

Equality Impact Assessment: *Title of report*

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:
8 July Executive	Costed Organisational Carbon Footprint Projections to 2030	1. The Carbon Footprint Projections, study including associated challenges and cost to the City Council, are noted and this information will be reported to	At present none

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>Strategic Scrutiny Committee in September 2025.</p> <ol style="list-style-type: none"> 2. Members note progress to date and further carbon reduction potential under the assessment of Scope 1 and 2 carbon reduction scenarios available to achieve net zero. 3. A further report is considered by Executive, which identifies options for how Business as Usual (BAU) carbon reduction measures can be incorporated into annual Service Plans, to enable prioritisation of service led GHG emission reduction measures. 4. The Net Zero team works in collaboration with relevant Services to plan future funding bids to secure additional resources, prioritising 	

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		social housing, buildings and transport services to support emission reductions.	

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).	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	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.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
adverse impact on their ability to carry out normal day-to-day activities.	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
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).	Negative	High	Reduced use of fossil fuel lowers pollution levels.
Pregnancy and maternity including new and breast feeding mothers	Neutral	Low	N/A
Marriage and civil partnership status	Neutral	Low	N/A

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

Officer: Jo Pearce

Date: 16 July 2025