

## 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	
<b>Equality Analysis title:</b> Climate Emergency Annual Report	
<b>Date of Equality Analysis (EA):</b> 23/02/2021	
<b>Directorate:</b> Assistant Chief Executive	<b>Service area:</b> Policy, Performance and Intelligence
<b>Lead Manager:</b> Jackie Mould	<b>Contact number:</b> 01709 823618
<b>Is this a:</b> <input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>  <b>If other, please specify</b>	

**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	Policy Officer
Steve Elling	RMBC	P & E Manager
Jackie Mould	RMBC	Head of PPI

**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)**

Some equality information is becoming available as part of equality screening and assessments.

**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?**

The Council's "Climate Champions" have been constituted as a cross-service group to progress the Climate Change agenda and support the delivery of actions across directorates. Each champion and their respective service area are responsible for monitoring the impact of actions relating to the theme/area of the Climate Emergency framework that they correspond to; this includes the impacts on communities/groups; each action where necessary will be subject to its own Equalities Assessment.

**Engagement undertaken with customers. (date and group(s) consulted and key findings)**

With the support of the "Climate Champions" a Climate Emergency Communications and Engagement strategy is in the beginning stages of development. This will include engagement with residents/communities,

	partners, and other groups and organisations.
<b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>	<p>Engagement with specific services has been undertaken through the Climate Champions group, who's role it is to link this agenda to their specific service area.</p> <p>Wider engagement with staff will also be included in the development of the Climate Emergency and Communications Strategy.</p>

#### 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 aims to deliver positive outcomes for all individuals across communities and groups, as all would be affected by the conditions associated with climate change (e.g. increasingly extreme temperature variability, increasing rainfall variability).

Those who may be uniquely prone to 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 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) should not be 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.

To ensure proper consideration for the Equalities implications of decarbonisation, all actions included in the 2021/22 Carbon Action Plan have, where relevant, been subject to

their own independent Equalities Assessments.

**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 relating to reducing personal fuel consumption / improve domestic energy efficiency 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. Recent budget consultations reaffirm 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

<b>Title of analysis: Climate Emergency Annual Report</b>
<b>Directorate and service area: Assistant Chief Executive's Directorate; Policy, Performance and Intelligence</b>
<b>Lead Manager: Jackie Mould</b>
<b>Summary of findings:</b>
<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>Equalities screening and assessments have been undertaken as part of developing projects in the first year of delivery of the strategy. This has included challenge and further consideration of equalities impacts as part of those projects.</p> <p>A positive equalities impact will be assured through the development of a Climate Emergency Communications and Engagement Strategy. Additionally, individual actions included in the 2021/22 Carbon Action Plan have/will include corresponding Equalities Assessments where these are relevant.</p>

Action/Target	State Protected Characteristics as	Target date (MM/YY)
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<p>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.</p> <p>Continue to provide challenge to project development to ensure equalities are embedded in the climate change agenda.</p>	<p><b>listed below</b></p> <p>All (particularly age and disability)</p>	<p>N/A</p>
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**\*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	23/02/2021
Jo Brown	Assistant Chief Executive	01/03/2021
Cllr Sarah Allen	Cabinet Member - Cleaner, Greener Communities	26/02/2021

### 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](mailto: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.

<b>Date Equality Analysis completed</b>	23/02/2021
<b>Report title and date</b>	Climate Emergency Annual Report 22/03/2021
<b>Date report sent for publication</b>	01/03/2021
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	23/02/2021