

Equality Impact Assessment: Climate Adaptation Strategy for Devon, Cornwall and Isles of Scilly

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 9 April 2024 Council 23 April 2024	Climate Adaptation Strategy for Devon, Cornwall and Isles of Scilly	That Executive recommends to Council: 1. The City Council endorses the Climate Adaptation Strategy for Devon, Cornwall and Isles of Scilly. 2. The City Council continues to attend and participate in Devon, Cornwall and Isles of Scilly Climate Impacts Group meetings. The group coordinating regional action on climate adaptation, preparing communities and organisations for a changing climate, and improving resilience across the region.	The Strategy shows that adapting to climate change will have far reaching and profound implications for how communities function and how behaviours will need to change. This will effect the residents of Exeter, regardless of protected characteristics.

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).			The City Council will aim to ensure that nobody’s needs are overlooked in planning for climate change, and that the wide-ranging opportunities to improve health, wellbeing and social justice are seized. Changes to services arising from the need to adapt to climate change will undertake their own impact assessment to consider their effect on the equality characteristics of service users.
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.			As above
Sex/Gender			As above
Gender reassignment			As above
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).			As above
Sexual orientation (including heterosexual, lesbian, gay, bisexual).			As above

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).			As above
Pregnancy and maternity including new and breast feeding mothers			As above
Marriage and civil partnership status			As above
<p><u>Actions identified that will mitigate any negative impacts and/or promote inclusion</u></p> <ul style="list-style-type: none"> • For each project Exeter City Council leads on, or is involved with, an EQIA will be undertaken to ensure no project discriminates against any characteristic. • The Officer leading on adaptation projects, they consult with the Policy team. 			

Officer: Victoria Hatfield

Date: 12 March 2024