

## Cambridge City Council Equality Impact Assessment

Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.



The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on your own knowledge and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 45174 or email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk) or from any member of the Joint Equalities Group.

### 1. Title of strategy, policy, plan, project, contract or major change to your service:

Environment Policy Statement

### 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

The Environment Policy Statement is a high level document summarising the Council's environmental priorities and objectives. It is felt to be important as a way of clarifying the Council's environmental policies with the advent of a new administration, but also because it can be a requirement when our services are tendering for contracts.

[https://www.cambridge.gov.uk/sites/www.cambridge.gov.uk/files/documents/HECA-Report-2013-FINAL\\_1.pdf](https://www.cambridge.gov.uk/sites/www.cambridge.gov.uk/files/documents/HECA-Report-2013-FINAL_1.pdf)

<https://www.cambridge.gov.uk/climate-change>

### 3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

Residents

Visitors

Staff

A specific client group or groups (please state):

### 4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

New

Revised

Existing

### 5. Responsible directorate and service

Directorate: Environment

Service: Director of Environment

### 6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details):

All services

## 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

**(a) Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

**Reduce the use of water, energy and carbon dioxide emissions and other greenhouse gases directly linked to our activities, including by reducing our reliance on fossil fuels and increasing the proportion of energy coming from low and zero carbon technologies;** Reducing air pollutants has a generally positive effects. Benefits could be particularly pronounced for young, old and disabled residents who tend to suffer disproportionately from respiratory illnesses (such as asthma)

**Reduce waste to landfill by increasing recycling rates for the City Council and Cambridge;**

A positive impact might be that an opportunity to learn from the experiences of some equality groups in society. For example, older people, who are likely to have lived through periods of war/rationing may have a range of ideas about minimising energy use and leading lower carbon lifestyle.

**Work with the County Council, businesses and others to reduce the environmental impact of transport and travel, and promote and plan for sustainable modes of transport that reduce environmental impacts;**

Some concerns might be raised about any policies or practices restricting parking spaces or encouraging car free developments in the City due to potentially negative impacts for people with disabilities and older drivers/passengers who are more reliant on the availability and accessibility of parking due to mobility problems. It could be argued that such an approach puts pressure on the most vulnerable sections of society. Whilst some disabled residents will have blue badge permits, many older people and those temporarily disabled will not. Any potential policies of restricting parking in urban areas, therefore, could have a disproportionate effect. Families could experience similar difficulties with young children. A particular issue sometimes raised by older and people with disabilities is how they can be treated on public transport. Sometimes there are problems with bus drivers - not always pulling into the kerb or moving away sharply before people have been able to take their seats. This does not give people confidence in using bus services. There could also be an issue with reliability of buses as people can be unsure of when the bus will actually arrive. This can cause difficulties for older people or those with a disability and may cause a negative impact.

**Improve the environmental quality, resilience and performance of our buildings and assets, and work with partners to promote and facilitate improvements to the environmental performance of buildings and the wider landscape and public realm across the city;**

Social Housing generally has a very good track record with energy efficiency and so any further work to Council housing stock or buildings could have a very positive effect for older tenants on a fixed income as this could help reduce energy costs.

**Protect, enhance and increase the environmental quality, resilience and biodiversity of our land, water bodies and landscapes across our city, where possible;**

Young people stand to gain the most benefit from the actions proposed within the policy. There is a potential positive benefit in making sure that young people are engaged and consulted with about Council activities related to this policy.

**Protect the elderly, vulnerable and those facing hardship including from fuel and water poverty and the wider effects of our changing climate.**

This should have a very positive effect on the elderly and other vulnerable groups, which could include the very young. Older and younger people are more vulnerable to climate change impacts – particularly in terms of health. Extreme heat or cold could have both a positive and negative impact. More information in Section 9 of this EqIA.

**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

**Reduce the use of water, energy and carbon dioxide emissions and other greenhouse gases directly linked to our activities, including by reducing our reliance on fossil fuels and increasing the proportion of energy coming from low and zero carbon technologies;**

Reducing air pollutants would have a positive effect. Benefits could be particularly pronounced for young, old and disabled residents who tend to suffer disproportionately from respiratory illnesses (such as asthma)

**Reduce waste to landfill by increasing recycling rates for the City Council and Cambridge;**

The actual ability to recycle is far from equal. There are some equality groups, for example, that suffer mobility or physical problems, which can prohibit people from participating fully in recycling activities, especially if doorstep recycling is not offered at their residence. Older and disabled people, for example, do not find it easy to carry the recycling box provided. This is also relevant depending on peoples housing provision – housing schemes for older people or flats may have physical barrier to people recycling such as large bins or no lift.

**Work with the County Council, businesses and others to reduce the environmental impact of transport and travel, and promote and plan for sustainable modes of transport that reduce environmental impacts;**

The policy and implementation will have relevance to the disability equality strand due to different patterns of car ownership and different concerns over accessibility of public transport. This could have both a positive and a negative effect.

**Protect the elderly, vulnerable and those facing hardship including from fuel and water poverty and the wider effects of our changing climate.** This should have a positive effect.

**Communicate this policy to everyone working for or on behalf of Cambridge City Council.**

Environmental information for example, public transport information or waste collection information should be communicated in a way that is accessible and relevant. The information should be potentially available in different languages and formats. There may be a need to tailor material specifically for different groups as part of any communication campaigns

#### **(c) Gender**

There are particular issues linked to climate change and women:

Some examples:

**Work with the County Council, businesses and others to reduce the environmental impact of transport and travel, and promote and plan for sustainable modes of transport that reduce environmental impacts;**

Women have different patterns of car ownership, different concerns over accessibility of public transport and different abilities to walk and cycle as an alternative mode of transport.

**More information can be found here:**

<http://www.wen.org.uk/wp-content/uploads/wen-briefing-net1.pdf>

<http://www.wen.org.uk/wp-content/uploads/Gender-and-the-climate-change-agenda-21.pdf>

#### **(d) Pregnancy and maternity**

Also see Gender (c)

#### **(e) Transgender** (including gender re-assignment)

No strong direct impacts assessed yet.

There could be future impacts around how people would feel about using public transport and concerns around personal safety – See the recent LGB&T report for information. <http://encompassnetwork.org.uk/uploads/LGBTQ-Needs-Assesmentabsolutelyfinal.pdf>

#### **(f) Marriage and Civil Partnership**

No strong direct impacts assessed yet.

**(g) Race or Ethnicity**

**Reduce waste to landfill by increasing recycling rates for the City Council and Cambridge;**

Cambridge City has a large proportion of non-UK visitors and a high turn over of residents in some areas of the City. So there is a potential for people to be less likely to understand recycling communications, waste options and practices. There could be an opportunity to learn from different ethnic groups who may be able to draw on their heritage and customs, sharing lessons about relying on less energy in domestic situations. Other communities that could be worth consulting include the gypsy and travelling community.

**Work with the County Council, businesses and others to reduce the environmental impact of transport and travel, and promote and plan for sustainable modes of transport that reduce environmental impacts;**

Reduction of emissions - Whilst the outcome of reduced emissions is viewed as broadly positive, the different mechanisms by which this can be achieved are not always universally appealing. It is possible that penalising higher emission vehicles would be likely to hit large families harder, and therefore could have a disproportionately adverse impact on some faith/ethnic minority groups who may traditionally have larger families.

**Communicate this policy to everyone working for or on behalf of Cambridge City Council.**

Environmental information for example, public transport information or waste collection information should be communicated in a way that is accessible and relevant. The information should be potentially available in different languages and formats. There may be a need to tailor material specifically for different groups as part of the communication campaigns. Translation of recycling information into key languages spoken in the City and, particularly, the use of images and pictures to better highlight recycling procedures are both measures could make a difference in maximising the equality of recycling opportunities. Consistent symbols are considered very effective in breaking down barriers and making information more decipherable.

**(h) Religion or Belief**

No strong direct impacts assessed.

**(i) Sexual Orientation**

No strong direct impacts assessed.

There could be future impacts around how people would feel about using public transport and concerns around personal safety – See the recent LGB&T report for information. <http://encompassnetwork.org.uk/uploads/LGBTQ-Needs-Assesmentabsolutelyfinal.pdf>

**(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):**

Climate change could affect:

- Access to affordable insurance especially in areas vulnerable to flooding
- Emergency planning - flooded areas can cause difficulties for people with mobility difficulties
- In the case of an extreme weather event, vulnerable households may be less able to cope with natural disasters – having access to less resources or money or information.
- Fuel Poverty and numbers of winter deaths - Certain categories of people have been identified via research as being at greater risk of fuel poverty: Older people on low incomes, lone parents (especially those on low incomes), people with disabilities, the chronically sick, unemployed people (especially those under 25 years old and those who are long term unemployed. See HECA reports.
- Lack of access to good energy deals - if there is no or limited access to the Internet or a computer.
- Migration - as people move to more environmental secure areas – poorer household less able to do this. For example large areas of Fenland and East Cambs vulnerable to flooding – this may cause pressure on future resources for the surrounding Districts.
- Transport infrastructure – often used by lower income groups – more vulnerable to disruptions.
- Food security – cost of food set to increase and uneven distribution patterns could create areas in the UK where there could be food scarcity or people might need to rely more on self-production or pay higher food prices
- Cost of energy set to rise and fossil fuel predicted to run out around 2030
- Infectious diseases – likely to be an increase, as UK gets warmer and damper.
- Health implications – of experiencing extreme hot or cold weather and rise of communicable diseases. +% Asthma (Air quality issues).
- Renewables offer a very positive social and environmental impact – particularly community energy schemes, which offer cheaper energy costs for householders or community ownership.
- Environmental justice on a local and global scale – those with the least feel the impacts of climate change the quickest and may be able to do less to change their situations.
- Carbon Cutting could be more successful with lower income groups – no car for example means a lower carbon footprint.
- Economic Impacts – “The Stern Review’s main conclusion is that the benefits of strong, early action on climate change far outweigh the costs of not acting. The Review points to the potential impacts of climate change on water resources, food production, health, and the environment. According to the Review, without action, the overall costs of climate change will be equivalent to losing at least 5% of global gross domestic product (GDP) each year, now and forever. Including a wider range of risks and impacts could increase this to 20% of GDP or more, also indefinitely. Stern believes that 5–6 degrees of temperature increase is "a real possibility." [http://en.wikipedia.org/wiki/Stern\\_Review](http://en.wikipedia.org/wiki/Stern_Review)
- Hotter summers - up to 6°C average. Climate affecting local food production - drier summers - up to 60% less rain. Greater demand on health services.
- Housing: Refurbishment of Existing Stock. Renewable Technology. New Build - Current buildings and roads and other infrastructures may not be able to cope with variations in temperatures.
- Transport: Infrastructure and utilities unable to adapt quickly enough. Disrupted supply chains. Not able to get to work/ school. Roads/ infrastructure not able to cope with variations in climate –e.g. flooding and heat. More extreme weather- heat waves, storms, floods.
- Community Safety: Civil Emergencies. People more vulnerable and sensitive to socio/ economic variations. Civil unrest following emergencies – Yorkshire and Gloucester Floods. Security of Energy Supply.
- Business: Flooding and insurance. Warmer, wetter winters-up to 30% more rain. Tourism Impacts. Economic disruption (Stern Report).
- Community: More reliance on Third Sector and public sector services.
- Parks and open spaces challenged by less water, more heat.
- Children and Young People: School Design. Participation in saying what should be done. Their future problem.
- Potential for really positive work in communities: There is a case study in Barcelona whereby on specific days throughout the year any items unwanted by their owners are left outdoors for others to take and use. It was identified that this could have benefits for young people due to the sense of fun involved in the event. There are potential benefits for older people, some ethnic groups with large families and any other residents who experience occasional or frequent financial problems. It would also be extremely positive for community cohesion if developed into a community event. <http://www.barcelona-metropolitan.com/features/barcelona-dia-de-trastos-vells/>
- There could be a number of public transport-related safety concerns amongst certain equality groups. Women, both young and old people, the lesbian, gay and bi-sexual community and some racial groups might find this more of an issue. Older people, in particular, may find large groups of school children intimidating and can be unwilling to use bus services during school commuting hours. Travelling by public transport is expensive for large families. Some faith and race groups may traditionally have bigger family groups and, therefore, may not benefit from choosing public transport as their mode of travel
- Whilst not a specific consideration of this EqlA, any penalties relating to transport and carbon emissions could also be socially divisive, hitting poorer families who are more likely to have older, less efficient and more polluting cars. It is worth noting that some equality groups, particularly old, disabled people, lone parents (mostly women) and some ethnic minority groups tend to comprise a fair percentage of the less affluent members of the community and could, therefore, suffer as a result.
- Recouping energy savings is likely to be over the medium/long-term and, therefore may be of little benefit to older people or represent a poor return on investment.
- The Council is not always a trusted face for equality groups - so effort should be put into engaging and consulting with community and voluntary sector groups about the vision and values of this policy.
- All of the above may affect low income groups disproportionately. The objectives of this policy, therefore, should have a strong positive impact on people in low income groups.

## 1. If you have any additional comments please add them here

*This article was written by Naomi Hicks and Dr Nicola Ranger at the [Grantham Research Institute on Climate Change and the Environment](#) at the London School of Economics and summarise the key aspects of Climate Change Impacts and is a useful starting place for looking at climate change issues.*

Temperatures in the UK have risen by about one degree since the 1970s and, given the levels of greenhouse gas already in the atmosphere, further warming is inevitable over the next three decades or so. The amount of warming will depend on future emissions but even if emissions are cut quickly and sharply to avoid dangerous levels of climate change, there will be some unavoidable impacts that the UK will have to adapt to.

The government's latest [climate change risk assessment](#) identifies flood risk, and particularly [flooding from heavy downpours](#), as one of the key climate threats for the UK, alongside stresses on water resources, threats to biodiversity and natural habitats, and the repercussions for the UK from climate change impacts abroad.

Computer models that simulate the climate suggest that, as a result of warming, extremely wet winters could become [up to five times more likely](#) over the next 100 years, with more intense downpours in the winter months driving a greater risk of flash floods and river flooding, alongside [risks from sea-level rise](#). Extreme flood events such as those in the summer of 2007 could become more frequent and severe, putting homes, businesses and infrastructure at greater risk.

The government estimates that annual damages from flooding alone could increase to [between £2bn and £12bn by the 2080s](#), an increase of about two to 10 times compared with current-day estimates. Critical infrastructure, including water-pumping stations, water treatment works, transport and electricity systems, and schools and hospitals sited in flood-risk areas could also be threatened, while heavy rainfall events could increase the risk of water contamination should sewers overflow. Current government estimates suggest about [330,000 properties are currently at risk of flooding](#), and [climate change could increase this to between 630,000 and 1.2m by the 2080s](#).

Conversely, the models suggest that the UK could experience [warmer, drier summers](#) in the future. While that may bring some benefits, it could mean increased risk of drought, and extreme events such as the [2003 heat wave](#) could be the norm by the end of this century. Heat waves could also [heighten pressure on healthcare services](#), because older populations are more vulnerable to extreme heat, and impact on transport, as higher summer temperatures bring the threat of rail buckling and associated travel delays.

The UK could also face threats to its [water security and supply](#). Declining summer river flows, reduced groundwater replenishment and increased evaporation could all contribute to water loss, which could result in water shortages and restrictions on usage. The government estimates that [27-59 million people](#) could be living in areas affected by water supply deficits by the 2050s, even before considering increasing populations and rising water demand.

Ecosystems are also highly vulnerable to climate change, which can aggravate existing stress factors such as pollution, land conversion and invasive non-native species. While some species could benefit from climate change, far more are set to lose out, according to the [latest government estimates](#).

The UK may see changing patterns of wildlife and plants as species try to adapt by moving northwards, or have to compete with new non-native species. Habitats may come under increasing pressure – from salt marsh threatened by sea-level rise to beech woodland susceptible to summer droughts. Species could also experience reduced food supply if earlier breeding periods are at odds with the food available at the time.

None of the model predictions are certain. There is a lot that science does not yet know, and wider [social and economic trends](#) will also affect the UK's vulnerability to the effects of climate change. These range from an ageing population – with [greater vulnerability to extreme heat](#) – to population growth and increasing household and industry demand for water, which is expected to be [5% higher by 2020 compared with today](#). With 13% of new homes built since 2000 constructed on floodplains (that's about 10,000–16,000 new homes a year), planning decisions are another factor that can worsen the UK's existing vulnerabilities.

Recent reports by the [UK Government Foresight](#) programme and [PWC](#) suggest that the impacts of climate change outside the UK could have a larger effect on the British economy than the impacts felt within the country. If, for example, climate impacts led to international instability or reductions in the supply raw materials or commodities, the UK could experience effects ranging from [increased food price volatility](#) (if crop patterns change globally) to changing migration patterns as [environmental refugees](#) move from areas affected by extreme weather events.

Nevertheless, the UK could see some gains from climate change. While summer deaths could increase given the predicted increase in hot days and heat waves, the country could see a [fall in the number of cold-related deaths](#) – estimated to be in the region of [3,900 to 24,000 premature cold deaths avoided each year by 2050](#). Providing water is available in sufficient supply, the UK could also see new crop types, or increased yields of crops such as wheat or sugar beet. For some areas of the UK, climate change could also offer wider opportunities for [tourism](#). And for wildlife warmer temperatures could increase survival rates for offspring born in winter.

As with climate predictions, there are still many uncertainties over the extent and distribution of climate impacts. Model predictions are based on a number of [assumptions](#) about factors ranging from future rates of warming and economic growth to the technological and social achievability of different levels of emissions cuts. Regional impacts are particularly difficult to predict, though some work has been done to map the risks in different areas of the UK. For example, see [this map](#) (p329).

Climate policy to cut global greenhouse gas emissions could have a [tangible effect](#) on future climate impacts, not only offering governments a way to avoid the most extreme impacts, but also providing them with more time to [prepare and adapt](#) to those that are unavoidable

## 2. Conclusions and Next Steps

- a. If you have not identified any negative impacts, please sign off this form.
- b. If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- c. If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.

Email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk)

## 3. Sign off

Name and job title of assessment lead officer: Andrew Limb, Head of Corporate Strategy

Names and job titles of other assessment team members and people consulted:  
Suzanne Goff, Strategy Officer

Date of completion: 19 December 2014

Date of next review of the assessment: September 2017

**Action Plan****Equality Impact Assessment title:** Corporate Environment Policy Statement**Date of completion:** 19<sup>th</sup> December 2014

<b>Equality Group</b>	<b>Age</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact on older people and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
Officer responsible for progressing the action	Individual officers will monitor the potential impacts of their work and prepare where relevant, with corresponding EqIAs
Date action to be completed by	December 2015

<b>Equality Group</b>	<b>Disability</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact on people with disabilities and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
Officer responsible for progressing the action	Individual officers will monitor the potential impacts of their work and prepare where relevant, with corresponding EqIAs
Date action to be completed by	December 2015

<b>Equality Group</b>	<b>Gender</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact on particular issues related to gender and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
Officer responsible for progressing the action	Individual officers will monitor the potential impacts of their work and prepare where relevant, with corresponding EqIAs
Date action to be completed by	December 2015

<b>Equality Group</b>	<b>Pregnancy and Maternity</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
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Date action to be completed by	December 2015



<b>Equality Group</b>	<b>Transgender</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
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<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
Officer responsible for progressing the action	Individual officers will monitor the potential impacts of their work and prepare where relevant, with corresponding EqIAs
Date action to be completed by	December 2015

<b>Equality Group</b>	<b>Race or Ethnicity</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
Officer responsible for progressing the action	Individual officers will monitor the potential impacts of their work and prepare where relevant, with corresponding EqIAs
Date action to be completed by	December 2015

<b>Equality Group</b>	<b>Religion or Belief</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
Officer responsible for progressing the action	Individual officers will monitor the potential impacts of their work and prepare where relevant, with corresponding EqIAs
Date action to be completed by	December 2015

<b>Equality Group</b>	<b>Sexual Orientation</b>
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact and a few activities will also have a positive effect.
Action to be taken to address the disadvantage or negative impact	Regular reviews as projects come forward and individual actions are detailed in the bid EqIA.
Officer responsible for progressing the action	Individual officers will monitor the potential impacts of their work and prepare where relevant, with corresponding EqIAs
Date action to be completed by	December 2015

<b>Other factors that may lead to inequality</b>	
Details of possible disadvantage or negative impact	Council activities in relation to this policy may have an adverse impact and a few activities will also have a positive effect.
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