

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	LARA Hertfordshire Retrofit Strategy
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Climate and Sustainability
EIA Author <i>Name and Job Title</i>	Ellie Nathan – Net Zero Innovation Project Manager
Date EIA drafted	03/06/2025
ID number <i>This will be added by the Strategy and Partnerships Team</i>	

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> • <i>If the EIA is attached to a report, summarise the report.</i> • <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> • <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>The report seeks approval of the Hertfordshire Local Retrofit Strategy, which will formalise a structured approach to retrofit coordination, funding applications, and project delivery in Hertfordshire.</p> <p>Retrofit refers to any improvement work on an existing domestic building which improves its energy efficiency, through making it easier to heat, increasing its ability to retain heat for longer, and through replacing fossil fuels with renewable energy.</p> <p>The Hertfordshire Retrofit Strategy aims to deliver on four strategic goals to increase retrofit demand, capacity, and supply in Hertfordshire:</p> <ul style="list-style-type: none"> • Goal 1: Increase uptake and successful delivery of retrofit advice and measures. • Goal 2: Realise the co-benefits of retrofit in Hertfordshire. • Goal 3: Increase local supply chain capacity and quality through better access and control of resources, data and shared understanding. • Goal 4: Create a confident, trusted retrofit environment. <p>The adoption of the Retrofit Strategy itself is unlikely to have any material impact on people/communities with protected characteristics, however the implementation of the Retrofit Strategy, through the resulting Action Plan, may positively impact some people/groups with protected characteristics such as elderly people and disabled people who could benefit from energy</p>

	efficiency improvements to their homes. Lower-income households are also likely to benefit from advancing retrofit in the county, though not technically a group with protected characteristics.
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Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	Elderly people may benefit from grant and support schemes for home energy efficiency improvements, through the direct impacts of a warmer, healthier home living environment, and also through avoiding scams/poor quality work through the provision of a potential independent retrofit advice/support service.	Positive impacts can be realised by ensuring communication about initiatives with elderly residents through appropriate channels and working in partnership with key stakeholders e.g. CAB, Age UK etc.
Disability	Disabled people may benefit from grant and support schemes for home energy efficiency improvements, through the direct impacts of a warmer, healthier home living environment.	Positive impacts can be realised by ensuring communication about initiatives is accessible to disabled residents and shared through appropriate channels, working in partnership with key stakeholders e.g. CAB, disability support charities, social prescribers etc.
Gender reassignment (or affirmation)	N/A	
Pregnancy or maternity	N/A	
Race	N/A	
Religion or belief	N/A	

Sex	N/A	
Sexual Orientation	N/A	
Marriage and Civil Partnership	N/A	
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	N/A	

Actions Planned

In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.

The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.

- Full Equality Impact Assessments will be carried out for specific actions and proposals resulting from the Hertfordshire Retrofit Action Plan on a project-by-project basis where they are likely to impact people or groups with protected characteristics.
- We plan to work closely with the Partnerships team to implement any actions resulting from the Retrofit Strategy which can positively contribute to equalities, health, and fuel poverty initiatives in Three Rivers.

Additional Information
<i>Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.</i>

Sign off:

Equalities Lead Officer	Date

