**Equality Impact Assessment – Screening**

The purpose of an Equality Impact Assessment is to ensure the Council:

* does not discriminate in the way it provides services and employment
* fulfils its duties as set out by the Equality Act 2010
* where possible, it does all it can to promote equality and good relations between different groups

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| Name of service/policy/project being assessed | **Climate Change and Carbon Reduction Plan 2024 - 27** | Is this a new or existing service/policy/project?  | New |
| Directorate | Strategic Growth |
| Officers responsible for:1. Service/policy/project
2. Completing EIA
 | Kate Bailey (Head of Strategic Growth)/ Jenny Moreton (Principal Health and Sustainability Officer).  |
| Date | 22/11/2023 |
| What is the purpose and expected outcomes/ | The plan outlines what the council and some of its partners are undertaking to tackle climate change, increase resilience and reduce carbon emissions.  |
| Will there be any affect on other Council procedures or strategies e.g. Corporate Plan or the council’s workforce? | Contribution to delivery of the Corporate Plan 2023 to 2027, which includes ‘A clean, safe and green place to live, work and visit’ as a priority.  |
| Are there any statutory requirements or implications? | Home Energy Conservation Act. UK Climate Change Act.  |
| Are there any other organisations/bodies involved? | Yes- some of the projects will be carried out in partnership with other organisations (e.g. county council, voluntary/ community groups).  |
| Who are the main customer groups/stakeholders affected? | Wyre Forest residents, businesses, and other organisations.  |
| What information/statistics/ evidence are you using? | Carbon emission, EPC and fuel poverty data from central government. Internal data on gas/electricity/fuel use and staff travel.  |

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| **What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2012 – for definitions, please see overleaf.** |
| 1. **Age**
 | **Positive**Evidence: Some of the energy efficiency schemes support older people who are identified as eligible, depending on the specific scheme eligibility criteria.  |
| 1. **Disability**
 | **Positive**Evidence: Actions to promote active travel aim to help reduce traffic congestion in the general population, which is beneficial to anyone whose disability makes them reliant upon the car. Disability access considerations to be incorporated into action on electric vehicle infrastructure provision. Action relating to impacts adaptation and resilience e.g. flooding/ heat wave plans aim to help vulnerable residents.Eligibility criteria for some of the energy efficiency schemes include disability issues.  |
| 1. **Gender Reassignment**
 | **Positive/Negative**Evidence: No impact |
| 1. **Marriage and Civil Partnership**
 | **Positive/Negative**Evidence: No impact  |
| 1. **Pregnancy and Maternity**
 | **Positive/Negative**Evidence: No impact |
| 1. **Race**
 | **Positive/Negative**Evidence: No impact |
| 1. **Religion of belief**
 | **Positive/Negative**Evidence: No impact |
| 1. **Sex**
 | **Positive/Negative**Evidence: No impact |
| 1. **Sexual Orientation**
 | **Positive/Negative**Evidence: No impact |
| **Other**e.g. deprivation, health inequalities, urban/rural divide, community safety | Positive- some of the energy efficiency schemes include criteria connected to deprivation, and will also have a positive impact on addressing fuel poverty and health inequalities, which are also meore prevalent in these areas.  |
| **Conclusion** | Is a full assessment required? /NO |
| **Signed Jenny Moreton** | Date 22 Nov 2023 |
| **Agreed** | Date |
| **A full EqIA is required if the initial screening has identified the service/policy/project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the Council’s workforce.**  |

**Protected characteristics: definitions**

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

**Age –** where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

**Disability –** a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender reassignment –** the process of transitioning from one gender to another.

**Marriage and civil partnership –** marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

**Pregnancy and maternity –** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race –** itrefers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion and belief –** religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

**Sex –** a man or a woman.

**Sexual Orientation –** whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.