

**Tameside & Glossop Strategic Commission
Equality Impact Assessment (EIA) Form**

Subject / Title	Draft Climate Change & Environment Strategy 2021-26
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Team	Department	Directorate
Energy & Climate Change	Facilities	Growth

Start Date	Completion Date
13/09/2021	17/09/2021

Project Lead Officer	Graham Hall
Contract / Commissioning Manager	Alison Lloyd-Walsh
Assistant Director/ Director	Paul Smith

EIA Group (lead contact first)	Job title	Service
Graham Hall	Energy & Climate Change Manager	Strategic Property
Shelley Taylor	Strategic Property Technical Support Manager	Strategic Property

PART 1 – INITIAL SCREENING

An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery and/or provision. Note: all other changes – whether a formal decision or not – require consideration for an EIA.

The Initial screening is a quick and easy process which aims to identify:

- *those projects, proposals and service or contract changes which require a full EIA by looking at the potential impact on, or relevance to, any of the equality groups*
- *prioritise if and when a full EIA should be completed*
- *explain and record the reasons why it is deemed a full EIA is not required*

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A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon, or relevance to, people with a protected characteristic. This should be undertaken irrespective of whether the impact or relevancy is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.

1a.	What is the project, proposal or service / contract change?	Drafting of the new Climate Change & Environment Strategy 2021-26. To deliver a framework of strategy and an appendix of action plans to determine quantifiable and measurable steps towards the goal of net zero carbon across the borough by 2038.
1b.	What are the main aims of the project, proposal or service / contract change?	<p>Align the borough with GM ambitions to reduce carbon emissions to net zero by 2038.</p> <p>Eliminate the reliance on fossil fuels for heating and transportation.</p> <p>Deliver biodiversity net-gain, protecting species and encouraging nature to bounce back.</p> <p>Create safe and sustainable communities for all.</p> <p>Reduce the burden on Health & Social care by promoting better physical environments.</p> <p>Manage resources to value materials and minimise environmental impact of activities.</p> <p>Share the desire to participate in a cultural shift towards more sustainable living – benefitting all members of the community and crucially – future generations.</p> <p>Specific areas contained within the action plans are:</p> <ul style="list-style-type: none"> • Homes, Workplaces and Buildings, • Travel & Transport, • Greenspace & Biodiversity, • Reducing Waste & Procuring Sustainably and • Influencing others

1c. Will the project, proposal or service / contract change have either a direct or indirect impact on, or relevance to, any groups of people with protected equality characteristics?

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Where there is a direct or indirect impact on, or relevance to, a group of people with protected equality characteristics as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.				
Protected Characteristic	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Age	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Disability	=	<u>Some</u>	=	<u>Active (car-free) travel will possibly be a challenge for someone who is living with certain disabilities. The use of private vehicles will not disappear and in fact roads should be safer and quieter once associated changes are adopted.</u>
Ethnicity	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Sex	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Religion or Belief	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Sexual Orientation	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Gender Reassignment	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Pregnancy & Maternity	<u>None</u>	<u>Some</u>	<u>None</u>	<u>Active (car-free) travel will possibly be a challenge for someone who is heavily</u>

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				<u>pregnant or caring for a new-born child. The use of private vehicles will not disappear and in fact roads should be safer and quieter once associated changes are adopted.</u>
Marriage & Civil Partnership	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Other protected groups determined locally by Tameside and Glossop Strategic Commission?				
Group (please state)	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Mental Health		<u>Some</u>		<u>Change can be alarming for some people with particular mental health problems. Through careful communication and continued engagement we hope to help manage any stress that a cultural change to adopt sustainability for the greater good might cause.</u>

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Carers		<u>Some</u>		<u>As we encourage people away from private ICE vehicles, some carers may feel guilty for needing to rely on cars and may not be in a financial position to adopt EV technology. We will ensure in communications that those who absolutely need to rely on their cars will be respected for their needs and circumstances.</u>
Military Veterans	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
Breast Feeding	<u>None</u>	<u>None</u>	<u>None</u>	<u>None</u>
<p>Are there any other groups who you feel may be impacted by the project, proposal or service/contract change or which it may have relevance to? <i>(e.g. vulnerable residents, isolated residents, those who are homeless)</i></p>				
Group (please state)	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Low or no income groups		<u>Some</u>		<u>Transition to sustainable alternatives can be seen as exclusive. We know that we need to reach</u>

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				<u>all income profiles to ensure the cultural shift across Tameside is inclusive and will maintain an alertness to this as we work the action plans into reality.</u>

“Low or no income groups” should be included as a key consideration when assessing the impact of your project, proposal, policy or service/contract change.

Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.

1d.	Does the project, proposal or service / contract change require a full EIA?	Yes	No
		Yes	
1e.	What are your reasons for the decision made at 1d?	As a responsible and caring local authority Tameside set out to assure those with the characteristics identified as being indirectly affected by the Strategy that they will not be disadvantaged through the Climate Change & Environment Strategy or it’s appended action plans.	

If a full EIA is required please progress to Part 2.

PART 2 – FULL EQUALITY IMPACT ASSESSMENT

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2a. Summary

The Strategy itself will not seek approval to make any material change to how the borough looks, feels or operates – and therefore, any people with protected characteristics will experience no tangible change or associated affects from the adoption of the Strategy. However the associated action plans (currently in draft) will determine actions through various departments and their activities and influence to make changes to cultural and physical environments. These changes will all be individually analysed through the same lens of determination of their Equality and Diversity impacts. It is prudent and open to acknowledge that this Strategy will be the catalyst for those interventions.

We have explored potential impacts below in a broad assessment, however as detailed below – as individual costed interventions pass through governance as outputs from the draft action plans, these components will need individual EDI analysis.

2b. Issues to Consider

- A. *Travel & Transport. As a whole system approach to decarbonising transport is developed, one key part of the solution will be encouraging what is termed “active travel”. To create a cultural shift, some infrastructure changes may be needed, to encourage a wider participation in this mode. People with physical disabilities, their carers and the heavily pregnant may need to continue reliance on private vehicles. They may also not be in a position to adopt EV technology. This last point also highlights an economic concern when influencing cultural change, which might, for some feel exclusive. It is acknowledged here that this must be considered carefully as the action plans for the Travel & Transport component are drafted. Consultation and communication will be important in developing the inclusive solution – ensuring no one is marginalised due to our drive towards net-zero.*

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B. Wide-ranging cultural and infrastructure change. Those with mental health issues may need additional help adapting to the changes which might arrive at an unprecedented rate as habits are broken across our communities to assist with reducing carbon emissions. The council understands that any intervention which would be moved through the action plans, will be scrutinised to ensure any physical planning or related communications strategy must account for those with mental health issues – to bring everybody along on our journey towards net-zero and to protect them if needed.

C. The economic concerns: Tameside aspires to a more sustainable community. This will include helping local neighbourhoods to thrive, providing economic opportunity whilst additionally binging people out of fuel and food poverty. The aspiration is that the net outcome is a more equitable society ad one which elevates those struggling financially.

NB - all material changes with any budgetary or legal impacts – driven through the action plans, will need to pass through the governance process on individual merit – so will have further – more detailed and specific Equality and Diversity Impact assessment conducted at such a time as is relevant.

2c. Impact/Relevance

Cultural and habitual shifts will be challenging for all, not exclusively those with protected characteristics – however the impacts on those with protected characteristics could, without careful consideration in the planning and implementation stages – be greater. Additionally, some persons identified above with protected characteristics may not feel/or tangibly be negatively impacted at all by the possible outcomes of the action plans. NB - all material changes with any budgetary or legal impacts – driven through the action plans, will need to pass through the governance process on individual merit – so will have further – more detailed and specific Equality and Diversity Impact assessment conducted at such a time as is relevant.

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2d. Mitigations (Where you have identified an impact/relevance, what can be done to reduce or mitigate it?)	
<i>Influencing the development of neighbourhoods and towns that promote active travel, which without careful consideration could marginalise the less-able.</i>	<i>As action plans develop and particular ideas are worked up into real, costed and resourced activities – the inclusion of those with protected characteristics will be part of the development of those proposals – with items seeking governance being scrutinised through the EDI lens individually. An example here might be that there be always a consideration of how those incapable of active travel might move around the borough.</i>
<i>Change could trigger negative mental health responses in those already vulnerable.</i>	<i>Through communication and consultation on specific actions, the action plans will develop positive messages to alleviate concern and to promote a sense of positivity and constructive, inclusive and sustainable change.</i>
<i>Those on low/no income are at risk of feeling marginalised by sustainable interventions</i>	<i>Tameside’s aspiration is that the net outcome is a more equitable society. This can be achieved by maintaining consideration for the less well-off throughout the decision making process for individual interventions. EDI will be monitored as detailed below.</i>
<i>Impact/Relevance 4 (Describe)</i>	<i>Consider options as to what we can do to reduce the impact/relevance</i>

2e. Evidence Sources
<i>Draft Climate Change & Environment Strategy 2021-26.</i>

2f. Monitoring progress		
Issue / Action	Lead officer	Timescale

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<p><i>As action plans are developed in the five key areas – each associated task group responsible for delivering those action plans, will ensure the considerations contained herein and any additional EDI considerations are addressed, monitored and recorded accordingly.</i></p>	<p><i>Graham Hall</i></p>	<p><i>At quarterly review through the Environment and Climate Emergency Working Group.</i></p>
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Signature of Contract / Commissioning Manager	Date
Signature of Assistant Director / Director	Date

Guidance below to be removed from the completed EIA template submitted to Executive Board, Executive Cabinet or Strategic Commissioning Board (SCB)

**Tameside & Glossop Strategic Commission
Equality Impact Assessment (EIA) Guidance**

The purpose of an EIA is to aid compliance with the public sector equality duty (section 149 of the Equality Act 2010), which requires that public bodies, in the exercise of their functions, pay ‘due regard’ to the need to eliminate discrimination, victimisation, and harassment; advance equality of opportunity; and foster good relations. To this end, there are a number of corporately agreed criteria:

- An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery. All other changes, whether a formal decision or not, require consideration for the necessity of an EIA.
- The decision as to whether an EIA is required rests with the relevant Project Lead or Contract / Commissioning Manager, in consultation with the appropriate Assistant Director / Director where necessary. Where an EIA is not required, the reason(s) for this must be detailed within the appropriate report by way of a judgement statement.

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- EIAs must be timely, with any findings as to the impact or relevance of a change in policy or procedure which affects residents, the public, service users, patients or staff, being brought to the attention of the decision maker in the body of the main accompanying report. As such, EIAs must be conducted alongside the development of any policy change, with appropriate mitigations integrated into its development where any potentially detrimental or inequitable impact is identified.

How to complete the EIA Form

EIAs should always be carried out by at least 2 people, and as part of the overall approach to a service review or service delivery change. Guidance from case law indicates that judgements arrived at in isolation are not consistent with showing 'due regard' to the necessary equality duties.

Part 1 – Initial Screening

The Initial Screening is a quick and easy process which aims to identify:

- those projects, proposals and service / contract changes which require a full EIA by looking at the potential impact on, or relevance to, any of the equality groups
- prioritise if and when a full EIA should be completed
- explain and record the reasons why it is deemed a full EIA is not required

A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon, or relevance to, people with a protected characteristic. This should be undertaken irrespective of whether the impact or relevance is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and Assistant Director / Director.

Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.

The table below is an example of what part 1c of the screening process may look like. In this example we have used a review of the services delivered at Children's Centres and the impact or relevance this may have.

1c. Will the project, proposal or service / contract change have either a direct or indirect impact on, or relevance to, any groups of people with protected equality characteristics?

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Where there is a direct or indirect impact on, or relevance to, a group of people with protected equality characteristics as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.				
Protected Characteristic	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Age	✓			Children's Centre services are targeted to the 0 to 5 age group
Disability		✓		Some Children's Centre users may be disabled
Ethnicity		✓		Children's Centre users come from a range of ethnic backgrounds
Sex		✓		Children's Centres aren't sex specific but evidence shows service users are predominantly women
Religion or Belief			✓	
Sexual Orientation			✓	
Gender Reassignment			✓	
Pregnancy & Maternity	✓			Children's Centres provide services to

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				pregnant women
Marriage & Civil Partnership			✓	
NHS Tameside & Glossop Clinical Commissioning Group locally determined protected groups?				
Mental Health			✓	
Carers		✓		
Military Veterans			✓	
Breast Feeding	✓			Children's Centres provide services to pregnant women and new mothers
Are there any other groups who you feel may be impacted by the project, proposal or service/contract change or which it may have relevance to? <i>(e.g. vulnerable residents, isolated residents, low income households, those who are homeless)</i>				
Group (please state)	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Lone Parents		✓		Children's Centre users may include lone parents
Disadvantaged families	✓			Children's Centres support the most disadvantaged families, with an aim to reduce inequalities in child

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				development and school readiness.
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Part 2 – Full Equality Impact Assessment

If a full EIA is required then part 2 of the EIA form should be completed.

2a. Summary

In this section you should:

- Explain the reason why the EIA was undertaken i.e. the main drivers such as a change in policy or legislation etc. This can be a combination of factors.
- Outline what the proposals are
- Summarise the main findings of the EIA - what are the main impacts or relevancies of the change in policy and what protected characteristic groups do they effect?
- Summarise what measures have been put in place to mitigate any negative impact or relevance and how the success of these measures will be monitored

It may be useful to complete this section towards the end of the EIA process.

2b. Issues to Consider

In this section you should give details of the issues you have taken into consideration when coming to your proposals / recommendations and outline the protected characteristic group(s) affected - Age, Ethnicity, Disability, Sex, Sexual Orientation, Religion / Belief, Gender Reassignment, Pregnancy/Maternity, Marriage/Civil Partnership, and how people associated with someone with a particular characteristic (i.e. a carer of a disabled and / or elderly person may be affected (you can refer to the information in 1c identifying those groups who may be affected).

Considerations should include (but are not limited to):-

- Legislative drivers. How have you considered the Equality Act, and the elimination of discrimination, victimisation and harassment, and the three arms of the PSED in coming to a decision / set of proposals i.e. the need to take into account the specific needs of disabled people above and beyond the general needs of other service users? You should consider similar circumstances where a similar service has been provided and changed, and whether this has been challenged. What rules / laws was it challenged under, and what lessons have you taken from this? This can include things such as Judicial Reviews or cases considered by the relevant Ombudsman.

- Comparative data and examples of learning from other areas / benchmarking (linked to legal issues as above)

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- Financial considerations. How have your recommendation / proposals been shaped by finances / resources available (please note –legal rulings have indicated that the need to make savings alone is not likely to be deemed sufficient on its own to justify reduction in services – evidence of assessment of impact and relevance is required to ensure a safe and sound decision)

- Service user information. What information do you hold about service users and patients and their protected characteristics? How does this compare to comparative data i.e. national / regional picture?

- Consultation, engagement & feedback. What work has been done to ensure interested parties have been made aware of proposed changes, and that comments have been recorded and have the opportunity to influence the final decision? You should detail when consultation took place, those involved i.e. staff, service users, timescales. Any consultation should be timely in order to ensure that all participants are able to contribute fully.

2c. Impact/Relevance

Use this section to outline what the impact or relevance of the changes being proposed is likely to be based on the evidence, and consultation & engagement? Will there be a disproportionate impact on, or relevance to, particular group/s? Does the evidence indicate that a particular group is not benefiting from the service as anticipated? What are the uptake / participation rates amongst groups? Where a greater impact on, or relevance to, a particular group is recorded, is this consistent with the policy's aims? Does the project, proposal and service / contract change include provision for addressing inequality of delivery / provision?

Try to distinguish clearly between any negative impacts or relevancies that are or could be unlawful (which can never be justified) and negative impacts or relevancies that may create disadvantage for some groups but can be justified overall (with explanation). Similarly, does the evidence point to areas of good practice that require safeguarding? How will this be done?

2d. Mitigations

Where any potential impacts or relevancies have been identified as a result of the EIA, you should detail here what can be done to reduce or mitigate these.

2e. Evidence Sources

Use this section to list all sources of information that the EIA draws upon. Evidence can include surveys & questionnaires, policy papers, minutes of meetings, specific service user consultation exercises, interviews etc

NB– this section is not asking you to give details of your findings from these sources, just the sources from which evidence and considerations were drawn.

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2f. Monitoring Progress

Use this section to identify any ongoing issues raised by the EIA, how these will be monitored, who is the lead officer responsible and expected timescale.

Sign Off

Once the EIA is complete this should be signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.