

Thanet District Council (TDC) Equality Impact Assessment a

Step one: test for relevance

1 Person responsible for this assessment

Name:	Dr Hannah Scott		
Job title:	Climate Change Officer		
Phone:	07411 815157		
Service area:	Operations	Date of assessment:	10/06/2022

2 Others involved in carrying out the analysis

Name:	Catherine Curtis (Information Governance and Equality Manager)
Name:	Carol Cook (Policy Officer)
Name:	

3. Description of strategy, policy, service, project, activity or decision

Title:	Net Zero Strategy and Action Plan
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Is it new?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
A review of existing?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

3.1 Aims and objectives

Consider: **what** you are doing? **why** you are doing it? **who** will benefit?

What: Setting out a strategy and action plan to meet our pledge to reduce greenhouse gas emissions:
 Why: We have pledged to do this as we are in a climate emergency. In 2019, the UK became the first major economy in the world to legislate a binding target to reach net zero emissions by 2050
 Who will benefit? All residents

3.2 What outcomes are expected? Who is expected to benefit?

Outcomes:
 To avoid the worst of climate change e.g. severe heatwaves which will be a risk to health and infrastructure
 severe flash flooding

sea level rise

disrupted worldwide food systems causing a risk to food supply

Many actions towards this strategy will improve the economy, promoting jobs as well as decreasing emissions. For example, we aim to work with KCC to increase employment within the housing retrofit sector which will benefit the district both in job opportunities whilst also producing warmer, more energy efficient homes.

The low carbon economy will be part of our economic revival and leveling up in the district.

Net zero actions also reduce air pollution and encourage us to be healthier, by eating less meat, more fruit and vegetables and walking and cycling more.

4 Who is affected?

- 4.1 Which groups or individuals does the strategy, policy, service, project, activity or decision affect? For example, the Council, employees (including temporary workers), other public authorities, contractors, partner organisations, wider community, others.

Residents

- 4.2 Does the strategy, policy, service, project, activity or decision relate to a service area with known inequalities? (Give a brief description).

Climate change will disproportionately affect the poorest in society. These are over represented in certain protected characteristics e.g. young and old, female residents and the disabled.

Those more well off will be able to avoid some impacts of climate change whereas poorer members of the public will not have the financial resilience e.g. to move or to buy items to assist them during heat waves or floods.

The cost of living will increase due to climate change and so will cause further inequalities. Food prices will increase in an unstable world, as will general day to day products.

Health inequalities already exist in Thanet and this will be tested as climate change causes various public health crises in the future.

Affordability of new net zero technologies e.g. electric cars.

5 Equality Act 2010

How does the strategy, policy, service, project, activity or decision actively meet the public sector equality duties to:

Eliminate unlawful discrimination (including harassment, victimisation and other prohibited conduct)

The strategy and action plan do not negatively impact the groups identified in the Act.

As climate change affects resources, it is likely that people will compete for limited resources. This could increase discrimination between different groups in society. The strategy aims to avoid the worst impacts of climate change.

Likely increased migration to the UK and Thanet from countries with disrupted climates - impact on housing and resources. .

Advance equality of opportunity (between people who share a protected characteristic and people who do not share it)

The mitigation of climate change is essential for the advancement of equal opportunities. Climate change will disproportionately affect the poorest in society, as well as those with disabilities and current ill health.

Foster good relations (between people who share a protected characteristic and people who do not share it). Could it have an adverse impact on relations between different diverse groups?

A world that avoids the worst of climate change will reduce the chance of social unrest and resource wars, that would destabilise society and reduce current standard of living.

6 Priority

The following questions will help you to identify whether this 'service' is a high priority. Please answer all questions with particular reference to the protected characteristics; race, gender, gender reassignment, disability, religion or belief, sexual orientation, age, marriage and civil marriage/partnership and pregnancy and maternity.

Please provide a comment for each answer, providing evidence for your answer, regardless whether you have answered yes or no.

Questions	Yes	No
1. Are there any particular groups who may have trouble accessing the 'service'?	X	
Comments: Possibly those without internet access and low literacy skills. Verbal presentations will be given.		
2. Does your information suggest that some groups of people are less satisfied than others with this 'service'?		
Comments: NA		
3. Will this service have a significant impact on any of our residents?	X	
Comments: It aims to offset the consequences of climate change.		
4. Do you have any evidence that discrimination, harassment and/or victimisation could occur as part of this service?		
Comments: No current evidence		
5. Do you think the service will hinder communication and negatively impact relations between the organisation and its employees, residents, contractors or anyone else?	X	
Comments: Climate change action can be controversial. Some people will want TDC to do more and some will want TDC to do less.		
6. Does this service need to improve the way in which it is communicated to people who have literacy, numeracy or any other access needs?		
Comments: NA Various means of communication will be considered.		
7. Does consultation need to be carried out?	X	
Comments: The strategy and action plan will go to public consultation, after going through the correct route with TDC including OSP.		

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In order to assess the priority of your **'service'** please complete the table below by adding up how many questions you answered yes to and following the appropriate action.

Priority	Number of questions answered 'yes'	Rating	Action
High	3 or more		Continue to section 2
Medium	1 to 2		Please provide evidence to any questions you answered 'yes' to in section 1. Test for relevance complete (sometimes a full assessment may be required).
Low	0		Test for relevance complete.

If, following the completion of the test for relevance, a full assessment is not required, go straight to the declaration. If a full assessment is required, go to Step two: full equality impact assessment.

Step two: full equality impact assessment

1 Could the strategy, policy, service, project, activity or decision have a **negative, positive or neutral** effect on groups or individuals?

Consider:

What you are doing?

Why you are doing it?

How you are doing it?

Who can access the service easily and who may not be able to access the service and **why**?

The full analysis explores ways to reduce or eliminate barriers and/or negative impacts.

Protected characteristics	N e g a t i v e	P o s i t i v e	N e u t r a l	Evidence/Reasoning (Consider any barriers which will have negative impact and/or good practices giving positive impact)
<p>Age</p> <p>Consider:</p> <ul style="list-style-type: none"> The way younger and older people access services may be different Use of technology Child care/care of other dependant Timings/flexibility, such as work patterns Transport arrangements Venue location 	x	x		<p>Recommendations:</p> <p>Negative: Affordability of new technologies</p> <p>Encouraging public transport over car potentially gives rise to personal safety concerns i.e. vulnerable to abuse/followed home. Those with memory problems feel particularly vulnerable. (although road safety stats show public transport is safer than cars ie fewer accidents)</p> <p>Positive: Positive impact on air quality. Especially on lung development on children.</p> <p>Medium – improvements to public transport and Date Document Updated 15/04/2021 This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762 7 walking/cycling infrastructure to provide improved access to active travel options for those who cannot afford their own transport.</p> <p>improving air quality and home energy efficiency will reduce risks of illness and/or early death particularly linked to conditions mainly affecting young children or older people or due to living in colder homes. (ie heart disease, stroke, COPD)</p> <p>the Strategy aims to target those off the gas network and hard to heat homes</p>
<p>Disability (Includes: physical, learning, sensory (deaf/blind), mental health)</p> <p>Consider:</p> <ul style="list-style-type: none"> Communication methods 	x	x		<p>Recommendations:</p> <p>Negative: The climate change emergency can affect residents’ mental health due to eco anxiety.</p> <p>Physical ability to access suitable parking with electric vehicle charging points could inhibit take up by this group.</p>

<ul style="list-style-type: none"> • Accessibility – venue, location, transport • Range of support needed to participate • Hearing Loops/Interpreters • Disability awareness training for employees 			<p>Avoid excluding from active travel opportunities as far as reasonably practicable, although disabled are less likely to walk or cycle compared to nondisabled.</p> <p>Mitigation:</p> <p>We will provide information on the website about eco anxiety and how to address it.</p> <p>We will consider disabled access when adding new charging points.</p> <p>Walking and cycling routes will need to consider disabled access.</p> <p>Positive: Those with disabilities will be disproportionately affected by the impacts of climate change and so addressing it now will reduce heatwaves and flooding events.</p> <p>Assistance from the home energy officer e.g. insulation and energy efficiency will assist the cost of living crisis which will affect the disabled disproportionately e.g. medical equipment often uses more electricity than the average person.</p> <p>Improving air quality may reduce symptoms of some disabling health conditions</p>
<p>Race (Includes; gypsy, travelling, refugee and migrant communities)</p> <p>Consider:</p> <ul style="list-style-type: none"> • The size of the BME communities that your service/project affects. • Language(s) spoken/understood. • Culture, such as hygiene, clothing, physical activities, mixed gender activities. • What access support can you offer? 	X	X	<p>Recommendations:</p> <p>Negative: As climate change affects resources, it is likely that people will compete for limited resources. This could increase discrimination between different groups in society.</p> <p>Possible increased migration could cause further tension e.g. competition for resources and housing.</p> <p>Using more reflective images of population in campaigns and promotions.</p> <p>Ensuring clear language is used and language barriers are reduced where possible in the promotion of schemes and projects under this strategy (inclusive promotions and schemes)</p>
<p>Religion, faith or belief</p> <p>Consider:</p> <ul style="list-style-type: none"> • The diversity within the communities that your service/project affect • Prayer times, meal times, food (some religions do not eat meat), cultural habit or belief, religious holidays such as Ramadan 		X	<p>Recommendations:</p> <p>Ensure inclusive promotions</p>

<ul style="list-style-type: none"> Awareness training for employees 			
Pregnancy and maternity Consider: <ul style="list-style-type: none"> Flexible hours of the service/project Is there access to private area for breastfeeding mothers? 			Recommendations: Consider double buggies when planning new active transport paths. Poor air quality impacts lung development of growing foetus and young children. Improving air quality benefits this group.
Gender Consider: <ul style="list-style-type: none"> The impact on men and women Child care/care of other dependant Mixed/single gender groups/activities Timing of services/projects 	X	X	Recommendations: Perception of unsafe routes when walking or cycling, especially for females in the evenings. Females tend to be less well off and therefore the impact of climate change will affect them more. Improvement in walking and cycling routes will benefit parents taking children to school which is disproportionality female.
Sexual orientation (Includes: lesbian, gay, bisexual) Consider: <ul style="list-style-type: none"> LGB people should feel safe to disclose their sexual orientation without fear of prejudice Make it clear you recognised civil marriage and partnerships Awareness training for employees 			Recommendations: Ensure inclusive promotions
Transgender Consider: <ul style="list-style-type: none"> Trans people should be able to disclose their gender identity without fear of prejudice Making it clear you have a Trans policy and process Awareness training for employees 			Recommendations: Ensure inclusive promotions
Marriage and civil marriage/partnership Consider: <ul style="list-style-type: none"> All couples or partners, regardless of gender, 			Recommendations: NA

should be able to access services				
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Outsourced services	
If your policy/process is partly or wholly provided by external organisations/agencies (such as Civica or Capita), please list any arrangements you plan to ensure that they promote equality and diversity. Include this in your improvement plan	NA
Relations between different equality groups	
Does your assessment show that a strategy, policy or process may amount to potential adverse impact between different equality groups? If yes please explain how the improvement plan is going to tackle this issue	NA
Consultation responses	
Summary of replies from individuals and stakeholders consulted including any previous complaints on equality and diversity issues about the strategy, policy or process	Consultation will take place in late summer.

Summary of recommendations		
Actions	By Who	By When
Consider protected characteristics when creating the consultation package and methodology.	Director of communication	July 2022
Consider accessibility in any new active transport plans e.g. wheelchairs/double buggies.	Strategic Planning Manager and KCC.	As projects arise
Consider accessibility when adding EV charging points	Director of Communities	As projects arise

Declaration

I am satisfied that a Test for Relevance has been carried out on the matter named in this Analysis and conclude that a full Equality Impact Assessment **is not required**.

Yes No

If you do not think that a full Equality Impact Assessment is required – please give your reasons:

I confirm that a full Equality Impact Assessment has been completed.

Yes

No

Recommendations agreed:

Yes

No

Signature of Service Director:

Date:

Recommendations agreed:

Yes

No

Signed:

EIA date: 10/06/2022