Energy and Environment Policy

Net-Zero by 2045

Information for Stakeholder Consultation and Approval Body {this would be deleted once it has been for approval]

Review Type	☐	New	☐	Minor Review/ No Change	☒	Major Review
Reason for review	☐	Review Date	☐	Legislative / Regulator Change	☐	Other
Other notes:	**Outline of key actions we must undertake to achieve nationally required targets relating to CO_2 emissions and integrating sustainability into our strategic planning, day-to-day and wider role activities**					

Title of Policy	Energy Management and Environmental Sustainability Policy
Approved by	Board
Approval Date	Click here to enter a date.
Owner	Director of Business Development
Author	Head of Development and Business Growth
Version	1.0
Period of Review	60 months
Date of Review	Click here to enter a date.
Lead Directorate	Business Growth and Development

Stakeholders					
	☐ Partnership Forum	☐ Human Resources	☐ ICT
	☐ Staff Forum	☐ Property	☐ Other
	☐ Finance	☐ BR24	
	☐ Operations	☒ Business Development	

Scottish Social Housing Charter Outcomes and Standards this policy helps to achieve	☐ Outcome 1	☐ Outcome 6	☐ Outcome 11
	☐ Outcome 2	☐ Outcome 7	☐ Outcome 13
	☐ Outcome 3	☐ Outcome 8	☐ Outcome 14
	☒ Outcome 4	☐ Outcome 9	☐ Outcome 15
	☒ Outcome 5	☐ Outcome 10	

Care Standards this policy helps to achieve	☐ Standard 1	☐ Standard 2	☐ Standard 3
	☐ Standard 4	☒ Standard 5	

Bield Objectives this policy helps to achieve	☐ Objective 1	☒ Objective 3	☐ Objective 5
	☐ Objective 2	☐ Objective 4	☐ Objective 6

What you will find in this guidance note

1   Introduction

1.1.   Our vision is a Scotland where people of all ages are respected can make their own choices and lead independent and fulfilling lives.

1.2.   Our mission is to improve the quality of life of older people by offering a diverse range of housing, care, and other services.

1.3.   We recognise we have an environmental impact, and as a responsible Registered Social Landlord (RSL), we want to
- sustain and improve Bield by promoting affordable, low-carbon living and working, so that we have greener, cleaner places
- aid customers to reduce energy costs and lessen fuel poverty among our customers
- operate in the most sustainable and environmentally friendly way possible.

1.4.   Climate change is a global issue as world temperature is rising because of human activity.

1.5.   Climate change now threatens every aspect of human life. The rapid climate change we are now seeing is caused by humans using oil, gas and coal for their homes, factories and transport.

1.6.   The world is now about 1.2°C warmer than it was in the 19th century and the amount of CO_2 in the atmosphere has risen by 50%.

1.7.   By signing the 'Paris Agreement' in 2015, every country throughout the world agreed to work together to limit global warming to 1.5°C to enable us to reach 'net zero'.

1.8.   Each country is committed to setting out their national plans as to how they will reduce emissions. Over the last three decades, almost every country has been brought together every 5 years for global climate summits, also known as Conference of the Parties (COPs), to provide updates on national plans and set out their ambitions.

1.9.   The intention of the COPs are to be decisive, to adapt, and to make money available to deliver on these aims. As a result, this is likely to influence change in Legislative requirements to accelerate action to tackle the climate crisis through collaboration between governments, businesses and civil society.

1.10.   COP26 was held in Glasgow in 2021, where by the conference concluded with nearly 200 countries agreeing the "Glasgow Climate Pact" to retain the limit of global temperature increase to 1.5C and finalise the outstanding elements of the Paris Agreement.

1.11.   All countries agreed to present more ambitious 2030 climate emissions targets by the end of 2022. There were also commitments to "phasedown" the use of coal, to significantly increase financial support through the Adaptation Fund to support to developing countries by 2025 and to end deforestation by 2030.

1.12.   We fully support the global and Scottish Governments climate change agenda and targets.

1.13.   This Energy Management and Environmental Sustainability Policy sets out our commitment to reduce our carbon footprint by 90% to achieve net-zero by 2045 at the latest, with interim targets for reductions of at least
- 75% by 2030
- 90% by 2040

1.14.   This policy also reflects the focus on
- Scottish Government Carbon Net Zero targets
- Energy Efficiency Standard for Social Housing post-2020 targets (EESSH2)
- Housing 2040 targets

1.15. We will participate and contribute to the Zero Emission Social Housing Task Force (ZEST) to learn from other organisations, determine what is required and to implement realistic and achievable actions.

1.16. We will strive to improve our environmental performance, taking into account the need to demonstrate a positive economic balance between cost and benefit, in fulfilling our role as a RSL.

1.17. This will be a vast change for us in the way in which we develop new sites, how we invest, and how we operate as an overall business.

1.18. This policy embodies our values, which are:

Honesty	Equality and Diversity	Ambition	
Dignity	Integrity	Caring	Kindness

2. Policy purpose
2.1. The purpose of this policy is to:
- Describe the arrangements we are putting in place for integrating sustainability into our strategic planning, day-to-day and wider role activities.

3. Equality, Diversity, and Inclusion
3.1. When carrying out this policy we will adhere to our Equality and Diversity Policy which aims to promote diversity, fairness, social justice, and equality of opportunity. An Equality Impact Assessment was carried out in relation to this policy and this is included at Appendix 1.

3.2. The assessment highlighted the following:

Older people
In research published by Age UK, older households are more than twice as likely to live in "extreme fuel poverty" than families, with 13 per cent affected compared to six per cent. Previous figures show that more than half of single pensioners live in fuel poverty, and four in ten pensioner couples.

Older people tend to be more affected since they are more likely to live on a fixed income, in a rural community, or have an older, hard-to-heat home. They are also less likely to have a smart meter or use the internet to shop around for a cheaper energy tariff.

A fabric first approach will help to manage this for older people. Other actions might include digital inclusion so that this group can shop around for better energy tariffs.

Disabilities
Research undertaken by Snell et al (2013) showed that a higher proportion of households that included people with disabilities than those that did not were fuel poor

BAME people
In research conducted by the UK Government, a higher proportion of people with 'non-white' ethnicity consistently experienced fuel poverty

LGBT people
Fuel poverty has long been associated with households including older occupants or someone with a disability or long-term illness. Single person households have also consistently had a higher rate of fuel poverty compared with other sizes of households.
Older LGB people are significantly more likely to live alone than their heterosexual peers, and four and a half times less likely to have children to call upon in times of need.

While there is no evidence in relation to trans people, we would expect a similar experience.

This suggests that older LGB&T people may be particularly vulnerable to fuel poverty.

3.3. In addition to the points made above, to help promote equality and inclusion, the following steps will be taken for this policy:
- Large print version
- Translation and interpretation message on the back of the policy
- Easy to read version for people with mental impairment

4. Definitions
4.1. Include definitions that will be used in the policy

Energy Efficiency Standard for Social Housing Scotland 2 (EESSH2)
The Energy Efficiency Standard for Social Housing (EESSH) aims to improve the energy efficiency of social housing in Scotland. It will help to reduce energy consumption, fuel poverty and the emission of greenhouse gases.

Energy Performance Certificates (EPCs)
Energy Performance Certificates (EPCs) provide information on how energy efficient your building is, and how it could be improved. Buildings are rated on a scale from A to G, with A being the most efficient.

Fabric first
Maximising the performance of the components and materials that make up the building fabric itself, before considering the use of mechanical or electrical building services systems.

Net Zero
A balance between the amount of greenhouse gas produced and the amount removed from the atmosphere. Net zero is reached when the amount we add is no more than the amount taken away.

5. Our role in net-zero
5.1. The social housing sector has always focused on delivering affordable, high quality homes however in order to achieve zero emissions further investment is required.

5.2. Reducing demand for heat and improving the condition of our assets is one of the first steps to achieving the net-zero target.

5.3. We recognise as an organisation that the climate emergency is the issue of our era and we are committed to reducing our environmental impact and behaving sustainably for the benefit of our existing and future customers/colleagues and the communities in which we live in.

5.4. Our Energy Management and Environmental Sustainability policy will ensure we are socially responsible by providing inspiration and vibrant homes and offices, positively influencing and adhering to legislation at local and national levels.

5.5. Should we do nothing, we run the risk of penalties such as not being able to let properties, increase in fuel poverty and effect on people's health.

5.6. Every colleague, customer and service-user has an important role in achieving warm and energy efficient homes to live in.

5.7. Through engagement, education and instruction, their role, inclusion and voice will be vital to achieving the set out target for homes and reducing the negative environmental impact of our wider operations.

6. Our aim

6.1. Climate change has an impact on how we operate our services and properties.

6.2. Around the world storms, floods and wildfires are intensifying.

6.3. Air pollution sadly affects the health of tens of millions of people and unpredictable weather causes untold damage to homes and livelihoods too.

6.4. We therefore need to examine ways of reducing our carbon footprint and make sure that we avoid issues such as creating cleaner air, eradicating fuel poverty, dealing with weather extremes for cold, heat and flooding but at the same time creating economic growth.

6.5. As an organisation we need to be responsible for the carbon emission management of all our assets.

6.6. The Climate Change (Emissions Reduction Targets) (Scotland) Act 2019, sets targets to reduce Scotland's emissions of all greenhouse gases to net-zero by 2045. EESSH 2 and Housing 2040 set out similar targets that must be adhered to.

6.7. To align with this target, we aim to:
- Identify our organisational carbon footprint and then take the appropriate steps to reduce this

- Develop, invest and provide sustainable homes and offices that are fit for purpose, adhering to environmental standards and ensuring that our environmental impact during and after construction is minimised

- Commit to innovation and environmentally friendly features in design, by researching the latest building techniques to reduce our environmental impact. This will include renewable energy and smart technology to reduce energy costs and incorporating the standards into design practice for new and existing properties, and offices

- Ensure that all our properties are EPC Band B by 2032 to align with EESSH2 requirements

- Improve the management of our asset base to ensure a greater focus on long term sustainable investment in our properties

- Continue our commitment of buying and using energy and water in the most cost-effective, efficient and environmentally responsible way possible.

- Promote the reduction, reuse and recycling of waste materials in all main offices to conserve resources and reduce waste disposal to landfill

- Avoid and mitigate pollution to air, land and water from all operational activities

- Comply with the requirements of environmental legislation, statutory regulations and codes of practice relevant to our business activities

- Raise awareness and encourage participation in environmental matters through employee information and training

- Procure goods, supplies and services in accordance with our Procurement Sustainability Strategy taking environmental factors into account whenever possible.

- Continuously improve our environmental performance by promoting use of clean transport, review of business activities, policies and targets

7. Our objectives

7.1. To achieve the aims, set out above and to become a Carbon Neutral organisation by 2045 and one of the most energy-efficient organisations in our industry, we will endeavour to:

7.2. Provide Energy Efficient Homes and Work Places by:

- Complying with the Energy Efficiency Standard for Social Housing post-2020 (EESSH2) requirements that will contribute to reducing emissions by 80% by 2040. That means all our properties will achieve minimum SAP rating band D by 2025 and band B by 2032.

- Improving the energy efficiency of our existing housing stock by taking a Fabric First approach and implementing effective energy management measures that support all operations and maintain high levels of customer satisfaction

- Developing and implement a design brief for developing new sustainable, carbon zero and energy efficient homes.

- Working in partnership with Local Authorities towards sustainable principles which promote local material sourcing, recycling, insultation standards, renewable energy and achieving locally set net zero targets

7.3. Introduce and integrate new technologies and systems by:

- Developing existing asset management systems to incorporate energy and sustainability targets to align with existing replacement life cycles

- Ensuring energy and water are used efficiently in all activities by installing satisfactory meters and monitoring systems

- Endeavour to continuously improve our environmental performance by using A+ energy rated white goods, components and heating systems in our properties and offices.

7.4. Provide the most advantageous combination of cost, quality and sustainability through:

- Sourcing grants and other sources of funding for renewable energy and energy efficient projects and explore local environmental initiatives and collaborations

- Procuring all projects in line with our Procurement Sustainability Strategy, incorporating recycling, environmentally friendly choices and sustainability standards. Promote Fair Working Practices and Community Benefits within all contracts

- Achieving the best energy procurement value for our tenants and service users by continuing to purchase energy based on best value principles and safety of supply

- Continuing to carry out a comprehensive energy billing validation process to ensure that we are being charged correctly

7.5. Reduce negative waste impact by means of:

- Recycling or promoting the reuse of old goods and materials by creating recycling centres and an online 'swap shop'

- Implementing processes and procedures to promote reduction, reuse and recycling methods in all our properties and main offices to mitigate our impact on waste through operational activities such as providing recycle bins, reduce food waste, reducing the requirement for paper etc

7.6. Promote and Educate all aspects of sustainability and climate change by:

- Educating employees, tenants and service users on energy saving measures at work and at home whilst maintaining a safe living environment for our older customers.

- Promoting the use of clean transport by providing electric vehicle charging points and encouraging employees, tenants and service users to consider other means of transport such as cycle and bus by implementing incentives

- Continuing to encourage staff to work in an agile manner and promote the use of digital meetings

8. People

8.1. People are essential to the fulfilment of this policy and climate change will affect health and wellbeing of individuals and communities.

8.2. We will engage and work with various stakeholders to look at how we work (our colleagues), to how we live (our customers) and what we can learn from others (partnerships). We will continue to promote healthy living and well-being throughout the organisation.

8.3. Customers are at the heart of our Energy Management and Environmental Sustainability Policy. Providing a warm energy efficient home does much more than reduce carbon footprint, it provides a home that is affordable to heat, helping to reduce fuel poverty, and a warm home promotes good health and wellbeing.

8.4. We will work to design and reinvest in our developments to create more green spaces, which have a benefit to both our customers and biodiversity. It also reduces the air pollution which provides health benefits for the wider community.

8.5. By enhancing colleague, customer and the local community involvement in environmental and biodiversity issues where appropriate also creates a fairer society for future generations and reduction of inequality.

8.6. Wider operations of the organisation became more sustainable as a result of new working practices introduced due to the Covid-19 pandemic. The challenge for coming years will be to maintain this momentum and use it as a catalyst for further reduction of waste and travel.

8.7. We will seek to understand how working from home and the reduction of travel has affected our carbon footprint, although consideration has to be taken for energy consumption within individual homes.

8.8. We will explore and report on gas and electricity emissions/consumption, water consumption, and employee travel emissions/ expenses, with the expectation that there will be significant reductions.

8.9. We are committed to developing a more sustainable and flexible future way of working without effecting productivity but having a positive impact on our carbon footprint.

8.10.   We will be proactive in raising awareness amongst employees, customers and service users on energy and sustainability issues and seek their contribution to help deliver our aims and objectives.

8.11.   We will encourage everyone to get involved, with a commitment by Leadership Team to 'lead by example' both in their own practices and in developing a long term energy and environmental sustainability strategy.

8.12. We will work with our learning and development team, to create a new sustainability training course to assist with raising awareness and encourage participation in environmental matters through employee information and training.

8.13. Future intention would be to engage with tenants via events, surveys etc and to work with local initiative groups to help educate the importance of energy efficiency and small things that can be done to assist with combating global warming.

9. Property

9.1. The majority of our developments are circa 40 years old, which presents a challenge as the original construction wasn't built to current standards, particularly relating to
- insulation levels
- efficient heating systems
- heating control

9.2. The age and existing components of our homes make it extremely difficult and expensive to retrofit.

9.3. As identified within the Business Plan, the Energy Management and Environmental Sustainability Policy will contribute to our development strategy for 2023-2026 by ensuring all our assets are fit for purpose by bringing them up to modern day standards but also sustainable and in a position to continue to deliver for the older population and meet the aspirations of future generations.

9.4. Bield will seek to integrate energy efficient and sustainable measures at all stages of new-build and redevelopment projects including offices by:

- Taking 'Fabric First' approach on existing assets by undertaking thermal upgrades, addressing airtightness and cold bridging, and achieving net zero emissions. This will assist with demand and therefore help to make the installation of some zero emissions heating systems more technically viable and cost effective. It will also reduce overall energy demand and prevent an increase in household running costs

- Reducing the carbon embodied in the construction process by using Modern Methods of Construction (MMC). This includes a range of processes that incorporates various types of pre-manufacturing, site-based materials and process innovation. MMC processes seek to streamline cost and contribute to low-carbon, environmentally sustainable development in a variety of ways such as reducing waste and transport as well as often involving materials that use less carbon in their manufacture.

- Ensuring all existing and new buildings are fit for purpose in a future climate. Taking into consideration intense rainfall, wind and storm patterns and overheating. Technology will be incorporated to ensure a building can be monitored and managed to achieve the highest performance possible

- Contribute to sustainable developments and sustainable communities by providing homes that people want to live in, meet their needs, are energy efficient, have digital integration and have the services to enable them to stay in their own home independently and longer

- By completing a regular review of standard specifications taking into account the environmental impact of individual products and materials such as heating boilers, paint, timber etc. We will ensure the life cycle of components is maximised by high quality specification at initial installation

- Integration of external space and have a balanced, connected community with a wider sense of sustainability and introduction of 20 minute neighbourhoods

- Enhancing biodiversity and habitat creation and adding nature friendly features to our house types and garden designs

- Installing sustainable drainage systems to ensure that local flooding risk is not worsened by any new development, but also can create new habitats such as ponds, ditches and recesses that are left for wildlife or can also be enhanced with planting by communities

- Review procurement practices to maximise local sourcing of material and the reduction of transportation costs, where it is practicable to do so and in line with Procurement Sustainability Strategy

- Influence sustainability practices of contractors where by including sustainable targets within contracts and encouraging community benefits

10. Energy and water

10.1. We recognise energy and water related activities are embedded into the organisation's carbon footprint. We accept the responsibility to manage consumption and strive to reduce usage where practicable.

10.2. To maximise the level of energy and water usage, we will;

- Continually review and monitor energy and water consumption for all properties to ensure efficiency and to look at ways to reduce where required. Monitoring systems to be installed where necessary.

- Review the energy efficiency of all properties to target refurbishment or asset management in order to improve performance

- Monitor and measure the impact of our operation activities and other actions to ensure continuous improvement and inform future strategy

- Review utility rates and charges on an annual basis to ensure obtaining the best price and to allow for any fluctuation or predicted fluctuation within the annual budget

- Utility bills will be checked for accuracy and validated to ensure we are being charged for the correct usage

- Reduce/ manage peak demands to reduce strain on national supply network as well as the associated tariff charges

- Look to reduce energy and water wastage by replacing obsolete equipment with more efficient alternatives

- Research and install new technologies into existing and new developments. We will seek to access sources of funding for such technologies to make it more feasible to install

- Incorporate water and energy saving measures into specifications and designs such as introducing motion sensor taps within common spaces and low flow toilets

- Only providing air colling/ conditioning where the use of the space fully justifies its use such as IT Server rooms

- Raise awareness of energy and water consumption amongst all staff, customers and services users through a combination of training, publicity and information exchange

11. Waste

11.1. We recognise the adverse impact of waste on the environment and aims to reduce the negative impact by seeking to prevent, reuse, repurpose and reduce. The organisation is committed to implementing an effective and responsible waste management process to meet legal obligations but also ensure the safety and well-being of others.

11.2. Everyone generates some amount of waste, therefore it is a shared responsibility to prevent further waste growth.

11.3. We will seek to reduce negative waste impact by:

- Promoting the re-use of materials etc equipment by implementing a cleaning, repairing and refurbishment process

- Using less material in design, keeping products for longer and using less hazardous materials in all operations throughout the organisation

- Purchasing equipment that can easily be maintained, can be amended or has interchangeable parts

- Providing recycling and segregation waste bins at all offices and developments to encourage to recycle where possible including food waste, paper, plastic and glass

- Considering the recycling of materials and turning waste into a new substance or product including composting. Providing the necessary equipment or process where required

- Segregating any hazardous waste under their management, such as WEEE and asbestos containing waste, and storing them safely and securely before arranging for their disposal in accordance with relevant legislation

- Making 'Site Waste Management Plans (SWMPs)' mandatory for all construction sites and set out how resources will be managed and waste controlled at all stages during a construction project, reducing potential harm to the environment and human health

- Considering end of life disposal costs and environmental impact when making procurement decisions including construction of new or refurbished buildings. Promote and use recycled products where feasible to avoid the cost of safe disposal and introduction of pollutants

- Reducing paper usage and purchasing across all offices and developments by creating a paperless office environment, reducing the proportion of information held in paper files and promoting digitalisation

- Providing or arranging necessary advice and support to customers working with other agencies on services which enhance the local community

12. Transport and travel

12.1. Travel and transport is a large contributor to climate change. We are committed to giving advice and encouragement on more sustainable travel options to customers and colleagues, and to provide opportunities to reduce business mileage and incentivise car sharing, cycling, walking and use of public transport, where appropriate.

12.2. As an organisation we will prioritise:

- Reducing atmospheric pollution and resource-use and improving local environment by encouraging colleagues, customers and service-users to use more sustainable travel

- Providing electrical charging points at offices and developments to promote the use of electric vehicles and to allow charging by customers, service-users and colleagues

- Reviewing our car procurement to include promotion of fuel efficiency / less polluting models including the use of electric pool vehicles, and sourcing available funding to purchase where required

- Reviewing our transport policy to encourage greater use of active travel and public transport by all customers, services-users and colleagues

- Encouraging colleagues to purchase more efficient models of cars and providing incentives to encourage greener ways of travel such as implementing a Cycle to Work Scheme, or Bus Commuter Travel Club

- Promoting access to public transport and collaborating with companies to promote use and to encourage use where the service may be provided free of service or is more economical

- Providing cycle racks/ storage, showering facilities and lockers for colleagues to promote active travel to work

- Encouraging staff to host digital meetings to avoid the requirement for travel or to reduce the level of travel and expenses claimed. Digital meetings may also reduce the amount of non-productive travel time.

- Applying for Smarter Choices, Smarter Places (SCSP) Open Fund to encourage people to change their behaviours to walk or cycle as part of their everyday short journeys

13. Scope

13.1. This policy applies to all housing developments, offices, facilities, asses and colleagues.

14. Publicising and Accessibility

14.1. This policy will be published on the Bield website and made available on the Bield intranet (Grapevine).

14.2. We are happy to translate any of our policies and provide an interpreter if our customers need help.

15. Training and Competence

15.1. This policy will be shared across teams to make sure every colleague is aware of the policy and how they can contribute to sustainability.

16. Scheme of Delegation

16.1. As the governing body with responsibility for overseeing our work, our Board provides leadership and strategic guidance. It also ensures compliance with our policies and procedures.

16.2. Responsibility for operational delivery of energy management and sustainability is delegated to the Senior Management Team, which subsequently delegates in line with our authorisation levels and procedures.

16.3. The Head of Development and Sustainability is responsible for providing leadership in terms of the delivery of the policy and implementation of relevant activities, as well as reporting o performance and objectives.

16.4. All colleagues should be aware of Energy Management and Environmental Sustainability Policy and how the principles are applied in their day to day activities.

17. Monitoring, Reporting, and Review

17.1. The policy will be reviewed every five years or more frequently if required by legislative or policy changes.

17.2. The objectives set out in the policy will be reported on an annual basis to the Board.

18. Complying with the Law and Good Practice

18.1. We will operate this policy in the following legal and policy framework:

Climate Change (Emissions Reduction Targets) (Scotland) Act 2019
This Act amended the Climate Change (Scotland) Act 2009, and sets targets to reduce Scotland's emissions of all greenhouse gases to net-zero by 2045 at the latest, with interim targets for reductions of at least 56% by 2020, 75% by 2030, 90% by 2040.
www.legislation.gov.uk/asp/2019/15/contents/enacted

Building (Scotland) Regulations 2004
These regulations prescribe functional standards for buildings. They apply to construction, conversion and demolition of buildings and also to the provision of services, fittings and equipment in or in connection with buildings.
www.legislation.gov.uk/ssi/2004/406/contents

Housing to 2040
Housing to 2040 is Scotland's first ever long-term national housing strategy with a vision for what we want housing to look like and how it will be provided to the people of Scotland, no matter where they live and what point in their life they are in. Housing in 2040 will support people to live in homes they want to live in which are affordable and meet their needs.
www.gov.scot/publications/housing-2040-2/

Energy Efficiency Standard for Social Housing post-2020 (EESSH2)
These standards aim to improve the energy efficiency of social housing in Scotland. It will help to reduce energy consumption, fuel poverty and the emission of greenhouse gases. The standard will contribute to reducing carbon emissions and align with requirements set out in the Climate Change (Emissions Reduction Targets) (Scotland) Act.
www.gov.scot/policies/home-energy-and-fuel-poverty/energy-efficiency-in-social-housing/

Fuel Poverty (Scotland) Act 2019
The statutory targets set by the 2019 Act are that in 2040 of no more than 5% of households should be in fuel poverty, no more than 1% of households should be in extreme fuel poverty and the median fuel poverty gap of households in fuel poverty is no more than £250 in 2015

prices before adding inflation. There are also interim targets for the same metrics at 2030 and 2035.

www.legislation.gov.uk/asp/2019/10/enacted

18.2. The above list of legislation is not exhaustive, other legislation such as 2024 New Build Zero Emissions from Heat Standard, are currently being proposed and likely will introduce a way that is balanced and which considers the health and wellbeing of Scotland's people. These regulations will cover the full range of Scotland's domestic and non-domestic buildings and address both their energy efficiency and their direct emissions from heating.

18.3. As climate change and energy efficiency are the forefront of Government agendas, it is likely further regulations and standards will be implemented to ensure overall targets are met by 2045.

18.4. As a Registered Social Landlord (RSL), we are regulated by the Scottish Housing Regulator (SHR). The SHR's statutory objective is to safeguard and promote the interests of current and future tenants, homeless people, and other people who use services provided by social landlords. In developing our policy, we have taken account of good practice, including that developed by the Scottish Housing Regulator.

18.5. The SHR uses the outcomes and standards in the Charter to assess the performance of social landlords. The key outcomes that have been considered in the development of this policy include:

Outcome 4   Customers' homes, as a minimum, meet the Scottish Housing Quality Standard (SHQS) when they are allocated; are always clean, tidy and in a good state of repair; and also meet the Energy Efficiency Standard for Social Housing (EESSH) by December 2020.

Outcome 5   Customers' homes are well maintained, with repairs and improvements carried out when required, and customers are given reasonable choices about when work is done.

18.6. The ARC indicators relating to this policy area are:

C10   Percentage of Properties meeting the EESSH
C11   Anticipated Exemptions from the EESSH
C12   Energy Performance Certificates

18.7. As a provider of care, we are regulated by the Care Inspectorate. The Care Inspectorate uses Health and Social Care Standards to assess the performance of care providers. The key standards that have been considered in the development of this policy are: [delete as appropriate]

Standard 1   I experience high quality care and support that is right for me

Standard 2   I am fully involved in all decisions about my care and support

Standard 3   I have confidence in the people who support and care for me

Standard 4   I have confidence in the organisation providing my care and support

Standard 5   I experience high quality environment if the organisation provides the premises.

19.   GDPR

19.1. We will treat all personal data in line with our obligations under the current data protection regulations and our Privacy Policy. Information regarding how all data will be used and the basis for processing your data is provided in our Customer Fair Processing Notice.

20. Risk management

20.1. Several risk management activities have been identified to ensure this policy is adhered to and that Bield customers experience the best possible experience

- Bield colleagues, Board members, and volunteers are made aware of this policy on publication and during induction of new colleagues.
- Customers and carers are made aware of this policy during service entry.

Appendix 1 Equality Impact Assessment

1	**Title of Policy to be assessed**: Energy Management and Environmental Sustainability
2	**Date: 27/10/2021**
3	**Lead Officer/Manager: Zhan McIntyre**
4	**EQIA Team (who will be involved): Liz Peacock**
5	**Director/Manager: Val Hunter**
6	**Is the function or policy existing, new, or review: Review**
7	**Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:** The purpose of this policy is to set out how we will work as an organisation to achieve carbon net zero by 2045 and to integrate sustainability into our strategic planning, day-to-day and wider role activities. **The policy applies to all Bield colleagues**
7a	**Who should benefit from the policy (target population): Bield customers (predominantly older people), Bield colleagues**
7b	**Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for this exercise? Please list.** **Asset Management Policy** **Estate Management Policy** **Property Services Policy** **Procurement Policy** **Procurement Sustainability Strategy**
8	**State whether the policy will have a positive or negative impact across the following factors and provide initial comments/observations.**
	Age: Older people, people in the middle years, young people, and children. **Disability:** includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems. **Maternity and civil partnership** **The policy will have no impact on people expecting or recently giving birth or within a civil partnership** **Race:** Minority ethnic people (includes Gypsy/Travellers, non-English speakers). **Religion or belief:** includes people with no religion or belief. **Sex:** Women, men, and transgender people (include issues relating to pregnancy and maternity). **Gender reassignment:** The process of changing or transitioning from one gender to another. **Sexual orientation:** Lesbian, gay, bisexual, and heterosexual people. **People in remote, rural, and/or island locations** **People in different work patterns:** e.g. part-/full-time, short-term, job share, seasonal **People who have low literacy** **People in different socio-economic groups** (includes those living in poverty/people on a low income)

Population groups	Positive Impact	Negative Impact	Comments

	Age	**Small, long-term**	**N/A**	Fabric first approach will improve energy efficiency of homes so that it will reduce impact of increasing costs of fuel, which is known to impact some older people because of age. Taking action to prepare buildings for heatwaves will help older people who are often adversely impacted by particularly hot weather
	Disability	**Small, longterm**	**N/A**	Fabric first approach will improve energy efficiency of homes so that it will reduce impact of increasing costs of fuel, which is known to impact people with disabilities who often have limited incomes.
	Maternity and civil partnership	N/A	**N/A**	
	Race	**Small, positive**	**N/A**	Fabric first approach will improve energy efficiency of homes so that it will reduce impact of increasing costs of fuel, which is known to impact BAME groups disproportionately
	Religion or belief	**N/A**	**N/A**	
	Sex and Gender reassignment	**N/A**	**N/A**	
	Sexual orientation	Small, positive	**N/A**	Fuel poverty has long been associated with households including older occupants or someone with a disability or long-term illness. Single person households have also

				consistently had a higher rate of fuel poverty compared with other sizes of households. Older LGB people are significantly more likely to live alone than their heterosexual peers, and four and a half times less likely to have children to call upon in times of need. While there is no evidence in relation to trans people, we would expect a similar experience. This suggests that older LGB&T people may be particularly vulnerable to fuel poverty.
	People in remote, rural, and/or island locations	Small, positive	N/A	Equal consideration of energy efficiency of homes in rural areas where fuel poverty is more likely to occur.
	People in different work patterns	N/A	N/A	
	People who have low literacy	N/A	N/A	
	People in different socio-economic groups	Small, positive	N/A	Fabric first approach will improve energy efficiency of homes so that it will reduce impact of increasing costs of fuel.
9	**What evidence do you have for the statements you have made above? Focus on:** • Needs and experiences; • Uptake of services; N/A • Levels of participation. N/A Research Older people:			

	News Age Scotland (ageuk.org.uk)
	BAME: Higher proportion of 'Non-white' ethnic population experienced fuel poverty
	Fuel poverty - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)
	LGBT Public Health Outcomes Framework Companion Doc.pdf (london.gov.uk)

10	From the evidence set out what actions, if any, will you take where the negative impact has been identified:		
Population groups	**Proposed action**	**How will it address the negative impact?**	
Age	**Digital inclusion to help older people access best energy tariffs energy advice and energy saving literature** **Ensure large print easy to understand materials made available**	**Older people can go online to get obtain the best tariffs and will provide education to ways in which energy can be saved**	
Disability:	**Ensure large print easy to understand materials made available**	**N/A**	
Maternity and civil partnership	**N/A**	**N/A**	
Race	**Ensure information relating to energy efficiency and help is available in a range of formats and languages.**	**N/A**	
Religion or belief	**N/A**	**N/A**	
Sex and Gender reassignment	**N/A**	**N/A**	
Sexual orientation	**N/A**	**N/A**	
People in remote, rural, and/or island locations	**N/A**	**N/A**	
People in different work patterns	**N/A**	**N/A**	
People who have low literacy	**Ensure any information relating to energy efficiency is available in an easy to read format**	**N/A**	
People in different socio-economic groups	**N/A**	**N/A**	

Briefly explain how the policy contributes to our equality and diversity values by answering the following questions:
 	
    • How will it provide equality of access to services, information, and employment?
    • Does it or could it celebrate diversity?
    • Will it or could it promote good relationships within and between communities?
    • How will it provide good quality, inclusive services?
 	
    N/A			

Any additional information, questions, or actions required? Please explain.			

	Sign off: **As Director I am satisfied with the results of this EIA** **The findings will be referred to within Service Plans and target set. The Action Plan will be reviewed annually within Business planning reporting.** **Signature:** **Date:**

Speaking your language - we are happy to translate our policies on request.

يمكن ترجمة سياساتنا عند الطلب.
إذا كنت بحاجة إلى مساعدة ، فيمكننا توفير مترجم

Nasze zasady mogą być przetłumaczone na żądanie.
Jeśli potrzebujesz pomocy, możemy zapewnić tłumacza

我们的政策可以应要求翻译。
如果您需要帮助，我们可以提供翻译

ہماری پالیسی کا درخواست پر ترجمہ کیا جاسکتا ہے۔
اگر آپ کو مدد کی ضرورت ہو تو ہم ایک ترجمان فراہم
کرسکتے ہیں