

Equality Impact Assessment [version 2.12]



Title: Bristol City Council and Bristol City Leap Action Plan for Decarbonising Bristol's Homes	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] <i>Action Plan</i>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Economy of Place	Lead Officer name: Emily White
Service Area: Sustainable City and Climate Change	Lead Officer role: Climate Change Coordinator

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The decision being sought from committee is to adopt the Action Plan for Decarbonising Bristol's Homes. Adopting the Action Plan will support the city's desire to meet carbon neutrality, it will also address the cost of living crisis by making homes warmer and cheaper to heat, and it will support a Just Transition to carbon neutrality through the creation of many new jobs.

Bristol has a goal to become a carbon neutral city by 2030 and the second highest greenhouse gas emitting sector for Bristol is the city's homes (30%, 467 kTCO₂e/yr). To tackle this, the way we heat homes will need to change, as well as becoming more energy efficient and generating their own renewable electricity where possible. Therefore, the key elements of this transition will involve insulating homes, installing heat pumps in individual homes or connecting homes to district heating networks, and installing solar panels on suitable roofs.

Bristol City Council has a several key roles to play to decarbonise the city's homes and this action plan sets out how it intends to play these roles, working with the many stakeholders involved, including all the city's residents, and supporting the Just Transition. Within these roles, it identifies broad objectives and specific actions for Bristol City Council and Bristol City Leap to take forward over the next five years.

Some of these roles include delivering decarbonisation projects on our own housing stock or delivering projects in certain sectors of private housing where Bristol City Council or Bristol City Leap are directly procuring services and responsible for the equalities impacts and benefits. However, many roles are designed to indirectly lead to action by other stakeholders and households in the city. The plan articulates where resources are required and secures buy-in from the Bristol City Council and Bristol City Leap teams who are responsible for the different roles, so adoption of the plan makes both the direct delivery and indirect enabling of homes decarbonisation activities more likely.

The intended impact of adopting the Action Plan is that work in all areas of the Action Plan is accelerated, the energy efficiency of Bristol's homes improves (reducing heat demand), heat network connections and heat pump

installations increase (decarbonising heating) and rooftop solar PV installations increase (decarbonising electricity), whilst also ensuring that the transition to decarbonising homes occurs in a just way.

The transition to decarbonised homes can have an overwhelmingly positive impact on communities, through reduced energy costs, warmer, healthier homes, and local job creation. Done well, this transition should contribute to reducing fuel poverty and improving the health and wellbeing of Bristol’s citizens, which have further knock on benefits, for example of improved educational attainment and reduced impact on the National Health Service. The benefits and risk of the key elements of the transition are as follows:

- Improving the energy efficiency of homes involves draughtproofing, insulating walls, roofs and floors, installing better windows and doors (e.g. double or triple glazing) and installing appropriate levels of ventilation. The benefits are that homes are warmer, cheaper to heat and there are less risks of damp and mould. However, there are potential risks if the quality of installation is poor and if the level of ventilation isn’t right, for example issues of damp and mould can be exacerbated and expected energy savings may not materialise.
- Switching to a heat pump involves replacing the existing boiler with the heat pump equipment, which varies with different types but includes a heat pump (an outside box with a fan unit for an air source heat pump or an internal box for a ground source heat pump) and a hot water tank. Radiators and pipework may also need to be upgraded. The benefits are that heat pumps are extremely efficient (around three times more efficient than a gas boiler or electric panel heating) and provide a comfortable consistent heat. Unfortunately, whilst heat pumps are very efficient, the price of electricity is much higher than gas so heat pumps need to be well installed to make them cheaper to run than a gas boiler. If quality of installation is poor there are potential risks of high heating costs.
- Connecting to a heat network involves replacing the existing boiler with a heat interface unit, which is about the same size as a gas boiler. Heat is supplied by a single heat network provider. The heat network being run by Vattenfall, through the Bristol City Leap partnership, has a price of heat that is cheaper than running an air source heat pump, however it could be more expensive than running a gas boiler. The benefits are that the supply of heat is guaranteed from the provider and there are no maintenance requirements. Potential negative impacts are that heat costs are high or customer service is poor and since there is only one provider customers can’t change provider, however Vattenfall have commitments to customers to deliver a high quality, good value service and regulations for the heat network sector will be introduced in 2025.
- Installing solar panels on roofs has the benefits of reduced electricity bills as the solar panels generate electricity for the home, which is either used in the home or sold to the electricity grid. If solar panels are not installed well, the amount of electricity generated, and therefore bill savings, could be less than expected.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If ‘Yes’ complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
---	-----------------------------	-----------------

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/equality-diversity)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](https://www.bristol.gov.uk/data-statistics-intelligence). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<p>FUEL POVERTY</p> <p>Fuel poverty statistics, UK Gov 2022</p> <p>13.8% of Bristol's households were in fuel poverty in 2022; this is based on the Low Income Low Energy Efficiency (LILEE) definition, which considers a household to be fuel poor if their home is an Energy Performance Certificate rating of D or below, and their residual income after the cost of heating their home is below the official poverty line. The number of households who simply cannot afford to heat their home is likely to be much higher.</p>	<p>This tells us that we need to take energy prices into account and focus efforts on energy bill saving measures for people in fuel poverty.</p> <p>Households in fuel poverty are very vulnerable to increases in energy costs. These households need to be prioritised for measures to reduce their energy bills. Improving energy efficiency of homes with additional insulation and installing solar panels will decrease energy costs and have a positive impact on these households. It is important when changing heating systems in these households that care is taken to ensure energy costs do not increase and adversely impact these households.</p>
<p>ENERGY EFFICIENCY BY TYPE OF HOME</p> <p>Energy efficiency of homes of different tenure and property type, Energy Performance Certificate database, 2023</p> <p>An Energy Performance Certificate (EPC) rating of C or above is considered a 'good' level of energy efficiency. Where it is practical to do so, all homes should be aiming for an EPC of C. On average, socially rented homes have higher energy efficiency ratings than private rented or owner-occupied homes, with owner occupied homes performing worst. Flats are more energy efficient on average and houses are least energy efficient.</p>	<p>This tells us that whilst there are improvements to be made across the housing stock, programmes should consider the intersection of vulnerable people and the types of housing that are least energy efficient.</p> <p>People living in private rented and social rented homes are relying on their landlords to make improvements, whereas owner-</p>

<table border="1"> <thead> <tr> <th data-bbox="113 129 523 277">Tenure of home</th> <th data-bbox="523 129 930 277">Percentage of homes EPC C or above (Data from EPC database and BCC Housing Energy Data)</th> </tr> </thead> <tbody> <tr> <td data-bbox="113 277 523 315">Owner-occupied homes</td> <td data-bbox="523 277 930 315">31%</td> </tr> <tr> <td data-bbox="113 315 523 353">Private rented homes</td> <td data-bbox="523 315 930 353">41%</td> </tr> <tr> <td data-bbox="113 353 523 392">All social rented homes</td> <td data-bbox="523 353 930 392">62%</td> </tr> <tr> <td data-bbox="113 392 523 430">Bristol City Council homes</td> <td data-bbox="523 392 930 430">73%</td> </tr> <tr> <td data-bbox="113 430 523 468">All homes</td> <td data-bbox="523 430 930 468">38%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th data-bbox="113 501 523 607">Type of home</th> <th data-bbox="523 501 930 607">Percentage of homes EPC C or above (Data from EPC database)</th> </tr> </thead> <tbody> <tr> <td data-bbox="113 607 523 645">Bungalow</td> <td data-bbox="523 607 930 645">39%</td> </tr> <tr> <td data-bbox="113 645 523 683">Flat</td> <td data-bbox="523 645 930 683">62%</td> </tr> <tr> <td data-bbox="113 683 523 721">House</td> <td data-bbox="523 683 930 721">31%</td> </tr> <tr> <td data-bbox="113 721 523 759">Maisonette</td> <td data-bbox="523 721 930 759">40%</td> </tr> <tr> <td data-bbox="113 759 523 795">All homes</td> <td data-bbox="523 759 930 795">38%</td> </tr> </tbody> </table>	Tenure of home	Percentage of homes EPC C or above (Data from EPC database and BCC Housing Energy Data)	Owner-occupied homes	31%	Private rented homes	41%	All social rented homes	62%	Bristol City Council homes	73%	All homes	38%	Type of home	Percentage of homes EPC C or above (Data from EPC database)	Bungalow	39%	Flat	62%	House	31%	Maisonette	40%	All homes	38%	<p>occupiers are the decision makers in their own homes, however this depends on their ability to fund upgrades themselves or their eligibility for grant funding.</p>
Tenure of home	Percentage of homes EPC C or above (Data from EPC database and BCC Housing Energy Data)																								
Owner-occupied homes	31%																								
Private rented homes	41%																								
All social rented homes	62%																								
Bristol City Council homes	73%																								
All homes	38%																								
Type of home	Percentage of homes EPC C or above (Data from EPC database)																								
Bungalow	39%																								
Flat	62%																								
House	31%																								
Maisonette	40%																								
All homes	38%																								
<p>ENERGY EFFICIENCY BY AREAS OF DEPRIVATION</p> <p>Indices of Multiple Deprivation – Overall and Income sub-index (IMD data from 2011, EPC data from 2024)</p> <table border="1"> <thead> <tr> <th data-bbox="113 972 523 1077">IMD band (1 is most deprived, 10 is least deprived)</th> <th data-bbox="523 972 930 1077">Percentage of homes EPC C or above (Data from Parity Projects)</th> </tr> </thead> <tbody> <tr> <td data-bbox="113 1077 523 1115">1</td> <td data-bbox="523 1077 930 1115">44%</td> </tr> <tr> <td data-bbox="113 1115 523 1153">2</td> <td data-bbox="523 1115 930 1153">42%</td> </tr> <tr> <td data-bbox="113 1153 523 1191">3</td> <td data-bbox="523 1153 930 1191">38%</td> </tr> <tr> <td data-bbox="113 1191 523 1229">4</td> <td data-bbox="523 1191 930 1229">37%</td> </tr> <tr> <td data-bbox="113 1229 523 1267">5</td> <td data-bbox="523 1229 930 1267">29%</td> </tr> <tr> <td data-bbox="113 1267 523 1305">6</td> <td data-bbox="523 1267 930 1305">33%</td> </tr> <tr> <td data-bbox="113 1305 523 1344">7</td> <td data-bbox="523 1305 930 1344">22%</td> </tr> <tr> <td data-bbox="113 1344 523 1382">8</td> <td data-bbox="523 1344 930 1382">18%</td> </tr> <tr> <td data-bbox="113 1382 523 1420">9</td> <td data-bbox="523 1382 930 1420">22%</td> </tr> <tr> <td data-bbox="113 1420 523 1458">10</td> <td data-bbox="523 1420 930 1458">15%</td> </tr> <tr> <td data-bbox="113 1458 523 1496">All homes</td> <td data-bbox="523 1458 930 1496">38%</td> </tr> </tbody> </table>	IMD band (1 is most deprived, 10 is least deprived)	Percentage of homes EPC C or above (Data from Parity Projects)	1	44%	2	42%	3	38%	4	37%	5	29%	6	33%	7	22%	8	18%	9	22%	10	15%	All homes	38%	<p>This tells us that energy performance of homes needs to improve across all IMD bands but it's the homes in the least deprived areas that tend to perform worst (considering the overall IMD index).</p> <p>It is assumed that people in the least deprived areas are the most empowered to take action to insulate their home.</p> <p>Upfront costs of increasing energy efficiency, installing low carbon heating and solar panels are high without the help of grant funding, which is available in some cases but means that for many people, making these changes to their homes is unaffordable so they are unable to participate in this transition and get the benefits of warmer homes and low carbon heat.</p>
IMD band (1 is most deprived, 10 is least deprived)	Percentage of homes EPC C or above (Data from Parity Projects)																								
1	44%																								
2	42%																								
3	38%																								
4	37%																								
5	29%																								
6	33%																								
7	22%																								
8	18%																								
9	22%																								
10	15%																								
All homes	38%																								
<p>IMPACT OF COST OF LIVING CRISIS</p> <p>Bristol One City Approach in response to the cost of living crisis - Bristol One City</p> <p>The rising cost of living is affecting people differently, with those already facing inequality and poverty being hit the hardest: <u>Low-Income Individuals:</u> People with the lowest incomes have less money available and often pay more for the same services. Those unable to pay bills by Direct Debit and those who borrow money face higher costs and interest rates, a phenomenon known as the "Poverty Premium."</p>	<p>This tells us there are significant differences in how people's characteristics and circumstances affect their ability to manage financially.</p>																								

Households with Pre-Payment Energy Meters: These households typically pay more for fuel and will see a sharp increase in their bills during colder months, as they can't spread the cost evenly throughout the year like those who pay by Direct Debit.

Parents and Young Families: Parents of young children are more likely to need credit or alternative support, especially when unexpected expenses arise. Single parents are particularly vulnerable, with many struggling to manage financially.

Disabled People: Nearly half of all people in poverty in the UK are either Disabled or live with someone who is. Disabled individuals face higher living costs, especially for heating, travel, food, prescriptions and specialised equipment.

Black and minoritised ethnic communities: A significant number of people from Black and minoritised ethnic groups report financial struggles. Almost half of Black households in the UK live in poverty, and poverty rates among older Black and minoritised individuals are double those of White pensioners.

Renters: Many low-income renters are being forced to cut back on essentials like food and heating to cover rising housing and living costs.

Underserved Populations: Groups that are often underrepresented in data, such as refugees, asylum seekers, homeless individuals, and Gypsy/Roma/Traveller communities are also likely to be at increased risk due to the rising cost of living.

FINANCIAL SITUATION

Bristol Quality of Life survey data, 2023

Group	% who find it difficult to manage financially
Bristol Average	10.4
10% most deprived	20.9
16 to 24 years	17
50 years and older	6.5
Disabled	21.5
Asian/Asian British	20.2
Black/Black British	24
Mixed/Multiple ethnic groups	20.9
Black, Asian and Minority Ethnic	22
White Minority Ethnic	10.4
White British	8.7
Female	10.9
Male	9.9
LGB+	14.8
Trans	16.3
Christian	8.2
Other religion	24.7
No religion or faith	9.9
Rented from housing association	26
Rented from private landlord	18.2
Rented from the council	29.2
All carers	13.2
Single parents	30
No qualifications	13.7

This tells us there are significant differences in how people's characteristics and circumstances affect their ability to manage financially.

CONCERN ABOUT KEEPING HOMES WARM

Bristol Quality of Life survey data, 2023

Group	% satisfied with the cost of heating their home	% extremely or moderately worried about keeping their home warm this winter	% extremely worried about keeping their home warm this winter
Bristol Average	25.7	31	11.1
10% most deprived	28.7	43.8	18.7
16 to 24 years	26.1	26.3	11.2
50 years and older	33	35.5	13
Disabled	27.6	44.9	20.8
Asian/Asian British	25.2	32.2	15.1
Black/Black British	23.1	51.2	24.6
Mixed/Multiple ethnic groups	20.8	49.2	19.8
Black, Asian and Minority Ethnic	22.2	42.8	19.3
White Minority Ethnic	20.2	27.9	14
White British	27	29.9	9.2
Female	24.7	35.1	12.3
Male	26.8	26.9	9.9
LGB+	18.5	36.2	11.9
Trans	26	33.6	11.3
Christian	31.4	33.8	11.4
Other religion	18.5	51.9	25.7
No religion or faith	23.6	27.4	9.3
Rented from housing association	40.5	47.3	21.1
Rented from private landlord	21.8	37.8	15.5
Rented from the council	32.5	59.4	36.6
All carers	24.1	40.2	15.6
Single parents	21.7	52.8	27
No qualifications	36.9	51.8	24.2

This tells us that the cost of heating a home is a challenge for many people, it is causing concern and impacting people’s mental health.

It is important when changing heating systems that care is taken to ensure energy costs do not increase and adversely impact these households.

The groups that were most worried about keeping their home warm were social housing tenants, single parents, those with no qualifications, Black and minoritised ethnic households and Disabled people.

CHANGES IN BEHAVIOUR AS A RESULT OF ENREGY PRICES

Bristol Quality of Life survey data, 2023

Group	% who reduced energy	% who reduced spending	% who switched provider	% who made improvements to home
-------	----------------------	------------------------	-------------------------	---------------------------------

This tells us that the cost of heating a home is impacting how much heating people use and how they spend money on other essentials. It also tells us that some people are taking steps to reduce their energy bills through switching energy provider and making energy

	use due to concern about energy prices	on other essentials due to concern about energy prices	/ looked for cheaper plan due to concern about energy prices	energy efficiency due to concern about energy prices
Bristol Average	78.2	33.8	27.2	31.5
10% most deprived	74.4	42	24.3	26.5
16 to 24 years	78.4	47.3	30.4	24
50 years and older	76.4	23.7	16	27.4
Disabled	76.5	41	23.2	28.2
Asian/Asian British	71.6	40.7	34.9	27.1
Black/Black British	73.5	42.7	26.3	17.2
Mixed/Multiple ethnic groups	84.6	47.1	36.3	31.6
Black, Asian and Minority Ethnic	76.3	43.7	32.5	26.2
White Minority Ethnic	80.3	33.2	28.5	33.4
White British	78.1	32.4	26.3	32.1
Female	80.6	37.1	26.1	31.3
Male	76	30	28.3	31.7
LGB+	77.1	46.5	29.8	31.6
Trans	73.6	59.1	20.3	20
Christian	79.2	28.9	22.1	28
Other religion	83.8	45.5	35.8	23.7
No religion or faith	77.5	35.1	29.2	34.6
Rented from housing association	73.5	39	19.3	11.6
Rented from private landlord	82.5	48.5	29.4	18.6
Rented from the council	71.2	50	15.5	12.3
All carers	79.8	37.9	25.5	35
Single parents	71.8	44.6	24.8	27.4
No qualifications	68.2	27.5	11.2	17.2

efficiency improvements. However, these steps are not equally taken by all groups, possibly because they are not aware or because they are unable to access them.

This means measures to reduce energy use are important to reduce costs as well as for the climate benefit.

The groups with highest rate of reduced spending on other essentials were council tenants, private tenants, single parents, trans and LGB+ people, Black and minoritised ethnic households, Disabled people, people aged 16-24 years and the 10% most deprived.

The groups with lowest rates of switching energy provider were those with no qualifications, those renting from the council and those aged 50 or over.

The groups with lowest percentage of people having made improvements to home energy efficiency were those with no qualifications, those in rented accommodation, trans people and Black households.

CHANGES IN BEHAVIOUR AS A RESULT OF CLIMATE CHANGE

Bristol Quality of Life survey data, 2023

Group	% who have reduced energy use at home due to climate change concerns

This tells us that some people are taking climate change concerns into account and changing their energy use as a result, however this does not apply to all groups.

The groups with lowest rates of reducing home energy use due to

Bristol Average	45.2
10% most deprived	37.5
16 to 24 years	51
50 years and older	40.3
Disabled	42.8
Asian/Asian British	43.9
Black/Black British	28.2
Mixed/Multiple ethnic groups	39.1
Black, Asian and Minority Ethnic	39.5
White Minority Ethnic	49.2
White British	45.8
Female	47.1
Male	43
LGB+	51
Trans	49.9
Christian	39
Other religion	40.5
No religion or faith	49.2
Rented from housing association	34.2
Rented from private landlord	45.6
Rented from the council	23.7
All carers	42.7
Single parents	37.8
No qualifications	27.9

climate change concerns were those with no qualifications, those renting from the council or another housing association, and Black/Black British households.

OVERHEATING		<p>This tells us that many people are experiencing overheating in the summer and this needs to be considered alongside measures to keep homes warmer in the winter.</p> <p>Groups particularly affected were those renting from a private landlord, trans and LGB+ people, people of Mixed Minority Ethnic groups, and people aged 16-24 years.</p>
Bristol Quality of Life survey data, 2023		
Group	% whose home has suffered from overheating during hot weather	
Bristol Average	33	
10% most deprived	31.8	
16 to 24 years	53.3	
50 years and older	16.2	
Disabled	37.6	
Asian/Asian British	23.7	
Black/Black British	21	
Mixed/Multiple ethnic groups	55.5	
Black, Asian and Minority Ethnic	32.6	
White Minority Ethnic	41.4	
White British	31.8	
Female	32.8	
Male	32.7	
LGB+	49.2	
Trans	53.6	
Christian	22.6	
Other religion	35.2	
No religion or faith	38.2	

Rented from housing association	33.8	
Rented from private landlord	45.6	
Rented from the council	27.9	
All carers	29.8	
Single parents	29.1	
No qualifications	10.9	
<p>HEALTH</p> <p>Number of households including someone with a long-term health condition, Census 2021</p> <p>32.2% households have at least one person with health issues or Disability that affects day-to-day activities.</p>		<p>This tells us that health issues need to be taken into account and improving indoor environment for healthier homes is a key co-benefit of measures to decarbonise a home.</p> <p>People with health issues are particularly impacted by cold homes and damp and mould problems and may need to heat their homes to a higher temperature. Improvements to energy efficiency will make homes warmer and more comfortable and reduce the amount of energy required to heat the home to the same temperature. Heat pumps provide consistent heat which makes them a comfortable source of heating, but it is important when changing heating systems in these households that care is taken to ensure energy costs do not increase and adversely impact these households.</p>
<p>CITIZEN PERSPECTIVES</p> <p>Bristol Citizens' Assembly asking "How do we rapidly reduce the impacts of Bristol's homes on climate change?", 2021</p> <p>The recommendations were:</p> <p>Recommendation 1: Council is to lead on training and upskilling the workforce.</p> <p>Recommendation 2: Council to take leadership and responsibility for meeting its emissions targets in the housing stock by working in partnership with the business, education and community sectors, creating a programme of implementation to drive community changes.</p> <p>Recommendation 3: Create innovative financing options including grants, and/or loans to support homeowners and landlords to improve the energy efficiency of every home in Bristol.</p> <p>Recommendation 4: Creating and promoting an independent One Stop Shop that contains objective, trustworthy information, in order to provide support right through the process.</p> <p>Recommendation 5: The Council should introduce a set of tiered Bristol standards relating to energy consumption and efficiency for all retrofits, building improvements, developments and new builds (domestic and commercial).</p> <p>Recommendation 6: Develop a pilot programme for a street or neighbourhood to showcase what could be achieved if a citywide approach to reaching net zero was taken.</p>		<p>These recommendations suggest that there is public support for these interventions to decarbonise housing in Bristol.</p>

<p>COMMUNITY PERSPECTIVES</p> <p>Community Climate Action Plans (see description in 2.4 below), 2022 to present</p> <p>Areas of action include:</p> <ul style="list-style-type: none"> • Insulate existing homes to save money on bills and reduce damp and mould • Provide opportunities for people to learn more about energy and retrofitting homes • Ensure residents can benefit from funding opportunities • Build new housing that is Net Zero, affordable to maintain and minimises heat loss and heat gain • Grow local understanding of and equitable access to green jobs 	<p>These actions suggest that there is community support from the specific communities involved for these interventions to decarbonise housing in Bristol.</p>
<p>Additional comments:</p>	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

<p>The evidence base is comprehensive as set out in 2.1 and there is good information about different equality groups from the Quality of Life survey. While we aim to collect diversity data for all relevant characteristics, there are some gaps in the local data available, particularly for characteristics that haven't always been included in past census or statutory reports.</p>
<p>There are some gaps in project specific reporting. For example, there has been an attempt to gather data on protected characteristics from the Bright Green Homes retrofit scheme, however the response rate from participants was low. The Employment and Skills Team collect data on protected characteristics from the people participating in their courses to inform future delivery (e.g. the OnSite Bristol construction apprenticeship programme) but this data is not available.</p>

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

--

Bristol City Council commissioned a Bristol Citizens' Assembly in early 2021, which brought together 60 residents from Bristol reflective of Bristol's local diversity in terms of age, sex, Disability, ethnicity, geography, deprivation, and employment. One of the questions that the Assembly was asked was "How do we rapidly reduce the impacts of Bristol's homes on climate change?". See the recommendations resulting from this process listed in 2.1.

The Bristol Climate and Nature Partnership is leading a National Lottery funded project to develop Community Climate Action Plans for the areas served by community anchor groups in the city. Ten groups have completed plans so far: Bristol Disability Equality Forum, ACH, Eastside Community Trust, Heart of BS13, Lockleaze Neighbourhood trust, Ambition Lawrence Weston, Southmead Development Trust, Windmill Hill City Farm, Knowle West Media Centre and BRICKS. See a summary of actions listed in 2.1.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

As Bristol City Council and Bristol City Leap set out to deliver this action plan, we must put in place measures to listen to citizens, both proactively prior to launching communications and then reactively in response to communications or engagement that citizens may have with us or other organisations. This engagement needs to be inclusive and take steps to involve those citizens that have not previously been reached. For example, from the Quality of Life Survey results we can see that people with no qualifications, those renting from the council or another housing association, and Black households have lower rates of reducing their energy use due to climate change which could suggest engagement on climate change has not adequately reached these groups. We also know that young people are often under-represented in engagement and consultation in Bristol.

As we communicate with citizens about the challenge to decarbonise homes (both about changes to homes and also the city), it is important that Bristol City Council and Bristol City Leap are clear about their intention to help people. We must work with citizens for them to be advocates and create content focused on them as the user, for example using quotes and images of people. This approach is more likely to lead to consent from citizens to make changes in their own homes or allow their landlords to do so.

The action plan contains the following actions:

Develop a holistic and inclusive programme for engaging BCC housing residents in the whole lifecycle of retrofit works to their homes, from initial 'warming up' and raising awareness of the benefits, to education about how to use new technologies, and put in place measures to listen to residents throughout

Develop an approach to engage BCC tenants most at risk of fuel poverty through provision of targeted energy advice

Develop a communications plan for an ongoing campaign focused on homes decarbonisation and linking to Bristol City Leap

Publish progress on city-wide heat decarbonisation (e.g. on BCC website or Bristol Climate Hub) and link to Climate View

Create community-led neighbourhood decarbonisation plans matched with investment for three neighbourhoods (via the demonstration phase of Bristol's Innovate UK Pathfinder Places project 'Mission Net Zero')

Develop strategy for public engagement around the build-out of the heat network, embedding inclusive engagement practices

Develop a strategy for consulting Bristol residents about the future of the heat network and connecting existing residential homes, embedding inclusive engagement practices

Establish Bristol City Leap Community Forum to advise on BCL's non-heat network activities, embedding inclusive engagement practices

Develop an approach to inclusive citizen engagement on climate action, including homes decarbonisation

Continually upskill BCC and BCL teams on inclusive engagement and building increased levels of involvement from residents in actions that effect their homes, bills and livelihoods.

Deliver an inclusive programme of local skills and supply chain support for retrofit and low carbon heat (via Innovate UK Mission Net Zero project)

Work with partners to create inclusive opportunities for work experience and skills development within Bristol City Leap and Vattenfall

Deliver a programme of engagement with the supply chain, including skills providers, on the opportunities offered by Bristol City Leap and Vattenfall

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

Overview of potential issues

The transition to decarbonised homes can have an overwhelmingly positive impact on communities, through reduced energy costs, warmer, healthier homes, and local job creation. Done well, this transition should contribute to reducing fuel poverty and improving the health and wellbeing of Bristol's citizens, which have further knock on benefits, for example of improved educational attainment and reduced impact on the National Health Service. The action plan is designed to maximise the positive impact of this transition.

However, there are potential negative impacts on Bristol's most vulnerable residents if the transition is not done in a fair way and if the quality of work carried out is poor. For example:

For insulation:

- Increased damp and mould and related health impacts (if ventilation is not taken into account)
- Increased over heating risk (if ventilation and heat resilience measures are not taken into account)

For low carbon heating:

- Increased energy bills (where homes move to low carbon heating, if efficiency of the system is poor or energy prices do not favour electricity use)

- Increased fuel poverty (if work is not of high quality or households receive poor advice on expected running costs)

Wider impacts:

- Increased energy infrastructure costs, and therefore energy bills (if infrastructure upgrades are not strategic)
- Job losses in the local area (where eventually the gas boiler market will start to decline, however there are many transferable skills and new jobs will be created)
- Job creation is not centred in the local area (if efforts to expand the supply chain and contracts for work do not prioritise local people)

If they materialise, these potential impacts would contribute to widening economic, health and wellbeing inequalities across the city.

In 2023, Bristol City Council endorsed Bristol’s [Just Transition Declaration](#) and pledged to embed ten principles into its work to ensure the transition can happen in a fair way:

1. We will include the ideas and knowledge of disadvantaged people in all our work
2. We will make sure that the changes in jobs around this work will be good for everyone
3. We will help disadvantaged groups to take action that is good for the planet and nature
4. We will help individual people to make changes by making the big changes that makes it easy for them to act
5. We will make sure that the costs and benefits of the changes are shared out in a fair way
6. We will make our ways of talking accessible
7. We will act in ways that support the people experiencing the worst climate change and nature loss in other places
8. We will make sure that everyone is more able to cope with the difficulties made by climate change and nature loss
9. We will make our places good for everyone
10. We will make our organisation fair and bring the principles from the declaration into our work from the start.

This plan endeavours to respond to these ten principles, especially through the actions focused on how we want to engage with citizens and get input on decision making and how we design an inclusive approach to skills and supply chain development. The execution of the plan will need to be guided by these ten Just Transition principles at each stage.

The proposal and action plan are designed to mitigate the risk the adverse impacts of the transition to decarbonising homes listed above. However, without adequate resource to fulfil the action plan there are risks that the following groups will be impacted.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Young people are particularly vulnerable to the impacts of a cold, damp home (where the home is not energy efficient or too expensive to heat), affecting their health and wellbeing and educational attainment. • Young people are often under-represented in engagement and consultation in Bristol. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in terms of health, education and future employment.
Mitigations:	<ul style="list-style-type: none"> • Promote available grant funding for energy efficiency measures to eligible groups. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to looks at how to bring in new and innovative finance mechanisms to provide additional funding support to households.

	<ul style="list-style-type: none"> Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). Ensure households have access to good, accessible energy advice on how to save money on energy bills. Ensure households have access to good advice on decarbonising homes and installation of low carbon heating and expected running costs. Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. Ensure engagement activities represent young people.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Older people are particularly vulnerable to the impacts of a cold, damp home (where the home is not energy efficient or too expensive to heat), affecting their health and wellbeing. From the evidence base, people over the age of 50 have lower rates of switching energy provider or shopping around for a cheaper deal than the Bristol average.
Mitigations:	<ul style="list-style-type: none"> Promote available grant funding for energy efficiency measures to eligible groups in an accessible way. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to look at how to bring in new and innovative finance mechanisms to provide additional funding support to households. Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). Ensure households have access to good, accessible energy advice on how to save money on energy bills, considering those who are digitally excluded. Ensure households have access to good, accessible advice on decarbonising homes and installation of low carbon heating and expected running costs. Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. Ensure engagement activities represent older people.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Disabled people are particularly vulnerable to the impacts of a cold, damp home (where the home is not energy efficient or too expensive to heat), affecting their health and wellbeing. A higher proportion of Disabled people rent from a social provider (local authority or housing association). From the evidence base, Disabled people have higher rates of being extremely concerned about keeping warm in winter, and higher rates of reducing spending on other essentials due to concern of energy prices.
Mitigations:	<ul style="list-style-type: none"> Promote available grant funding for energy efficiency measures to eligible groups in an accessible way. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to look at how to bring in new and innovative finance mechanisms to provide additional funding support to households. Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). Ensure households have access to good, accessible energy advice on how to save money on energy bills. Ensure households have access to good, accessible advice on decarbonising homes and installation of low carbon heating and expected running costs.

	<ul style="list-style-type: none"> Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. Ensure engagement activities represent Disabled people.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Women statistically still hold the majority of caring responsibilities for both children and older relatives.</p> <p>Men's and boy's health is in general poorer than that of women's and girl's health</p> <p>A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties.</p>
Mitigations:	<ul style="list-style-type: none"> Promote available grant funding for energy efficiency measures to eligible groups in an accessible way. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to look at how to bring in new and innovative finance mechanisms to provide additional funding support to households. Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). Ensure households have access to good, accessible energy advice on how to save money on energy bills. Ensure households have access to good, accessible advice on decarbonising homes and installation of low carbon heating and expected running costs. Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. Ensure engagement activities represent men and women.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> The evidence base suggests LGB+ people are among the groups with highest rates of reduced spending on other essentials due to concern about energy prices and high rates of suffering from overheating during hot weather.
Mitigations:	<ul style="list-style-type: none"> Promote available grant funding for energy efficiency measures to eligible groups. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to look at how to bring in new and innovative finance mechanisms to provide additional funding support to households. Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). Ensure households have access to good, accessible energy advice on how to save money on energy bills. Ensure households have access to good advice on decarbonising homes and installation of low carbon heating and expected running costs. Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. Ensure engagement activities represent LGB+ people.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Babies are particularly vulnerable to the impacts of a cold, damp home (where the home is not energy efficient or too expensive to heat), affecting their health and wellbeing. The evidence base suggests single parents are among the groups with highest rates of extreme worry about keeping their home warm in winter and highest rates of reducing spending on other essentials due to concern about energy prices.

Mitigations:	<ul style="list-style-type: none"> • Promote available grant funding for energy efficiency measures to eligible groups. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to looks at how to bring in new and innovative finance mechanisms to provide additional funding support to households. • Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). • Ensure households have access to good, accessible energy advice on how to save money on energy bills. • Ensure households have access to good advice on decarbonising homes and installation of low carbon heating and expected running costs. • Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. • Ensure engagement activities represent mothers, babies and single parents.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • The evidence base suggests trans people are among the groups with highest rates of reduced spending on other essentials due to concern about energy prices, high rates of suffering from overheating during hot weather; and lowest rates of making improvements to energy efficiency of their home due to concern about energy prices.
Mitigations:	<ul style="list-style-type: none"> • Promote available grant funding for energy efficiency measures to eligible groups. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to looks at how to bring in new and innovative finance mechanisms to provide additional funding support to households. • Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). • Ensure households have access to good, accessible energy advice on how to save money on energy bills. • Ensure households have access to good advice on decarbonising homes and installation of low carbon heating and expected running costs. • Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. • Ensure engagement activities represent trans people.
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Race inequality in employment in Bristol manifests as higher unemployment, income gaps, and limited career progression for Black and minoritised ethnic communities, driven by discrimination and systemic barriers. • Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups. • Black, Asian and minoritised ethnic households are less likely to own their home and more likely to live in overcrowded housing and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. • People who do not speak English as a main language may require information in plain English and community language translations or videos. • The evidence base suggests Black and minoritised ethnic groups are among the groups with highest rates of extreme worry about keeping their home this winter and reducing spending on other essentials as a result of concern about energy

	prices. Black/ Black British households are among the groups with lowest rates of making energy efficiency improvements due to concern about energy prices, and lowest rates of reducing energy use due to climate change. Mixed Minority Ethnic households are among the groups with highest rates of suffering from overheating during hot weather.
Mitigations:	<ul style="list-style-type: none"> • Promote available grant funding for energy efficiency measures to eligible groups in an accessible way (including in multiple languages). Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to look at how to bring in new and innovative finance mechanisms to provide additional funding support to households. • Promote high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes). • Ensure households have access to good, accessible energy advice on how to save money on energy bills (including in multiple languages). • Ensure households have access to good, accessible advice on decarbonising homes and installation of low carbon heating and expected running costs (including in multiple languages). • Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. • Ensure engagement activities represent people from Black, Asian and minoritised ethnic groups.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • People who are unable to afford their energy bills are at risk of the negative health and wellbeing impacts of living in a cold, damp home. People who cannot afford to insulate their home or are not eligible for grant funding cannot receive the benefits of increased energy efficiency for a warmer, healthier home. If low carbon heating is not installed well, this group may also be impacted by higher heating costs. • Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe and Withywood; Filwood and Lawrence Hill. • In Bristol, 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 17,900 children and 7,800 older people. • 25,450 households in Bristol are estimated to experience fuel poverty; this constitutes 12.8% of all households "fuel poor" (national average 13.1%). • 40.7% of people in Bristol are dissatisfied with the way the Council runs things, but this is 54.5% for people living in the most deprived areas of the city (QoL 2023-24).
Mitigations:	<ul style="list-style-type: none"> • Promote available grant funding for energy efficiency measures to eligible groups. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to look at how to bring in

	<p>new and innovative finance mechanisms to provide additional funding support to households.</p> <ul style="list-style-type: none"> • Ensure households have access to good, accessible energy advice on how to save money on energy bills. • Ensure households have access to good advice on decarbonising homes and installation of low carbon heating and expected running costs. • Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. • Ensure engagement activities represent people from lower socio-economic backgrounds.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Being a carer can be a huge barrier to accessing services and maintaining employment.</p> <ul style="list-style-type: none"> • Studies show around 65% of adults have provided unpaid care for a loved one. • Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men). • Carers may be caring for Disabled people who are particularly vulnerable to the impacts of a cold, damp home (where the home is not energy efficient or too expensive to heat), affecting their health and wellbeing.
Mitigations:	<ul style="list-style-type: none"> • Promote available grant funding for energy efficiency measures to eligible groups. Eligibility of grant funding changes all the time, at the moment grant funding is available for homes in council tax bands A-D and homes not connected to the gas grid on household incomes less than £36k. Low interest loans are also available. There is an action in the plan to look at how to bring in new and innovative finance mechanisms to provide additional funding support to households. • Ensure households have access to good, accessible energy advice on how to save money on energy bills. • Ensure households have access to good advice on decarbonising homes and installation of low carbon heating and expected running costs. • Put in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients. • Ensure engagement activities represent carers.
Other groups [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The transition to decarbonised homes can have an overwhelmingly positive impact on communities, through reduced energy costs, warmer, healthier homes, and local job creation. Done well, this transition should contribute to reducing fuel poverty and improving the health and wellbeing of Bristol's citizens, which have

further knock on benefits, for example of improved educational attainment and reduced impact on the National Health Service.

The engagement and communication approach needs to proactively seek out involvement from groups that have not previously been reached.

Creating and promoting inclusive skills pathways into relevant jobs should advance equality of opportunity between people who share a protected characteristic and those who don't.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

Potential negative impacts could include exacerbating the number of people in fuel poverty and living in cold homes susceptible to damp and mould, which would contribute to widening economic, health and wellbeing inequalities across the city. The proposed action plan in its entirety seeks to mitigate these impacts through actions such as:

- Promoting available grant funding for energy efficiency measures to eligible groups
- Promoting high-quality work that incorporates ventilation appropriately (follow PAS 2035 standards for retrofit on BCC homes)
- Ensuring households have access to good energy advice on how to save money on energy bills
- Ensuring households have access to good advice on decarbonising homes and installation of low carbon heating and expected running costs
- Putting in place measures to improve the quality of the supply chain, through monitoring performance, upskilling and ensuring commissioners are intelligent clients.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Positive impacts of the proposed action plan are reduced energy costs, warmer, healthier homes, and local job creation. Taking an inclusive approach to engagement and skills and supply chain development will promote equality.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Update this Equality Impact Assessment following any further engagement or changes	Emily White	April 2027
Incorporate a strategy for monitoring and evaluation of projects in the HRA Heat Decarbonisation Plan that includes impact on tenants' bills	Sam Robinson	June 2025
Embed monitoring, evaluation and learning into Bristol City Council housing decarbonisation projects	Sam Robinson	Ongoing
Improve understanding of equalities impacts of homes decarbonisation through data collection and analysis	Emily White	April 2026
Deliver an inclusive programme of local skills and supply chain support for retrofit and low carbon heat (via Innovate UK Mission Net Zero project)	Darren Perkins	Dec 2025

Improvement / action required	Responsible Officer	Timescale
Engagement actions – please refer to section 2.5 for more details on engagement activities	Emily White	2030


4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

The action plan includes the need to develop a process for monitoring progress of the plan and establish the governance structure for delivery of the plan with clear reporting lines for accountability. The monitoring process and governance will both need to include reporting on equalities impacts.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

<p>Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i></p>	<p>Director Sign-Off:</p> 
<p>Date: 23/01/2025</p>	<p>Date: 20/03/2025</p>

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.