Cambridge City Council Equality Impact Assessment

Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@cambridge.gov.uk or from any member of the Joint Equalities Group.

<table>
<thead>
<tr>
<th>1. Title of strategy, policy, plan, project, contract or major change to your service:</th>
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<tbody>
<tr>
<td>Climate Change Strategy 2016-2021</td>
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<th>2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</th>
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<tr>
<td>The purpose of the draft Climate Change Strategy is to:</td>
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<td>• provide a summary of the wider context for the strategy, including the scientific evidence of climate change and the steps being taken by international bodies and national government to address it.</td>
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<td>• identify key achievements over the period of the current strategy and identify any lessons learnt.</td>
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<td>• set out the action that the Council will take over the next five years to support global efforts to mitigate climate change and to support local residents and businesses to adapt to the anticipated effects of climate change.</td>
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The five thematic objectives of the revised strategy are:

1. Reducing emissions from the City Council estate and operations
2. Reducing energy consumption and emissions from homes and businesses in Cambridge by promoting energy efficiency measures, sustainable construction, renewable energy sources, and behaviour change
3. Reducing emissions from transport by promoting sustainable transport, reducing car travel and traffic congestion, and encouraging behaviour change
4. Reducing consumption of resources, increasing recycling and reducing waste
5. Supporting Council services, residents and businesses to adapt to the impacts of climate change
3. **Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)**

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

4. **What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)**

- New
- Revised
- Existing

5. **Responsible directorate and service**

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<tr>
<th>Directorate:</th>
<th>Chief Executive’s</th>
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<tr>
<td>Service:</td>
<td>Corporate Strategy</td>
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6. **Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?**

- No
- Yes (please give details):

The Strategy identifies a total of 48 actions for the following services: Refuse and Environment, Planning, Estates and Facilities, Streets and Open Spaces, Strategic Housing, Community Arts and Recreation, Property Services, Human Resources, Procurement, Internal Audit
7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don’t just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).
**Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

Recent research by the Joseph Rowntree Foundation\(^1\) found that the extent to which individuals are able to cope with climate change impacts is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality, green space).

Older people are more likely to be vulnerable to the impacts of climate change, such as heat waves and extreme weather events, due to a combination of age, health issues and greater social isolation. Older people are more likely to experience social isolation than other age groups, and therefore may not have the support needed to cope with climate change impacts. Over half (51\%) of all people aged 75 and over live alone,\(^2\) while two fifths of all older people say the television is their main company.\(^3\)

The Equalities Panel also suggested that it is important to engage in targeted communications with vulnerable older people, to raise awareness of risks and manage fears. The Panel also suggested that it would be important to identify the most effective means of communicating with vulnerable older people during extreme weather events.

The strategy includes a number of actions under Objective 5 that will help ensure effective communications with vulnerable older people and help them to prepare for and respond to extreme weather events. For example:

- **Action 5.5** – ‘Providing advice for residents on how to reduce health risks during heat waves and minimise risks of surface water flooding, including via the Council’s website and the Cambridge Matters residents magazine. Promotion of advice to be linked to specific climate events (e.g. heat wave guidance to be published in spring ahead of possible heatwave events).’

- **Action 5.8** – ‘Working with members of the Cambridgeshire Resilience Forum to ensure that plans are in place to respond to climate change risks (including issuing alerts in the event of severe weather, increased temperatures and flooding) and that these are regularly tested and reviewed’

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\(^1\) Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review

\(^2\) Office for National Statistics (ONS), 2010, via Campaign to End Loneliness [http://www.campaigntoendloneliness.org/loneliness-research/]

\(^3\) Age UK, 2014, via Campaign to End Loneliness [http://www.campaigntoendloneliness.org/loneliness-research/]
**b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

Recent research by the Joseph Rowntree Foundation\(^4\) found that the extent to which individuals are able to cope with climate change impacts is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality, green space).

People with disabilities and long-term health conditions may be more likely to be vulnerable to the impacts of climate change, such as heat waves and extreme weather events, due to a combination of health issues and lower average incomes. For example, disabled people are four times more likely to be out of work than non-disabled people\(^5\), and disabled people in work are currently paid 10% less on average than people without disabilities\(^6\).

The Equalities Panel and the Joint Equalities Group identified a number of potential impacts on people with disabilities, including:

- Public transport is not currently very accessible for people with disabilities, despite Disability Discrimination Act (DDA) requirements coming into effect in 2016, so increased public transport usage could restrict access for people with disabilities to the city centre and services.
- If air quality decreases as a result of emissions, this could have an impact on people with respiratory difficulties.
- It may be more difficult for emergency services to evacuate people with disabilities during extreme weather events.
- People with mental health issues are more likely to find it difficult to cope with sudden changes in situation and circumstances during extreme weather events.

The strategy includes a number of actions that will help address some of these risks, including:

- **Action 3.3** – ‘Promoting low-emissions buses and taxis in partnership with the County Council, bus companies and taxi companies’. The Council has agreed targets for progressively reducing emissions of harmful nitrogen oxides by buses in the city, which will help improve air quality in the city and improve conditions for people with respiratory difficulties. Measures to support the progressive introduction of an electric taxi fleet will also help reduce emissions of harmful gases and improve air quality.
- **Action 5.8** – ‘Working with members of the Cambridgeshire Resilience Forum to ensure that plans are in place to respond to climate change risks (including issuing alerts in the event of severe weather, increased temperatures and flooding) and that these are regularly tested and reviewed’. These plans will include provisions to meet the needs of disabled people in the event of emergencies.

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\(^4\) Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review

\(^5\) Joseph Rowntree Foundation, 2005, The education and employment of disabled young people


\(^6\) Scope, 2014, Disability Facts and Figures
(c) Gender

The Equalities Panel suggested that women in Cambridge are more likely to have lower incomes and be in lower paid work than men. Evidence shows that 27% of female workers in Cambridge earn less than the Living Wage, compared with 16% of male workers. 32.4% of female employees in Cambridge work in the 4 lowest occupational categories, compared to 26.1% of male employees in the city\(^7\). The majority of lone parents, who are one of the groups most likely to claim housing benefit in the city, are also women. As a result of this greater likelihood of low income, women may be more likely to be vulnerable to the impacts of climate change.

In terms of specific impacts from climate change, the Equalities Panel suggested that as women are more likely to have primary responsibility for childcare in their families, they would be more affected if schools have to close during heatwaves or other extreme weather events resulting from climate change. This is not an issue that the Council is able to address directly, as it is not responsible for education provision in the city.

(d) Pregnancy and maternity

The Equalities Panel identified several potential differential impacts on pregnant women, including:

- Heatwaves and higher average temperatures could impact on pregnant women more than other residents.
- Any increases in stress, anxiety or other mental health issues as a result of extreme weather events or other climate change impacts could have a greater impact on pregnant women.
- Extreme weather events could create potential difficulties in accessing to hospital or health visitors.

The Climate Change Strategy includes several actions which could help address these impacts, including:

- Action 5.5 – The advice for residents on how to reduce health risks during heat waves, surface water flooding, and other extreme weather events will include specific advice for pregnant women.
- Action 5.8 – Plans developed in partnership with other agencies in the Cambridgeshire Resilience Forum will include a focus on access to medical care and emergency services.

(e) Transgender (including gender re-assignment)

No differential impacts have been identified for transgender people for actions in the strategy.

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\(^7\) Nomis, 2015, Official labour market statistics, report DC6601EW – Residents in Cambridge Occupation by sex.
### (f) Marriage and Civil Partnership

No differential impacts have been identified according to marriage or civil partnership for actions in the strategy

### (g) Race or Ethnicity

Cambridge continues to be one of the most diverse places in the country outside of London, with an increasing proportion of its population made up of ethnic groups that are not white. In 2011, 17.5% (or 21,700 people)\(^8\) identified themselves as belonging to other ethnic groups, compared to 10.0% in 2001\(^9\).

The Equalities Panel several potential issues for some BAME residents in preparing for and responding to extreme weather events associated with climate change. Some BAME residents may experience language barriers, which may make it more difficult to access information provided by the Council about reducing health risks during heatwaves and reducing surface water flood risk. Rather than routinely making information available in community languages, the Council provides translated materials on request. However, we will consider translating advice on responding to climate change risks into community languages for groups where there are a large number of non-English speakers.

### (h) Religion or Belief

The Equalities Panel suggested that some religious groups may find it more difficult to carry out some religious practices as a result of either longer term climatic change or extreme weather events. For example, water shortages may impact on washing after prayers for Muslim residents, and any shortages of particular food items caused by global impacts of climate change on agriculture may lead to shortages of foods required to meet special dietary requirements. However, beyond actions in the climate change strategy aimed at reducing water consumption through Local Plan policies, and promoting sustainable food sources, these are not areas where the Council is able to have significant direct impact.

### (i) Sexual Orientation

No differential impacts have been identified according to sexual orientation for the actions in the strategy

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\(^8\) Office for National Statistics (ONS), 2011, Census  
\(^9\) Office for National Statistics (ONS), 2011, Census
(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

Recent research by the Joseph Rowntree Foundation\(^{10}\) found that poverty can increase the vulnerability of individuals and communities to climate impacts. The extent to which individuals are able to cope with the impacts of climate change is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality).

The strategy includes a number of actions which will help support residents who are in poverty or on low incomes to reduce their carbon footprint and cope with the impacts of climate change. These include:

Action 2.1 - Supporting residents to improve the energy efficiency of their property through the Action on Energy scheme.

Action 2.2 - Progressively improving the energy efficiency of harder-to-treat City Council homes, with the aim of bringing them up to at least a C-rating.

Action 2.3 - Implementing the City Council’s Fuel and Water Poverty Action Plan (linked to the Anti-Poverty Strategy), including: Piloting water meters in a selection of 1 or 2 bedroom council owned properties; developing a water conservation information leaflet for inclusion in welcome packs for tenants moving into council-owned properties and at City Homes offices; Drop in sessions to distribute water and energy saving measures and provide information on energy efficiency measures to residents; and targeted promotion to private landlords on the benefits of installing energy and water savings measures.

8. If you have any additional comments please add them here

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\(^{10}\) Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review
9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website. Email suzanne.goff@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: David Kidston, Strategy and Partnerships Manager

Other contributors: This EqIA has been updated to reflect issues raised by the Equalities Panel and the Council’s internal Joint Equality Group (JEG).

Date of completion: The first version of this EqIA was completed 25 September 2015, based on consultation draft of the Climate Change Strategy. This updated version based on the finalised version of the Strategy, was completed on 4 March 2016