

Equality Impact Assessment Template – Policy, function or strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended.

| | | |
|--|---|--|
| 1. Policy, function or strategy | | |
| a. | Name/description of the policy, function or strategy ¹ | Local Heat Energy Efficiency Strategy (LHEES) |
| b. | Responsible organisation(s)/Lead Service | Inverclyde Council / Turner & Townsend |
| c. | Lead Officer | Inverclyde Council |
| d. | Date of Impact Assessment | 11/20/2023 |
| e. | Partners/other Services involved in the development of the policy, function or strategy | Paul Murphy, Douglas Evans, Eddie Montgomery |
| f. | Is the policy, function or strategy? | <input checked="" type="checkbox"/> New |
| | | <input type="checkbox"/> Reviewed/Revised |
| g. | What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)? | The purpose of the LHEES is to support the decarbonisation of heat in buildings and improve their energy efficiency across Scotland, in line with the national emissions reduction and fuel poverty target. The policy aims to enable local planning, coordination and delivery of the heat transition in a way that is relevant to local contexts and tailored to the specific needs of communities. The strategy was prompted by the new legislation, The Local Heat and Energy Efficiency Strategies (Scotland) Order 2022. The legislation places a duty on each local authority to produce a Local Heat and Energy Efficiency |

¹ Please attach details of the policy, function or strategy to this Template

| | | |
|----|---|--|
| | | Strategy and Delivery Plan by 31 December 2023, and subsequently on a 5 yearly cycle in line with guidance provided by Scottish Ministers. |
| h. | What are the intended outcomes of the policy, function or strategy? | <ul style="list-style-type: none"> • Support the decarbonisation of heat in buildings and improve their energy efficiency across Scotland, in line with the national emissions reduction and fuel poverty targets. • Enable local planning, coordination and delivery of the heat transition in a way that is relevant to local contexts and tailored to the specific needs of communities. • Help target public and private funding and finance into local heat decarbonisation and energy efficiency projects. • Contribute to a globally competitive, entrepreneurial, inclusive and sustainable economy in Scotland. |
| i. | Geographical area (Inverclyde-wide or a specific location) | Inverclyde-wide. |
| j. | Which parts of the Equality Duty will the policy, function or strategy impact on? | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010 |
| | | x Advance equality of opportunity between people of different groups |
| | | Foster good relations between people from different groups |
| k. | Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development? | Yes, stakeholder surveys and consultations have taken place. |

| | | |
|---|------------|-----------|
| 2. Does the policy, function or strategy impact on: | | |
| | Yes | No |
| a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3) | | x |
| b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6) | x | |
| c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7) | Yes | |
| d. Council Plan 2023/28 ⁴ (see Section 8) | Yes | |
| 3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template. | | |
| 4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this. | | |
| Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer: | | |
| <u>karen.barclay@inverclyde.gov.uk</u> | | |
| Signature: | Date: | |

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

| Protected Characteristic | Impact | | | | | Reasons/Comments |
|--------------------------------|------------------|-----------------|---------|------------------|-----------------|------------------|
| | Positive High | Positive Low | Neutral | Negative High | Negative Low | |
| Age | | | | | | |
| Care experienced | | | | | | |
| Disability | | | | | | |
| Gender Reassignment | | | | | | |
| Marriage and Civil Partnership | | | | | | |
| Pregnancy and Maternity | | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| Race | | | | | | |
| Religion and Belief | | | | | | |
| Sex | | | | | | |
| Sexual Orientation | | | | | | |
| Other groups to consider <ul style="list-style-type: none"> • Carers • The Armed Forces Covenant Duty | | | | | | |

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|---|---|
| 4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon? | |
| <input type="checkbox"/> | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010 |
| <input checked="" type="checkbox"/> | Advance equality of opportunity between people from different groups |
| <input type="checkbox"/> | Foster good relations between people from different groups |

5. Impact – Groups

From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.

Positive impact

+

(Describe groups affected.)

Those who experience poor fuel poverty will be a key priority for the LHEES which will look to lower the levels of fuel poverty in the Inverclyde area.

Negative impact

-

(Describe groups affected.)

6. Impact – Fairer Scotland Duty

What impact will the policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

| Positive impact + | Neutral impact = | Negative impact - |
|--|---------------------|----------------------|
| x | | |
| <p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>The strategy will impact on reducing inequalities of outcome by addressing the issues of fuel poverty and carbon emissions in Inverclyde Council. By improving the energy efficiency of domestic and non-domestic buildings, the strategy will help to reduce the environmental impact and the financial burden of heating. This will also lead to cleaner air quality and better health outcomes for the residents. The strategy is aligned with the national and local objectives of tackling climate change and social deprivation.</p> | | |

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will the policy, function or strategy impact on?

| | |
|---|---|
| X | <p>Theme 1: Empowered people</p> <ul style="list-style-type: none"> • Communities can have their voices heard, and influence the places and services that affect them • Gaps in outcomes linked to poverty are reduced |
| x | <p>Theme 2: Working people</p> <ul style="list-style-type: none"> • More people will be in sustained employment, with fair pay and conditions • Poverty related gaps are addressed, so young people can have the skills for learning, life and work • Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs |

| | |
|---|--|
| x | <p>Theme 3: Healthy people and places</p> <ul style="list-style-type: none"> • People live longer and healthier lives • Supportive systems are in place to prevent alcohol and drug misuse • Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change |
| □ | <p>Theme 4: A supportive place</p> <ul style="list-style-type: none"> • Vulnerable adults and children are protected and supported, ensuring they can live safely and independently • We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery • Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm |
| x | <p>Theme 5: A thriving place</p> <ul style="list-style-type: none"> • Growth in our working age population by encouraging people to stay here, and attracting new people to settle here • Development of strong community-based services that respond to local need • Homes are energy efficient and fuel poverty is reduced • Increased use of active travel and sustainable transport options • Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities |

Briefly describe how the policy, function or strategy will impact on the Inverclyde Alliance Partnership Plan 2023/22 Themes.

The Local Heat and Energy Efficiency Strategy (LHEES) is a document that improves the energy efficiency and reduces the carbon emissions of the buildings in Inverclyde. The policy impacts several themes of the Inverclyde Alliance Partnership Plan 2023/22. Empowered people: The strategy involves the local stakeholders in the design and delivery of the LHEES. The strategy helps low-income households to reduce financial stress and improve living conditions. Working people: The LHEES aims to create local green jobs and train the workforce, while ensuring fair pay and conditions. The policy will also help support a local supply chain to deliver the LHEES strategy. Healthy people and places: The LHEES tackles fuel poverty which can be a driver for poor health. The strategy addresses insulation, heating and ventilation to improve indoor air quality and comfort. It also reduces carbon emissions by promoting renewable energy sources. A thriving place: The strategy enhances the housing stock and the local environment by improving energy performance and appearance, and encourages people to stay and settle in Inverclyde. It targets fuel poverty and gas consumption by identifying and exploring potential heat networks. The strategy will assist the council in acquiring grants, loans and advice to install energy efficiency measures and renewable energy technologies. The LHEES aligns with the national and local objectives of tackling climate change and social deprivation. It impacts multiple themes of the Inverclyde Alliance Partnership Plan 2023/22 by empowering people, improving health and well-being, and creating a thriving place. The document is a key component of the local community planning partnership's vision of making Inverclyde a place where people can live, work, and thrive.

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the policy, function or strategy impact on?

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|--|--|
| x | <p>Theme 1: People</p> <ul style="list-style-type: none"> • Our young people have the best start in life through high quality support and education • Gaps in outcomes linked to poverty are reduced • People are supported to improve their health and wellbeing • More people will be in employment, with fair pay and conditions • Our most vulnerable families and residents are safeguarded and supported |
| X | <p>Theme 2: Place</p> <ul style="list-style-type: none"> • Communities are thriving, growing and sustainable • Our strategic housing function is robust • Our economy and skills base are developed • We have a sufficient supply of business premises • Our natural environment is protected |
| x | <p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money • Our employees are supported and developed |
| <p>Briefly describe how the policy, function or strategy will impact on the Council Plan 2023/28 Themes.</p> <p>By aiming to reduce fuel poverty, the LHEES supports the most vulnerable families and residents and leads to improvements in health and wellbeing. It also enhances the buildings, housing, and environment in Inverclyde, creating jobs, businesses, and skills in the energy efficiency and renewable energy sectors. Furthermore, it will help reduce climate change through reduction of emissions by decarbonising building within the Council, thereby protecting the natural environment</p> | |

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

| Evidence | Details |
|---|--|
| Consultation/engagement (including any carried out while developing the policy, function or strategy) | Consultations and workshops were conducted with Inverclyde Council and relevant local stakeholders such as River Clyde Homes. The council has worked closely with Turner & Townsend to formulate their LHEES and LHEEDP relevant to the needs of the area. |
| Research | |
| Officers' knowledge and experience (including feedback from frontline staff) | |
| Equalities monitoring data | Equality data gathered in technical analysis of the building stock of Inverclyde helped to form Heat Network Zones and delivery areas for energy efficiency retrofitting in respect to fuel poverty reduction. |
| User feedback (including complaints) | |
| Stakeholders Other | The council conducted a survey to several key stakeholders in the local area such as housing associations representatives, energy and utilities providers and various local authority departments to gather information on their building efficiency measures, future plans and consent for LHEES participation. |

| | |
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| Are there information gaps and, if so, what are these? | |
|--|--|

10. Consequences of Analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

| | | | |
|----|--|--------------------------|---|
| a. | Continue development with no changes | <input type="checkbox"/> | |
| b. | Continue development with minor alterations | x | By consulting with registered social landlords such as River Clyde Homes, the priority areas and feasibility of heat networks and retrofitting measures can be delivered. |
| c. | Continue development with major changes | <input type="checkbox"/> | |
| d. | Discontinue development and consider alternatives (where relevant) | <input type="checkbox"/> | |

How will the effect of the policy, function or strategy be monitored following implementation?

The Energy and Climate Change Team will co-ordinate a LHEES sub-group from the Climate Change Group to monitor and oversee the delivery of the strategy and delivery plan.

When is the policy, function or strategy due to be implemented?

The deadline to submit the strategy is 31st December 2023, and aims to cover a period of 20 years with its delivery plan to be updated every 5 years.

When will the policy, function or strategy be reviewed?

Yes, the council will opt to undergo the Scot Gov review option available.

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

There will be many different pots of funding to apply for and a list of these have been identified.

Home Energy Scotland: Funded by the Scottish Government, this advice and funding service provides owner-occupiers and private landlords with support to improve the energy efficiency of their properties. It includes grant and loan support as well as advice services to help owners fund energy efficiency, zero emission heating and renewable energy installations.

Warmer Homes Scotland: This Scottish Government programme offers funding and support to households struggling to stay warm and manage energy bills by carrying out property assessments and installing a range of energy saving improvement which can include insulation, heating and renewable measures. Eligibility for this programme includes private homeowners and tenants of a private-sector landlord.

Area-based Schemes (ABS): Funded by the Scottish Government and delivered by local authorities, ABS are place-based energy efficiency schemes targeted mainly at improving fabric efficiency of homes in areas with high levels of fuel poverty. ABS funding can also be complemented with funding from UK Government's Energy Company Obligation (ECO) scheme. Inverclyde Council delivers the ABS scheme across the local area in close partnership with registered social landlords.

Scotland's Heat Network Fund (SHNF): £300million from the Scottish Government has been made available to develop and install heat networks across Scotland. The Government's ambitions with the introduction of this fund include accelerating zero direct emissions heat network opportunities, ensure poor energy efficiency is not a driver for fuel poverty and to create high value, local, sustainable jobs.

Scottish Public Sector Energy Efficiency Loan Scheme: Salix Finance is offering zero-interest loans to eligible public bodies to facilitate energy efficiency improvement projects that result in financial and carbon savings whilst contributing towards Inverclyde's net-zero aspirations. Salix has invested over £75million in Scottish energy efficiency projects to date.

Business Energy Scotland: This Scottish Government programme offers advice and funding for SMEs through advisors to help save energy, money and create greener businesses. Businesses can choose from various options including lighting assessments, solar PV assessments and energy efficiency assessments which includes renewable heat technologies, insulation and window glazing. This programme has identified over £200million in savings to date for businesses.

11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.

A public consultation for the draft of this policy can help to mitigate any concerns of the locals in Inverclyde.

| Details of the Person(s) who completed the Assessment: | |
|---|-------------|
| Name: | Zain Saleem |
| Position: | Consultant |
| Date: | 11/27/2023 |
| Authorised by: | |
| Name: | |
| Position: | |
| Date: | |

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer at karen.barclay@inverclyde.gov.uk.