

# Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:		Journey to Net Zero - Climate Change Culture and Behaviours			
The main objective of (please insert the name of accessed document stated above):		Measures taken to promote and enhance a positive culture throughout the organisation in relation to climate change and to seek approval of an Environmental policy Statement demonstrating the Council's commitment to deliver on the Carbon Management Strategy and zero carbon emission targets.			
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> <li>• External (e.g. stakeholders, residents, local businesses etc.)</li> <li>• Internal (staff)</li> </ul>					
Please use only 'Yes' where applicable		<b>Negative</b>	<b>Positive</b>	<b>Neutral</b>	<b>Comments</b>
<b><u>Gender</u></b>	External			Yes	
	Internal			Yes	
<b><u>Gender Reassignment</u></b>	External			Yes	
	Internal			Yes	
<b><u>Age</u></b>	External		Yes		Conserving the environment in a sustainable way should help protect future generations of older and younger people.
	Internal		Yes		Staff of all ages can help contribute to protecting the environment

<b><u>Marriage and civil partnership</u></b>	External			Yes	
	Internal			Yes	
<b><u>Disability</u></b>	External			Yes	With a reduction in pollutants in the atmosphere, there is a potential that some residents in the borough with certain health/ disabilities could experience a positive improvement to health. Individual projects can be assessed as they are developed and taken forward to ensure this continues to be the case.
	Internal			Yes	
<b><u>Race &amp; Ethnicity</u></b>	External			Yes	
	Internal			Yes	
<b><u>Sexual Orientation</u></b>	External			Yes	The climate change Culture and Behaviours policy should not impact differently on different sex, those with gender reassignment or sexual orientation. We will

					continue to screen the impacts of individual actions to ensure this continues to be the case
	Internal			Yes	
<b><u>Religion or Belief (or no Belief)</u></b>	External			Yes	At this stage, there are no actions suggested within the policy that should specifically impact any religion
	Internal			Yes	As above
<b><u>Pregnancy &amp; Maternity</u></b>	External			Yes	There are no actions suggested within the policy that will impact this group compared to others. Individual projects can be assessed as they are developed and taken forward to ensure this continues to be the case.
	Internal			Yes	As above
<b><u>Other Groups</u></b> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)  Please state the group/s:  _____ _____	External		Yes		All areas within the borough should benefit from a positive change to the environmental quality.
	Internal				


Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	Taking positive action to address environmental impacts protects the borough for future generations. Delaying action will place further burdens on children & the young who would otherwise experience more of the consequences of climate change. The culture and behaviours are likely to have a positive impact on the environment for the benefit of Gedling residents, businesses and the community.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	The impacts are positive to mitigate the effects of climate change.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	The culture and behaviours will be monitored on specific projects delivered.
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
<b>Planned Actions</b>	<b>Timeframe</b>	<b>Success Measure</b>	<b>Responsible Officer</b>
To review the implementation of the culture and behaviours to ensure it remains current	On-going	Actions successfully implemented from the Carbon Management Strategy.	Sim Duhra, Climate Change Officer

**Authorisation and Review**

<b>Completing Officer</b> <b>Authorising Service Manager</b> <b>Date</b>	<b>Climate Change Officer</b>
	<b>Food, Health and Housing Manager</b>
	<b>06/09/22</b>

**Review date ( if applicable)**