

# Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

## Assessor(s) Name and job title:

**Alan Barnes. Commissioner of Housing Renewal**

## Directorate and Team/School Name:

**Neighbourhoods, Housing Renewal**

## Name, aim, objective and expected outcome of the programme/ activity:

**Name: POLICY FOR MINIMUM ENERGY EFFICIENCY STANDARDS (MEES) PENALTIES**

**Aim: The policy is needed to clarify how the Local Authority will enforce The Energy Efficiency (Private Rented Property) (England and Wales) Regulations 2015 as amended. It provides for a cabinet approved policy with a consistent and proportionate approach to calculating financial penalties against landlords who are in breach of the regulations.**

**Objective: To support corporate and national objectives of improving housing standards in the private rented sector, reducing carbon emissions, and reducing fuel poverty.**

**Expected outcome: To provide a robust approach for non-compliant landlords, but also a deterrence to these and other landlords to be compliant without the need for formal enforcement. Any financial penalty income will be utilised by the service to invest in service provision to continue the improvement of this sector.**

## Reason for Equality Impact Assessment (tick as appropriate)

This is a **new** policy

Yes

This is a proposal for a <b>change</b> to a policy/strategy/service/system function proposal function ( <i>check whether the original decision was equality impact assessed</i> )	no
<b>Removal of a</b> policy/strategy/service/system function proposal	no
<b>Commencing</b> any project/programme	no

### Equality and Diversity considerations

Describe the ways in which the groups below may be impacted by your activity (**prior to mitigation**). The impact may be negative, positive or no impact.

Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? ( <i>Where it cannot be diminished, can this be legally justified?</i> )
Age (restrictions/difficulties both younger/older)	Positive. Older and younger age groups are more susceptible to adverse health effects of excess cold, which could result from energy inefficient homes. This policy will have a positive impact on that situation.	No	Undertaking the enforcement explained in the policy will help create equality.	None	Evidence in the Housing Health and Safety Rating System operating guidance, under the	NO	This is not considered an issue, but will be managed through usual Local Authority communication processes and could be enhanced if	No inequality

					Housing Act 2004		there are any difficulties identified.	
<b>Disability</b> a) Physical b) Mental health (must respond to both a & b)	a- Positive. b- Positive. Disabled people and people who suffer with mental health conditions may be more susceptible to adverse health effects of excess cold, damp & mould growth, and excess heat, which could result from energy inefficient homes. This policy will have a positive impact on that situation if the person is suffering effects.	No	Undertaking the enforcement explained in the policy will help create equality.	None	Evidence in the Housing Health and Safety Rating System operating guidance, under the Housing Act 2004	NO	Ditto	Ditto
<b>Race</b> (including ethnicity and nationality)	No Impact	no	NA	None	NA	NO	Ditto	Ditto
<b>Religion or belief</b> (different faith groups/those without a faith)	No Impact	No	NA	None	NA	NO	Ditto	Ditto
<b>Sex</b> (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	No Impact	No	NA	None	NA	NO	Ditto	Ditto
<b>Sexual orientation</b>	No Impact	No	NA	None	NA	NO	Ditto	Ditto

(is your language inclusive of LGB groups?)								
<b>Pregnancy and maternity</b>	<b>No Impact</b>	<b>No</b>	<b>NA</b>	<b>None</b>	<b>NA</b>	<b>NO</b>	<b>Ditto</b>	<b>Ditto</b>
<b>Marriage and Civil Partnership</b>	<b>No Impact</b>	<b>No</b>	<b>NA</b>	<b>None</b>	<b>NA</b>	<b>NO</b>	<b>Ditto</b>	<b>Ditto</b>
<b>Gender reassignment</b>	<b>No Impact</b>	<b>No</b>	<b>NA</b>	<b>None</b>	<b>NA</b>	<b>NO</b>	<b>Ditto</b>	<b>Ditto</b>

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ([SAPHRreports@iow.gov.uk](mailto:SAPHRreports@iow.gov.uk)), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

#### H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?  
 The Policy will ensure that consistency is applied throughout the process. Although the policy does not directly affect any of the protected characteristics, it will ensure that every person has the opportunity to contact the local authority and instigate an investigation, and in cases where certain people are more affected by the results of poor energy efficiency it will have a positive effect.

Date of next review: At next review of policy

#### H. Sign-off

**Head of Service/Director/Headteacher sign off & date:**

Name:Amanda Gregory, Strategic Manager Regulatory and Community Safety Services  
 Date:22/05/2022



**Legal sign off & date:**

**Name:**

**Date:**