

EQUALITY IMPACT ASSESSMENT

Name of activity:	Climate Emergency Action Plan	Date Completed:	27 October 2021		
Directorate / Division responsible for activity:	Economy and Planning	Lead Officer:	Louise Skipton-Carter		
Existing Activity	<input type="checkbox"/>	New / Proposed Activity	<input checked="" type="checkbox"/>	Changing / Updated Activity	<input checked="" type="checkbox"/>

What are the aims / main purposes of the activity? (Why is it needed? What are the main intended outcomes?)

The Climate Emergency Action Plan sets out the ambition and planned activity to enable the Council to reduce the carbon emissions from its workings and activities in line with the commitments made in the Climate Emergency Declaration, that is reduce carbon emissions by 45% by 2030 and to zero by 2050.

What are the main actions and processes involved?

The actions for the whole organisation are set out in the Climate Emergency Action Plan. They cover the six key areas for action across every service:

1. Energy – demand reduction & low carbon heat and cooling
2. Renewable Energy & Storage
3. Low carbon transport – demand reduction & transition to low carbon modes
4. Waste & Water – reduction (linked to procurement), recognising the hierarchy of practice.
5. Procurement - supply chain tracing to minimise and reuse, develop 'closed loops' and sustainable sourcing for products and services
6. Green & Blue Infrastructure – natural systems for biodiversity and carbon stores.

Who is intended to benefit & who are the main stakeholders? (e.g. tenants, residents, customers or staff. How will they benefit?)

The Climate Emergency Action Plan will benefit staff, residents and local businesses, as the Council will contribute towards the meeting of the UK's legally binding national Carbon Reduction Targets. This is needed so that we can try to avoid catastrophic climate and ecological impacts, and transition to a stable and sustainable world.

Have you already consulted on / researched the activity? (What consultation has taken place & what were the key findings?

What evidence already exists? Are there any gaps that need further investigation? What still needs to be done?)

The action plan has been developed and approved by the Climate Emergency Advisory Group in collaboration with colleagues from across the Council.

Impact on people with a protected characteristic (What is the potential impact of the activity? Are the impacts high, medium or low?)

Protected characteristics / groups	Is there an impact (Yes / No)	If Yes, what is it and identify whether it is positive or negative
Age (older / younger people, children)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Disability (people with physical / sensory impairment or mental disability)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Gender reassignment (the process of transitioning from one gender to another.)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Marriage & civil partnership (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Pregnancy & maternity (Pregnancy is the condition of	No	<u>Neutral</u>

being pregnant & maternity refers to the period after the birth)		The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Religion & belief (religious faith or other group with a recognised belief system)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Sex (male / female)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Sexual orientation (lesbian, gay, bisexual, heterosexual)	No	<u>Neutral</u> The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.
Whilst Socio economic disadvantage that people may face is not a protected characteristic; the potential impact on this group should be also considered	Yes	<u>Positive Impact</u> Investment in energy efficient retrofit of homes will benefit residents at risk of fuel poverty. Minimising resource use is being used as a first approach to reducing carbon, and this could lead to cost savings. Switching to low carbon transport modes could contribute towards improved air quality. Switching to active travel may benefit those in transport poverty, with associated health and wellbeing benefits <u>Negative Impact</u> Whilst the council may face additional costs to deliver some parts of the plan, this should not be automatically assumed and minimising resource use should be recognised as a

		first approach to reducing carbon and costs. A full funding plan is being developed through 2022/23
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What evidence has been used to assess the likely impacts? (e.g. demographic profiles, research reports, academic research, benchmarking reports, consultation activities, staff surveys, customer surveys, public surveys, complaints, grievances, disciplinary cases, employment tribunal cases, ombudsman cases, media reports)

Crawley Borough Council commissioned consultancy Anthesis to help with the audit and produce a 'Climate Emergency Support' evidence base, which was presented to CMT. This sets out the scale of change needed to meet our own carbon reduction targets as a Council, and models possible carbon emission reduction pathways for the borough as a whole to help us plan our own Climate Emergency response.

Anthesis used the SCATTER tool to test different packages of interventions. These illustrated the potential to decarbonise buildings, transport, waste and generate renewable energy across the borough and helped us develop the core principles to underpin action critical to delivering on our carbon reduction commitments.

What resource implications are there to deliver actions from this EIA? (Quantify: people, time, budget, etc.)

None

Outcome following initial assessment

Does the activity have a **positive** impact on any of the protected groups or contribute to promoting equality, equal opportunities and improving relations within target groups?

No

Neutral

The aim of the Action Plan is to embed delivery and costs within existing services, projects and budgets where possible, to ensure that key services facing the most demand and which serve our residents are not adversely affected.

Does the activity have a **negative impact** on any of the protected groups, i.e. disadvantage them in any way.

No

There are no negative impacts on protected groups

Decision following initial assessment			
Continue with existing or introduce new / planned activity	Yes	Amend activity based on identified actions	Yes

Action Plan (Has the EIA identified any positive or negative impact on any of the protected groups which requires action? E.g. adjustments to the approach or documents, changes to terminology, broadening parameters of policy, etc. If so record any actions to be undertaken and monitored)			
Impact identified	Action required	Lead Officer	Deadline
Any changes to service delivery that result from implementing the strategy may themselves need to be assessed separately for their impact on people with protected characteristics	As and when changes are to be introduced, a separate equalities impact assessment may be required	Action Owner	Before changes are implemented

Monitoring & Review	
Date of last review or Impact Assessment:	26 October 2021
Date of next 12 month review:	Review if changes are made to the Action Plan
Date of next 3 year Impact Assessment (from the date of this EIA):	Review if changes are made to the Action Plan

Date EIA completed:	26 October 2021
Signed by Person Completing:	Louise Skipton-Carter
Date Sent to HR and Equalities Team:	28 October 2021
Approved by Head of Service:

NB – The original signed hard copy & an electronic copy should be kept within your Department for audit purposes. Send an electronic copy to the OD Officer in HR & Development. Also, please complete the summary document overleaf. This will be included on the Council's website.

The EIA Toolkit provides guidance on completing EIAs & HR&D can provide further advice.

Crawley Borough Council Equality Impact Assessment



Completed Equality Impact Assessment	Key findings	Future actions
<p>Directorate / Division: Economy & Planning</p> <p>Function or policy name: Climate Emergency Action Plan</p> <p>Officer completing assessment (Job title): Sustainability Manager</p> <p>Date of assessment: 26 October 2021</p>	<ul style="list-style-type: none">•	<ul style="list-style-type: none">•