

Appendix 3 - Equality Impact Assessment

Service Area	Housing and Property Services
Policy/Service being assessed	Proposal to install Biomass Heating systems to suitable WDC corporate and communally-heated housing properties.
Is this is a new or existing policy/service?	New
EIA Review team – List of members	CMT
Date of this assessment	January 2012
Signature of completing officer (to be signed after the EIA has been completed)	
Name and signature of Head of Service (to be signed after the EIA has been completed)	

A copy of this Equality Impact Assessment Report including relevant data and information should be saved in the Equality and Diversity Folder on the shared drive.

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY



High relevance/priority



Medium relevance/priority



Low or no relevance/priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Priority status For EIA			
State the Function/Policy /Service/Strategy being assessed:																						
Proposal to install Biomass Heating systems to suitable WDC housing and corporate properties.																						

Equality Impact Assessment**Stage 1 – Scoping and Defining**

(1) What are the aims and objectives of policy/service?	The Council's aim is to progress the government and EU targets to address the problems of climate change, energy security and fuel poverty. The insulation of biomass heating systems can reduce greenhouse gas emissions and can potentially contribute to security of supply over the long term.		
(2) How does the policy/service fit with the council's wider objectives?	Accords with overall environmental policies		
(3) What are the expected outcomes of the policy/service?	<ul style="list-style-type: none"> ○ To install biomass heating systems in suitable Council buildings. ○ The Council will generate revenue via the Renewable Heat Incentive (RHI) payments that are paid for heat generated. Further savings will be made due to reduced heating bills. ○ Carbon reduction targets will be assisted. 		
Who is intended to benefit from the policy/service and in what way?	The Council may expect financial benefit from according with Central Government's green energy policy.		
(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group? Please identify all groups that are affected and briefly explain why	RACE YES/NO <ul style="list-style-type: none"> ○ Installation will be based purely on the technical attributes of individual buildings, regardless of where they are located within the District and regardless of mix of user groups. ○ Warwick District Council's buildings are already operated in a non-discriminatory manner and changes to the principal heating fuel will not compromise this. 	AGE YES/NO <ul style="list-style-type: none"> ○ Installation will be based purely on the technical attributes of individual buildings, regardless of where they are located within the District and regardless of user groups. ○ Warwick District Council's buildings are already operated in a non-discriminatory manner and changes to the principal heating fuel will not compromise this 	GENDER YES/NO <ul style="list-style-type: none"> ○ Installation will be based purely on the technical attributes of individual buildings, regardless of where they are located within the District and regardless of user groups. ○ Warwick District Council's buildings are already operated in a non-discriminatory manner and changes to the principal heating fuel will not compromise this

	RELIGION/BELIEF YES/NO	DISABILITY YES/NO	SEXUAL ORIENTATION YES/NO
(5) Are there any obvious barriers to accessing the service?	<ul style="list-style-type: none"> ○ Installation will be based purely on the technical attributes of individual buildings, regardless of where they are located within the District and regardless of user groups. ○ Warwick District Council's buildings are already operated in a non-discriminatory way and changes to the principal heating fuel will not compromise this <p>N/A</p>	<ul style="list-style-type: none"> ○ Installation will be based purely on the technical attributes of individual buildings, regardless of where they are located within the District and regardless of user groups. ○ Warwick District Council's buildings are already operated in a non-discriminatory way and changes to the principal heating fuel will not compromise this 	<ul style="list-style-type: none"> ○ Installation will be based purely on the technical attributes of individual buildings, regardless of where they are located within the District and regardless of user groups. ○ Warwick District Council's buildings are already operated in a non-discriminatory way and changes to the principal heating fuel will not compromise this
(6) How does the policy/service contribute to promotion of equality?	N/A		
(7) Does the policy/service have the potential to promote good relations between groups?	N/A		

<u>Stage 2 - Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?	<p>This programme is centred around capitalising on the Government's RHI heating subsidy.</p> <p>It seeks merely to change the type of heating fuel that existing operational buildings use and for the purpose of equality impact is thus inherently benign.</p>
(2) What consultation/ information has been used? What new consultation, if any, do you need to undertake?	None considered necessary.
<u>Stage 3 – Making a Judgement</u>	
(1) From your data and consultations is there any adverse or negative impact identified for any particular group? Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities	<p>No scope for negative impact.</p> <p>N/A</p>
(2) If there is an adverse impact, can this be justified?	No scope for negative impact.

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	No scope for negative impact.																													
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	No positive impact perceived.																													
<u>Stage 4 – Action Planning, Review & Monitoring</u>																														
If No Further Action is required then go to – Review & Monitoring (1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	EIA Action Plan <table border="1"> <thead> <tr> <th>Action</th> <th>Lead Officer</th> <th>Date for completion</th> <th>Resource requirements</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td>No further action required</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	No further action required																			
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(2) Review and Monitoring State how and when you will monitor policy and EIA Action Plan	Establish systematic monitoring via an action plan. <ul style="list-style-type: none"> The action plan and risk assessment is monitored at Project Board and Investment Team meetings and updated regularly by the project manager 																													

‘An Equality Impact Assessment on this policy was undertaken in January 2012 and will be reviewed in January 2014.