

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 evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email 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:

Draft Climate Change Strategy 2016-2021

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

The purpose of the draft Climate Change Strategy is to:

- provide a summary of the wider context for the strategy, including the scientific evidence of climate change and the steps being taken by international bodies and national government to address it.
- identify key achievements over the period of the current strategy and identify any lessons learnt.
- set out the action that the Council will take over the next five years to support global efforts to mitigate climate change and to support local residents and businesses to adapt to the anticipated effects of climate change.

The five objectives thematic objectives proposed for the revised strategy are:

1. Reducing emissions from the City Council estate and operations
2. Reducing energy consumption and emissions from homes and businesses in Cambridge by promoting energy efficiency measures, sustainable construction and renewable energy sources
3. Reducing emissions from transport by promoting sustainable transport and reducing car travel and traffic congestion
4. Reducing consumption of resources, increasing recycling and reducing waste
5. Supporting Council services, residents and businesses to adapt to the impacts of 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: Chief Executive's

Service: Corporate Strategy

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):

The Strategy identifies a total of 46 actions for the following services: Refuse and Environment, Planning, Estates and Facilities, Streets and Open Spaces, Strategic Housing, Community Arts and Recreation, Property Services, Human Resources, Procurement, Internal Audit

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)

The strategy highlights that recent research by the Joseph Rowntree Foundation¹ found that the extent to which individuals are able to cope with the impacts of climate change is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality, green space). Older people are more likely to be vulnerable to the impacts of climate change, such as heat waves and extreme weather events, due to a combination of age, health issues and greater social isolation.

National research shows that older people are more likely to experience social isolation than other age groups. Over half (51%) of all people aged 75 and over live alone,ⁱ while 17% of older people are in contact with family, friends and neighbours less than once a week and 11% are in contact less than once a month.ⁱⁱ Two fifths of all older people say the television is their main company.ⁱⁱⁱ

The strategy includes a number of actions under Objective 5 which will have a positive impact on vulnerable people, including older people, and help them to respond to climate change risks. For example:

Action 5.5 - Providing advice for residents on how to reduce health risks during heat waves, including via the Council's website and the Cambridge Matters residents magazine. Promotion of advice will be linked to specific climate events (e.g.heat wave guidance to be published in spring ahead of possible heatwave events).

Action 5.8 - Working with members of the Cambridgeshire Resilience Forum to ensure that plans are in place to respond to climate change risks (including issuing alerts in the event of severe weather, increased temperatures and flooding) and that these are regularly tested and reviewed

¹ Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review

(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)

The Strategy highlights that recent research by the Joseph Rowntree Foundation^{iv} found that the extent to which individuals are able to cope with the impacts of climate change is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality, green space).

People with disabilities and long-term health conditions may be more likely to be vulnerable to the impacts of climate change, such as heat waves and extreme weather events, due to a combination of health issues and lower average incomes. For example:

- Disabled people are four times more likely to be out of work than non-disabled people^v
- Since 2010 the pay gap between disabled and non-disabled people has widened by a third, and disabled people in work are currently paid 10% less on average than people without disabilities^{vi}

The strategy includes a number of actions under Objective 5 which will have a positive impact on vulnerable people, including people with disabilities, and help them to respond to climate change risks. For example:

Action 5.5 - Providing advice for residents on how to reduce health risks during heat waves, including via the Council's website and the Cambridge Matters residents magazine. Promotion of advice will be linked to specific climate events (e.g. heat wave guidance to be published in spring ahead of possible heatwave events).

Action 5.8 - Working with members of the Cambridgeshire Resilience Forum to ensure that plans are in place to respond to climate change risks (including issuing alerts in the event of severe weather, increased temperatures and flooding) and that these are regularly tested and reviewed

(c) Gender

No differential impacts have been identified for men or women for actions in the strategy

(d) Pregnancy and maternity

No differential impacts have been identified for pregnant women or parents with young children for actions in the strategy

(e) Transgender (including gender re-assignment)

No differential impacts have been identified for transgender people for actions in the strategy

(f) Marriage and Civil Partnership

No differential impacts have been identified according to marriage or civil partnership for actions in the strategy

(g) Race or Ethnicity

No differential impacts have been identified for people from different ethnic groups for the actions in the strategy

(h) Religion or Belief

No differential impacts have been identified for people of different faiths or beliefs for the actions in the strategy

(i) Sexual Orientation

No differential impacts have been identified according to sexual orientation for the actions in the strategy

(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):

Recent research by the Joseph Rowntree Foundation^{vii} found that poverty can increase the vulnerability of individuals and communities to climate impacts. The extent to which individuals are able to cope with the impacts of climate change is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality).

The strategy includes a number of actions which will help support residents who are in poverty or on low incomes to reduce their carbon footprint and cope with the impacts of climate change. These include:

Action 2.1 - Supporting residents to improve the energy efficiency of their property through the Action on Energy scheme.

Action 2.2 - Progressively improving the energy efficiency of harder-to-treat City Council homes, with the aim of bringing them up to at least a C-rating.

Action 2.3 - Implementing the City Council's Fuel and Water Poverty Action Plan (linked to the Anti-Poverty Strategy), including: Piloting water meters in a selection of 1 or 2 bedroom council owned properties; developing a water conservation information leaflet for inclusion in welcome packs for tenants moving into council-owned properties and at City Homes offices; Drop in sessions to distribute water and energy saving measures and provide information on energy efficiency measures to residents; and targeted promotion to private landlords on the benefits of installing energy and water savings measures.

8. If you have any additional comments please add them here

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- 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.
- 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

10. Sign off

Name and job title of assessment lead officer: David Kidston, Strategy and Partnerships Manager

Date of completion: 25 September 2015

Date of next review of the assessment: February 2016

ⁱ Office for National Statistics (ONS), 2010, via Campaign to End Loneliness
<http://www.campaigntoendloneliness.org/loneliness-research/>

ⁱⁱ Victor et al, 2003, via Campaign to End Loneliness <http://www.campaigntoendloneliness.org/loneliness-research/>

ⁱⁱⁱ Age UK, 2014, via Campaign to End Loneliness <http://www.campaigntoendloneliness.org/loneliness-research/>

^{iv} Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review

^v Joseph Rowntree Foundation, 2005, The education and employment of disabled young people
<http://www.jrf.org.uk/publications/education-and-employment-disabled-young-people>

^{vi} Scope, 2014, Disability Facts and Figures

^{vii} Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review