

Equality Impact Assessment

Climate Change Strategy

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Melton Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

What is prohibited?

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Please complete steps 1-9

- **Step 1 – Introductory information**

No.	Item	Details
1.1	Title of the policy	Climate Change Strategy
1.2	Lead officer and others undertaking this assessment <i>(Check & Challenge Group are part of the sign-off process and not required to be named here)</i>	Sarah Legge, Christopher Harrison, Nic Butcher
1.3	Date EIA started	12/04/2024
1.4	Date EIA completed	11 th June 2024

- **Step 2 – Overview of policy/function being assessed**

No.	Item	Details
2.1	Outline – What is the purpose of this policy? <i>Specify aims and objectives</i>	<p>In 2019, against a backdrop of increasing concern over climate change, Melton Borough Council acknowledged the climate emergency and committed to reduce its own emissions and become a net zero and more sustainable organisation. It also made a commitment to work towards making Melton borough a more sustainable place.</p> <p>The Council has now developed this strategy document to set out how it and others can work together to tackle climate change across Melton borough. It sets a framework for reducing greenhouse gas emissions and for making the borough more resilient to the impacts of climate change.</p>
2.2	What specific group(s) is the policy designed to affect / impact and what is the intended change or outcome for them?	<p>This is not just a ‘council’ strategy, rather we are asking everyone to support it and work together to deliver the actions and changes needed locally to tackle climate change.</p> <p>Key groups impacted by the policy are:</p> <ul style="list-style-type: none"> • Melton Borough Residents • Community Groups • Businesses • Local Framers • Organisations - schools, nature conservation, electric vehicles, energy • Neighbouring local authorities • Councillors • Officers <p>The intended outcome of the change is:</p> <p>For MBC and community to work together to tackle climate change, to reduce carbon emissions and adapt to current and future climate change impacts:</p> <ul style="list-style-type: none"> • Build community awareness. • Better identify local problems and local solutions. • Maximise funding and investment opportunities. • Enables us to learn from each other’s experiences and share expertise and resources. • Ensuring a more holistic joined up consideration of actions, to boost wider benefits and reduce duplication.

No.	Item	Details
2.1	Outline – What is the purpose of this policy? <i>Specify aims and objectives</i>	<p>In 2019, against a backdrop of increasing concern over climate change, Melton Borough Council acknowledged the climate emergency and committed to reduce its own emissions and become a net zero and more sustainable organisation. It also made a commitment to work towards making Melton borough a more sustainable place.</p> <p>The Council has now developed this strategy document to set out how it and others can work together to tackle climate change across Melton borough. It sets a framework for reducing greenhouse gas emissions and for making the borough more resilient to the impacts of climate change.</p>
2.3	Which groups have been consulted as part of the creation or review of the policy?	<p>The draft strategy was put together considering the responses to the Council's previous extensive climate change consultation February to April 2022:</p> <ul style="list-style-type: none"> ▪ Over 600 people and groups were directly contacted via email, we held 6 in person events, primarily young person focused ▪ 217 responses - 79% from members of public ▪ Comments made by young people and adults at the six community events. ▪ Interview with a secondary school head teacher and additional written responses. <p>Public consultation on the draft strategy was undertaken from 22nd November 2023 until 31st January 2024. Efforts were made to reach a wide audience: Officers from across the Council, as well as elected Members, local residents, businesses, organisations, and other local groups.</p> <p>In particular, more than 150 additional local groups and organisations were contacted, those included a wide variety of groups and organisations that works with or represent people with protected characteristics under equality legislation and additional groups and organisations who work with or represent vulnerable people locally.</p>

- **Step 3 – What we already know and where there are gaps**

No.	Item	Details
3.1	<p>List any existing information/data you have/monitor about different diverse groups in relation to this policy. Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.</p> <p><i>Data/information such as:</i></p> <ul style="list-style-type: none"> • <i>Consultation</i> • <i>Previous EIAs</i> • <i>Demographic Information</i> • <i>Anecdotal and other evidence</i> 	<p>There was a press release at the start of the consultation supplemented by a programme of regular social media posts.</p> <p>In total over 1,200 people were directly contacted via email and newsletters and asked to respond to the survey, they included;</p> <ul style="list-style-type: none"> • Over 350 members of the public • More than 450 people who receive the council's business bulletin • More than 150 additional local groups and organisations, this included; <ul style="list-style-type: none"> • Wide variety of organisations and groups who work with or represent people with protected characteristics under equality legislation and additional groups and organisations who work or represent with vulnerable people locally. • Local organisations with an interest in health, wellbeing and physical activity, including local public health partners and Active Together. <p>There were 49 responses to the consultation, mostly from local residents with input from other groups and organisations such as Melton Green Transition, Bottesford Net Zero and Leicestershire County Council</p> <p>There is a section devoted in the consultation response analysis to equalities where we have assessed the responses where they relate to protected characteristics. These were primarily from individuals rather than groups. The comments were mostly in relation to impacts on elderly or disabled people through public transport costs, however we have made it clear that whilst MBC can lobby the county council and government to enhance public transport capacity through the climate change strategy, it is unfortunately not within our gift to improve this as we are not directly responsible for or in control of the provision of public transport.</p> <p>A handful of comments were in respect of perceived wider political impacts which are not addressed by the Council's Climate Change Strategy, but were made in a political manner in respect of the 'anti-climate change' agenda.</p> <p>It is not considered that the Strategy will adversely impact anyone with a protected characteristic, indeed the Strategy is designed to bring together the communities that we represent to tackle the wider issues of climate change that will impact on all regardless of protected characteristics.</p>

<p>3.2</p>	<p>What does this information / data tell you about diverse groups? If you do not hold or have access to any data or information on diverse groups, what do you need to begin collating / monitoring <i>(please list)</i></p>	<p>Feedback from the consultation has been shared with Working Group Members. In terms of some of the key relevant findings:</p> <p>The draft strategy vision is “To create a resilient, biodiverse, fair and more sustainable future for everyone in Melton borough; well on the way to net zero”:</p> <ul style="list-style-type: none"> • Overall 57% of respondents agreed with vision statement as written and a further 23% agreed with the vision with some changes (total 81%; 35 respondents). <p>The key principles set out in the draft strategy to achieve the vision, include work together, empower the local community, be fair for everyone, and recognise and secure the wider benefits:</p> <ul style="list-style-type: none"> • Overall 41% of respondents agreed that the correct Key Principles are identified and a further 36% agreed subject to some changes (total 77%; 34 respondents). <p>Climate change will impact on all communities regardless of protected characteristics, and the Climate Change Strategy seeks to ensure that we can bring our communities together to deliver the changes required to mitigate and reduce the negative impacts. It is not immediately apparent which diverse groups responded to the consultation, as most responded as individuals, however, the limited responses in respect of equalities and protected characteristics would suggest that the impact is very minimal, or even positive.</p> <p>In future, when the Strategy is updated, we will ensure that we ask the question as to whether the respondent would consider that they have a protected characteristic and whether the amendments proposed to the Strategy would be considered to have a positive or negative impact on their protected characteristic.</p> <p>In respect of monitoring, we can ensure that where we lead on the actions, that suitable equalities monitoring takes place prior to any changes to process, procedures or access to services that may impact on those with protected characteristics.</p>
------------	---	---

- **Step 4 – Do we need to seek the views of others? If so, who?**

No.	Item	Details
4.1	<p>Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues?</p> <p>If not explain why.</p>	<p>The central theme of this strategy is that we need to collectively work together to respond to the climate challenge across Melton borough. We need to listen to local people and collaborate to tackle climate change together, to engage and encourage participation, so we do things ‘with’ rather than ‘to’ others. This is why this document seeks to provide a framework for the whole community, not just the Council to reduce local greenhouse gas emissions and adapt to our changing climate.</p> <p>Action Plans will be developed setting out how we will work with the wider community to achieve the objectives of the strategy across the Melton borough.</p>

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision in the table below. Please refer to the general duties on page 2.

Table 5.1

Protected Characteristic	Positive / Negative Impact and Explanation <i>Your findings from available data, consultations, etc should help inform you of potential impact.</i>
Age	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.
Disability <ul style="list-style-type: none"> • Physical • Visual • Hearing • Learning Disabilities • Mental Health 	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.
Gender Reassignment (Transgender)	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.
Race	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.
Religion or Belief (Includes no belief)	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.

Protected Characteristic	Positive / Negative Impact and Explanation <i>Your findings from available data, consultations, etc should help inform you of potential impact.</i>
Sex (Gender)	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.
Sexual Orientation	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.
Other protected groups <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.
Other socially excluded groups <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities • Current and ex-armed HM forces personnel (Veterans) 	No negative impact is identified. Efforts were made to reach a wide audience to create the draft strategy; there has been a positive response to the strategy from the consultation. A key principle to deliver this strategy is to Be fair for everyone which recognises that we do not all have the same ability to take action and that the impacts of climate change will not affect us all in the same ways, and so no one should be unfairly burdened and we need to provide support to those who need it most.

No.	Item	Details
5.2	<p>Where potential barriers and negative impacts have been identified, and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <p><i>If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.</i></p> <p><i>Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.</i></p>	NA
5.3	<p>Summarise your findings and give an overview as to whether the policy will meet the Council's responsibilities in relation to equality and diversity</p> <p><i>(Please refer to the general duties on page 2)</i></p>	<p>There is no negative impact identified on any protected characteristics. The central theme of this strategy is that we need to collectively work together to respond to the climate challenge across Melton borough. We need to listen to local people and collaborate to tackle climate change together in a fair way providing support to those who need it most.</p> <p>Action Plans will be developed setting out how we will work with the wider community to achieve the objectives of the strategy across the Melton borough.</p>

● **Step 6- Monitoring, evaluation, review**

No.	Item	Details
6.1	<p>Are there processes in place to review the findings of this assessment and make appropriate changes?</p> <p>How will you monitor potential barriers and any positive/negative impact?</p>	<p>This strategy will be reviewed after five years, to consider any opportunities to accelerate delivery, to ensure that the focus is still valid and that any new risks are taken into account.</p>
6.2	<p>How will the recommendations of this assessment be built into wider planning and review processes?</p> <p>For example, policy reviews, annual plans and use of performance management systems</p>	<p>The Council will report annually on its activities and progress on its action plans. In addition, individual council led projects will be subject to their own standard monitoring and evaluation processes.</p>

- **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan.

Table 7.1

Ref. No.	Action	Responsible Officer	Target Date
1	Review the Strategy	Climate Change Officer	June 2029
2	Review the Action Plan	Climate Change Officer	June 2025

- **Step 8 - Who needs to know about the outcomes of this assessment and how will they be informed?**

Table 8.1

	Who needs to know	How will they be informed <i>(We have a legal duty to publish EIAs)</i>
Employees	Assistant Director for Planning Director for Growth and Regeneration	Circulation of the document along with Strategy
Local Communities including Partners & Stakeholders	Residents, business, organisations and groups	Publication online
Others	SLT, Cabinet	Approval at Cabinet 12 th June 2024

No.	Item	Details
8.2	To ensure ease of access, what other communication needs / concerns are there?	None

- **Step 9 – Please forward your completed assessment to checkandchallenge@melton.gov.uk for scrutiny and approval**

- **Step 10 - Conclusion (to be completed and signed by the Service Head) following internal scrutiny by the Check & Challenge group**

I agree / disagree with this assessment *(Please delete as appropriate)*

Signed: Pranali Parikh

Date: 11th June 2024

Name: Pranali Parikh

Once approved, notify the person who completed the EIA to arrange for publishing on the council's website