

Equality Impact Assessment – Ref 1066

Introductory Information

Budget/Project name

10 Point Plan for Climate Action

Proposal type

- Budget
- **Project**

Decision Type

- Co-operative Executive
- Cabinet Committee (e.g. Cabinet Highways Committee)
- Leader
- Individual Cabinet Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member

Cllr Douglas Johnson

Entered on Q Tier

- Yes
- No

Year(s)

- | | | | | | | | |
|---------|---------|---------|---------|---------|---------|---------|---------|
| ▪ 14/15 | ▪ 15/16 | ▪ 16/17 | ▪ 17/18 | ▪ 18/19 | ▪ 19/20 | ▪ 20/21 | ▪ 21/22 |
|---------|---------|---------|---------|---------|---------|---------|---------|

EIA date

17/11/2021

EIA Lead

- | | |
|----------------------|-------------------|
| ▪ Adele Robinson | ▪ Ed Sexton |
| ▪ Annemarie Johnston | ▪ Louise Nunn |
| ▪ Bashir Khan | ▪ Michelle Hawley |
| ▪ Beth Storm | ▪ James Henderson |
| ▪ Diane Owens | |

Person filling in this EIA form

Victoria Penman

Lead officer

Mick Crofts

Lead Corporate Plan priority

- | | | | | |
|----------------------------|------------------|---|-------------------------------|-------------------------|
| ▪ An In-Touch Organisation | ▪ Strong Economy | ▪ Thriving Neighbourhoods and Communities | ▪ Better Health and Wellbeing | ▪ Tackling Inequalities |
|----------------------------|------------------|---|-------------------------------|-------------------------|

Portfolio, Service and Team

Cross-Portfolio

- Yes
- No

Portfolio

Place

Is the EIA joint with another organisation (eg NHS)?

- No

Brief aim(s) of the proposal and the outcome(s) you want to achieve

The proposal sets a framework for action on climate change and identifies short terms actions taken to accelerate progress on reducing net carbon emissions across the City.

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Briefly describe how the proposal helps to meet the Public Sector Duty outlined above

The climate emergency is causing dramatic and long term climate change, the impacts of which will impact on everyone in the city and globally. There is established evidence that the impacts of climate change will be felt more acutely by those in protected groups, for example older people and others vulnerable to extreme heat, and people who are living in poverty or in poorly insulated housing. The economy and society are also transitioning to net zero independently of the Council's activity which will widen inequalities if the Council does not act to ensure that those who would otherwise find it difficult to adapt are supported to do so. The plan commits to supporting a just transition to a net zero carbon future, with fairness and equality at its heart. The plan is a framework for climate action and whilst there are a number of new commitments, as delivery plans and additional actions are developed, these will each require their own equality impact assessment.

Impacts

Proposal has an impact on

| | |
|-------------------------|---|
| ▪ Health Y | ▪ Transgender N |
| ▪ Age Y | ▪ Carers Y |
| ▪ Disability Y | ▪ Voluntary/Community & Faith Sectors Y |
| ▪ Pregnancy/Maternity Y | ▪ Cohesion Y |
| ▪ Race Y | ▪ Partners Y |

| | |
|------------------------|-----------------------------------|
| ▪ Religion/Belief N | ▪ Poverty & Financial Inclusion Y |
| ▪ Sex Y | ▪ Armed Forces N |
| ▪ Sexual Orientation N | ▪ Other |

Give details in sections below.

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

▪ **Yes** ▪ No *if Yes, complete section below*

Staff

▪ **Yes** ▪ No

Impact

▪ **Positive** ▪ Neutral ▪ Negative

Level

▪ None □ Low ▪ Medium ▪ High

Details of impact

Levels of concern about climate crisis are high and the majority of people want to act(A1). The plan will establish that reducing emissions because part of business as usual and so more people will be enabled to take action within their work life. The Council will also escalate the activity that it takes as an employer, for example providing relevant learning and development and making active travel and less polluting transport easier for employees.

Customers

▪ **Yes** ▪ No

Impact

▪ Positive ▪ Neutral ▪ Negative

Level

▪ None ▪ Low ▪ **Medium** ▪ High

Details of impact

By reducing carbon emissions, the plan aims to have the overall effect of limiting climate change which is identified as a health emergency(A2). Interventions will be assessed individually where potential health implications are likely, but are anticipated to be positive as action taken to reduce carbon emissions also improves determinants of health such as living conditions, air quality and opportunities for active travel and so health outcomes (A3).

There is a significant amount of evidence that climate change will have a negative impact on physical, health, mental health and wellbeing, and will widen inequalities. The World Health Organisation has called the health impacts of climate change 'The Significant Seven':

1. Heat-related illnesses and deaths: Excessive heat exposure increases mortality from cardiovascular disease, stroke, respiratory conditions and all-cause mortality. It is projected that heat related deaths will triple by 2050
2. Air quality and aeroallergens : Long-term exposure to air pollution is associated with cardiovascular and respiratory diseases, including lung cancer. In the short term, it can exacerbate asthma
3. Flooding related illness and displacement: as well as injury and infection, the effect of flooding on mental health is a considerable part of the overall health burden (2–5 times higher in flood victims), persisting for months or years after the event

4. Health and social care delivery affected by extreme weather: Flooding, storms and wildfires are set to become more common thereby affecting critical infrastructure (e.g. water supply, electricity, hospital services).

5. Vector-borne pathogens/food-borne disease cases: Warmer temperatures could result in non-native mosquitoes establishing in some areas in the UK, which could increase the risk of West Nile virus, dengue fever, chikungunya and Zika virus. Milder springs and winters will increase activity of native ticks and allow non-native ticks to survive, increasing risk of Lyme disease. An increase in zoonoses also increases the risk of another pandemic.

6. UV exposure, skin cancer: Malignant melanoma, a type of skin cancer, has increased by 78% among males and 48% among females from 2003 to 2012. This is now the fifth most common cancer in England and is set to continue rising as people will spend more time outdoors due to warmer weather

7. Worsening of health inequalities: issues here are described in the rest of the EIA. Increased fuel and food prices, reduced access to heating, cooling, insurance, and green spaces are just examples of how health inequalities can be exacerbated.

The 10 point plan for Climate Action should have a positive impact on the first six of the seven. It will have a positive impact on health inequalities only if we manage to focus on justice and fairness (principle one of the 10 point plan) as we implement actions. The health impacts on people in Sheffield arising from delivery of the 10 point plan need to be considered in more detail via specific health impact assessments for each programme of work.

Comprehensive Health Impact Assessment being completed

No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead

Susan Hird

Age

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Customers

Yes No

Impact

Positive Neutral Negative

Level

- None
- **Low**
- Medium
- High

Details of impact

Climate change (generally) affects people of different ages in different ways. Younger people, especially the very young, experience high levels of climate anxiety(B1). Taking action on climate change will be important for safeguarding the current wellbeing and future rights of younger people. Having appropriate skills for the future economy will be particularly important for those who are starting in employment and will continue to work for many years to come.

For older people, the impacts of climate change, including increased extreme heat, is likely to increase vulnerability to ill health(B2). Without intervention, some older people may find it harder to adapt to the changes that will be required, for example for transitioning to modern and low carbon heating systems, or to take advantage of the support that exists. At the same time, given the support to be part of the transition and to take positive action is likely to be positive to their health

Both younger and older people are more affected by air pollution, and so will benefit from climate change mitigation policies that improve air quality, particularly the decarbonisation of transport and reducing the number of vehicle journeys(B3)

There is some concern that the transition which we are experiencing (and which is, to a large degree, outside the Council’s control) could leave older people behind or to impact negatively on them. The most frequently cited example of this is that poorly designed transport interventions may have a negative impact on older people to a greater extent than younger people due to their sometimes having fewer transport options and a higher incidence of mobility issues. This said, improving public transport and active travel, and making neighbourhoods more liveable, is often very positive for older people. These improvements can increase the potential for social interaction and physical activity leading to better health(B4).

It will be important to ensure that individual interventions are designed with older people in mind. It will be important that individual interventions seek to have positive impacts for older people, and the overriding principle of social justice and fairness within the framework will protect older people, but in some cases a temporary negative outcome may be the price of long term improvements in outcomes from specific projects or from the combined impact of climate action.

Disability

Staff

- Yes
- **No**

Impact

- Positive
- Neutral
- Negative

Level

- None
- Low
- Medium
- High

Details of impact

Citizens

- **Yes**
- No

Impact

- **Positive**
- Neutral
- Negative

Level

- None
- **Low**
- Medium
- High

Details of impact

For some disabled people, the impacts of climate change, including increased extreme heat, may increase vulnerability to ill health(D1). Climate anxiety is a recognised health condition and increasingly forming part of long term mental health conditions such as OCD. In Sheffield, disabled people disproportionately live in areas of the city which have fewer trees, lower levels of access to green space, higher levels of crime and worse air pollution, and have a higher than average incidence of poverty(D2).

Some disabled people will find it harder to adapt to the changes that will be required, for example for transitioning to modern and low carbon heating systems, or may be less able to access the support that exists unless it is designed with their needs in mind. At the same time, given the support to be part of the transition and to take positive action is likely to be positive to the health of these same people.

There is the potential for the transition which we are experiencing (and which is, to a large degree, outside the Council’s control) to leave some disabled people behind or to impact negatively on them. The most frequently cited example of this is that poorly designed transport interventions may have a negative impact on some people with mobility issues to a greater extent due to their having fewer transport options and experiencing greater challenges in moving about. This said, improving public transport and active travel, reducing the need to travel by improving digital services and making neighbourhoods more liveable, is often very positive for disabled people. These improvements can increase the potential for social interaction and physical activity leading to better health. The decarbonisation of transport will also lead to short and long term improvements in air quality which will particularly positively benefit the health of people with respiratory or cardiovascular conditions (D3).

It will be important to ensure that individual interventions are designed with disabled people in mind. It will be important that individual interventions seek to have positive impacts for disabled people, and the overriding principle of social justice and fairness within the framework will protect disabled people, but in some cases a temporary negative outcome may be the price of long term improvements in outcomes from specific projects or from the combined impact of climate action.

Actions within the plan that aim to both involve individuals in taking the action that is required, and to support individuals to act, may have a positive impact on reducing climate anxiety. It will be important that messaging is sensitively handled so that those already experiencing mental illness or other disabilities are not negatively impacted and that there is recognition that people will be able to act to reduce their emissions in different ways and to differing degrees.

Pregnancy/Maternity

Staff

- Yes
- **No**

Impact

- Positive
- Neutral
- Negative

Level

- None
- Low
- Medium
- High

Details of impact

[Empty box for details of impact]

Citizens

- Yes
- No

Impact

- **Positive**
- Neutral
- Negative

Level

- None
- **Low**
- Medium
- High

Details of impact

Climate change is having negative impacts on pregnant women and on birth outcomes due to increased exposure to heat, and linked air quality issues (E1).

By acting on climate change, this plan aims to have overall positive impacts by playing the city’s part in reducing climate change. Actions both within the plan and in the delivery plans and ongoing actions that will be developed under the framework that it creates are likely to have positive benefits for pregnant women and for their babies by improving factors such as air quality as well as by creating opportunities for people to be involved in acting on climate change.

Race

Staff

- Yes
- **No**

Impact

- Positive
- Neutral
- Negative

Level

- None
- Low
- Medium
- High

Details of impact

[Empty box for details of impact]

Citizens

- Yes
- No

Impact

- **Positive**
- Neutral
- Negative

Level

- None
- **Low**
- Medium
- High

Details of impact

Globally, Least Developed Countries are those most likely to be at risk from climate change (F1). Whilst the climate emergency will impact the whole world, people who have family and close ties in countries in the global south will be impacted early and this is likely to have both emotional and financial impact.

People from some ethnic minorities are likely to be disproportionately impacted by climate change for a variety of reasons. Pre-existing health inequalities mean that people from some ethnic minorities have worse health which is likely to be impacted negatively by the changing climate, particularly respiratory and cardio vascular disease and pregnancy outcomes (E1). In Sheffield, people from ethnic minorities disproportionately live in areas of the city which have fewer trees, lower levels of access to green space, higher levels of crime and worse air pollution, and have a higher than average incidence of poverty (F2). These factors increase the negative impacts of climate change, in particular excess heat, as the urban heat

island effect is felt more acutely where the natural environment is not able to provide a cooling effect (F3), high crime rates and poverty make it more difficult for people to effectively cool their properties through natural ventilation or air cooling, and air pollution has worse impacts on health when combined with heat.

By acting on climate change, this plan aims to have overall positive impacts by playing the city's part in reducing climate change. Actions both within the plan and in the delivery plans are particularly likely to have long term positive benefits for those people whose ethnicity means that they are at a disadvantage in terms of health. Individual impact assessments will need to be completed for individual projects taken following the acceptance of the broader framework.

Sex

Staff

Yes **No** **Impact**
 Positive Neutral Negative

Level

None Low Medium High

Details of impact

Citizens

Yes No **Impact**
 Positive Neutral Negative

Level

None **Low** Medium High

Details of impact

Women are slightly more likely than men to have extreme levels of worry about climate change (G1). The overall framework of activity should therefore be beneficial. Individual programmes are unlikely to have negative impacts for women but individual impact assessments will consider this in more detail. Some interventions are particularly likely to benefit women. For example women are less likely to drive cars than men, particularly older women (G2), and so will benefit disproportionately from improved access to public transport and interventions that protect and support people travelling other than by car. Women additionally are more likely to take responsibility for childcare and transportation of children, so interventions making independent travel easier for children reduce the childcare burden on women disproportionately (G3).

Voluntary/Community & Faith Sectors

Staff

Yes No **Impact**
 Positive Neutral Negative

Level

None Low Medium High

Details of impact

[Empty grey box for details of impact]

Customers

▪ **Yes** ▪ No

Impact

▪ Positive ▪ **Neutral** ▪ Negative

Level

▪ None ▪ **Low** ▪ Medium ▪ High

Details of impact

As climate change impacts increase, it is likely that demand for some VCF services may also increase if action is not taken appropriately. The Plan commits the Council to working with the wider city, including voluntary, community and faith groups, to reduce our carbon emissions. There will be no requirement for groups to work with the Council, but closer working and greater information sharing will hopefully provide positive benefits for both the Council and for VCF groups.

Cohesion

Staff

▪ **Yes** ▪ **No**

Impact

▪ Positive ▪ Neutral ▪ Negative

Level

▪ None ▪ Low ▪ Medium ▪ High

Details of impact

[Empty grey box for details of impact]

Citizens

▪ **Yes** ▪ No

Impact

▪ **Positive** ▪ Neutral ▪ Negative

Level

▪ None ▪ **Low** ▪ Medium ▪ High

Details of impact

The current and future implications of climate change on community cohesion are increasingly recognised. Factors include:

- increased levels of immigration as a result of migration due to climate related displacement and increased levels of war and conflict (H1),
- potential increased intergenerational discord due to perceived disparities in levels of concern about the climate and in disparities in carbon footprints and potential to act
- potential increased discord between other groups holding differing views on climate action. This may increase as time progresses or should activist groups take more direct action.

The Council taking action on the climate emergency should have an overall positive benefit on cohesion, but it will be important that the design of

interventions, and of communication in particular, takes into account the high levels of concern, and sometimes extremely opposing views, that the subject can give rise to.

Partners

Staff

▪ Yes ▪ **No**

Impact

▪ Positive ▪ Neutral ▪ Negative

Level

▪ None ▪ Low ▪ Medium ▪ High

Details of impact

Citizens

▪ **Yes** ▪ No

Impact

▪ Positive ▪ **Neutral** ▪ Negative

Level

▪ None ▪ **Low** ▪ Medium ▪ High

Details of impact

The Plan commits the Council to working with the wider city, including partner organisations, to reduce our carbon emissions. There will be no requirement for groups to work with the Council, but closer working and greater information sharing will hopefully provide positive benefits for both the Council and for partners.

Poverty & Financial Inclusion

Staff

▪ Yes ▪ **No**

Impact

▪ Positive ▪ Neutral ▪ Negative

Level

▪ None ▪ Low ▪ Medium ▪ High

Details of impact

Citizens

▪ **Yes** ▪ No

Impact

▪ **Positive** ▪ Neutral ▪ Negative

Level

- None
- Low
- **Medium**
- High

Details of impact

People living in poverty are likely to experience the impacts of climate change more acutely. As things currently stand, their homes are likely to be less well insulated, and so both more difficult to keep cool in extreme heat, and more expensive to heat as national changes are likely to increase fuel costs (I1) They will find it harder to adapt to some of the changes that will be required not by the council but through legislation and wider societal and economic change. For example, transitioning to modern and low carbon heating systems or electric vehicles will be required in the coming years, regardless of council action. These have a high initial financial outlay, particularly whilst there is a limited second hand electric vehicle market and it can be more difficult to own an electric vehicle (or an electric bicycle) if someone has no access to off street parking or to on street parking.

Many interventions that are contained within the plan or to be developed in future to address the climate emergency, will or can be designed to have a positive impact on people living in poverty. Existing actions to improve the insulation of homes focuses on people on low incomes and living in the least energy efficient homes and use government funding to fully fund improvements. Measures to encourage people on higher incomes to decarbonise their homes will also be important to encourage the uptake of government funding and maximise the reduction in carbon impact in the city. However, these measures are likely to be providing more information and making improvements easier rather than sourcing funding.

Improving public transport and active travel options will improve experiences for people who are unable to afford to run a car: the poorest households are much less likely to have access to a car as the richest (I2). Increasing community (or individual) renewable energy can protect people from fuel price increases (I3).

It will be important to ensure that individual interventions are designed with people living in poverty in mind. It will be important that individual interventions seek to have positive impacts for people living in poverty, and the overriding principle of social justice and fairness within the framework will protect them.

In some cases, a temporary negative outcome may be the price of long term improvements in outcomes from specific projects or from the combined impact of climate action. For example, in the short term it is likely that people with higher disposable incomes will have better access to electric vehicles, and this may temporarily lead to worsening inequalities as air quality potentially improves relatively faster in more affluent areas. However, faster uptake of electric vehicles amongst those who can afford to buy new will increase the availability of second-hand vehicles more quickly, as well as improving air quality across the city as a whole and so also benefiting people across the city, as pollution does not remain in a fixed location and travel across the city reduces in air quality impact.

It will be important that messaging is sensitively handled so that those not in a financial position to take particular actions do not feel guilt and that actions are emphasised which are achievable for all.

Cumulative Impact

Proposal has a cumulative impact

- Yes
- No

| | |
|---------------------|---|
| ▪ Year on Year | ▪ Across a Community of Identity/Interest |
| ▪ Geographical Area | ▪ Other |

If yes, details of impact

The impacts of climate change will exacerbate year on year. It is increasingly accepted that delaying action on climate change will have additional costs in the long term. The current levels of grant funding available for early local authorities means that taking action sooner may be financially beneficial. It is likely that efforts to mitigate and adapt to climate change will increase in the coming years as the climate starts to change and the pace of change in national policy, society and the economy continues to progress.

The 10 Point Plan has strong links with other plans and strategies either already in place or in development, such as the Air Quality Strategy, Clean Air Zone and forthcoming Nature Recovery Strategy.

Proposal has geographical impact across Sheffield

- Yes
- No

If Yes, details of geographical impact across Sheffield

All geographies will be affected by interventions as a result of the plan. Impacts will differ and individual impact assessments will be developed for individual actions as they progress.

Local Partnership Area(s) impacted

- All
- Specific

If Specific, name of Local Partnership Area(s) impacted

All

Action Plan and Supporting Evidence

Action Plan

Individual Equality Impact Assessments and action plans will be developed for individual elements of the plan as they are developed.

Supporting Evidence (Please detail all your evidence used to support the EIA)

Health

A1 [Public concern about climate change and pollution doubles to a near-record level | Ipsos MORI](#), 2021

A2 [Greener NHS » Health and climate change \(england.nhs.uk\)](#), 2021

A3 [Health co-benefits of climate action \(who.int\)](#), 2021

Age

B1 Hickman et al (2021) [Climate anxiety in children and young people and their beliefs about government responses to climate change: a global survey](#), The Lancet B2 Covets, S et al (2015) [Climate change impact on health: LWEC impact report cards](#), <https://nerc.ukri.org/research/partnerships/ncwec/report-cards/health-source09/>

B3 Cosford, Whitty and Exley (2018) [Health Matters: Air pollution – sources, impacts and actions - UK Health Security Agency \(blog.gov.uk\)](#)

B4 Cerin et al, (2017) [The neighbourhood physical environment and active travel in older adults: a systematic review and meta-analysis | International Journal of Behavioral Nutrition and Physical Activity | Full Text \(biomedcentral.com\)](#)

Disability

D1 [Heatwave-Advice for Health Professionals.pdf \(publishing.service.gov.uk\)](#)

D2 [Disabled People Community.pdf \(sheffield.gov.uk\)](#)

D3 [Pave the way: the impact of low traffic neighbourhoods on disabled people and the future of accessible active travel](#)

Pregnancy and maternity

E1 (2021) [RCOG, RCPCH and UKHACC call for urgent environmental action to protect the health of children, pregnant women and their babies](#), Royal College of Obstetrics and Child Health

Race

F1 Various, (2021 and others) [Global Climate Index, Germanwatch](#),

F2 Sheffield City Council (2015) [Sheffield Community Knowledge Profiles](#) and [UK Indices of Deprivation](#) (2019)

Sex

G1 Tiikkaja, H and Liimatainen, H (2021) [Car access and travel behaviour among men and women in car deficient households with children](#), Journal of Transportation Research Interdisciplinary Perspectives, Volume 10

G3 Bruntlett, M & Bruntlett, C (2021), *Curbing Traffic: the human case for fewer cars in our life*, Island Press.

Cohesion

H1 Parsons, L (2021), [Climate Migration in the UK](#), Journal of the British Academy 9 (3-26).

Poverty

I1 Climate Just [People on low incomes](#) (accessed 16/01/22)

I2 [How transport offers a route to better health - The Health Foundation](#)

I3 Community Energy England [Fuel Poverty and what the community energy sector is doing about it](#) (accessed 16/01/22)

Consultation

Consultation required

- Yes
- No

If consultation is not required please state why

The Plan is a non-statutory framework plan. Individual delivery plans and projects will involve consultation and engagement as appropriate. The plan draws on engagement with people and organisations at the Climate Summit which took place in March 2021, and this will also be incorporated into subsequent plans. A draft version of the plan was considered at the Climate Change, Inclusive Economy and Development Transitional Committee where comments and questions were also invited and received from over 50 individuals and organisations.

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

As above, the Plan is a framework and individual delivery plans and projects which impact customers will be communicated as appropriate. There is an intention to increase the degree of engagement with customers who are affected in the development of interventions.

Summary of overall impact

Summary of overall impact

Overall this proposal should have a positive impact as it is widely recognised that climate change will have a more negative effect on everyone, but in particular people living in poverty, people with some long term health conditions and disabilities and/or people from ethnic minorities. Young people are also acutely impacted, both due to climate anxiety now, and by being more impacted by climate change throughout their lifetimes.

We are committed to ensuring that our action on the climate emergency is grounded in our values of promoting equality, diversity and inclusion for all. An Equality Impact Assessment has been undertaken alongside the creation of the plan to ensure that we fully consider the implications for all communities in Sheffield, and has shaped its development. The Assessment recommends that while many of the commitments will positively promote equality for protected groups, further engagement and consultation is required on the specific commitments made and careful consideration will be required as individual actions and delivery plans are developed. As decisions are made on the specific commitments, full Equality Impact Assessments will be prepared where appropriate. We will also ensure that we monitor the overall equality impact of this plan as it is delivered to ensure that it has a positive impact on everyone in the city and particularly on people and communities who share protected characteristics.

Summary of evidence

There are a wide variety of resources that support the case that the climate crisis will negatively impact people with a variety of protected characteristics, and the potential for climate change policy and action to either negatively or positively impact, depending on the design of intervention, for example the JRF analysis of climate change and social justice. In general, well-designed policies and interventions should have a positive impact on people with protected characteristics, whilst doing nothing in response to climate change and the social and economic changes that are already taking place as a result of the transition to a net zero society and economy will have a negative impact.

Changes made as a result of the EIA

The Plan provides a framework rather than individual interventions. The interventions developed following it should reflect this EIA, and the principle set out in the plan committing to social justice, as well as responding to EIAs on their specific proposals.

Escalation plan

Is there a high impact in any area?

- Yes
- No

Overall risk rating after any mitigations have been put in place

- High
- Medium
- Low
- None

Sign Off

EIAs must be agreed and signed off by the equality lead in your Portfolio or corporately. Has this been signed off?

- Yes
- No

Date agreed 7th March 2022

Review Date

07/03/2023

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