

## Equality Impact Assessment / Equality Analysis

<b>Title of service or policy</b>	Environmental Sustainability & Climate Change (ESCC) Strategy
<b>Name of directorate and service</b>	Resources & Support Services, Policy & Partnerships, Sustainability Team
<b>Name and role of officers completing the EIA</b>	Sara Grimes
<b>Date of assessment</b>	27/7/12

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council’s and NHS Bath and North East Somerset’s websites.

<b>1.</b>	<b>Identify the aims of the policy or service and how it is implemented.</b>	
	<b>Key questions</b>	<b>Answers / Notes</b>
<b>1.1</b>	Briefly describe purpose of the service/policy	The purpose of the ESCC Strategy is to tell people what the council and other organisations in the district are doing to protect the environment and tackle climate change. The ESCC Strategy is owned by the Environmental Sustainability Partnership (ESP), which has representatives from many council services and other organisations. The ESCC Strategy aims to communicate the ESP’s overall strategic approach to delivering sustainability in the district and to meeting community needs such as making fuel bills more affordable and promoting local energy and food production.
<b>1.2</b>	Provide brief details of scope	The ESCC Strategy aims to “tell the story” of work underway on environmental and climate change issues, including key projects led by various council services and other organisations within the district. It is underpinned by a more detailed Action Plan which monitors progress on a wide range of projects. The ESCC Strategy has been developed in consultation with members of the ESP.
<b>1.3</b>	Do the aims of this policy link to or conflict with any other policies of the Council?	It is hard to find a policy within the Council that the ESCC Strategy does not link with, since environmental sustainability and climate change issues have links with most of the work the Council does. However there are strong links to our carbon reduction, affordable warmth, community resilience, sustainable construction, economic development, waste and sustainable transport policies We note that there are still tensions with certain policies and practices within the council, for example between protecting our historic buildings and making them more energy efficient and we are continuing to address and resolve these tensions.

## 2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service.

	<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
2.1	What is the equalities profile of the team delivering the service/policy?	The ESCC Strategy is owned by the ESP. An equality monitoring exercise will be carried out with ESP members to determine their equalities profile.
2.2	What equalities training have staff received?	Sustainability team members have received equalities training through Council induction and have received equality briefings on equality impact assessments. The team manager has undertaken the Council equality training course for managers.
2.3	What is the equalities profile of service users?	We expect the readers of the ESCC Strategy to be a wide range of interested members of the public who can download it from our website, mostly from within Bath and North East Somerset. The ESCC and the EIA will also be made available in a range of languages, large print, Braille, on tape, electronic and accessible formats from Sara Grimes: Tel: 01225 395418 or <a href="mailto:sara_grimes@bathnes.gov.uk">sara_grimes@bathnes.gov.uk</a> .  The equality profile of the district from the 2001 census can be found at this link and will be updated with 2011 census information: <a href="http://tinyurl.com/d6rwcbc">http://tinyurl.com/d6rwcbc</a> More about the equality profile of the districts population can be found in the Joint Strategic Needs Assessment 2012, at <a href="http://tinyurl.com/cpb9kee">http://tinyurl.com/cpb9kee</a>
2.4	What other data do you have in terms of service users or staff?	None.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom?	The Corporate Policy Manager for Equalities has been consulted on this EIA. Other consultees including all members of the ESP Board have been consulted on the ESCC Strategy, including Councillors from all three political parties and an independent Councillor, representatives from other local partnerships, e.g. the Stronger Communities and Economic Development partnerships, a range of Council services, advisors including one from the Environment Agency and local experts on energy and sustainability work in the community. The ESP will receive a copy of this EIA for comment.
2.6	If you are planning to undertake	The ESCC Strategy will be revised in consultation with the ESP. As we continue to develop our

<p>any consultation in the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>strategic approach, we will continue to consider equalities issues and this Strategy will guide how we include equalities in the way we carry out the work contained within the Action Plan. For example, one of the key aims of our Green Deal Scoping Study is to ensure that vulnerable people and those in fuel poverty are able to take best advantage of opportunities to make their homes warmer and more energy efficient. The ESCC and the EIA will be made available in a range of languages, large print, Braille, on tape, electronic and accessible formats from Sara Grimes: Tel: 01225 395418 or <a href="mailto:sara_grimes@bathnes.gov.uk">sara_grimes@bathnes.gov.uk</a>.</p>
---	--

### 3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equalities groups

		<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.1</b>	<b>Gender, Transgender, Disability, Race, Sexual Orientation, Religion/belief, Rural communities</b>	Neutral	We have not currently identified any actual or potential adverse impacts. However, we will continue to monitor projects that are contained within the action plan and undertake further Equality Assessments for specific projects when the need arises.
<b>3.4</b>	<b>Age</b> – identify the impact/potential impact of the policy on different age groups	The ESCC Strategy informs some projects which have a specific relation to age, for example the Sustainability Team has supported Energy Efficient Widcombe, a local group which aims to tackle fuel poverty particularly for older residents	See above
<b>3.8</b>	<b>Socio-economically disadvantaged</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances	The ESCC Strategy is informing some projects which have a specific relation to socio-economic disadvantage for example ensuring that in the Bath Homes Fit for the Future project that the energy efficiency measures showcased included many that were affordable to all.	See above

#### **4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan**

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
The equalities profile of the ESP is unknown	An equality monitoring exercise will be carried out with ESP members to determine their equality profile, including an equalities questionnaire and report.	Equalities questionnaire to be completed at the Autumn ESP meeting: 22 <sup>nd</sup> of Oct 2012. Report complete by the 30 <sup>th</sup> of November,	Sara Grimes	30 <sup>th</sup> November 2012
The ESP has not yet had a chance to comment on this EIA	The ESP will receive a copy of this EIA for comment.	Upon approval of this EIA, prior to the submission of final Cabinet report and entry into the public domain(2 <sup>nd</sup> September 2012)	Sara Grimes	2 <sup>nd</sup> September 2012
The ESCC Strategy needs to be able to be used by people with a wide range of needs and abilities.	The ESCC and the EIA will be made available in a range of languages, large print, Braille, on tape, electronic and accessible formats	Upon approval of the final draft of the ESCC Strategy, prior to the submission of final Cabinet report and entry into the public domain (2 <sup>nd</sup> September 2012)	Sara Grimes	2 <sup>nd</sup> September 2012

## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

**Signed off by:** Jane Wildblood

(Divisional Director or nominated senior officer)

**Date:** 27.7.12