

Equality Impact Assessment For employees and/or communities

This EIA form will assist you to ensure we meet our duties under the Equality Act 2010 to take account of the needs and impacts of the proposal or function in relation to people with protected characteristics. Please note, this is an ongoing duty. This means you must keep this EIA under review and update it as necessary to ensure its continued effectiveness.

Section 1: Proposal details

Directorate / Service Area:		Person undertaking the assessment:	
Place & Economy		Name:	Emily Bolton/Maggie Pratt
Proposal being assessed:		Job Title:	Climate Change Officer/Climate Change Programme Manager
Refresh of the 2020 Climate Change & Environment Strategy (CCES)		Contact details:	emily.bolton@cambridgeshire.gov.uk / maggie.pratt@cambridgeshire.gov.uk
Business Plan Proposal Number: (if relevant)		Date commenced:	02/11/2021
		Date completed:	03/12/21
Key service delivery objectives:			
<p><i>Include a brief summary of the current service or arrangements in this area to meet these objectives, to allow reviewers to understand context.</i></p> <p>The Council declared a climate & environment emergency in 2019, with a Climate Change and Environment Strategy (CCES) following in 2020. This set out the Council's ambitions and action plan to guide us towards reducing carbon emissions, adapting to climate change, and enhancing nature.</p> <p>Following the establishment of the Joint Administration in 2021, they placed Environment, sustainability, and the climate crisis as one of their key priorities and a refresh of the CCES is needed to reflect these new ambitions. The Joint Administration want to bring forward our carbon reduction targets towards net zero by 2030 and the refresh of the CCES commenced to better reflect the new administration's ambitions which will aim to place further emphasis on community empowerment, ownership of action across the organisation, working in partnership across organisations and aligning policy across Cambridgeshire.</p>			
Key service outcomes:			
<p><i>Describe the outcomes the service is working to achieve</i></p> <p>To agree a revised set of targets and update the Council's priority areas for targeted action on climate change to accelerate our climate response.</p>			
What is the proposal?			

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Describe what is changing and why

The CCES is being refreshed to:

- Strengthen the ambition within the CCES, including bringing carbon targets forward towards 2030
- Increase and strengthen approaches to empowering communities to act themselves.
- Align with partners to drive positive change and facilitate the councils ambitions
- Reflect new and emerging national and local policy and enable greater alignment across the County

This is to heighten the Councils Climate Crisis response and reflect the Joint Administrations ambitions in this area.

What information did you use to assess who would be affected by this proposal?

For example, statistics, consultation documents, studies, research, customer feedback, briefings, comparative policies etc.

The EqIA team were involved in the development of the Strategy in 2020. This refresh has been accelerated to address the ambitions of the Joint Administration and the development of the action plan is still in production which will identify those that will be affected. This is a corporate strategy with a focus on organisational change that will affect all CCC staff, our communities, businesses, and partner organisations.

The Strategy is high level and the activities that will be carried out as part of the Action Plan will require further analysis once these have been initiated.

Therefore, this EqIA will focus on the impacts at a high level and where necessary individual EqIA will be initiated for specific projects where more specific analysis can be carried out to identify impacts and shape the outcome of the action to reduce any impacts on protected characteristics.

Are there any gaps in the information you used to assess who would be affected by this proposal?

If yes, what steps did you take to resolve them?

This is a high-level strategy and as explained above, information and data will be collated to identify impacts on individuals and specific groups as a result of projects that come out of the action plan.

Who will be affected by this proposal?

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A proposal may affect everyone in the local authority area / working for the local authority or alternatively it might affect specific groups or communities. Describe:

- *If the proposal covers all staff/the county, or specific teams/geographical areas;*
- *Which particular employee groups / service user groups would be affected;*
- *If minority/disadvantaged groups would be over/under-represented in affected groups.*


Consider the following:

- *What is the significance of the impact on affected persons?*
- *Does the proposal relate to services that have been identified as being important to people with particular protected characteristics / who are rurally isolated or experiencing poverty?*
- *Does the proposal relate to an area with known inequalities?*
- *Does the proposal relate to the equality objectives set by the Council's Single Equality Strategy?*

The CCES will impact our staff, partners, businesses, individuals and communities. The Strategy is high level, setting the ambitions so will not disproportionately affect protected characteristics, however, there may be impacts that will arise via the projects set out in the action plan. These have not yet been developed to a stage where potential impact can be identified. Through their development, each project will need to go through the EqIA process as part of their specific project development to ascertain and mitigate and adverse impacts on protected groups.

This strategy aims to mitigate the effects of climate change for all our communities, however, how those that are implemented will need to be evaluated as the projects are developed to ensure they limit any negative impacts on those groups with protected characteristics.

Section 2: Scope of Equality Impact Assessment

Scope of Equality Impact Assessment					
<i>Check the boxes to show which group(s) is/are considered in this assessment.</i>					
<i>Note: * = protected characteristic under the Equality Act 2010.</i>					
*	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 and maternity	<input checked="" type="checkbox"/>	*	Race	<input checked="" type="checkbox"/>
*	Religion or belief (including no belief)	<input checked="" type="checkbox"/>	*	Sex	<input checked="" type="checkbox"/>
*	Sexual orientation	<input checked="" type="checkbox"/>			
	Rural isolation	<input checked="" type="checkbox"/>		Poverty	<input checked="" type="checkbox"/>

Section 3: Equality Impact Assessment

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The Equality Act requires us to meet the following duties:

Duty of all employers and service providers:

- *Not to directly discriminate and/or indirectly discriminate against people with protected characteristics.*
- *Not to carry out / allow other specified kinds of discrimination against these groups, including discrimination by association and failing to make reasonable adjustments for disabled people.*
- *Not to allow/support the harassment and/or victimization of people with protected characteristics.*

Duty of public sector organisations:

- *To advance equality of opportunity and foster good relations between people with protected characteristics and others.*
- *To eliminate discrimination*

For full details see the [Equality Act 2010](#).

We will also work to reduce poverty via procurement choices.

Research, data and/or statistical evidence

List evidence sources, research, statistics etc., used. State when this was gathered / dates from. State which potentially affected groups were considered. Append data, evidence or equivalent.

[Government has outlined the impact climate change](#) can have to our communities:

- Health - vulnerable people are at risk of heat exposure which could increase the number of deaths.
- Poverty – those on low income will be impacted by severe weather conditions, potentially caused by slow economic groups and making it more difficult to reduce poverty.

Air pollution impacts human health in the UK and is the fourth greatest threat after cancer, heart disease and obesity. The Governments 2019 [Clean Air Strategy](#) recognize the following main air pollution risks including:

- **Transport emissions** from the production of particulates and nitrogen dioxide (NO₂) resulting from the combustion of fossil fuels and ground level Ozone is a harmful air pollutant and potent greenhouse gas (not to be confused with the ozone layer).
- **Industrial emissions** come from burning fossil fuels, use of solvents and account for 3% of UK particulate matter (PM_{2.5}) emissions.
- **Agricultural practice** emits ammonia (NH₃) released from manure and slurry, through the use of manmade nitrogenous fertiliser. Ammonia affects human health when it binds with other gases to form fine particulate nitrogen oxides (NO_x).
- **Heating homes** through the burning of wood and coal in open fires and stoves makes up 38% (the largest share) of the UK's primary emissions of fine particulate matter (PM_{2.5}). Harmful sulphur dioxide (SO₂) is also emitted by coal burned in open fires.

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- **Toxic household** products used for cleaning and other processes contain non-methane volatile organic compounds (NMVOCs). NMVOCs come from a wide variety of chemicals that are found in carpets, upholstery, paint, cleaning, fragrance, and personal care products.

Green Spaces

Cambridgeshire has one of the smallest percentage of land managed for nature in the country. Currently only 8.5% of the county is covered by natural or green spaces. Doubling the county's natural and green spaces by 2050 will "secure access to high quality natural green spaces within 300m of everyone's home".

Mental and physical health benefits of green space are increasingly well established. The benefits are numerous and wide-reaching including:

- Reducing stress – Urban residents suffering from stress experience less anxiety when they have a view of trees. Physical signs of stress such as pulse rate are also measurably reduced when moving into green surroundings;
- Aiding recovery – Hospital patients with a view of greenery have been shown to recover more rapidly, and require less pain control medication than those who only have a view of buildings;
- Alleviating depression - Taking part in nature-based activities helps people who are suffering from mental ill-health and can contribute to a reduction in levels of anxiety and depression;
- Encouraging physical activity - Green spaces provide space to exercise which improves memory and cognitive function. People who use parks and other green spaces are three times more likely to reach recommended levels of physical activity and children living in areas with good access to green spaces have been shown to have 11-19% lower prevalence of obesity;
- Bringing people together – Nature can help to bring people together and strengthen communities, reducing loneliness and isolation. They form a core part of our associations with heritage and culture, providing a strong sense of place and identity.

In all cases, due to existing health, demographic or social challenges, it tends to be the more vulnerable (and in many cases, those with protected characteristics) who are disproportionately affected, and by extension have the most to gain should climate and environment related impacts not be mitigated.

Consultation evidence

State who was consulted and when (e.g. internal/external people and whether they included members of the affected groups). State which potentially affected groups were considered. Append consultation questions and responses or equivalent.

A formal consultation was carried out on the 2020 CCES. This refresh of the strategy has been developed via an Officer Steering Group and Members Working group, and engagement has taken place with partners, businesses, parishes and community groups. The importance of a Just Transition was highlighted – this is the concept of enabling everyone, regardless of their personal situation, to act on climate, and not implementing approaches (without mitigation) that exacerbate existing inequalities.

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No specific issues were raised through these processes, since the implications can only be ascertained when the actions in the action plan are progressed into projects.

Based on consultation evidence or similar, what positive impacts are anticipated from this proposal?

This includes impacts retained from any previous arrangements. Use the evidence you described above to support your answer.

There are many well established co-benefits to acting on climate change:

- Improved air quality – health benefits
- New and improved green space – Health & Wellbeing benefits
- Improved energy efficiency, stopping reliance on volatile oil markets – fuel poverty benefits
- Preparedness to cope with the impacts of climate change – like floods, drought, extreme heat – financial and health & wellbeing benefits
- Improved active travel infrastructure– health and wellbeing benefits

Based on consultation evidence or similar, what negative impacts are anticipated from this proposal?

This includes impacts retained from any previous arrangements. Use the evidence you described above to support your answer.

We have not identified any negative impact from this strategy as there will be negative impacts on protected characteristics if the council fails to address the climate crisis. Any negative impacts will be specific to the actions set out in the action plan and specific mitigations for negative impacts will be identified and implemented through the EqIA process through which each of those projects will pass in order to gain approval through the Councils established governance processes.

How will the process of change be managed?

Poorly managed change processes can cause stress / distress, even when the outcome is expected to be an improvement. How will you involve people with protected characteristics / at risk of poverty/isolation in the change process to ensure distress / stress is kept to a minimum? This is particularly important where they may need different or extra support, accessible information etc.

This will be managed for each action within the action plan as projects are developed and delivered and will be approved through an established Governance process.

How will the impacts during the change process be monitored and improvements made (where required)?

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How will you confirm that the process of change is not leading to excessive stress/distress to people with protected characteristics / at risk of isolation/poverty, compared to other people impacted by the change? What will you do if it is discovered such groups are being less well supported than others?

See above.

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Section 4: Equality Impact Assessment - Action plan

See notes at the end of this form for advice on completing this table.

Details of disproportionate negative impact (e.g. worse treatment / outcomes)	Group(s) affected	Severity of impact (L/M/H)	Action to mitigate impact with reasons / evidence to support this or Justification for retaining negative impact	Who by	When by	Date completed
We have not identified any negative impact from this strategy. There will be negative impacts on protected characteristics if the council fails to address the climate crisis.	All	L	Any negative impacts will be specific to the actions set out in the action plan and specific mitigations for negative impacts will be identified and implemented through the EqIA process through which each of those projects will pass in order to gain approval through the Councils established governance processes.	Project manager	Project initiation	When action initiated
As projects come forward from the Action plan they will be assessed for positive and negative actions	All	L	When projects come forward this will be identified.	As above	As above	As above

Section 5: Approval

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Name of person who completed this EIA:	Maggie Pratt/Emily Bolton	Name of person who approves this EIA:	Sheryl French
Signature:		Signature:	
Job title:	Programme Manager/ Climate Change Officer	Job title: <i>Must be Head of Service (or equivalent) or higher, and at least one level higher than officer completing EIA.</i>	Assistant Director Climate Change and Energy Services
Date:	3/12/21	Date:	3/12/21

Guidance on completing the Action Plan

If our EIA shows that people with protected characteristics and/or those at risk of isolation/poverty will be negatively affected more than other people by this proposal, complete this action plan to identify what we will do to prevent/mitigate this.

Severity of impact

To rate severity of impact, follow the column from the top and row from the side and the impact level is where they meet.

		Severity of impact				Priority and response based on impact rating		
		Minor	Moderate	Serious	Major	High	Medium	Low
Likelihood of impact	Inevitable	M	H	H	H	<i>Amend design, methodology etc. and do not start or continue work until relevant control measures are in place. Or justify retaining high impact</i>	<i>Introduce measures to control/reduce impact. Ensure control measures are in use and working. Or justify retaining medium impact</i>	<i>Impact may be acceptable without changes or lower priority action required. Or justify retaining low impact</i>
	More than likely	M	M	H	H			
	Less than likely	L	M	M	H			
	Unlikely	L	L	M	M			

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Actions to mitigate impact will meet the following standards:

- *Where the Equality Act applies: achieve legal compliance or better, unless justifiable.*
- *Where the Equality Act does not apply: remove / reduce impact to an acceptably low level.*

Justification of retaining negative impact to groups with protected characteristics:

There will be some situations where it is justifiable to treat protected groups less favourably. Where retaining a negative impact to a protected group is justifiable, give details of the justification for this. For example, if employees have to be clean shaven to safely use safety face masks, this will have a negative impact on people who have a beard for religious reason e.g. Sikhism. The impact is justifiable because a beard makes the mask less effective, impacting the person's safety. You should still reduce impact from a higher to a lower level if possible, e.g. allocating work tasks to avoid Sikhs doing tasks requiring face masks if this is possible instead of not employing Sikhs.