



# Brief Equality Impact Assessment

# APPENDIX D

What is being assessed?	Climate Change Strategy	What are the key aims of it?	To assess and mitigate the impact on the climate of the council's activities and how to achieve net zero carbon town by 2030		
Who may be affected by it?	Community, Staff				
Date of full EqIA on service area	(planned or completed)				
Form completed by:	Gareth Wall, Tom Ridley, Claire Kenny	Start date	2020	End date	2020
		Review date	Annually		

Explain the <b>potential positive, negative or unequal impact</b> on the following characteristics and <b>how likely</b> this is:			
Age	<b>potential positive</b> Youth and future generations will disproportionately face the burden of global warming	Race	<b>potential positive</b> Possible economic decline from global warming could increase civil unrest and strain community relations
Disability	<b>potential negative</b> The greening of transport, buildings infrastructure and of economic activity has the potential to affect access	Religion or belief	<b>potential positive</b> Possible economic decline from global warming could increase civil unrest and strain community relations
Gender reassignment	<b>potential positive</b> Potential economic decline from global warming could increase civil unrest and strain community relations	Sex	<b>potential negative</b> Climate action has the potential to increase the triple burden on women who disproportionately provide reproductive and community labour as well as workforce
Marriage or civil partnership	<b>potential negative</b> The cost of greening of transport, homes and of economic activity could disproportionately affect single people who have to bear the economic burden on their own, esp women	Sexual orientation	<b>potential positive</b> Potential economic decline from global warming could increase civil unrest and strain community relations
Pregnancy & maternity	<b>potential negative</b> Greening of transport, buildings infrastructure and of economic activity could affect access and work options	Socio-economic <sup>i</sup>	<b>potential negative</b> The cost of greening of transport, homes and of economic activity could disproportionately affect lower income families.
Other: low lying properties (geographical)	<b>potential positive</b> rising sea levels and increased frequency of incidents of extreme weather will disproportionality affect	Other: English language literacy <sup>ii</sup>	<b>potential negative</b> Engagement might exclude those with lower levels of English language literacy



Where there is a likely <b>positive impact</b> , please explain how it will help to <b>fulfil our legislative duties</b> to:				
Remove discrimination & harassment		Promote equal opportunities		Encourage good relations

What data / information are you using to inform your assessment?	2019 SBC equalities report	Have any information gaps been identified along the way? If so, please specify	There is limited accurate/ up-to-date data on many characteristics given it's been a decade since the last census. A substantial review will be required once the 2021 data is released.
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### What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline
If a negative or unequal (high or low) impact has been identified, you should assess this further in a Full EqIA	Tom Ridley	Development of a full EqIA	Summer 2020

**Approved by Assistant Director/ Strategic Director:**

**Date:**

Please send this EqIA to [equalities@stevenage.gov.uk](mailto:equalities@stevenage.gov.uk)

Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.<sup>i</sup>

<sup>ii</sup> Also non-statutory,