

Equality Impact Assessment
Climate Change Strategy 2023 - 2030

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

What is prohibited?

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Complete this action plan as you go through the questions

- **Step 1 – Introductory information**

Title of the policy	Climate Change Strategy 2023 - 2030
Lead officer and others undertaking this assessment	Maria French, Sustainability Officer
Date EIA started	14 th September 2023
Date EIA completed	20 th September 2023

- **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)
The Climate Change Strategy is a strategic plan which outlines how Charnwood Borough Council will take local action on climate change, through our adoption of a series of focused themes: Transport, Buildings & Heating (energy), Planning, Land Use & Biodiversity, Governance & Finance, Business & Economy, Resources including food and waste and Partnerships and Communication. The Strategy provides an unchanging vision for 2030 together with broad aims and objectives.
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
The whole population of Charnwood will be affected. The Climate Change strategy 2023 to 2030 is an overarching document which is designed to create positive impacts for people who live, work, and visit the borough. It should not have an adverse impact on any groups or individuals as its purpose is to make the borough of Charnwood better prepared for Climate Change.
Which groups have been consulted as part of the creation or review of the policy?
Climate Change consultation undertaken by Charnwood Borough Council between 23rd January and 6th March 2023. Young people were identified as a key demographic for additional engagement activities. This is the group that will experience the greatest impact from our changing climate, but younger people are less likely to respond to a conventional survey. To gain greater insight into the views of younger people, two small focus groups were run at Loughborough College.

- **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc. Data/information such as: <ul style="list-style-type: none"> • Consultation • Previous Equality Impact Assessments • Demographic information • Anecdotal and other evidence
Demographic information A record of demographic data for the Borough can be accessed from the Office for National Statistics website How life has changed in Charnwood: Census 2021 (ons.gov.uk) . Population data from the 2021 census is available from the Council's website at Census 2021 - Community and living - Charnwood Borough Council . Between the last two censuses (held in 2011 and 2021), the population of Charnwood increased by 10.8%, from around 166,100 in 2011 to around 184,000 in 2021. Detailed population profiles in relation to race, religion or belief and disability are available at District level from the 2021 census. Ethnicity – In 2021, 82.3% of people in Charnwood identified their ethnic group within the "White" category (compared with 87.4% in 2011), while 2.5% identified their ethnic group within the "Mixed or Multiple" category (compared with 1.6% the previous decade). The percentage of people who identified

their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category increased from 0.8% in 2011 to 1.5% in 2021. 12.4% of Charnwood residents identified their ethnic group within the "Asian, Asian British or Asian Welsh" category, up from 9.7% in 2011.

Country of birth - In the latest census, around 156,100 Charnwood residents said they were born in England. This represented 84.8% of the local population. The figure has risen from around 144,900 in 2011, which at the time represented 87.2% of Charnwood's population. India was the next most represented, with around 4,500 Charnwood residents reporting this country of birth (2.5%). This figure was up from around 2,900 in 2011, which at the time represented 1.7% of the population of Charnwood.

Religion - In 2021, 40.7% of Charnwood residents reported having "No religion", up from 29.2% in 2011. 41.5% of people in Charnwood described themselves as Christian (down from 55.5%), while 6.7% described themselves as Hindu (up from 5.0% the decade before).

Gender – The 2011 census records that the total population is some 166,100 split broadly 49.9% males (82,900) and 50.1% female (83,200) - although there are significantly more males than females within the 15 – 19 and 20 - 24 age brackets.

Age - The number of people aged 65 to 74 years rose by just over 4,300 (an increase of 30.1%), while the number of residents between 35 and 49 years fell by around 350 (1.0% decrease).

Disability - In 2021, 6.4% of Charnwood residents were identified as being disabled and limited a lot. This figure decreased from 7.4% in 2011. In 2021, just over 1 in 10 people (10.2%) were identified as being disabled and limited a little, compared with 9.7% in 2011.

Sexual Orientation - The census question on sexual orientation was a voluntary question asked of those aged 16 years and over. This was a new question, including the question on the census questionnaire enables a much more detailed understanding of sexual orientation in England and Wales. The data will meet the needs for better quality information on the LGB+ population ("gay or lesbian", "bisexual" or "other sexual orientation") for monitoring and supporting anti-discrimination duties under the Equality Act 2010. In Charnwood 89.86% of people aged 16 years are straight or heterosexual. 1.29% are gay or lesbian.

Gender Reassignment. The census question on gender identity was a voluntary question asked of those aged 16 years and over. The question on gender identity was new for Census 2021. It was added to provide the first official data on the size of the transgender population in England and Wales. In Charnwood 93.87% of people aged 16 years or over have a gender identity the same as their sex registered at birth.

Marriage and civil partnership - In 2021, just over 4 in 10 people (44.8%) said they were married or in a registered civil partnership, compared with 47.1% in 2011.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

In Charnwood, the population size has increased higher than the overall increase for the East Midlands and England.

The population is mostly White British with a growing ethnic minority population.

The proportion of the population aged 65 to 74 has grown between 2011 and 2021.

- **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

By its nature the Climate Change Strategy is seeking to be inclusive to all people by offering opportunities to improve the environment and be better prepared for Climate Change.

The Climate Change Strategy will need to allow for a comprehensive engagement from all groups but could seek to focus on allowing access to younger people who have traditionally not been involved in the process. The use of 'social media' as an awareness raising technique will help to encourage younger people.

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision. Please refer to the general duties on the front page.

Age	Positive - No adverse impacts have been identified.
Disability <ul style="list-style-type: none"> • Physical • Visual • Hearing • learning disabilities • mental health 	Positive - No adverse impacts have been identified.
Gender Reassignment (Transgender)	Positive - No adverse impacts have been identified.
Race	Positive - No adverse impacts have been identified.
Religion or Belief (Includes no belief)	Positive - No adverse impacts have been identified.
Sex (Gender)	Positive - No adverse impacts have been identified.
Sexual Orientation	Positive - No adverse impacts have been identified.

Other protected groups <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	Positive - No adverse impacts have been identified.
Other socially excluded groups <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities 	Positive - No adverse impacts have been identified.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

None

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The Climate Change Strategy is an inclusive document for all people to inform how the Council intends to better prepared for climate change, reduce carbon emissions and reduce environmental impact.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

Any potential barriers and impacts will be monitored through feedback mechanisms available on the Intranet and Internet.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

Recommendations will be considered at team meetings and senior management team review.

● **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan


Reference Number	Action	Responsible Officer	Target Date
------------------	--------	---------------------	-------------

01	Focus on allowing access to younger people by the use of 'social media' as an awareness raising technique.	Maria French	December 2023
02	Publicise on Council Intranet and Internet	Maria French	December 2023
03	Raise staff awareness via Green Rewards Scheme and Environmental module	Maria French	January 2024
04	Raise Member awareness via Induction training	Maria French	September 2023

- **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees	Yes	Published on the Charnwood Borough Council Intranet
Service users	Yes	Published on the Charnwood Borough Council website
Partners and stakeholders	Yes	Published on the Charnwood Borough Council website
Others	Yes	Published on the Charnwood Borough Council website
To ensure ease of access, what other communication needs/concerns are there?		The document will be made available in larger print or in a different language upon request

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

I agree with this assessment	
	
Signed (Service Head):	Justin Henry - Director of Commercial and Economic Development
Date:	20 September 2023

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.