

## Equality Impact Assessment: Allocation of the one off Net Zero budget

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

**Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.

**Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.

**Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 5 July 2022  COUNCIL 19 July 2022	Allocation of the one off Net Zero budget	<p>To recommend to Council, the planned spend of the £1m earmarked reserve to support the delivery of Net Zero for the City Council and the Net Zero Exeter 2030 plan, covering the next 4 years</p> <p>Of the £1m temporary one off budget, £800,000 is allocated to delivering net zero for the City Council and £200,000 is allocated to the delivery of the Net Zero Exeter 2030 Plan.</p> <p>An additional £50,000 from the underspent supplementary budget in 2021/22 is required to support the delivery of the Net Zero Exeter</p>	At present none, but this will be reviewed for each project in the future.

**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	Negative	Medium	There could be the potential of land that gypsies and travellers use for temporarily means, not being available.
	Positive	High	There could be the potential for jobs for migrant workers within construction sector and others that support net zero and clean growth
<b>Disability</b> as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	High	The building of new sustainable and active travel routes, would support positive mental health and wellbeing and increase accessibility for those less able
	Positive	High	Buildings built to passivhaus standard, would support mental health & wellbeing for individuals.
	Negative	High	If city car parks are used for alternative means, those less able may not be able to access city centre parking and use a car park not at their desired location, or to using park & ride.
<b>Sex/Gender</b>	Neutral	Low	N/A
<b>Gender reassignment</b>	Neutral	Low	N/A

<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Negative	Low	Some religions may potentially be against retrofitting buildings to be Net Zero or Carbon Neutral
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	Neutral	Low	N/A
<b>Age</b> (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Positive	High	Delivering Net Zero across the city is likely to be embraced by younger people who live, study, work and socialise in Exeter.
	Negative	Medium	Some age categories may not engage with the aims and aspirations of Net Zero, and projects to deliver net zero.
<b>Pregnancy and maternity</b> including new and breast feeding mothers	Positive	Medium	As a result of net zero there will be a healthier environment for expectant mothers, as well as the ability to walk/exercise in a safe environment.
<b>Marriage and civil partnership status</b>	Neutral	Low	N/A
<p><b><u>Actions identified that will mitigate any negative impacts and/or promote inclusion</u></b></p> <ul style="list-style-type: none"> <li>• For each project the Net Zero team develops, an EQIA will be undertaken to ensure no project discriminates against any characteristic.</li> <li>• The Net Zero team will consult with the Policy team on each project.</li> </ul>			

**Officer:** Victoria Hatfield

**Date:** 5 June 2022