

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Holly Jones
Directorate/School name:	Neighbourhoods
Date of Completion:	12th August 2021

Name of Policy/Strategy/Service/Function Proposal

Climate and Environment Strategy

The Aims, Objectives and Expected Outcomes:

Meet net zero emissions in the council's operations by 2030
Meet net zero emissions in schools' operations by 2035 (estimate – date TBC)
Meet net zero emissions across the Isle of Wight by 2040

Please delete as appropriate:

- This is a new policy/strategy/service/council/school function proposal
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Key Questions to Consider in Assessing Potential Impact	
Will the policy /strategy/service/council/school function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s/school’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services, council or schools function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	Yes
Does the proposal involve a significant commitment of resources?	Yes
Does the proposal relate to an area where there are known inequalities?	Yes
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service/Headteacher.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			x	
Disability			x	
Gender Reassignment			X	
Marriage & Civil Partnership			X	
Pregnancy & Maternity			X	
Race			X	
Religion / Belief			X	
Sex (male / female)			X	
Sexual Orientation			X	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<ul style="list-style-type: none"> • Potential for new job creation on the Island • Potential for access to education/training/apprenticeship opportunities • Improved transport infrastructure • Improved health outcomes e.g. clean air through lower emissions, more active residents through encouraging active travel 	

Evidence Considered During Screening
<p>Co-benefits of climate change: A paper was written and presented to Scrutiny along with an earlier version of the draft strategy. This paper outlined the expected co-benefits that could arise on the Isle of Wight as a result of taking action to meet net zero emissions locally.</p> <p>This paper relied on evidence from a number of peer-reviewed studies.</p>

Head of Service/Headteacher sign off & date:	
Legal sign off & date:	

A signed version is to be kept by your team and also an electronic version can be published on the council's / school's website (follow the link from the EIA page on the intranet) unless it relates to staffing/specific individuals. In which case, it should only be kept by your team.

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Holly Jones
Directorate/School name:	Neighbourhoods
Date of Completion:	12th August 2021

Name of Policy/Strategy/Service/Function Proposal

Climate and Environment Strategy and Action Plan

The Aims, Objectives, and Expected Outcomes:

Aim: to meet net zero in:

- Council operations by 2030
- School operations by 2035 (estimate – date TBC)
- Island-wide by 2040

Objectives:

- Reduce emissions from baselines stated in the Strategy by at least 85%
- Offset no more than 15% of baseline emissions through local planting schemes, wherever possible

Expected outcomes:

- Net zero emissions
- Biodiversity net gain
- Improved air and water quality locally
- Improved human and infrastructure resilience to extreme weather events

Please delete as appropriate:

- This is a new policy/strategy/service/council/school function proposal

Scope of the Equality Impact Assessment

Include any links to a previous equality impact assessment or work delivered by another Directorate/service/school or partner organisation. Describe the approach to be taken in data collection, stakeholder involvement and state who the stakeholders are.

Establish your monitoring and review arrangements.

Sources of evidence may include:

- *Service monitoring reports including equality monitoring data*
- *User feedback*
- *Population data – IW Facts and Figures (add link)*
- *Complaints data*
- *Published research, local or national*
- *Feedback from consultations and focus groups*
- *Feedback from individuals or organisations, other council departments, partner organisations etc*

Set out any data gaps that may need to be addressed and how you plan to address them and include in your action plan.

Analysis and assessment

Carrying out the Climate and Environment Strategy and Action Plan in full may lead to some negative short-term impacts on certain groups; however, when examined as a whole the benefits are expected to outweigh any negatives over time.

Consultation has taken place both internally with a Climate Officers Group and externally via the monthly Environment & Sustainability Forums. To date, few concerns have been raised about any likely equality impacts.

In the short term, negative impacts may include:

- Job losses in high-carbon sectors (however, this is likely to occur at a national level as the UK as a whole has set a net zero target date of 2050)
- Financial impacts to stakeholders across the Island – low carbon technologies such as solar panels or electric vehicles are currently very expensive. However, prices are expected to decrease over time as technologies become more widely adopted and economies of scale are achieved. There are also various grant schemes that can help to support lower-income residents

Longer term positive impacts may include:

- New job creation in the 'green economy'
- Improved air quality as emissions are reduced
- Improved water quality as planting schemes are carried out
- More active residents as active travel is further encouraged and new infrastructure becomes available, leading to improved health outcomes

By not carrying out the plan, impacts could include:

- More severe climate impacts being felt across the island (e.g. sea level rise, flooding, particularly affecting those residing in lower-lying areas of the Island)

Recommendations

As climate change does not discriminate, it is likely that not carrying out the action plan could have more negative impacts than carrying out the action plan.

Carrying out the action plan in full is likely to produce most, if not all of the co-benefits listed in Appendix IX of the paper.

This is likely to have a net benefit across many groups. Outcomes will include improved air and water quality, access to education and training opportunities, new job creation, improved transport infrastructure, active travel being encouraged leading to improved health outcomes, and improved resilience to future extreme weather events and other impacts of climate change.

While these benefits will not necessarily impact one group more than another, they are likely to assist the island's population as a whole.

The Climate and Environment Strategy and Action Plan takes the approach of 'Climate Justice', defined in the paper as, on the Island:

"Ensuring equitable outcomes for different people and places associated with vulnerability to climate impacts and the fairness of policy and practice responses to address climate change and its consequences."

In other words, while the impacts of climate change may impact certain groups more than others, the actions taken to combat climate change should have an overall net benefit to all communities and caution will be taken to ensure that no group is unfairly impacted by the actions planned.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive	No	N/A	Strategy may lead to an improvement in this area as health outcomes could improve
Disability	Positive	No	N/A	Strategy may lead to an improvement in this area as health outcomes could improve
Gender Reassignment	No impact			
Marriage & Civil Partnership	No impact			
Pregnancy & Maternity	No impact			
Race	No impact			
Religion / Belief	No impact			

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)	No impact			
Sexual Orientation	No impact			
HR & workforce issues	Positive	No	N/A	Strategy may lead to an improvement in this area as access to education/training can improve and new jobs may be created
Human Rights implications if relevant	Positive	No	N/A	Strategy may lead to an improvement in this area as health outcomes could improve along with access to education and new job creation
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) or school board and incorporated into your service/team/school Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	12 th August 2021
Head of Service/Director/Headteacher sign off & date:	
Legal sign off & date:	
Review date	
Date published	

Publishing checklist	Yes	No
• Plain English – will your EIA make sense to the public?	X	
• Acronyms – check you have explained any specialist names or terminology	X	
• Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?	X	
• Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?	X	
• Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?	X	
• Success stories – have you included any positive impacts that have resulted in change for the better?	X	
• Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?	X	
• Review have you included a review date and a named person to carry it out?	X	
• Challenge – has your equality impact assessment been taken to Diversity Board/Call Over/school arenas for challenge?		X
• Signing off – has your Head of Service/Director/Headteacher signed off your EIA?		
• Basics – have you signed and dated your EIA and named it for publishing?	X	
• A signed version to be kept by your team for review and electronic version to be uploaded on to the council's/school's website	X	