\*23.4% of residents in Newtown Ward have a limiting long term illness. The proportion of residents in this position in this Ward is larger than it is across the Borough as a whole, the North East and England respectively.

## Roseworth

There are 2 Dominant Household Types that are most prevalent in Roseworth Ward:

- Older families in low value housing in traditional industrial areas (36.6% of households)
- Older tenants on low rise social housing estates where jobs are scarce (20.4% of households)

\*16.0% of the population is aged 65+

\*20.3% of residents in Roseworth Ward are aged 0 – 15.

\*8.4% are permanently sick / disabled, while 22.7% of residents in Roseworth Ward have a limiting long term illness. The proportion of residents in this position in this Ward is larger than the proportion of such residents in this position in the Borough (by 2.8 percentage points) and also England (by 4.8 percentage points)

## Hardwick

There are 3 Dominant Household Types that are most prevalent in Hardwick Ward:

- Older tenants on low rise social housing estates where jobs are scarce (22.6% of households)
- Older families in low value housing in traditional industrial areas (20.3% of households)
- Vulnerable young parents needing substantial state support (18.1% of households)

\*15.4% of the population is aged 65+

\*23.0% of residents in Hardwick Ward are aged 0 – 15

\*21.8% of residents had a limiting long term illness.

The above data demonstrates that there is a relatively high proportion of those diversity strands that are most vulnerable from living in cold conditions residing in wards with the highest fuel poverty.

The recommendations aim to target funding and initiatives to areas that will benefit the most from energy efficiency measures, fuel poverty/debt advice, and support, identified via fuel poverty statistics and other information held on the UNO database. They will therefore have a positive impact on the economic, environmental and social wellbeing - as well as the health - of all residents in these areas and specifically those within the age and disability diversity strands which are the most vulnerable.



**SERVICE AREA COLLECTED DATA e.g. Comments and Complaints, User Surveys, Evaluation Forms.**

**Please list significant findings for age, disability, faith/belief, gender, race sexual orientation and community cohesion**

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## Stage 2 Scoring the Policy

Now that you have all the information available you can move onto scoring the policy for impact:

	Does it reduce discrimination?	Does it or is it likely to promote equality of opportunity?	Does it promote good relations between these groups?	Does it encourage participation in public life and access to council services?	Does it promote positive attitudes and images to different groups?	Total Score for strand
Age	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	12
Disability	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	12
Faith/Belief	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Gender	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Race	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Sexual Orientation	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Community Cohesion	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	12
<b>Total Score</b>						<b>76</b>

### Scoring System:

- Score 3 if the policy has a positive effect
- Score 2 if the policy has a neutral effect
- Score 1 if the policy has a negative effect
- If a score has been awarded due to lack of data rather than anticipated effect please indicate by using **the check box**

**Evidencing the Score** - Positive impact scores (3) should be evidenced in the table below. This is not a repeat of the data in the review and analysis section but a demonstration of how the policy or strategy is having a positive impact. For example, if there is a specific section in a document that sets out what you are trying to achieve, please reference here.

Score being evidenced	Reference / Source / Justification for the score
<p>Positive score for Age, Disability and Community Cohesion as the recommendations are likely to 'promote equality of opportunity' and 'encourage participation in public life' and access to council services' for these diversity strands.</p>	<p>The recommendations will attempt to ensure that funding is sought to carry out initiatives to increase energy efficiency and alleviate fuel poverty. Professor Hills interim report 'Fuel Poverty: the problem and its measurement' (October 2011) noted that:</p> <p>"There is evidence of an association between cold homes and negative social impacts such as social isolation amongst adults and certain problems for adolescents, although there is currently insufficient evidence to link these directly to cold homes or the drivers of fuel poverty"</p> <p>These recommendation will therefore have a positive impact on social aspects - community cohesion, equality of opportunity, and participation in public life - for all residents affected by fuel poverty and/or benefiting from affordable warmth initiatives, and particularly the very young, older people, and those living with a disability or long term illness who are the most vulnerable.</p>

## Equality Impact Assessment Summary

<b>Name of policy / function</b>	Review of Affordable Warmth	
<b>Service Group</b>	<b>Service</b>	<b>Lead Officer For EIA</b>
LAW DEMOCRACY	Scrutiny	Neil Ellison
<b>Support Officer(S)</b>	Richard McGuckin, Michelle Jones	<b>EIA Completion Date</b> 01 December 2012

### Action Plan:

This action plan highlights that will address the issues highlighted in the Equalities Impact Assessment. Longer term issues will be developed into actions within the relevant Service Improvement Plan. They will also be included in the Disability, Gender and Race Action plans that form part of the Council's Single Equality Scheme

Objective - To ensure Review of Affordable Warmth Policy / Function is being delivered so all residents have equal opportunities to benefit from its aims and objectives.		
Key Actions	Who is responsible?	Timescale
Monitoring of the implementation and impact of recommendations, including the impact on diversity, through the presentation of a review action plan presented to the relevant Select Committee and subsequent progress reports.	Scrutiny Officers, Departmental Link Officers, Relevant Select Committee	Timescales for action plan to be determined by Select Committee and monitoring thereafter

<b>Stage 3 Publication and Monitoring</b> Date of Publication Dec. 12 Date Set for Review	<b>Published Score</b> <b>76</b>
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