

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1. Title of strategy, policy, plan, project, contract or major change to your service

Climate Change Strategy 2021-2026 and action plan

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

<https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=476&MId=3788&Ver=4>

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

The revised strategy sets out the Council's approach to: reducing its own carbon emissions; supporting residents, businesses and organisations in Cambridge to reduce their emissions; and helping the city adapt to the predicted changes in climate. The revised strategy builds on what the Council has achieved to date through its previous Climate Change Strategies, but sets out new ambitions in the context of the Climate Emergency, including working more with residents, communities, businesses and institutions.

4. Responsible service

The strategy was developed by Corporate Strategy

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?
(Please tick all that apply)

- Residents
- Visitors
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

[Click here to enter text.](#)

6. What type of strategy, policy, plan, project, contract or major change to your service is this?

- New
- Major change
- Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- Yes
- No

If 'Yes' please provide details below:

The strategy was developed with input from a range of services that will be delivering key activities linked to the strategy, including Commercial Services, Community Services, Environmental Services, Estates and Facilities, Greater Cambridge Shared Planning Service, Greater Cambridge Shared Waste Service, Housing, and the Housing Development Agency.

The strategy also sets out the Council's intention to work collaboratively with a range of partners to reduce carbon emissions in Cambridge including the Greater Cambridge Partnership, Cambridgeshire County Council, Cambridgeshire and Peterborough Combined Authority, the University of Cambridge, Anglia Ruskin University, Cambridgeshire and Peterborough Hospitals Trust and other businesses and institutions in the city.

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

The strategy will be presented to the Council's Environment and Communities Scrutiny Committee on 25 March for approval by the Executive Councillor for Climate Change, Environment and the City Centre

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

As part of the development of the Climate Change Strategy, we have referred to a range of research, evidence and consultation including:

- National research on climate change, including recent reports by the independent national Climate Change Committee, which advises Government on targets and carbon budgets
- Data on carbon emissions in Cambridge from a range of national sources, including BEIS and the SCATTER tool
- Studies commissioned by the Council to consider net zero carbon issues relating to the Council's corporate buildings, new Council homes, existing Council homes, and the developing evidence base for the new Greater Cambridge Local Plan
- Public consultation on a draft framework for the strategy in autumn 2020, which included 5 online workshops attended by 75 residents and an online questionnaire completed by 252 residents
- Stakeholder engagement, including 3 meetings with the Climate Change Forum (comprising local environmental community groups) and a meeting with major businesses and institutions in the city

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Please also consider any safeguarding issues for children and adults at risk

The national Climate Change Committee recently stated that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all¹. Vulnerable people are also like to benefit disproportionately from co-benefits associated with a transition to net zero carbon emissions, such as reduced air pollution².

Research by the Joseph Rowntree Foundation³ 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).

¹ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

² Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

³ Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review

Older people are more likely to be vulnerable to the impacts of climate change, such as heat waves, water shortages and extreme weather events, due to a combination of age, health issues and greater social isolation.

The Council's Climate Change Strategy recognises that it will be important to support vulnerable people to reduce risks posed by climate change, as they are likely to be most affected. The strategy includes a number of actions under Objective 6 that will help ensure effective communications with vulnerable older people and help them to prepare for and respond to climate change risks including heatwaves and water shortages. For example:

- Action 6.2 - Working with Cambridge Water to promote water saving messages to residents and businesses
- Action 6.7 – Providing advice to residents on how to reduce health risks during heatwaves

The Climate Change Strategy also includes a number of actions under Objective 6 that will help ensure that the built environment and green infrastructure help manage the impacts of climate change risks including heatwaves and water shortages for vulnerable older people:

- Measures to increase water efficiency (including the potential use of communal rainwater harvesting/reuse schemes) and reduce overheating in the Cambridge Sustainable Housing Design Guide, which sets standards for new Council homes and is promoted to private developers
- Action 6.5 - Exploring opportunities to manage climate risks through policies in the new Local Plan, subject to the outcomes of the current national consultation on planning reforms. This could include: water efficiency policies to help reduce water consumption and manage water resources; designing buildings that are simple to keep cool; and Sustainable Urban Drainage (SUDs) measures to help reduce flood risk.
- Action 6.6 - Increasing the tree canopy cover through tree planting and protection on public and private land, and using parks, open spaces and other green infrastructure in the city to help regulate temperatures.

(b) Disability

The national Climate Change Committee recently stated that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all⁴. Vulnerable people are also likely to benefit disproportionately from co-benefits associated with a transition to net zero carbon emissions, such as air pollution⁵.

Recent research by the Joseph Rowntree Foundation 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. Evidence considered as part of the Council's Anti-Poverty Strategy found that disabled people are less likely to be

⁴ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

⁵ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

economically active, with 58.1% of disabled people in Cambridge economically active compared to 81.1% of the total city population. National evidence and feedback from local stakeholders also suggests that disabled people can experience barriers to employment, including discrimination and prejudice, inaccessibility of buildings, and lack of reasonable adjustments.

The Council's Equalities Panel has previously identified a number of potential impacts of climate change 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 carbon 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 Council's Climate Change Strategy recognises that it will also be important to support vulnerable people to reduce risks posed by climate change, as they are likely to be most affected. The strategy includes a number of actions that will help address some of the specific risks identified for disabled people above, including:

- Action 3.9 – 'Requiring all new taxis registered in Cambridge to be Ultra Low Emission Vehicles (ULEVs) or zero emissions vehicles from 2020, and all taxis to be ULEVs or zero emissions vehicles by 2028'. The strategy also highlights the Council's membership of the Greater Cambridge Partnership, which is investing in electric buses. These measures to support the progressive introduction of an electric taxi fleet and electric buses will help reduce emissions of harmful gases and improve air quality.
- Actions 3.11 and 3.12 – The strategy includes actions to support increased provision of electric charge points in Council car parks and land, on-street charge points, and charge points in new developments. These measures to support a shift to electric vehicles for Cambridge residents will also help reduce emissions of harmful gases and improve air quality.

The Council also works 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.

(c) Gender reassignment

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

(d) Marriage and civil partnership

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

(e) Pregnancy and maternity

The Equalities Panel previously 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 6.7 – Providing advice to residents on how to reduce health risks during heatwaves
- Action 6.6 - Increasing the tree canopy cover through tree planting and protection on public and private land, and using parks, open spaces and other green infrastructure in the city to help regulate temperatures.
- Measures to increase reduce overheating in the Cambridge Sustainable Housing Design Guide, which sets standards for new Council homes and is promoted to private developers

The Council also works 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 pregnant women in the event of emergencies.

(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

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) identified themselves as belonging to other ethnic groups, compared to 10.0% in 2001. More up to data on ethnicity is expected through the 2021 Census.

While ethnic minority residents in Cambridge have a range of income levels, evidence considered as part of the Council's Anti-Poverty Strategy, suggests that BAME people in Cambridge may be more likely to experience poverty or low income. For example, overall BAME residents in Cambridge have a much lower employment rate (71.4%) than the employment rate for the whole population (80.3%).

The Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change⁶. The Council's Climate Change Strategy recognises that it will also be important to support people in poverty to respond to risks posed by climate change, as they are likely to be most affected.

The Equalities Panel previously identified several specific 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.

(g) 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 for some religious groups.

The actions in the climate change strategy under Objective 6 aimed at reducing water consumption through Local Plan policies may help address issues associated with water shortages. There are a range of actions in the Climate Change Strategy under Objective 5 relating to promoting sustainable food sources and opportunities to grow produce locally, but the wider issue of global food security is not an area where the Council is able to have significant direct impact.

(h) Sex

The Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change⁷. The Council's Climate Change Strategy recognises that it will also be important to support people in poverty to respond to risks posed by climate change, as they are likely to be most affected.

⁶ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

⁷ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

The Equalities Panel previously suggested that women in Cambridge are more likely to have lower incomes and be in lower paid work than men. The evidence considered as part of the Council's Anti-Poverty Strategy suggests that on average women in Cambridge earn less than men. The gender pay gap (42%) is bigger in the bottom 20% decile of wages, as men in this group are paid £414.90 per week on average and women are paid £238.90.

According to national statistics, lone parents are more likely to experience poverty than other household types⁸ and 90% of lone parents are women⁹. Lone parent families are more likely to be receiving benefits than other households, with almost 4 out of 5 (77%) of lone parent families in Cambridge receiving Housing Benefit and/or Council Tax support in 2017.

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.

(i) Sexual orientation

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

(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

The national Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change¹⁰ and are likely to benefit most from the co-benefits of reducing carbon emissions, such as the health benefits of improved air quality¹¹.

Research by the Joseph Rowntree Foundation¹² 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).

The Council's Climate Change Strategy recognises that it will also be important to support people in poverty to respond to risks posed by climate change, as they are likely to be most affected. The strategy includes a number of actions which will help support residents who are in poverty or on low incomes, particularly in relation to improving energy efficiency and reducing fuel bills for low income tenants in Council properties and the private rented sector. These include:

⁸ Joseph Rowntree Foundation (2020), 'UK Poverty 2019/2020'

⁹ ONS (2019), 'Families and Households'

¹⁰ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

¹¹ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

¹² Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review

- Action 2.1 - Investing £2.5 million in energy efficiency improvements to Council homes with poor energy efficiency ratings (predominantly Energy Performance Certificate D to G rated stock) from 2020/21 to 2022/23.
- Action 2.2 - Building 1000 new homes to Passivhaus standards (where technically feasible and subject to funding) and targeting net zero carbon standards for Council homes built from 2030 onwards.
- Action 2.6 - Taking enforcement action against private landlords if their properties do not meet the national Minimum Energy Efficiency Standards (EPC F and G rated stock)
- Action 3.3 - Bidding for central government funding available for retrofitting energy efficiency measures to private homes, including future rounds of the Green Homes Grant Local Authority Delivery (LAD) scheme

In December 2020, we led a successful £2 million Cambridgeshire-wide partnership bid to the first round of the Government's new Green Homes Grant Local Authority Delivery (LAD) scheme. The grant award will part fund improvements to 278 properties, including: external wall insulation and solar PV to 66 Council homes, energy efficiency improvements to 62 housing association homes, and external wall insulation to 150 private homes.

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)

No negative impacts requiring additional actions were identified through this assessment. The Council will continue to focus on the impact of climate change on vulnerable residents over the course of the Climate Change Strategy, and will update this assessment accordingly.

12. Do you have any additional comments?

None

13. Sign off

Name and job title of lead officer for this equality impact assessment: David Kidston, Strategy and Partnerships Manager

Names and job titles of other assessment team members and people consulted: None

Date of EqIA sign off: 10 March 2021

Date of next review of the equalities impact assessment: June 2022 (as part of annual report to Environment and Community Scrutiny Committee on Climate Change Strategy progress)

Date to be published on Cambridge City Council website: 15 March 2021

All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):

Send form