

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046.

Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking.

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

Development of the Climate Change Strategy (2026-2031) - Engagement Supporting Document

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

Full details of the Engagement Supporting Document will be available at Appendix A of the cabinet meeting's paper, due to be published on 17 September 2025: ([Agenda for Cabinet on Thursday, 25th September, 2025, 5.00 pm - Cambridge Council](#)), which will outline the proposed areas of action and will be used to engage the public on the plans for the next Climate Change Strategy to replace the [2021-2026 strategy](#).

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

The Council's Climate Change Strategy and Action Plan, which will be produced following the engagement exercise, will set out the Council's approach to addressing climate change in Cambridge by: helping the Council reduce its own carbon emissions to achieve the target of net zero carbon by 2030; supporting residents, businesses and organisations in Cambridge to reduce their emissions to reduce the city's overall carbon emissions, and supporting the city to adapt so that it is more resilient to the effects of climate change.

The objectives of the proposed Strategy, as detailed in the Engagement Supporting Document are:

Transport: Reduce fossil fuel-powered travel, encourage low/zero carbon transport.

Energy and retrofit: Improve energy efficiency and climate resilience of homes/buildings, support low-carbon heating.

Nature and water: Enhance nature, increase tree canopy cover, safeguard water and adapt to climate impacts.

Sustainable food: Increase access to local, low-impact, seasonal food, reduce food waste.

Waste minimisation: Reduce waste, support a circular economy.

Supply chain and finance: Reduce emissions and maximise social/environmental value of procurement and partnerships.

Community support and behaviour change: Provide accessible/inclusive support to empower low-carbon behaviour change, ensuring benefits are shared widely.

The Council has had a Climate Change Strategy since 2012, the new strategy will build on what the Council has achieved through the previous strategies and sets out new ambitions on working more collaboratively with the city's businesses and institutions, reducing Scope 3 emissions, developing an approach to offsetting the Council's residual emissions and working to reduce emissions from the Council's commercial properties.

The Council has produced an Engagement Supporting Document and survey which it will use for the engagement exercise which will run from 1st October – November 2025. This EqIA has been produced to assess the impacts of the proposed public engagement, which the Cabinet report requests the approval to proceed to, in October. During the development of the Strategy and its actions following the public engagement, a new EqIA will be produced to inform and assess the equalities impacts of the proposed Strategy and its actions.

4. Responsible Team and Group

Economy, Energy and Climate within the Economy & Place Group

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick all that apply)	<input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff
<p>Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):</p> <p>Click here to enter text.</p>	

6. What type of strategy, policy, plan, project, contract or major change to your service is this?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Major change <input type="checkbox"/> Minor change
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7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>If 'Yes' please provide details below:</p> <p>The Strategy will be developed with input from a range of service areas that will be delivering the actions in the Action Plan. This includes City Services, Economy & Place (including Retrofit team and Development team) Communities, Corporate Hub, Greater Cambridge Shared Waste Service and Greater Cambridge Shared Planning Service.</p> <p>The Strategy will also set out the Council's intention to continue to work collaboratively with a range of partners to reduce carbon emissions in Cambridge and adapt to climate change, including South Cambridgeshire District Council, Cambridgeshire County Council, Greater Cambridge Partnership, Cambridgeshire and Peterborough Combined Authority, the University of Cambridge and some University Colleges, Anglia Ruskin University, Cambridge Institute of Sustainability Leadership and other businesses and institutions in the city</p>	

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?
<p>The Report and Engagement Supporting Documents are due to go to the Council's Cabinet on 25 September 2025 for approval to launch a public engagement exercise.</p> <p>The Strategy and action plan is due to be considered by the Services, Climate & Communities Overview & Scrutiny Committee meeting in February 2026 and approved by Cabinet in March 2026.</p>

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

As part of the development of the Climate Change Strategy, we have referred to a range of research and evidence, including:

- Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31 + p218
- [Why older adults are especially vulnerable to climate change | AAMC](#)
- [Why older people are some of those worst affected by climate change](#)
- Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218
- [The impacts of fuel poverty | Fuel Poverty Action](#)
- [Low carbon thermal technologies in an ageing society – What are the issues? - ScienceDirect](#)
- [Bridging the Digital Divide: Ensuring No One is Left Behind](#)
- [The Impacts of Climate Change on Marginalised Groups](#)
- [Equality analysis Heatwave plan for England 2013](#)
- [Cut off from nature, UK's ethnic minorities hit harder by heat | Context by TRF](#)
- [Leaving No One Behind in the Transition Towards a Low-Carbon Economy | UNFCCC](#)
- [UK Poverty 2025: The essential guide to understanding poverty in the UK | Joseph Rowntree Foundation.](#)

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Please also consider any safeguarding issues for children and adults at risk

The Climate Change Committee highlighted that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all¹ and so it will be important that the actions that will be developed, following the engagement exercise, will significantly reduce emissions in the city and support residents to adapt to the impacts of climate change. Older people, in particular, are more likely to be vulnerable to the impacts of climate change, such as heat waves, water shortages and extreme weather events, due to the fact that as people age they may be more likely to have pre-existing medical conditions and ill-health

¹ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

and experience social isolation and dependency on others². Overheating is one of the main impacts of climate change in Cambridge. Urban areas such as Cambridge are particularly vulnerable to changes in heat, in particular due to the urban heat island effect. Heatwaves can be deadly for older people due to a reduced ability to regulate body temperature in old age which is made worse by chronic health conditions such as cardiovascular and respiratory disease, diabetes and susceptibility to dehydration³.

Vulnerable people such as older adults and young children are therefore likely to benefit disproportionately from measures to support residents to be more resilient to a changing climate (increased risk and severity of extreme weather) and the co-benefits associated with a transition to net zero carbon emissions, such as health benefits from reduced air pollution as a result of encouraging sustainable low/zero carbon travel as these groups are more vulnerable to poor air quality⁴.

Vulnerable populations such as older adults and young children will also directly benefit the most from actions to reduce emissions, such as measures to improve energy efficiency in homes (e.g. the installation of better insulation, often through the use of government grants) can reduce fuel poverty, which disproportionately benefits older people and younger families who may face higher costs of living and lower incomes and are at greater risk from health problems that can get worse or result from cold and damp living conditions⁵ and so would benefit from better health and wellbeing from being able to heat their homes adequately.

However, there may be some negative impacts to mitigate, as installing low-carbon measures into homes may be more difficult for older residents to adapt to as older adults often find the installation of low carbon measures to be time-consuming, confusing, and stressful due to their less confidence with newer digital heating controls and systems. This is influenced by various factors, including biological, cognitive, institutional, and social dimensions related to aging. Additionally, older adults may struggle with the transition to new technologies, which can affect their thermal comfort and overall satisfaction with the changes⁶.

A stated focus of the Engagement Supporting Document, the subject of the Cabinet report is: 'Ensuring that our climate change strategy is fair and inclusive, to deliver a just transition, so that those most affected by climate change are not left behind and the benefits of addressing climate change are shared widely and felt by all' and so the new strategy will achieve this through the actions that will be developed for the Community support and behaviour change objective, which will provide accessible/inclusive support to empower low-carbon behaviour change, ensuring benefits are shared widely, such as through support and grant funding through Action on Energy for insulation measures.

Given that older people may be disproportionately negatively impacted by climate change it is important to seek their views on the strategy through the Engagement Exercise and ensure that once the Strategy is in place communication methods are accessible to them. The council is also aware that older people are more likely to be digitally excluded⁷. The Council's Engagement Exercise will therefore ensure communication and engagement methods used are accessible to all age groups, providing non-digital forms of

² [Why older adults are especially vulnerable to climate change | AAMC](#)

³ [Why older people are some of those worst affected by climate change](#)

⁴ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

⁵ [The impacts of fuel poverty | Fuel Poverty Action](#)

⁶ [Low carbon thermal technologies in an ageing society – What are the issues? - ScienceDirect](#)

⁷ [Bridging the Digital Divide: Ensuring No One is Left Behind](#)

communication as well as digital with support from internal teams and groups who work with older adults and young children.

(b) Disability

The Climate Change Committee highlighted that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all⁸ and so it will be important that the actions that will be developed, following the engagement exercise, will significantly reduce emissions in the city and support residents to adapt to the impacts of climate change.

People with disabilities, in particular, such as respiratory conditions, mobility impairments, mental health issues and weakened immune systems are more likely to be vulnerable to the impacts of climate change, such as heat waves, water shortages and extreme weather events, due to the fact that they are more vulnerable to conditions such as overheating and flooding.

Vulnerable people such as those with disabilities are therefore likely to benefit disproportionately from measures to support residents to be more resilient to a changing climate (increased risk and severity of extreme weather) and the co-benefits associated with a transition to net zero carbon emissions, such as health benefits from reduced air pollution as a result of encouraging sustainable low/zero carbon travel as these groups are more vulnerable to poor air quality⁹.

Vulnerable people such as those with disabilities will also directly benefit the most from actions to reduce emissions, such as measures to improve energy efficiency in homes (e.g. the installation of better insulation, often through the use of government grants) can reduce fuel poverty, which disproportionately benefits disabled people who may face higher costs of living and lower incomes and are at greater risk from health problems that can get worse or result from cold and damp living conditions¹⁰ and so would benefit from better health and wellbeing from being able to heat their homes adequately.

However, there may be some negative impacts to mitigate, as actions to encourage people to use sustainable methods of transport may not be so easy for disabled people to adopt and use.

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Given that disabled people may be disproportionately negatively impacted by climate change it is important to seek their views on the strategy through the Engagement Exercise and ensure that once the Strategy is in place communication methods are accessible to them. The Council's Engagement Exercise will ensure communication and engagement methods used are accessible to disabled people such as through using non-digital means of

⁸ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

⁹ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

¹⁰ [The impacts of fuel poverty | Fuel Poverty Action](#)

communication with support from internal teams and groups who work with disabled people.

(c) Gender reassignment

No impacts have been identified specific to this equality group.

(d) Marriage and civil partnership

No impacts have been identified specific to this equality group.

(e) Pregnancy and maternity

The Climate Change Committee highlighted that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all¹¹ and so it will be important that the actions that will be developed, following the engagement exercise, will significantly reduce emissions in the city and support residents to adapt to the impacts of climate change.

Pregnant people are more likely to be vulnerable to the impacts of climate change, such as heat waves, water shortages and extreme weather events, due to the fact that they are more vulnerable to higher average temperatures and any increases in stress, anxiety or other mental health issues as a result of extreme weather events or other climate change impacts could have a greater impact on them and unborn children.

Vulnerable people such as pregnant women and babies are therefore likely to benefit disproportionately from measures to support residents to be more resilient to a changing climate (increased risk and severity of extreme weather) and the co-benefits associated with a transition to net zero carbon emissions, such as health benefits from reduced air pollution as a result of encouraging sustainable low/zero carbon travel as these groups are more vulnerable to poor air quality¹².

Vulnerable people such as pregnant women and babies are likely to also directly benefit the most from actions to reduce emissions, such as measures to improve energy efficiency in homes (e.g. the installation of better insulation, often through the use of government grants) which can keep homes cooler and reduce the costs of heating and negative health benefits from living in a cold home, which can disproportionately benefits pregnant women who are at greater risk from health problems that can get worse or result from cold and damp living

¹¹ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

¹² Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

conditions¹³ and so would benefit from better health and wellbeing from being able to heat their homes adequately.

However, there may be some negative impacts to mitigate, as actions to encourage people to use sustainable methods of transport may not be so easy for pregnant women to adopt as they may be less mobile and journeys are uncomfortable or difficult, especially without rest stops and need to use buggies and prams. However, increased tree planting and canopy cover would provide shade on hotter days, keeping those using sustainable transport methods, such as walking, cycling and buses, cooler on hot days.

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Given that pregnant women may be disproportionately negatively impacted by climate change it is important to seek their views on the strategy through the Engagement Exercise and ensure that once the Strategy is in place communication methods are accessible to them. The Council's Engagement Exercise will ensure communication and engagement methods used are accessible to pregnant women with support from internal teams and groups who work with Pregnant women.

(f) Race – Note that the protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

The Climate Change Committee highlighted that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all¹⁴ and so it will be important that the actions that will be developed, following the engagement exercise, will significantly reduce emissions in the city and support residents to adapt to the impacts of climate change.

Ethnic minority groups are more likely to be vulnerable to the impacts of climate change, such as heat waves, water shortages and extreme weather events¹⁵. Ethnic minority groups may be at increased risk of suffering harm in hot weather as significant proportions of these groups live in urban environments and there is evidence to show that when there is a heatwave the urban 'heat island' effect increases mortality rates¹⁶ and many live in poor housing in urban areas with few green spaces¹⁷.

Ethnic minority groups are therefore likely to benefit disproportionately from measures to support residents to be more resilient to a changing climate (increased risk and severity of extreme weather) and the co-benefits associated with a transition to net zero carbon

¹³ [The impacts of fuel poverty | Fuel Poverty Action](#)

¹⁴ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

¹⁵ [The Impacts of Climate Change on Marginalised Groups](#)

¹⁶ [Equality analysis Heatwave plan for England 2013](#)

¹⁷ [Cut off from nature, UK's ethnic minorities hit harder by heat | Context by TRF](#)

emissions, such as health benefits from reduced air pollution as a result of encouraging sustainable low/zero carbon travel as these groups are vulnerable to poor air quality¹⁸.

Ethnic minority groups will also directly benefit the most from actions to reduce emissions, such as measures to improve energy efficiency in homes (e.g. the installation of better insulation, often through the use of government grants) can improve the efficiency of poor housing and reduce fuel poverty, which disproportionately benefits groups who may face higher costs of living and lower incomes and are at greater risk from health problems that can get worse or result from cold and damp living conditions¹⁹ and so would benefit from better health and wellbeing from being able to heat their homes adequately.

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Cambridge is one of the most diverse places in the country outside of London, with an increasing proportion of its population made up of ethnic groups that are non-white. In the 2021 Census, 25.5% identified themselves as belonging to non-white groups, compared to 17.5% in 2011 and 10.0% in 2001. This is a considerably more diverse profile than the national average: in England as a whole in 2021, the white population was 81.0%, with ethnic minorities making up 19.0% of the population.

Given the diversity of Cambridge and that ethnic minority groups may be disproportionately negatively impacted by climate change it is important to seek their views on the strategy through the Engagement Exercise and ensure that once the Strategy is in place communication methods are accessible to the as some ethnic minority residents may experience language barriers, which may make it more difficult to access information provided by the Council. The Council's Engagement Exercise will ensure communication and engagement methods used are accessible to ethnic minority groups with support from internal teams and groups who work with ethnic minority groups.

(g) Religion or belief

No impacts have been identified specific to this equality group.

¹⁸ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

¹⁹ [The impacts of fuel poverty | Fuel Poverty Action](#)

(h) Sex

No impacts have been identified specific to this equality group.

(i) Sexual orientation

No impacts have been identified specific to this equality group.

(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.**
- **People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue of a care order in accordance with the Children Act 1989 and amendments.**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

Intersectionality

One of the proposed objectives: ‘Community support and behaviour change: Provide accessible/inclusive support to empower low-carbon behaviour change, ensuring benefits are shared widely’ is worded to ensure that actions that are proposed will ensure a just transition. A just transition means ensuring that change is ‘as fair and inclusive as possible to everyone concerned’. ‘leaving no one behind.’²⁰

Some groups might be more greatly impacted than others by climate change like by adverse weather events, rise in temperatures causing overheating, and by air pollution such as older people, babies and toddlers, disabled people, people who may be likely to experience poverty, those with caring responsibilities and people with care experience. Groups may be directly more disadvantaged by climate change as it impacts directly on their health or impacted due to lack of support networks/ barriers to seeking information (like language

²⁰ [Leaving No One Behind in the Transition Towards a Low-Carbon Economy | UNFCCC](#)

barriers and digital exclusion). Where people have more than one of these characteristics, issues may be exacerbated. For instance, some groups are more likely to experience poverty than others such as disabled people, some ethnic groups and lone parent families (most likely to be headed by women)²¹. National evidence identifies that around half of people in Pakistani (49%) and Bangladeshi (56%) households live in poverty. This makes Pakistani people more than two-and-a-half times, and Bangladeshi people 3 times more likely as people in white households (19%) to be in poverty.

Some ethnic groups experiencing poverty may have barriers from seeking information/support to help them where English is their second language. Disabled people are more likely to experience poverty, have barriers from accessing info (associated with digital exclusion or lack of reasonable adjustments to communication methods associated with impairments like visual/ learning disabilities) and may be more likely to have health issues exacerbated by effects of climate change. Lone parent families that experience poverty might include babies or very young children who are also more likely to have their health impacted negatively by climate change. Where walking, cycling and public transport are encouraged, it must also be borne in mind that people with caring responsibilities are likely to take more trips and may be more likely to use prams and buggies, and disabled people may have mobility needs.

Low-income groups or those experiencing the impacts of poverty

The national Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change²² and are likely to benefit most from the co-benefits of reducing carbon emissions, such as the health benefits of improved air quality²³.

For low-income households, the economic costs of low-carbon transitions (such as changes to energy systems or cars) could disproportionately affect households already facing financial inequalities. The Strategy and action plan, when developed, will include actions related to grant funding available to residents on low incomes for energy efficiency upgrades and low-carbon heating through Action on Energy and the Cambridgeshire Energy and Retrofit Partnership (CERP).

²¹ [UK Poverty 2025: The essential guide to understanding poverty in the UK | Joseph Rowntree Foundation.](#)

²² Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

²³ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)

- Public engagement on the draft strategy is proposed to take place during October and November 2025. This engagement will be done in partnership with South Cambridgeshire District Council, so that both councils can engage on their respective new climate strategies. The engagement exercise will look to engage local residents, especially those with limited knowledge of climate change, as well as representatives from local businesses. It will also engage vulnerable groups as we recognise it is important to include harder to engage with and be mindful of vulnerable groups, minority groups and low-income households to prevent "maladaptation," which are actions that may lead to increased risk of adverse climate-related outcomes, increased vulnerability to climate change, or diminished welfare, now or in the future, which can disproportionately affect vulnerable groups and can increase existing inequalities.
- Engagement methods are likely to include an online survey (hosted on the Council's GoVocal platform) to be completed by residents, businesses and community organisations. The online survey will collect demographic information from respondents.
- We will also engage with stakeholders using meetings/workshops through forums such as the City Leaders Climate Change Group (to engage businesses and anchor institutions in the city) and the Local Climate Change Forum (comprising local environmental community groups)
- To reach those who do not have access to the internet or would prefer to not respond using a computer, we will provide paper copies to those who request it and have a supply of paper copies in locations such as Mandela House, libraries and community centres.
- We will analyse responses from the engagement exercise in October and November and if any negative equality impacts have been identified, will work to mitigate them in the development of the Climate Change Strategy and action plan. The Council will continue to focus on the impact of climate change on vulnerable residents over the course of the development of the Climate Change Strategy to ensure a just transition and will produce a new EqlA assessment by February 2026, ahead of the finalised Strategy and action plan being presented to Cabinet in March 2026.

12. Do you have any additional comments?

To ensure all groups have access to information on climate change, the Council will continue to provide carbon literacy training to staff, councillors and residents. The residents training is designed to be relevant to all income groups, including low-income groups, and includes low and no cost steps they can take to reduce their carbon footprint and be more prepared to the effects of climate change which will often have a positive impact on other

areas of their life too, for example adding insulation will lower energy bills, create a more comfortable home and healthier home, less at risk of damp.

The majority of the actions that will be developed for the objectives being consulted on in the Engagement Support Document will benefit all groups and particularly those on low incomes and those that are most vulnerable to the impacts of climate change as resilience will be increased, energy cost savings made and air quality improved as a result of implementation of the actions,

13. Sign off

Name and job title of lead officer for this equality impact assessment: Jemma Little, Head of Economy, Energy and Climate

Names and job titles of other assessment team members and people consulted: Helen Crowther - Equality and Anti-Poverty Officer, Lily Simmonite - Community Equity Officer, Janet Fogg - Climate Change Officer, Catherine Oakley – Climate Change Officer.

Date of EqlA sign off: 12 September 2025

Date of next review of the equalities impact assessment: 1 December 2025

Date to be published on Cambridge City Council website: 17 September 2025

All EqlAs need to be sent to the Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk