



# Equality Impact Assessment Template (April 2011)

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Fuel Poverty Strategy 2011 to 2016
Service/service area responsible	Finance and Housing (Housing Services)
Name of person carrying out the assessment and contact details	Bill Stevenson, Programme Monitoring Officer <a href="mailto:bill.stevenson@orkney.gov.uk">bill.stevenson@orkney.gov.uk</a>
Date of assessment	24 May 2011
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Updated previous Fuel Poverty Strategy.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To ensure that Fuel Poverty in Orkney is eradicated by 2016, in line with Scottish Government targets.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	Any householder who expends more than 10% of their income on fuel.
How have stakeholders been involved in the development of this function/policy/plan?	Research has been carried out to establish the extent and cause of fuel poverty in Orkney. Numerous consultations with key stakeholders to determine the most effective solutions.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise. e.g. consultations, national surveys, performance data, complaints, service user	Yes. Fuel poverty afflicts the poorer and less well off members of society.  According to 'Towards 2016 – The future of Fuel Poverty Policy in Scotland', a report by the Scottish Fuel Poverty Forum published by the Scottish Government in 2008, fuel poverty is more common in Off Gas rural areas where fuel costs are high and

feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	choices are limited.  'The Experience of Rural Poverty in Scotland: Qualitative Research with Organisations Working with People Experiencing Poverty in Rural Areas' published by the Scottish Government in 2009 states that lack of income contributes to many people, particularly pensioners and disabled people, spending their days at home which increases fuel usage and costs.
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
1. Race: this includes ethnic or national groups, colour and nationality	No – Fuel poverty is unaffected by race.
2. Sex: a man or a woman	No – Fuel Poverty is unaffected by gender.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No – Fuel Poverty is unaffected by sexual orientation.
4. Gender Reassignment: the process of transitioning from one gender to another	No – Fuel Poverty is unaffected by gender reassignment.
5. Pregnancy and maternity	No – Fuel Poverty is unaffected by pregnancy.
6. Age: people of different ages	Potentially. Older people and those on fixed benefits tend to have lower income levels and are more likely to be in fuel poverty.
7. Religion or beliefs or none (atheists)	No – Fuel Poverty is unaffected by religious belief or lack of one.
8. Caring responsibilities	Some people require additional warmth because of their medical condition and this coupled with often lower income levels increases the incidence of fuel poverty.
9. Marriage and Civil Partnership	No – Fuel Poverty is unaffected by marital status.
10. Disability: people with disabilities (whether registered or not)	Potentially. Some disabled people require additional warmth because of their medical condition and this coupled with often lower income levels increases the incidence of fuel poverty.

### 3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	Yes.
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How could you minimise or remove any potential negative impacts?	Means tested grant assistance designed to assist people out of Fuel Poverty which is targeted at the more vulnerable and less well off groups.
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

#### **4. CONCLUSIONS AND PLANNED ACTION**

Is further work required?	Yes. Strategy will be subject to review and monitoring.
What action is to be taken?	Action plan will be revised in the light of future monitoring
Who will undertake it?	Programme Monitoring Officer.
When will it be done?	Annually from 1 April 2011.
How will it be monitored? (e.g. through service plans)	The Fuel Poverty Working Group will review the effects of initiatives and update the Fuel Poverty outcomes document as required by the Scottish government.

Signature

Date 24.05.11

Name BILL STEVENSON  
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