

Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

This assessment may be published on the Authority’s website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.

Proposal details

1. Name of the policy or process being assessed	Climate Emergency Action Plan update 2022	
2. Version of this EIA (e.g. a new EIA = 1)	1	
3. Date EIA created	09/06/22	
	Name	Service or organisation
4. Principal author of this EIA	Michael Keenlyside	Environmental Services
5. Others involved in writing this EIA <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	N/A	

6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?

The update of the Climate Emergency Action Plan was agreed by Cabinet

The purpose of the update is to outline what action the authority has undertaken since the publication of the co-produced 2020 Climate Emergency Action Plan. The update is seeking to benefit all residents in North Tyneside in terms of preparedness and adaptation to climate change as well as the authority's mitigation of impacts on the climate. The Action Plan can be seen on the Council website [Action On Climate Change](#)

7. Does this proposal contribute to the achievement of the Authority's public sector equality duty? Will your proposal:

Write your answers in the table

Aim	Answer: Yes, No, or N/A	If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	N/A	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	The proposal has stimulated the officer team to consider ways in which more activity can be undertaken, with support from colleagues in the Equalities and Research team to build in reasonable adjustments where needed in future iterations of the Plan. The proposal has taken due regard to residents with protected characteristics who may be adversely affected by changes in national government climate change policy and local mitigation and climate adaptation actions.
Foster good relations between people who share a protected characteristic and those who do not	N/A	

Evidence Gathering and Engagement

8. What evidence has been used for this assessment?

Authority officers have used a number of processes to support the development of an inclusive action plan, and these are outlined below.

Officers have tracked the development of equality and diversity in a just transition to a low carbon economy as part of their on-going work associated with the climate emergency. COP26 for example, provided detailed insights into the inclusion agenda has informed the current and future development of local actions to meet the authority's 2030 ambition. The following two links from the conference were of particular interest. [Urban Transitions](#) [UKCOP26 Just Transition](#)

9.a Have you carried out any engagement in relation to this proposal?

	√
Yes - please complete 9b	y
No	

9.b Engagement activity undertaken	With	When
<i>The workstream of this board have contributed to the actions included in the plan update. Updates are given every month.</i>	<i>Internal Council Climate Board</i>	On-going
<i>The board representatives presented case studies in the authority's Climate Emergency Call for Action event.</i>	<i>External Climate Board</i>	11 th Nov 2021
<i>Presentation of the scope and themes of actions and opportunity for comment on the update.</i>	<i>NTSP</i>	14 th June 2022
<i>Feedback to the stakeholders of actions</i>	<i>Contributing borough wide stakeholders</i>	On-going

9. Is there any information you don't have?

	√	Please explain why this information is not currently available
Yes - please list in section A of the action plan at Q13	x	
No		

Analysis by protected characteristic

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
All Characteristics	Yes	Positive	<p>The authority is committed to developing equitable responses to address the climate emergency for everyone. This includes work to support those who are often marginalised in our societies and who are being hard hit by the impact of climate change.</p> <p>The climate emergency will impact every individual, on a local, national, and international scale. Actions to mitigate the effects of extreme weather events, changes in average outdoor temperatures, and actions to reduce housing and road transport emissions are the most pertinent to issues of equality.</p> <p>It is the intention of the authority that the Climate Emergency Action Plan is ultimately designed to mitigate the effects of longer-term climate change and impact to our communities.</p> <p>The protected characteristics of age, disability, and race are particularly relevant for this plan. Young children, older people, people from different ethnic communities, and those with mental or physical disabilities can be disproportionately affected by the adverse effects of climate change. Therefore,</p>

			<p>actions designed to mitigate these effects will help to minimise the dis-advantages experienced by individuals with these characteristics.</p> <p>Positive impacts from mitigation actions Local or regional economic benefits, Skills development and training opportunities Air Quality, Health benefits</p> <p>Potential Negative impacts from actions Fuel poverty – increasing cost to mitigate emissions reduction will come at a cost and most likely to be borne from the whole of society. This will leave the most vulnerable at a higher risk.</p> <p>The Council will do everything possible to minimise the negative effects of global heating, to reduce the potentially unequal impact it could have on certain groups. Whilst there are local action that can be undertaken the most relevant to improving impacts will be made from government policy changes.</p> <p>The protected characteristics of age, disability, and race are particularly relevant for this strategy. Young children, older people, people from ethnic communities, and those with mental or physical disabilities can be disproportionately negatively affected by the adverse effects of climate change. Therefore, actions designed to mitigate these effects will help to minimise the dis-advantages experienced by individuals with these characteristics.</p>
Sex – male or female	N/A		

Pregnancy and maternity – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	N/A		

Age – people of different ages, including young and old	Yes	Positive	As above (all characteristics)
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive	<p>There is potential for people with disabilities to be both positively and negatively impacted by climate action policies.</p> <p>How the authority communicates with a range of groups with specific disabilities will need to be assessed further to ensure information is of the right quality and right level of detail.</p> <p>Also, as above (all characteristics)</p>
Gender reassignment - includes trans, non-binary and those people who do not identify with or reject gender labels	N/A		
Race – includes a person’s nationality, colour, language, culture and geographic origin	Yes	Positive	<p>As noted in the ‘All Characteristics’ section above’, there is potential for people of different race to be overall positively impacted by the climate action policies in so much as the policies are designed to mitigate negative effects.</p> <p>Notwithstanding the ambition of the policies however, one negative impact has been identified as follows...</p> <p>As with disability communication of the action plan will need to be considered to groups in the borough who do not have English as their first language.</p>

Religion or belief – includes those with no religion or belief	N/A		
Sexual orientation – includes gay, lesbian, bisexual and straight people	N/A		

Marriage and civil partnership status - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	NA		
Intersectionality - will have an impact due to a combination of two or more of these characteristics	Yes	Positive	As above (all characteristics)

If you have answered **'Yes'** anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 'negative impacts that cannot be removed' or Q13 'Action Plan' below

If you have answered **'No'** in all rows in column A please provide the rationale and evidence in all characteristics box in column C and go to Q14 'Outcome of EIA'.

12.a Can any of the negative impacts identified in Q11 not be removed or reduced?

Yes - please list them in the table below and explain why	X
No	

12.b Potential negative impact	What alternative options, if any, were considered?	Explanation of why the impact cannot be removed or reduced or the alternative option pursued.
Fuel poverty from climate mitigation actions	Local initiatives have been tried historically to alleviate fuel	This is of fuel poverty is one that only national policy can address.

Action Planning

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them (please explain below)			
Future communications regarding stakeholder groups and engagement in the updating of the climate emergency action plan can be assessed for opportunities to gather further evidence to support decision making.		Michael Keenlyside	August 2023
Discuss with Director and Head of Service about how future programmes of work and polices related to the climate emergency can be made more amenable to include meaningful Equality and Diversity considerations.		Michael Keenlyside	August 2023
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)			
The authority has a number of alternative methods of communication and translation services available upon request form members of the public.	Reduce		
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)			
These will be addressed as officers progress with the further roll out of action within the plan.	Reduce	Michael Keenlyside	August 2023
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)			
The authority can utilise the positive impacts of climate change in terms of positive communications to the residents of the borough.		Michael Keenlyside	August 2023
Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)			
Officers will undertake appropriate monitoring and engagement of those with protected characteristics in consultation and support of the Equalities Team. Work in this area will be governed by GDPR protocols.		Michael Keenlyside	August 2023
Section F: Review of EIA to be completed			

14. Outcome of EIA

Based on the conclusions from this assessment:

Outcome of EIA	Tick relevant box	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required.		
Continue but with amendments	X	<p>Officers will continue to work on addressing the negative issues associated with the Action Plan implementation. Where possible and pragmatic the officer will:</p> <ul style="list-style-type: none"> • Seek to change policy aspects that create a negative or unwanted impact. • Introduce additional measures where feasible, to reduce or mitigate any potential negative impact. • If practicable, identify alternative options to deliver aspects of the action plan.
Not to be pursued		

Quality assurance and approval

Questions 15-18 are only for completion by the Corporate Equality Group Member for your service

15. Do you agree or disagree with this assessment?	Agree	Agree	Disagree	
16. If disagree, please explain:				

17. Name of Corporate Equality Group Member:	Chris Bishop, CEG Member Environment Directorate
18. Date:	22/06/2022

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

Questions 19-22 are only for completion by the Head of Service

19. Do you agree or disagree with this assessment?	Agree		Disagree	
20. If disagree, please explain:				
21. Director of Service:				
22. Date:	23/06/2022			