

Maldon District Council Equality Analysis

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

Title: Draft Maldon District Climate Action Strategy	Date 07/10/2021	Officer Preparing G Button
1. Background		
<p>1.1 Description of Strategy (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)</p>		
<p>1. The purpose of the Climate Action Strategy is to:</p> <ul style="list-style-type: none"> • Is the first step of work following the Climate Emergency declaration in 4 February 2021. • Set out Climate Action Aspirations for the period of 2021-2030 • Set out an approach in commencing and delivering the work of the Climate Action Strategy • Sets out pledges (priorities) underpinning a set of climate actions for each pledge. • Set out what data is needed and currently known to help inform the aspiration, approach and pledges and ultimately decision making. • Sets out potential partners and funding streams for delivery of the Climate Action Strategy. • Help inform a 2022-2023 action plan • Help inform a short, medium, long term plan • Set out potential funding pots, grants and initiatives. • Informs the campaign Our Home, Our Future and is tool for garnering sign up and support from Climate Action Friends from across our resident and business communities. <p>2. The purpose of this Strategy is set out the council's climate aspirations, approach and priorities between 2021 and 2030.</p> <p>3. The Strategy provides 5 pledges and several known activities the Council has the power to act on or influence.</p> <p>4. Local and National partners are listed – The are partners we work with and can work with to deliver the strategy.</p> <p>5. Initial baseline quantitative and qualitative data is set out in the document. It also states what further data is needed to help achieve the aspirations of the strategy.</p> <p>6. Potential funding pots, grants and initiatives are also listed.</p> <p>7. The approach for engagement is set out using an Asset Based Community Development approach and identifies known stakeholders and channels.</p>		

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1.2 Who are the users of the strategy / policy / service (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.)

MDC

Residents and visitors (who will benefit from the enhanced/new green infrastructure)

Local businesses

Local organisations

Local Charities

Developers

Council partners

Landowners

Other local authorities

Government agencies.

1.3 Have users been consulted with? (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.)

The Strategy has been prepared to enable community engagement to follow. Through the Our Home, Our Future campaign, the work of the strategy will informally consult with residents, schools, community groups and businesses using an asset-based community development approach (by the community – for the community) – acknowledging that much of the work is dependent on understanding current perceptions of behaviour change and the ability to make positive change.

1.4 If the analysis is regarding an existing Service, what are users' views of that Service? (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints).

N/A

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2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.		
Aim	How does the proposal / policy / service meet the equality aim?	Action or addition needed in order that the proposal / policy / service meets the aim?
2.1 To eliminate unlawful discrimination, harassment and victimisation	There are no identified negative impacts relating to unlawful discrimination, harassment and victimisation with regard to the Climate Action Strategy.	None
2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not	Strategy engagement will seek involvement from - and be accessible by - all members of the community. Strategy delivery will be to everyone, regardless of their protected characteristics	None
2.3 To foster good relations between those who share a protected characteristic and those who do not	There are no identified negative impacts relating to the fostering of good relations between those who share a protected characteristic and those who do not in relation to the Strategy.	None

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3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.					
Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.1 Age (What will the impact be on different age groups such as younger or older people?).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy is intended to benefit all the community regardless of ages	Engagement will aim to bring young and old together to help discuss perceptions of Climate Change and to listen to each other, learn from each other and to come together to deliver community action to support climate resilience.
3.2 Disability (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All engagement activities and strategy action projects will consider the needs of people with disabilities.	Climate Action engagement will seek views from all members of the community and seek to understand needs and positive behaviour changes, this includes anyone with disabilities.
3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy will positively inform Pregnancy and Maternity in that it will promote all waste reducing initiatives and these could support pregnant women or parents in making healthier choices.	The Strategy is expected to deliver positive outcomes through engagement and promotion of its pledges and the projects and initiatives that support these. E.g. diverting disposable nappies/sanitary products from landfill, promoting greener alternative and consumer choices.
3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy intends to benefit the community regardless of sex.	Campaigns and activities will be accessible to all sexes.
3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy is intended to benefit the community regardless of gender reassignment.	Campaigns and activities will be accessible to people of Gender Reassignment.

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.6 Religion or belief (Includes not having a religion or belief)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy is intended to benefit the community regardless of religion and belief.	The Climate Action Strategy is expected to generate a positive impact against this criterion. E.g. engagement with Climate Action Friends.
3.7 Sexual Orientation (What is the impact on heterosexual, lesbian, gay or bisexual people?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy is intended to benefit the community regardless of sexual orientation.	The Climate Action Strategy is expected to generate a positive impact against this criterion.
3.8 Race (Includes ethnic or national origins including Gypsies and Travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy is intended to benefit the community regardless of race.	The Climate Action Strategy is expected to generate a positive impact against this criterion.
3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Climate Action Strategy is intended to benefit the community regardless of socio-economic status.	The Climate Action Strategy is expected to generate a positive impact against this criterion. It will monitor any potential negative impacts in the future that could be placed upon lower income households. These are not currently identified.

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4. Is there a Cumulative Impact? (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.)

The impacts as identified above are generally positive and should assist in ensuring other services delivered directly by Maldon District Council or its partners seek to deliver positive change and therefore the overall cumulative impact should be positive. We have highlighted a need to monitor socio-economic information to ensure low income households, in particular, are not adversely effected.

5. Outcome

5.1 Consider all the analysis and evidence above and indicate

(1) No change needed (2) Adjust (3) Adverse impact but continue (4) Stop, remove the proposal / policy / service

5.2 Adjustments

If option (2) above is selected please detail what adjustments are needed, who is responsible and how that will be reviewed. Also outline how that will be agreed (i.e. Committee, CMT).

5.3 Decision Making (How will this equality analysis be taken into account during the decision making process? For example, will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)

The EqIA will be included as an Appendix to the Committee Report for the Climate Action Strategy.

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6.0 Next Steps
6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future? Equality monitoring data will be sought from engagement activities and any service users to determine whether there is any negative impact of the strategy.
6.2 Summary of actions highlighted within this analysis (Include how this will be picked up within service/work plans) Equality monitoring data will be sought from engagement activities and any service users to determine whether there is any negative impact of the strategy.
6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service This will be assessed and monitored via the annual Climate Action Plan.
6.4 Approved by (Manager or Head of Service signature and date) 
Strategy, Policy and Communications Manager Once approved please forward this analysis to Cally Darby to arrange publication.