Equality Impact Assessment - Assessment Form

The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:

• Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act • Advance equality of opportunity between people who share those protected characteristics and people who do not • Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation.

An EIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

Title of the strategy:		Climate and Environmental Strategy
Service Area:	Environmental Services	
Section:	Tackling Climate Change	
Lead Officer:	Heather Foster & John Kinderman	
Date of assessment:	14/07/2021	
Is the strategy:		
Existing X *Changed* X *New / Proposed* ☐		

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk

Section 1 – Clear aims and objectives

1. What is the aim of the policy or strategy?

This strategy (STEMS-07-ST2) is to support the Council's Climate emergency declaration on 27 June 2019 and supports the ecological crises in the UK and wider, which aligns to the councils updated Environmental Policy in January 2021).

The strategy provides the framework for the Climate and Environment Action Plan (STEMS-07-ST2-F1) in term of the adaption and mitigation that are to be followed as part of the annual update of the action plan to decarbonise the council by 2030 and the district before 2050.

2. Who is intended to benefit from the policy and how?

The council, businesses and residents are to benefit from the strategy, as the climate and environment actions go across all service areas and activities being delivered as part of our Corporate Plan "Our Environment", "Our People" and "Our Future". The impact of Climate Change is a big risk to the district and as such, we need to undertake our responsibilities and use our influence to create the change to ensure we keep within our district carbon budgets.

3. What outcomes do you want to achieve?

Equality is a core part of our Climate and Environment Strategy, we want to ensure the Climate and Environmental Action Plans embed equality and reviewed in conjunction with the Equality, Diversity and Inclusivity Plan 2021-2025.

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk

4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

The barriers:

*Short decarbonisation timeframes: Could lead to unintended consequences that may affect those that are vulnerable e.g. prioritising green technology development where population density is highest or where required infrastructure is already in place but not implementing rural areas where population densities are lower and infrastructure needs are more costly.

The "four disruptor theories" that UK decarbonisation may lead to impacts on food and energy production, which could push up prices and cost more for those in poverty. Understanding is required on how the council can support this risk in future.

*Communication Barrier – how to connect to those groups/people with protected characteristics. All literature is written and not recorded via voice or brail and is therefore not accessible for those with visual difficulties. The majority of communication around the Council's Climate and Environment strategy and action planning is on-line with associated accessibility challenges for those with no access to the internet and limited connections to formal online forums, community climate events etc.

*Climate and Environment Strategy has been developed internally – how to engage committee members, businesses, residents, and community groups to review the Council's climate and environment actions and to ensure they are reflective of our communities, their views and how they can help make this their action plan and strategy.

5. Any other relevant background information

Climate change disproportionately affects those who suffer from socioeconomic inequalities, including the poorest and minority groups.

Section 2 – Collecting your information.

6. What existing data sources do you have to assess the impact of the policy or strategy?

ISO 14001 = STEMS-07 Energy and Carbon Management Procedure. Changes reviewed in line with Compliance Obligations register to ensure relevant climate action plans/checklists created by NGOs supporting councils to review impact of the action plan,

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk

to inform our strategy.

Section 3 – Additional engagement activities

7. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?		
Date	**Activity**	**Main findings**
2019	CESG meeting	Strategy reviewed as a key document to support the climate emergency declared in 2019
2020	ESG Committee	Strategy reviewed with ESG Committee for approval
2021	CESG Meeting & Organisational Development and Performance	Draft update of Strategy to include Equality within the adaption and mitigation approach was reviewed with relevant teams.
TBC	Community engagement	Report provided to Head of Environmental Services to propose the community and political engagement approach for the Climate and Environment Emergency – approach and timeframe has not yet been agreed

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk

Section 4 – What is the impact?

8. **Summary of anticipated impacts.** *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.*			
	Positive impact	Negative impact	No disproportionate impact
Age	X	☐	☐
Disability and long term conditions	X	☐	☐
Gender reassignment	X	☐	☐
Marriage and civil partnership	☐	☐	X
Pregnancy and maternity	X	☐	☐
Race	X	☐	☐
Religion and belief	☐	☐	X
Sex	☐	☐	X
Sexual Orientation			

9. **Details of anticipated <u>positive</u> impacts.**							
a)	*Understanding the impact of climate and environmental decisions in our district to ensure those that suffer from socio economic inequalities are regarded as part of the Councils climate and environment action plans..*						
	X Age	X Disability	X Gender	X Marriage	X Pregnancy	X Sexual orientation	X Race	X Religion
b)	*Identifying impacts of long weather change impacting on people's health, consequent impact on poverty to heat or cool homes and include these aspects in any decarbonisation actions. Taking account of groups that are likely to suffer from extreme cold or heat as cannot regulate body temperature (impacts on health and deaths) or more likely to been on lower income. e.g. those affected by low pensions or lack of pensions.*						
	X Age	X Disability	X Gender	☐ Marriage	X Pregnancy	☐ Sexual orientation	X Race	☐ Religion
c)	*Identifying impacts of non-communicable and communicable diseases due to climate change, that likely to have a larger impact on minority and poverty groups. Identifying the impact of climate change on the economy and the impact on specific demographic group. To ensure the Councils actions realise this impact and supports those that are vulnerable. This could increase the access and requirements for council services.*						

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk

	X Age	X Disability	X Gender	☐ Marriage	X Pregnancy	☐ Sexual orientation	X Race	☐ Religion

10.	Details of anticipated **<u>negative</u>** impacts.							
a)	*Negative impact:*	*Please provide details of any negative impacts identified in the summary table above and tick the group/s the impact applies to below. Delete or add rows below as required.*						
	Mitigating action:	*If action has been identified to mitigate against the negative impact, please provide details*						
	☐ Age	☐ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☐ Sexual orientation	☐ Race	☐ Religion
b)	*Negative impact:*							
	Mitigating action:							
	☐ Age	☐ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☐ Sexual orientation	☐ Race	☐ Religion
c)	*Negative impact:*							
	Mitigating action:							
	☐ Age	☐ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☐ Sexual orientation	☐ Race	☐ Religion

11.	Have all negative impacts identified in the table above been mitigated against with appropriate action?		
☐ *Yes*	X *No*	☐ N/A	*If no, please explain why:* *There are potential "unintended" consequences to decarbonising the UK which may mean that actions get embedded in the higher economically viable areas rather than poverty areas, to ensure that the uptake of technology is the most effective (e.g. EVs are more likely to be purchased in affluent areas, this can be used for initial funding which can then support future EV charging infrastructure in rural/ poverty areas when*

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk

| | *cars become more affordable and infrastructure has been supported by District Network Operators to make it economically viable for the council to implement/support.* |
| | *There may be other unknowns, as with the COVID impact on some minorities that was unknown until a few weeks into the pandemic. This must acknowledged and mitigated for by constant horizon scanning and review.* |

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk

Section 5 – Recommendations and monitoring

12. How has the EIA helped to shape the policy or strategy or affected the recommendation or decision?
The EIA has helped confirm and support the decision to add equality to the Councils climate and environment strategy and ensure adequate research of the equality facts and impacts from across the UK and wider geography.

13. How are you going to monitor the policy or strategy, how often and who will be responsible?
As part of the STEMS system, all policies and strategies are to be reviewed at minimum every three years. Outside of this timeframe, if there is a significant change within a process and if it has an associated strategy or policy, this will be reviewed and updated to reflect any changes made as per ISO 14001 change management.

Section 6 – Knowledge management and publication

Please note the draft EIA should be reviewed by the appropriate Head of Service **before** Council reports are produced.

Reviewed by Head of Service	Name:	Matthew Holford
	Date:	

Our Environment | Our People | Our Future

www.southderbyshire.gov.uk