

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.

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|---|----------------------|--|
| Title: Climate Action Strategy and Action Plan | Date 10/07/25 | Officer Preparing: C Williamson |
| 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>The revised Climate Action Strategy and Action Plan builds on Maldon District Council's 2021 Strategy and the 2024 Climate Emergency Statement. While the original target of achieving net zero by 2030 has been revised to 2050, the revised Strategy strengthens the Council's commitment to urgent climate action and to achieving a carbon neutral district and a net zero Council as quickly as practicably possible.</p> <p>The aims of the Climate Action Strategy and Action Plan are:</p> <ul style="list-style-type: none"> • Achieve net zero Council operations by 2050, guided by a robust emissions baseline and phased carbon reduction pathways. • Support a carbon neutral Maldon District, enabling wider community action through partnerships and influence. • Focus on high-impact emissions, particularly from buildings, transport, energy, and procurement. • Integrate climate resilience into planning and services to address local risks such as flooding and extreme heat. • Engage and empower the public, especially young people, to drive behaviour change and support community-led initiatives. • Collaborate with regional partners to align goals and maximise access to funding, tools, and technical expertise. • Embed climate action into Council operations, policies, and procurement to ensure consistent delivery. • Strengthen governance and accountability through monitoring, reporting, and regular strategy reviews. • Develop staff capacity to ensure the Council and partners are equipped to lead on climate action. <p>The Climate Action Strategy and Action Plan adopts a data-driven, evidence-led approach, focusing on reducing high-impact emissions—particularly from building energy use, contractor travel, and fleet. While robust data exists for Scope 1 and 2 emissions, the Council acknowledges that further work is needed to measure and reduce Scope 3 emissions.</p> <p>The Strategy is structured around five Climate Impact Areas:</p> <ol style="list-style-type: none"> 1. Energy – Improving efficiency and supporting renewable energy. 2. Travel and Transport – Encouraging sustainable travel and EV adoption. | | |

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3. Adaptation and Climate Resilience – Boosting flood protection and biodiversity.
4. Preservation of Resources – Supporting circular economy and better waste/water management.
5. Sustainable Working – Embedding carbon-conscious operations and procurement.

The Climate Action Strategy and Action Plan includes an iterative roadmap to 2050 with measurable milestones and flexibility to adapt to new technologies and policies. It emphasises community engagement, recognising the role of local climate groups and aiming to co-develop initiatives with residents, businesses, and schools.

Implementation is through a costed, timebound Climate Action Plan (CAP) covering 2025–2028. The CAP will be reviewed annually, ensuring transparency and adaptability. The Climate Action Strategy and Action Plan is aligned with the Council's Corporate Plan and the timeline for Local Government Reorganisation (LGR) and is designed to remain responsive to evolving needs and opportunities.

- 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.)

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

Local businesses and developers

Maldon District Council Departments

Schools, youth, and community groups

Council staff and Members

Council partners

Landowners

Other local authorities

Statutory agencies and regional partners (e.g., ECC, NHS)

Government agencies.

Voluntary, faith, and climate action organisations

- 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.)

Community engagement is embedded in the Strategy, with a focus on an Asset-Based Community Development (ABCD) approach. It builds on the 'Our Home, Our Future' campaign, which identified community priorities such as home energy efficiency, flood resilience, and sustainable transport. These informed key focus areas of the revised strategy.

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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).

This Strategy is a revision of the 2021–2030 Climate Action Strategy and Action Plan, and it is informed by community insights, data analysis, and partner feedback. The revision has been undertaken to reflect the updated target date and to incorporate new evidence and emissions data. To date, no complaints have been received regarding the existing strategy.

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 | Engagement and project delivery will be inclusive and non-discriminatory. | None |
| 2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not | Specific focus on hard-to-reach and vulnerable groups (e.g., through Warm Homes Essex, EV access, recycling improvements for flats). | Monitor uptake by underrepresented communities. |
| 2.3 To foster good relations between those who share a protected characteristic and those who do not | The strategy actively fosters intergenerational and intercultural collaboration through engagement with schools, community groups, and diverse stakeholders. | Maintain open engagement channels and feedback loops. |

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 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Engagement that spans generations, from | Engagement will aim to bring younger |

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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 |
| (What will the impact be on different age groups such as younger or older people?). | | | | school-aged children to older adults | and older generations together to share perspectives on climate change, learn from one another, and collaborate on community actions that build 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"/> | Events and materials will consider accessibility needs | Climate Action engagement will seek views from all members of the community, including individuals with disabilities, aiming to understand their needs and support positive behaviour changes. This includes ensuring accessible formats and physical access to all engagement activities. |
| 3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums). | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Waste reduction and education support healthy choices (e.g., nappy waste) | The Strategy will support healthy choices through waste reduction and education, such as cutting nappy waste to benefit pregnant women and parents. |
| 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 Strategy promotes equitable access to initiatives. | 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 Strategy is intended to benefit all sectors of the community. No differential impacts identified | All campaigns and initiative will maintain inclusive practices, ensuring campaigns and activities are accessible to people undergoing gender reassignment. |
| 3.6 Religion or belief (Includes not having a | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Strategy inclusive of all beliefs. | The Climate Action Strategy and Action Plan is expected to have a positive |

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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 |
| religion or belief) | | | | | impact by tailoring communications to cultural sensitivities, for example through 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"/> | Strategy designed to include all residents equally | The Climate Action Strategy and Action Plan 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 and Action Plan is intended to benefit all sectors of the community. | The Climate Action Strategy and Action Plan 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 checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Strong emphasis on addressing inequality (e.g. retrofit, public transport, recycling) | The Climate Action Strategy and Action Plan is expected to have a positive impact under this criterion by monitoring equity of access to grants and services. Initiatives such as Warm Homes Essex, community EV charge points, and improved access to public transport are designed to support low-income households. While no negative impacts on these groups are currently identified, the Climate Action Strategy and Action Plan will continue to monitor and address any that may arise. |

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| <p>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.)</p> <p>Yes – the cumulative impact is expected to be positive, with multiple initiatives supporting social inclusion, cost savings, health, and wellbeing, particularly for low-income households and vulnerable groups.</p> |
| <p>5. Outcome</p> |
| <p>5.1 Consider all the analysis and evidence above and indicate</p> <p>(1) No change needed <input checked="" type="checkbox"/> (2) Adjust <input type="checkbox"/> (3) Adverse impact but continue <input type="checkbox"/> (4) Stop, remove the proposal / policy / service <input type="checkbox"/></p> |
| <p>5.2 Adjustments</p> <p>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).</p> <p>N/A</p> |
| <p>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?)</p> <p>This Equality Analysis will accompany the Strategy report to Committee for consideration. It will also be published online alongside the Strategy to ensure transparency.</p> |
| <p>6.0 Next Steps</p> |
| <p>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?</p> <p>N/A</p> |

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6.2 Summary of actions highlighted within this analysis (Include how this will be picked up within service/work plans)

N/A

6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service

Monitoring will be reported monthly through service plan updates and undertaken as part of the Climate Action Plan (CAP) KPI reporting process.

6.4 Approved by (Manager or Head of Service signature and date)

25/07/2025

Tracy Farrell

Head of Environmental Health, Waste & Climate Action

Once approved please forward this analysis to Cally Darby to arrange publication.