

Equality Impact Assessment: Working Towards Net Zero - Exeter City Council's Corporate Carbon Footprint Report and Carbon Reduction Action 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:
Strategic Scrutiny - 22 September 2022	Working Towards Net Zero - Exeter City Council's Corporate Carbon Footprint Report and Carbon Reduction Action Plan	To share the City Council's Corporate Carbon Footprint report, 'Achieving Net Zero'. A detailed bottom up analysis of the Council's	At present none, but this will be reviewed for each project in the future.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>own corporate activities and associated greenhouse gas (GHG) emissions. The methodology undertaken in this study provides significantly improved emissions data across the majority of the Council's direct and indirect activities, with a detailed assessment across these services.</p> <p>To recommend A Corporate Carbon Reduction Plan is established to bring to the fore a mix of potential actions set out in the Carbon Footprint, ranging from straightforward to far more challenging, and potentially contentious solutions in one complete table. The measures set out in the Carbon Reduction Plan are needed to drive forward action across all services to work towards net zero.</p>	

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
Race and ethnicity (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. E.g. afforestation
	Positive	High	There could be the potential for jobs for migrant workers within construction sector and others that support net zero and clean growth
Disability: 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.
Sex/Gender	Neutral	Low	N/A
Gender reassignment	Neutral	Low	N/A
Religion and belief (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
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral	Low	N/A

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
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 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.
Pregnancy and maternity 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.
Marriage and civil partnership status	Neutral	Low	N/A

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

- For each project the Net Zero team develops, an EQIA will be undertaken to ensure no project discriminates against any characteristic
- The Net Zero team will consult with the Policy team on each project.

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Date: 31 August 2022