

Community Impact Assessment

The Home Upgrade Grant Phase 2

Author: Dave Sugden / Katie Marshall

Date: 07/08/2023

➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who don't.

In this section you should consider whether your proposal will impact upon any of the following protected characteristics. Your assessment should also consider where different protected characteristics (e.g. age and gender, or gender and ethnicity) could interact with each other, and any impact this may have for potential inequalities. This will help ensure changes/new practices highlight all opportunities to be inclusive by design (i.e. considering benefits and/or risks and any necessary mitigation).

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Cross Cutting: Impacts that affect all or multiple protected characteristics	<p>Staffordshire Warmer Homes targets those in the community who are vulnerable and in areas of deprivation.</p> <p>The Home Upgrade Grant Phase 2 (HUGS 2) specifically targets fuel poor homes that are off the gas grid, where thermal upgrades tend to be more expensive.</p> <p>Improved energy efficiency and therefore lower energy bills. Household finances released towards other household bills such as food, transport addressing physical and mental wellbeing.</p> <p>Meeting the 2050 Carbon Net Zero targets, supporting sustainable housing and re-</p>	<p>Any delays in procurement could cause delays for the programme</p> <p>May not reach the most vulnerable in society</p>	<p>To work with the Governance process to ensure approval is granted to enable procurement to take place in time.</p> <p>Creation of a clear project plan with workable milestones</p> <p>Programme targets 52 most vulnerable LSOAs across Staffordshire.</p> <p>Supported by broad eligibility criteria (household income <than</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	energising local economies in the wake of the Covid pandemic		<p>£30k or <than £50k where there are large families and/ or poor housing stock</p> <p>Always offered advice on tariff and fuel efficiency, financial support and offer of wider support for vulnerable via SWH's infrastructure</p>
Age - older and younger people	<p>Access to mix of tailored thermal measures to suit household needs.</p> <p>As Above</p>	As above	As above
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	As above	As above	As above
Gender reassignment - those people in the process of transitioning from one sex to another	As above	As above	As above

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	As above	As above	As above
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	As above	As above	As above
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	As above	As above	As above
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	As above	As above	As above
Sex - men or women	As above	As above	As above
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	As above	As above	As above

➤ **Workforce Assessment**

****This section only needs to be undertaken if your proposal affects SCC staff****

Key considerations:

- Consider the impact of your proposal on staff with different **protected characteristics** - the staffing profile data can be a useful source of evidence and can be presented below in graph form to supplement your narrative.
- You should consider the impact of job losses (pre and post change), changes to terms and conditions, available support for staff and what the HR protocols are.
- For support to complete this section, please contact your People Operations Adviser.

Who will be affected - consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations

➤ **Health, Well-being and Social Care Assessment**

A key priority within our Strategic Plan is to **'Encourage good health and well-being, resilience and independence'**. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Determine how the proposal will impact on resident's health and wellbeing (mental and physical), and whether the proposal will impact on health inequalities.
- Consider whether the proposal will impact on demands for, or access to, social care support for those eligible under the Care Act 2014.
- Also consider whether your proposal positively promotes or negatively impacts healthy lifestyles, personal responsibility and independence (including independent living) with support from family, friends and/or the community.
- If the proposal potentially has a more significant impact on health and wellbeing (of individuals or communities), where applicable, **a further 'Health Impact Assessment' may need to be considered.** Please contact [Public Health](#) to discuss or for further advice and guidance on completing a 'Health Impact Assessment'.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Targeted at adults at risk of poor physical and mental health due to the stress of living in a hard to heat homes.</p> <p>The Home Upgrade Grant Phase 2 (HUGS 2) specifically targets fuel poor homes that are off the gas grid, where thermal upgrades tend to be more expensive. Funding is available per home based on need.</p> <p>Acceptance of the award will enable the Council to deliver the Memorandum of Understanding with Department of Energy Security and Net Zero (DESNZ), completing procurement procedure and mobilising contracts as early as possible to meet expected delivery targets.</p>	<p>Residents within the most Rural areas suffering from damp and cold related risks or illnesses where eligible, will benefit from this programme.</p> <p>Implementation of a mix of thermal measures, including, Air Source Heat Pump and Solar photovoltaic installations, External</p>	<p>Not being able to target all of the people in need</p>	<p>Use of data analytics to ensure that we reach as many of the vulnerable residents as possible</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Early completion of the Grant Acceptance process with Midlands Net Zero will ensure work commences from 1st October 2023.</p> <p>The HUGS2 programme will build on previous Warmer Homes programmes delivery with a focus on the most deprived rural areas within Staffordshire and benefits the most protected groups, but particularly those on low income, suffering from damp and cold related risks or illness.</p>	<p>wall, cavity wall, park Homes, loft insulations, and lower cost measures (E.g. Doors, Smart meters)</p> <p>Allowing finances to be spread wider costs for families.</p> <p>Overall improved health</p>		

➤ Communities Assessment

Use this section to identify the impact of the proposal on communities.

Key considerations:

- Determine whether your proposal will provide opportunities to strengthen community capacity to create safer and stronger communities and provide opportunities for volunteering.
- Consider the different localities and communities your proposal may impact, identifying any communities that could be more adversely impacted than others. For example, rural communities, or the Armed Forces community (ensuring consideration of the Armed Forces Act 2021, and due regard to help improve access to public services) etc.

- Engage with [Strategic Delivery Managers](#) (SDMs) - they have a great deal of knowledge about their relevant localities and will be key to providing insight and expertise.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>There is an opportunity to engage with local communities to help find households and individuals who would benefit from warm homes alongside using our data.</p> <p>Not all vulnerable individuals are known to public services - and it is better to act early to prevent.</p> <p>This builds on the Public Health and Prevention strategy, Supportive Communities Programme and place based approach across Children's and Families</p>	<p>Bespoke approach and delivery of services that will impact those in need.</p> <p>Warmer homes and better health for residents across Staffordshire.</p> <p>A particular focus on rural communities, supporting sustainable housing and prevention of fuel poverty in rural areas</p>	<p>As above risks apply</p>	<p>As above mitigations apply</p>

➤ Economic Assessment

A key priority within our Strategic Plan is to ‘Support Staffordshire’s economy to grow, generating more and better paid jobs’. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Determine whether the proposal will impact economic growth and whether it will promote Staffordshire as a ‘go to’ location for new businesses to invest and start up and existing businesses to grow.
- Consider whether the proposal will impact upon resident’s income and access to good quality jobs.
- Also consider how the proposal will allow residents to improve, diversify and adapt their skills and qualifications.

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Staffordshire Commission Local businesses where possible and encourage those relationships to continue to grow with our programme.</p> <p>With the continuous improvement of homes across Staffordshire it provides better housing for future generations</p>	<p>This affects the cost of living, affordability, and attractiveness of the county as a place to live.</p> <p>Cold homes also have a direct impact on educational standards and therefore the strength of the workforce to attract inward investment by businesses.</p>	As above	<p>As above</p> <p>Plan for HUGS has costs has built in additional workforce costs</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>This programme in particular will require several FTE staff for the next 18 months to deliver, at both commissioned services and SCC.</p>		

➤ Climate Change Assessment

A key priority within our Strategic Plan is to 'Tackle climate change, enhance our environment, and make Staffordshire more sustainable'. This section should therefore be used to identify the impact of the proposal on delivery of this priority.

Key considerations:

- Our mission is to 'Make Staffordshire Sustainable', and we have made a commitment to achieve net zero emissions by 2050 across every aspect of our service provision and estate. Our [Climate Change StaffSpace page](#) sets out our plans to achieve this which will help you to consider the impact of your proposal on Climate Change and how it helps us to achieve our vision of "net zero".
- If the project has some negative aspects with this strategic goal in mind, then you should demonstrate how this is to be mitigated.
- It would also be useful if there could be a carbon impact (tonnes of CO₂e), attributed to the completion of the entire project.

- Any carbon saving that can be attributed to the proposal, should also be explained and quantified.
- It is essential that you complete the [Climate Change Learning Hub module](#) before completing this assessment.
- If there are no climate change implications arising as a result of the project, you can provide background to show this has been considered.
- Please contact the Sustainability and Climate Change Team at sustainability@staffordshire.gov.uk for further advice and guidance.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>The programme contributes towards the Net Zero target for Staffordshire as per below:</p> <p>The Government Green Homes Grant is aimed at tackling fuel poverty, meeting the 2050 Carbon Net Zero targets, supporting sustainable housing and re-energising local economies in the wake of the Covid pandemic.</p>	<p>Contribution to tackling fuel poverty and meeting the 2050 Carbon Net Zero Targets</p> <p>25% of carbon emissions in Staffordshire are from Residential housing. HUGS 2 will reduce these emissions.</p>	<p>As Above</p>	<p>As Above</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>Healthier, Happier residents across Staffordshire</p> <p>Less strain on other Public Services as warmer homes contribute to prevention of further illness.</p>		

➤ Environment Assessment

Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire's built and natural environments, thereby improving health and wellbeing and strengthening community assets?

Key considerations:

- You should consider whether your proposal will affect: the built environment; the rural environment including agriculture; air, water and land quality; waste and recycling; and ability to travel/access to transport, particularly sustainable methods.

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>This programme particularly targets the Rural Environments due to the eligibility criteria of the scheme.</p> <p>Rural areas are targeted because they contain more off grid homes which also are poorly insulated and heated via solid fuels and/or electricity.</p> <p>HUGS 2 provides increased funds per home for the more substantive upgrades required to improve the thermal viability of this type of home</p>	<p>Rural areas will feel part of a community</p> <p>Solar PV or thermal and ASHP and provides alternatives to fossil fuel heating such as oil or coal which may contribute to poorer air quality and higher carbon emissions.</p> <p>Inefficient insulation contributes to high energy use and fuel emissions</p>	<p>As above</p>	<p>As Above</p>