

# Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Update of the Carbon Management Action Plan 2025/6				
The main objective of the update of the carbon Management Strategy:	Updated carbon management action plan 2025/6, with revised SMART actions.				
<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	No direct impact
	Internal			Yes	No direct impact
<b><u>Gender Reassignment</u></b>	External			Yes	No direct impact
	Internal			Yes	No direct impact
<b><u>Age</u></b>	External		Yes		Cleaner & Greener borough.
	Internal		Yes		As above, if living in the borough.

<b><u>Marriage and civil partnership</u></b>	External			Yes	No direct impact
	Internal			Yes	No direct impact
<b><u>Disability</u></b>	External		Yes		Inclusive accessible solutions. EV charging & buildings to comply with access standards.
	Internal		Yes		As above
<b><u>Race &amp; Ethnicity</u></b>	External		Yes		Taking targeted outreach may improve comms, via religious establishments and translation support.
	Internal			Yes	As above
<b><u>Sexual Orientation</u></b>	External			Yes	
	Internal			Yes	
<b><u>Religion or Belief (or no Belief)</u></b>	External			Yes	
	Internal			Yes	
<b><u>Pregnancy &amp; Maternity</u></b>	External		Yes		Improve air quality and active travel initiatives support maternal health.
	Internal		Yes		

<b>Other Groups</b> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)  Please state the group/s: Deprived areas and Low income	External		Yes		Warmer homes and possibly lower energy bills., through Retrofit and grant funding.
	Internal		Yes		As above.

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	N/A
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	N/A
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer

**Authorisation and Review**

<b>Completing Officer</b>	<b>S Duhra</b>
<b>Authorising Head of Service/Director</b>	
<b>Date</b>	<b>12 June 2025</b>
<b>Review date (if applicable)</b>	