

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Responding to the climate emergency	
Date of Equality Analysis (EA): 05/02/2020	
Directorate: Assistant Chief Executive	Service area: Policy, Performance and Intelligence
Lead Manager: Jackie Mould	Contact number: 01709 823618
Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Sam Blakeborough	RMBC	Service Specialist
Steve Elling	RMBC	Policy Officer
Jackie Mould	RMBC	Manager

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The scope of the intended outcomes is likely to impact all individuals across the Borough, as all individuals regardless of their characteristics are likely to be effected by climate change. However, differences between individuals and communities will mean that some individuals are affected disproportionately by impacts of climate change. Additionally, potential approaches to climate change are far reaching and encompass various service areas and issues, therefore responses may impact people differently depending upon their characteristics.

What equality information is available? (Include any engagement undertaken)

Are there any gaps in the information that you are aware of?

No risk assessment has yet been completed for how climate change is likely to impact Rotherham specifically. Therefore information of how climate change impacts individuals is hypothesised based on wider research.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

One of the central proposals here is the inclusion of a monitoring group to track progress towards carbon reduction targets as well as implementation. Given that sustainable development is a guiding principle of this policy, a core role of the monitoring group will be to note any social or economic impacts across all people, including the impacts on groups according to protected characteristics.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	Engagement strategy to be developed.
Engagement undertaken with staff (date and group(s) consulted and key findings)	Informal discussions have been ongoing with relevant staff (e.g. Planning, Transport, Housing, etc.) from November 2019 onwards. This has been used to provide greater depth of understanding of the Rotherham context in which decarbonisation will occur, as well as potential actions and barriers to action. Further cross-service engagement is required in order to utilise expertise in services for the development of a comprehensive Environment & Climate strategy

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups?

By aiming to curb predicted environmental disaster associated with the “climate emergency”, this policy meets the ends of all individuals across communities and groups, as all would be effected by resulting conditions (e.g. increasingly extreme temperature variability, increasing rainfall variability).

Those who face physiological vulnerabilities (e.g. older or younger people, or those with particular physical disabilities) are likely to be more vulnerable to the effects of climate change; therefore the recommendations stand to significantly improve future scenarios for these groups. This is especially significant in the context of Rotherham’s aging population.

Does your Policy/Service present any problems or barriers to communities or Groups?

Decarbonisation is inherently tied to the availability of capital, due to investment required in new modes of activity (e.g. production methods, transport technologies). Therefore, when decarbonisation is encouraged through solely regulatory or punitive measures, without interventions intended to provide active support in decarbonisation, those with limited access to financial assets (i.e. low income groups) will be disproportionately burdened and disadvantaged.

This potential issue has informed the recommended adoption of the guiding principle of sustainable development. This principle points to the necessity of balancing the priorities

of economic growth and social equity alongside environmental protection. Therefore actions which would disproportionately and arbitrarily disadvantage those with limited financial assets (e.g. zones around the Borough where charges are levied on combustion vehicles) have not been considered.

Additionally, this should inform an ongoing engagement strategy, to involve individuals and communities in the design and implementation of a comprehensive Environment & Climate strategy. This will allow individuals and groups to represent their own interests.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Decarbonisation is typically associated with long term cost savings (e.g. reduced energy bills). Therefore the measures suggested here offer scope to relieve a financial burden from low income groups, and reduce vulnerability to fuel poverty. Additionally, low income groups are statistically more likely to be vulnerable to the effects of climate change (e.g. exposure to flooding), therefore these stand to benefit from the long-term curbing of the impacts of climate change.

What affect will the Policy/Service have on community relations?

By engaging communities and individuals with the development and implementation of carbon reduction, it is hoped that any strategy will improve community relations by giving these the opportunity to identify and express their interests and see these incorporated in strategy.

However, the National Centre for Social Research in the UK points out that climate change is predominantly a concern for younger age groups and less of a concern for older age groups. It is therefore plausible that some would have the perception that the declaration of a climate emergency, the response to this and any associated investment, represents the interest of younger people. The recent 2020 budget consultation reaffirms this possibility, as most respondents allocated little priority to environmental protection. However, this sentiment may be avoided by emphasising the cost-reductions and other co-benefits that are associated with recommended measures, as well as communicating the scientific evidence of the threat posed by climate disaster.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Responding to the climate emergency
Directorate and service area: Assistant Chief Executive's Directorate; Policy, Performance and Intelligence
Lead Manager: Jackie Mould
Summary of findings:
<p>The effects of climate change will be felt by all; these are likely to disproportionately exacerbate the vulnerability of already physically and materially disadvantaged groups. Actions to curb and adapt to the impacts of climate change, as proposed here, are likely to limit the effects of climate change felt by all groups, including those who would be particularly affected.</p> <p>A positive equalities impact will be assured by the setting up of a cross-service monitoring group.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Utilise climate change monitoring group to track the impacts (either of climate change or associated actions) on communities or groups according to their protected characteristics.	All (particularly age and disability)	N/A

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Jackie Mould	Head of Policy, Performance and Improvement	07/02/2020
Shokat Lal	Assistant Chief Executive	07/02/2020
Cllr Chris Read	Leader of Council	20/02/2020

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	07/02/2020
Report title and date	Responding to the climate emergency; 23/03/2020
Date report sent for publication	09/03/2020
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	07/02/2020