

Equality Impact Assessment

Directorate: Public Health and Regeneration, Housing and Environment	
Service: Warm Homes Local Grant Programme	
Name of Officer/s completing assessment: Alisha Withem, Veenaa Anantharajah	
Date of Assessment: 19/05/2025	
Name of service/function or policy being assessed: Warm Homes Local Grant	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <ol style="list-style-type: none"> 1. Tackling fuel poverty to meet the statutory fuel poverty 2030 target, delivering annual energy bill savings to occupants. 2. Progressing towards the statutory net zero 2050 target through achieving carbon savings in homes upgraded. Primary outcome: Energy bill savings. Secondary outcome: Carbon savings 3. Contributing to a healthier, more sustainable community while reducing the environmental impact of inefficient energy use in privately owned residential homes. 4. Ensure that more low-income households in Slough can afford to heat their homes adequately during the winter months. 5. Reducing cold-related illnesses and indoor air quality related illnesses and hospital admissions by ensuring homes are adequately insulated and heated. 6. Reduce carbon emissions from poorly insulated homes by improving energy efficiency, thereby contributing to Slough's sustainability objectives. 7. Alleviate financial stress on vulnerable households by providing energy efficient homes which will help residents save money and support low income households
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Regeneration, Housing, and Environment team</p>

	Public Health and Public Protection team External delivery partner
3.	<p>Who will be affected by this proposal? For example, who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic</p> <p>Eligible resident households could comprise all equality groups and there will be positive benefits for them if they receive the grant funding (see section 4). Whilst we do not have the equality profile of all Slough households that meet the criteria, some groups are more likely to be included due to low income - these include older people (Slough has a higher percentage of people over 65+ claiming pension credit than England average and 1/3 of older people have a disability) and children (1/4 of residents living in deprived households are children), people with disabilities and people from certain ethnic groups (46% of people living in deprived households are from Asian ethnic groups). This would also benefit individuals such as unpaid carers (9.7% of residents aged 65 and over were unpaid carers), residents who are out of work (6.6% of all Slough residents aged 16-64 were receiving JSA or out of work UC in February 2025) and households receiving universal credit (33.03% of Slough households received UC in November 2024). These residents would see a reduction in fuel bills and the rates of fuel poverty (in 2022, 10% of households were reported to be experiencing fuel poverty in Slough) will also decrease.</p> <p>Age: all ages will be impacted but particularly younger children and older people Disability: all but particular impact on those with long term health conditions which are exacerbated by inadequate heating (e.g COPD) Gender Reassignment: No specific impact Marriage and Civil Partnership: No specific impact Pregnancy and maternity: women more likely to be eligible (see below) Race: All ethnicities impacted but some groups more likely to be eligible due to low income and housing tenure Religion and Belief: No specific impact Sex: No specific impact but women more likely to be eligible due to low income and housing tenure Sexual orientation: No specific impact Low-income households: address barriers that may prevent people who live in low-income households from taking up the scheme, ensure that installations won't cost the tenant, provide a clear explanation and description of the scheme, people living in small properties with poor ventilation (before the installation), people living in over-crowded homes Other: people living with respiratory illness, or non-communicable disease,</p>

	<p>Partners- Stakeholders- residents, suppliers, SBC commissioners, other developers one the property workforce- time and resources</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <ul style="list-style-type: none"> • There will be a reduction of cold, damp and mould inside homes as well as improved air quality. People in poor health, including those with respiratory conditions are likely to have positive health benefits. This is especially beneficial for older people and children who live in overcrowded household (33.95% of Slough’s children lived in overcrowded households). • Overall residents living in overcrowded housing, individuals with disabilities, those on low incomes or receiving benefits, older adults, and children are likely to benefit significantly from this scheme—particularly where these factors overlap or are present in deprived areas.
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so, then are any particular groups affected more than others and why?</p> <ul style="list-style-type: none"> • Construction within the home – my cause temporary noise, dust and limited access to parts of the house especially for people working from home and people with disabilities • Stress or disruption that could exacerbate physical or mental health issues • Disruption to accessibility to home for people living with disabilities
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Statistics on fuel poverty and deprivation have been obtained from the latest Census data. An organisation called Retrofit Information, Support and Expertise (RISE) have been appointed by DESNZ to support delivery of the scheme. All members of the Warm Homes Local Grant project team attend training and information sessions run by RISE, which provide</p>

	<p>education on the potential benefits of energy efficiency measures including improvements in air quality and health, and reductions in fuel poverty and energy bills.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The identified groups are included in the resident engagement strategy, and they will be engaged with through open events and direct contact to promote the scheme to eligible residents. No prior engagement has yet occurred for this scheme, however similar schemes such as LAD3 and HUG2 have been conducted in the past (the LAD3 scheme in 2022 resulted in £570,000 of completed energy efficiency works across 68 residential properties due to a strong communication campaign and community involvement).</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>This will provide an opportunity to engage and build trust between the council and residents.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>We are developing a resident engagement strategy with guidance on how to consider accessibility and inclusivity for engaging people and considering protective characteristics and equity. We will be recruiting a Project Officer who will be responsible for community engagement and promotion of the scheme, who will be the first point of contact for residents who enquire about the scheme and will remain in contact regularly with those who progress with works.</p> <ul style="list-style-type: none"> • Mitigation for low uptake among target demographics due to lack of awareness or access - Conduct extensive outreach through local community centres, GP offices, schools, and social media campaigns to ensure maximum engagement. This will ensure wide awareness for all potential groups who might be eligible which may go beyond the IMD map. • Mitigation for delays in installation or disruption to households during the installation process - Partner with experienced local contractors that are recommended by the Specialist Retrofit Contractor and ensure effective planning of installations to minimize disruption. Monitor installation and works with a site and project manager checking quality.

	<ul style="list-style-type: none">• Mitigation for past reputational issues - Transparent communication with residents about previous scheme issues and clear processes in place to ensure that something similar doesn't happen with this scheme, and where there is an issue a quick and responsive customer focus approach• Funding allocation - (Prioritise eligible properties in wards with high IMD prevalence and related illness prevalence)
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>We aim to work with a supplier that uses a resident engagement strategy that includes a pre and post survey of the people who participate in the scheme to gain feedback on the developments within the home, the process of the installations, and the impacts of the scheme.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Include equity and accessibility in resident engagement strategy for all protected characteristics	Older adults, children, low-income householders, ethnic minorities, people with various religious or cultural	Project Officer	Residents with protected characteristics are included in the scheme	Continuous engagement and evaluation with residents who proceed with the scheme	September 2025	N/A

	beliefs, people living with disabilities					

Name:
Signed: ...Alisha Withem.....(Person completing the EIA)

Name:
Signed:(Policy Lead if not same as above)

Date: 19th May 2025