

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
--

Climate Change Strategy 2026-2031

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

The Strategy will be available at Appendix A of the 24 March Cabinet meeting's paper, due to be published on 16 March 2026: (Cabinet - Tuesday, 24th March, 2026 5.00 pm)
--

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

<p>The Council's Climate Change Strategy has been developed following the engagement exercise and survey which ran from 1st October – November 2025. It sets 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.</p>

Our focus in 2026-31 is to:

- | |
|--|
| <ol style="list-style-type: none">1. Continue to reduce the City Council's own emissions and increase organisational climate resilience.2. Provide support to reduce Cambridge city's emissions - mitigating and adapting to climate change - to increase its climate resilience.3. Protect and enhance nature, biodiversity and the urban forest. |
|--|

4. Achieve better outcomes for people's daily lives through lower energy bills, cleaner air, more comfortable homes, greener neighbourhoods, with new job opportunities and a stronger local economy.
5. Ensure that our climate change strategy is fair and inclusive, delivering a just transition, so that those most affected by climate change are not left behind and the benefits of addressing climate change - improved health, wellbeing and livelihoods, for current and future generations - are shared widely and felt by all.

The strategy sets out detailed objectives that underpin the Council's approach:

- Continue to reduce the Council's direct emissions to work towards net zero and increase our resilience to the impacts of climate change.
- Continue to support residents and businesses to reduce carbon emissions and adapt to climate change through the provision of services and as a housing provider
- Use our policy and financial powers to create systemic change.
- Convene and collaborate with local partners, businesses, organisations and residents to act.
- Influence Government, industry and regulators to make the necessary changes and investments needed to enable the city to achieve net zero.

The eight thematic areas of the strategy are:

1. **Energy and retrofit:** Improving energy efficiency and climate resilience of homes and buildings across Cambridge
2. **Nature and water:** Enhancing nature and safeguarding water to support Cambridge to adapt to the impacts of climate change.
3. **Transport:** Reducing the need for fossil fuel-powered travel and encouraging the use of low and zero carbon modes of transport to reduce emissions.
4. **Waste minimisation:** Reducing waste and supporting a circular economy.
5. **Sustainable food:** Increasing access to local, low impact, seasonal food and reducing food waste.
6. **Supply chain and procurement:** Reducing emissions and maximising social and environmental value of procurement and partnerships across Cambridge.
7. **Community support and engagement:** Ensuring a just transition: providing accessible and inclusive support to communities and residents to empower and enable them in shifting toward more sustainable habits.
8. **Collaboration:** Working together for a sustainable Cambridge - deepening relationships with and between key partners in the community and with business, innovation and anchor institutions in the city as part of a city-wide approach to climate change and inclusive innovation.

This EqIA has been produced to assess the impacts of the thematic areas and actions in the Climate Change Strategy.

4. Responsible Team and Group

Economy, Energy and Climate, 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
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): Everyone	

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
---	---

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
If 'Yes' please provide details below: The Strategy has been developed with input from a range of service areas that will deliver the actions included in the strategy's action plan. This includes teams from City Services, Economy & Place (including Retrofit team and Development team) Communities, Corporate Hub, Greater Cambridge Shared Waste Service and Greater Cambridge Shared Planning Service. 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	

8. 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: <ul style="list-style-type: none"> • 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](#)
- [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.](#)
- [Experts warn of serious health impacts from climate change for pregnant women, children, and older people](#)
- [Equality analysis Heatwave plan for England 2013](#), p8

9. 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

Vulnerabilities to climate change

The Climate Change Committee highlighted that global temperature increases of between 1.5°C and 2°C would affect poor and vulnerable people most of all¹ and so it is important that the strategy and actions will significantly reduce emissions in the city and support all residents to adapt to the impacts of climate change.

Older 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 as people age, they may be more likely to have pre-existing medical conditions and ill-health 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.

Positive impacts of taking action

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

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

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

Vulnerable people such as older adults and young children are 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.

Negative impacts

However, there may be some negative impacts to mitigate. 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.

Given that older people may be disproportionately negatively impacted by climate change it is important to ensure they are able to access the support available, as described in the strategy and so the Council will 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 communication of the actions and projects in the Council's Climate Change Strategy will therefore ensure communication and engagement methods used are accessible to all age groups, providing non-digital forms of communication as well as digital with support from internal teams and groups who work with older adults and young children.

(b) Disability

Vulnerabilities to climate change

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 waves⁹, water shortages and extreme weather

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](#)

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

⁹ Equality analysis Heatwave plan for England 2013 p8

events, due to the fact that they are more vulnerable to conditions such as overheating and flooding.

Positive impacts of taking action

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 quality¹⁰.

Vulnerable people such as those with disabilities will also directly benefit the most from actions to reduce emissions. Measures to improve energy efficiency in homes (e.g. the installation of better insulation, often through the use of government grants which those in receipt of certain means-tested benefits are eligible for) can reduce fuel poverty, which disproportionately benefits disabled people who may face higher costs of living and lower incomes. Disabled people are at greater risk from health problems that can get worse or result from cold and damp living conditions¹¹ and so would benefit from better health and wellbeing from being able to heat their homes adequately.

The process of retrofitting brings a number of co-benefits: reduced energy consumption resulting in lower energy bills and a more comfortable home which is cooler in summer and warmer in winter, bringing benefits to health and wellbeing. Retrofitting can help to tackle fuel poverty when targeted at low-income households and vulnerable households, to support a just transition. Retrofitting also can improve air quality of the city and increase resilience to extreme weather.

Negative impacts

Given that disabled people may be disproportionately negatively impacted by climate change it is important to ensure they are included in methods of communication of the actions they can take and can access projects that they can benefit from such as through the use of non-digital means of 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.

¹⁰ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

¹¹ [The impacts of fuel poverty | Fuel Poverty Action](#)

(e) Pregnancy and maternity

Vulnerabilities to climate change

The Climate Change Committee highlighted that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all¹² 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, ambient air pollution 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 through increased blood pressure and unborn children (adverse birth outcomes)¹³.

Positive impacts of taking action

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 quality¹⁴.

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 benefit pregnant women who are at greater risk from health problems that can get worse or result from cold and damp living conditions¹⁵ and so would benefit from better health and wellbeing from being able to heat their homes adequately. 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 includes 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).

Negative impacts

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 find 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.

¹² Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

¹³ [Experts warn of serious health impacts from climate change for pregnant women, children, and older people](#)

¹⁴ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

¹⁵ [The impacts of fuel poverty | Fuel Poverty Action](#)

Given that pregnant women may be disproportionately negatively impacted by climate change it is important to ensure they are included in methods of communication of the actions they can take and can access projects that they can benefit from. We will develop a communication plan following the adoption of the strategy.

(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.

Vulnerabilities to climate change

The Climate Change Committee highlighted that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all¹⁶ 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.

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.

Ethnic minority groups are more likely to be vulnerable to the impacts of climate change, such as heat waves, water shortages and extreme weather events¹⁷. 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 rates¹⁸ and many live in poor housing in urban areas with few green spaces¹⁹.

Positive impacts of taking action

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 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 quality²⁰.

Ethnic minority groups will also directly benefit 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 conditions²¹ and so would benefit from better health and wellbeing from being able to heat their homes adequately.

¹⁶ Climate Change Committee, 2020, Net Zero: The UK’s contribution to stopping global warming p31

¹⁷ [The Impacts of Climate Change on Marginalised Groups](#)

¹⁸ [Equality analysis Heatwave plan for England 2013](#)

¹⁹ [Cut off from nature, UK's ethnic minorities hit harder by heat | Context by TRF](#)

²⁰ Climate Change Committee, 2020, Net Zero: The UK’s contribution to stopping global warming p218

²¹ [The impacts of fuel poverty | Fuel Poverty Action](#)

Negative impacts

Given the diversity of Cambridge and that ethnic minority groups may be disproportionately negatively impacted by climate change it is important to ensure that that once the Strategy is in place communication methods are accessible 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 communication plan for the Climate Change Strategy, which is to be developed, 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 such as Cambridge Ethnic Community Forum.

(g) Religion or belief

No impacts have been identified specific to this equality group.

(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 thematic areas: 'Community support and engagement': aim is to 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.'²² The majority of the actions in the Climate Change Strategy 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. As a result, we want the actions that residents can take and benefit from, to be as accessible and inclusive as possible and will address this as part of the communications plans for the strategy, which is to be developed, ensuring that all groups have access to the information and support needed to take action and take advantage of schemes available to them.

Some groups, such as older people, babies and toddlers, disabled people, people experiencing poverty, those with caring responsibilities and people with care experience might be more greatly impacted than others by climate change like by adverse weather events, rise in temperatures causing overheating, and by air pollution. 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 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)²³. 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 change²⁴ and are likely to benefit most from the co-benefits of reducing carbon emissions, such as the health benefits of improved air quality²⁵.

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

²² [Leaving No One Behind in the Transition Towards a Low-Carbon Economy | UNFCCC](#)

²³ [UK Poverty 2025: The essential guide to understanding poverty in the UK | Joseph Rowntree Foundation.](#)

²⁴ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

²⁵ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

financial inequalities. The strategy includes actions related to grant funding available to residents on low incomes and certain means-tested benefits for energy efficiency upgrades and low-carbon heating through Action on Energy and the Cambridgeshire Energy and Retrofit Partnership (CERP). We are updating and sharing resources that help residents understand how to reduce their emissions. We will cascade information through community organisations to ensure accessibility and increase uptake.

10. 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 EqIA accordingly.)

- A joint public engagement exercise was carried out in autumn 2025 with South Cambridgeshire District Council based on an outline of the proposed strategy. The engagement survey was hosted on the Council's GoVocal platform and was completed by residents, businesses and community organisations. It aimed to engage with local residents, particularly those with limited knowledge of climate change, as well as representatives from local businesses.
- The majority of the actions in the Climate Change Strategy 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. As a result, we want the actions that residents can take and benefit from, to be as accessible as possible and will address this as part of the communications plans for the strategy, which is to be developed. For example, officers will engage with groups such as Cambridge Ethnic Community Forum and where relevant and requested, communications materials will be provided in various formats and languages, as required.
- We will develop a communication plan for the Climate Change Strategy, following the adoption of the strategy. The communication plan will ensure communication and engagement methods used are accessible to all residents with support from internal teams and groups who work with groups such as Cambridge Ethnic Community Forum.
- We will liaise with officers who will deliver the actions in the strategy, particularly when requesting updates on progress, to keep under review, the impacts of the actions to ensure that they remain inclusive and any negative impacts are identified and mitigated as the communication plan and the strategy implementation goes forward.

11. Do you have any additional comments?

A stated focus of the strategy is to, 'Ensure that our climate change strategy is fair and inclusive, delivering a just transition, so that those most affected by climate change are not left behind and the benefits of addressing climate change - improved health, wellbeing and livelihoods, for current and future generations - are shared widely and felt by all' and so the

new strategy will aim to achieve this through the actions that have been developed for the '7. Community support and engagement' which will give greater prominence to the Council's role in supporting, empowering and motivating individuals and communities, particularly those most vulnerable to climate impacts, to adopt low-carbon lifestyles. The actions within this and particularly '1, Energy and retrofit' themes will ensure accessible and 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.

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.

12. Sign off

Name and job title of lead officer for this equality impact assessment: David Wright - Inclusive Economy & Climate Manager

Names and job titles of other assessment team members and people consulted: Lily Simmonite - Community Equity Officer, Janet Fogg - Climate Change Officer.

Date of EqIA sign off: 10 March 2026

Date of next review of the equalities impact assessment: 16 September 2026

Date to be published on Cambridge City Council website: 16 March 2026

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