

Equality Impact Assessment Template Form



Description of Assessment *(Please specify below)*

Initial assessment on Decarbonisation Plan

Responsible Directorate *(Please specify below)*

Corporate Services

Responsible Officer *(Please specify below)*

Michelle Morris (Managing Director)

Assessment Date *(Please specify below)*

21/02/2020 Draft 1

Staff Involved in Assessment *(Please specify below)*

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PART 1: SCREENING EXERCISE TO IDENTIFY ADVERSE IMPACT

Does this 'Option' have a <u>positive or an adverse impact</u> on any of the following protected characteristics? (please complete all)	<i>If yes</i>	Please describe what the impact will be?	What is the significance of the impact?	If low, please explain this 'significance' rating. (if 'high' please complete template below)	
Race	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	The plan has the potential to have a positive overall impact on those covered by protected characteristics relating to race. However, those with protected characteristics are often more vulnerable to the impacts of climate change and may face additional barriers is accessing the benefits of climate action. Consideration should be given to establishing early engagement with defined communities covered by this characteristic e.g. Gypsy and Traveller Communities and communities with potential language barriers.	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	As part of the decarbonisation plan all low carbon actions will be considered in terms of their contribution to a just transition.
Disability	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	The plan has the potential to have a positive overall impact on those covered by protected characteristics relating to disability. However, those with protected characteristics are	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	As part of the decarbonisation plan all low carbon actions will be considered in terms of their contribution to a just transition.

			often more vulnerable to the impacts of climate change, e.g. the effect of flooding on people with physical disabilities, and may face additional barriers is accessing the benefits of climate action.		
Sex	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	The plan has the potential to have a positive overall impact, but it is important consideration be given to the impacts of gender inequality on vulnerability to the impacts of climate change and access to the benefits of climate action.	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	As part of the decarbonisation plan all low carbon actions will be considered in terms of their contribution to a just transition.
Age	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	The plan has the potential to have a positive overall impact, but it is important consideration be given to the impact of age on vulnerability to the impacts of climate change and access to the benefits of climate action There is a clear movement from children and young people in relation to climate change noticeably from 'school strikes' and other engagement channels e.g. Children's Grand Council.	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	As part of the decarbonisation plan all low carbon actions will be considered in terms of their contribution to a just transition.
Sexual Orientation	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	The plan has the potential to have a positive overall impact on those covered by	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	As part of the decarbonisation plan all low carbon actions will be

			protected characteristics relating to sexual orientation. As with other protected characteristics above disadvantage, leading to isolation/poverty, may make it more difficult for people to adapt to climate change or access the benefits of climate action.		considered in terms of their contribution to a just transition.
Religion and Belief	Yes <input checked="" type="checkbox"/> No	→	The plan has the potential to have a positive overall impact on those covered by protected characteristics relating to religious belief. As with other protected characteristics above disadvantage, leading to isolation/poverty, may make it more difficult for people to adapt or access the benefits of climate action.	<input type="checkbox"/> High <input type="checkbox"/> Low	As part of the decarbonisation plan all low carbon actions will be considered in terms of their contribution to a just transition.
Gender Reassignment Status	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	The plan has the potential to have a positive overall impact on those covered by protected characteristics relating to gender reassignment. As with other protected characteristics above disadvantage, leading to isolation/poverty, may make it more difficult for people to adapt or access the benefits of climate action.	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	As part of the decarbonisation plan all low carbon actions will be considered in terms of their contribution to a just transition.

Marriage and Civil Partnership	Yes <input checked="" type="checkbox"/> No	→	It is anticipated that the plan will overall have a positive impact on those covered by protected characteristics relating Marriage and Civil Partnerships	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	Low currently will consider as part of further research.
Pregnancy and Maternity	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	It is anticipated that the plan will overall have a positive impact on those covered by protected characteristics relating Marriage and Civil Partnerships	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	Low currently will consider as part of further research.
Welsh Language	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	→	It is anticipated that the plan will overall have a positive impact on Welsh language speakers.	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	This will include the Welsh Language Compliance Standards for Policy Development.

Further Considerations

Just Transition. A just transition means ensuring that the benefits of decarbonisation are fairly distributed and supporting those who may lose out from transition. A just transition is not only desirable but may be the only way decarbonisation can be achieved. There is a large body of evidence that poorer communities and/or those with high levels proportions of people with protected characteristics are disproportionately exposed to environmental risks, due to historic and ongoing disadvantage of these communities in planning processes in particular. In the case of climate change this is likely to include vulnerability to impacts such as flooding.

Likewise, at the individual level many people with one or more protected characteristics are likely to be less able to adapt to the impacts of climate change due to lower levels of financial and cultural capital. Similarly, although they may stand to benefit from adaptation or mitigation actions with potential co-benefits in relation to issues such as fuel poverty or access to transport, it is important to recognise these existing forms of disadvantage may also make them less able to access these opportunities.

Carbon emissions are strongly positively correlated with wealth, but those in poverty are most vulnerable to the impacts of climate change. There is also a strong argument that policy discourse about climate actions systematically focuses on actions that are more likely to be taken by wealthier people (often due to financial barriers associated with taking these actions), e.g. installing insulation. However, despite wealthier people taking more of these actions their emissions remain higher. In contrast, other types of action, often taken by those with protected characteristics, are frequently not recognised as climate actions despite their resulting in lower

emissions, e.g. turning off central heating. Strategies promoting climate actions are often strongly gendered, with a focus on financial decision making and upfront cost and little attention paid to the ongoing impacts of integrating action in to everyday life, impacts that are closely associated with gendered caring roles.

