

Equality Impact Assessment: Exeter City Council's Carbon Reduction Plan

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 Committee 17 March 2026	Exeter City Council's Carbon Reduction Plan	Executive approve the Carbon Reduction Plan (Appendix A). Members note work undertaken to incorporate Positive Current Trajectory measures as set out in	Disability, Age, Sex/Gender, Pregnancy & Maternity

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		the Carbon Reduction Plan, into Service Plans with Heads of Service, as well as intended outcomes from the Corporate Plan, and integrating the Corporate Performance Dashboard.	

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 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
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).			There is no evidence available of specific impact.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment	Positive	High	Active travel or sustainable travel initiatives support positive mental health and wellbeing and increased accessibility for those less able. For

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	High	those City Council employees that have a disability, some active travel options may not be accessible.
	Positive	High	Buildings built to Passivhaus standard, support positive mental health & wellbeing for individuals. Healthier and warmer homes, no need to switch on heating, as well as energy efficiency of homes. 11.9% of homes in Exeter are classified as being classified as being 'fuel poor'.
	Positive & Negative	Medium	Housing retrofit, provides efficient warmer Council homes warmer homes, improve health outcomes in colder times of the year, and reduce heating costs.
	Positive	Low	Some energy efficiency schemes offering home improvements support those who claim various benefits, dependant on eligibility criteria. Those who are not on various benefits, would not be eligible. 1.4% (750) of homes in Exeter are currently heated through renewable or district heat sources
	Positive	Medium	Those with a disability living in Exeter is 26% of the population. Some active & sustainable travel options may not be accessible to those with mobility challenges. Promotion of sustainable travel options to those able to use alternative methods, and in return support those with a disability. Eg disabled parking spaces. Those that can make changes are encouraged to and staff feedback is sought via an annual travel survey. Engagement with the transport providers, through the Transport Working Group, to improve accessibility for residents. New EV charging infrastructure will be accessible for those with disabilities. Overall, there may be a small loss of parking bays available for those that are more mobile.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Sex/Gender	Positive	High	As a result of tackling the impacts of climate change there will be less pollution and healthier environment for expectant mothers, and those with health conditions. Male workers who work predominantly work in close proximity to diesel vehicles/equipment benefit from electrification of vehicles and equipment.
Gender reassignment			There is no evidence available of specific impact.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).			There is no evidence available of specific impact.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).			There is no evidence available of specific impact.
Age (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 or socialise in Exeter. Research carried out by Cardiff University across the UK, found that younger age groups demonstrated a stronger engagement with climate change action.
	Positive	Medium	Those that are older or frail may need to keep their homes warmer in colder times of the year and cannot make use of sustainable transport options – which has a negative impact on carbon emissions. It is important that the council promotes and supports home improvements to help make homes warmer and heating more sustainable and continue housing retrofit and Passivhaus projects. 16.7% of the Exeter population are aged 65 and over.
	Positive	Medium	The building of new sustainable active travel routes, and provision of leisure activities will support positive mental health and physical wellbeing and increase accessibility young and old. Reduced emissions can provide improvement in air quality, especially beneficial to younger and older people, as well as those with specific health conditions.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
	Positive	High	Reduced use of fossil fuel within City Council operations, equipment and vehicles lowers pollution levels, resulting in an improvement in air quality and a better working environment for officers. 4.6% (6,005) of the population of Exeter consider themselves to have bad or very bad health, improvements in air quality may support these individuals.
	Negative	Medium	Extreme weather conditions effect officers working outdoors and may result in poorer health for older staff, impacting service delivery. Ensure better work equipment, uniform, and working conditions are risk assessed appropriately.
	Negative	Medium	Not all individuals that are older have access to a mobile device. When promoting/talking about activity, or severe weather warnings, ensure communications are not solely on digital comms /using social media.
Pregnancy and maternity including new and breast feeding mothers	Neutral	Low	As a result of tackling the impacts of climate change there will be a healthier environment for expectant mothers, as well as the ability to walk/exercise in a safe environment
Marriage and civil partnership status			There is no evidence available of specific impact.

Actions identified that will mitigate any negative impacts and/or promote inclusion

Officer: Jo Pearce

Date: 18 February 2026