

Equality Impact Assessment (EIA)	
Title of policy/proposal and EIA number	Climate Change and Air Quality Strategy - 2020
Date of assessment	03/12/2020

Overview
This EIA considers the impact of the implementation of the new Climate Change and Air Quality Strategy on the protected characteristics and other groups, in line with the Public Sector Equality Duty, under the Equality Act 2010. Where any adverse impact is identified, mitigating actions will be considered.
<p>1. What is being introduced/amended and why? What are the anticipated outcomes?</p> <p>A new Climate Change and Air Quality Strategy, to replace the previous Climate Change Strategy. This strategy is required in light of the council declaring a Climate Emergency in 2019 with key aims of the council becoming carbon neutral by 2025 and the borough carbon neutral by 2030. This new strategy sets out the approach of the council in meeting those targets (and will be accompanied by a more detailed action plan).</p>
<p>2. Who is intended to benefit from the policy/proposal etc.?</p> <p>All borough residents, businesses and local organisations.</p>
<p>3. Using the table on the next page, identify who is affected by the policy/proposal etc. and explain if it has a differentially* positive/negative or neutral impact on this/these group/s (read the notes below before you start)</p> <p><i>* A 'differential impact' is when a policy/proposal etc. has a different impact on certain groups compared to others (positive = promotes equality or negative = disadvantages/ could discriminate). A 'neutral' impact is when something is generally positive or negative for everyone.</i></p> <p>Consider how the policy/proposal demonstrates due regard to the aims of the Public Sector Equality Duty (PSED)**:</p> <p>a. <u>Eliminating discrimination/harassment</u> - furthering equal opportunities, removing/minimising disadvantage, could it disadvantage certain group/s?</p> <p>b. <u>Advancing equality of opportunity</u> - meeting needs of specific groups, encouraging participation, could it specifically support certain group/s?</p> <p>c. <u>Promoting good relations between different groups</u> - promoting understanding or integration between groups, could the proposal build better relationships between communities?</p> <p><i>**For marriage and civil partnership, legislation requires you only need to demonstrate how you would eliminate unlawful discrimination, harassment and victimisation.</i></p> <p>IMPORTANT: Give brief reasons and evidence for your decision. Consider borough equality and diversity profile information, service monitoring data, census statistics, other organisations EIAs, customer consultation, etc. For any negative impact identified, describe actions already taken to address it. Any planned actions to enhance a policy/proposal or address issues must be identified in section 5.</p>

Characteristic	Group	Consider and explain the impact/s of the proposal on the groups listed			
		Positive – meets the aims of the PSED by...	Negative – could disadvantage by...	Neutral	Don't know
Gender	Women				

Characteristic	Group	Consider and explain the impact/s of the proposal on the groups listed			
		Positive – <i>meets the aims of the PSED by...</i>	Negative – <i>could disadvantage by...</i>	Neutral	Don't know
	Men			The updated strategy would have a neutral impact on these groups. Improvements to the ability to adapt to the impacts of climate change and reduced carbon emissions would be positive for all residents in the borough.	
Age <i>Alter age ranges if appropriate</i>	Over 65				
	22-64				
	16 to 21				
	Under 16				
Race	White British people				
	Gypsies/Travelers				
	Other minority ethnic groups (<i>please specify</i>)				
Disability & Health	Physical impairment				
	Sensory impairment				
	Long-term health problem	Air pollution can increase prevalence of, or exacerbate existing long-term respiratory illnesses. Improving air quality should have a particular positive impact for these residents			
	Mental illness				
	Learning disability				
Sexuality	Lesbian/Gay				
	Bisexual				
Religion & Belief	Faith groups				
	Atheist/Agnostic/ other belief				
Gender reassignment	Transgender people				
Marriage or Civil Partnership	People in a civil partnership/married				
Pregnancy or Maternity	People who are pregnant/on maternity leave				
Other	Living in rural area				
	Poor literacy/Numeracy				
	Caring responsibilities				

Characteristic	Group	Consider and explain the impact/s of the proposal on the groups listed			
		Positive – <i>meets the aims of the PSED by...</i>	Negative – <i>could disadvantage by...</i>	Neutral	Don't know
	Low income/benefits /unemployed	Low-income households are likely to be more susceptible to the impacts of climate change and have a lower capacity to adapt. This strategy includes actions which will assist those least able to pay for home improvements to reduce their energy bills, enabling them to cope better with unpredictability in the domestic energy market. Actions are particularly aimed at less able to pay residents such as those in fuel poverty and those without financial capital to invest in home improvement.			

4. Summarise details of any research or consultation carried out to evidence your comments in the table.

Government legislation and guidance has been reviewed and actions set to ensure that the council is working towards meeting the expected energy efficiency standards and emission reduction targets.

5. List any actions resulting from this assessment – either to enhance a policy/proposal or to mitigate/address any negative impact identified (these should be included in, and monitored as part of, your Business Unit Plan).

Action	Officer Responsible	Target date
If approved, the strategy should be monitored to identify any unforeseen impacts on any groups.	Climate Change Team	Q4 2021
If approved, the strategy should be clearly communicated to those it affects via a range of communication channels.	Climate Change Team	Q4 2020

6. Summary of findings for reporting purposes (briefly say what was assessed, what the findings were and note any actions).

An Equality Impact Assessment has been undertaken to consider the impact of the new Climate Change and Air Quality Strategy 2020 on the protected characteristics groups and its implications for the Public Sector Equality Duty. This assessment concluded that the proposed changes would have a neutral impact on most groups. Improvements to the ability to adapt to the impacts of climate change and reduced carbon emissions, alongside improved air quality, would be positive for all residents in the borough.

It was noted that some more vulnerable residents are likely to be more susceptible to the impacts of climate change and air pollution and have a lower capacity to adapt, such as the elderly, low-income households and those with certain underlying health conditions. Tackling climate change and air quality will be particularly positive for these groups. The strategy also includes actions which will assist those least able to pay for home improvements to reduce their energy bills, enabling them to cope better with unpredictability in the domestic energy market. This aspect of the strategy therefore has a differentially positive impact on people who are in receipt of certain benefits or on a low income.

It was also noted in a consultation response received that, although the desired outcome of the strategy would have a positive impact on all, the implementation of the strategy may benefit some groups more than others. As such, a balanced set of actions must be used to implement the strategy that tackle existing societal injustices.

If the proposed update to the strategy is approved, it would need to be communicated in a wide variety of ways and should be monitored to identify any unforeseen impacts on any groups.

Consideration will also need to be made to engaging with all groups at consultation period, to ensure that all are given sufficient opportunity to respond and input into the strategy.

Equality Working Group recommendation – this assessment has been successfully reviewed with the following outcome:

- No major change** – The assessment of this policy/proposal shows no potential for discrimination. The item will meet the aims of the Public Sector Equality Duty. Therefore it can proceed to inform a Member decision.
- Adjust the policy/strategy or function** – This item will better meet aims of the Public Sector Equality Duty if actions to remove barriers or to better advance equality (identified in Sections 3 and 5) are implemented.
- Continue the policy/proposal** – There is some potential for adverse impact or missed opportunities to promote equality, but no unlawful discrimination has been identified. Ensure effective equality monitoring is in place to regularly assess the actual impact on different groups.
- Do not proceed** – Stop and rethink. Adverse equality impacts have been identified/may not be justified for a protected characteristic group/s and have not been sufficiently mitigated. Unlawful discrimination could be taking place. Do not adopt or continue with the policy/proposal until further actions and equality assessment has been undertaken.

Job titles of officers completing assessment:	Policy Officer, Climate Emergency Project Manager	
Equality Strategy Group sign off necessary? <i>(if no negative impact has been identified no ESG sign off is necessary):</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Job title/signature/s of EIA Validator/s:	As above	
Validation date:	03.12.20	