

Community Impact Assessment

Climate change annual report and Climate change action plan, revision
2, November 2022

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Date: 16th November 2022

➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who don't.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	People of all ages will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.	No specific risks relating to different genders have been identified at this stage.	When engaging with communities to encourage and drive forward the climate change agenda, endeavor to do this in an accessible way to residents who are elderly, particularly those who are digitally excluded. Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	People with disabilities will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being for everyone through a cleaner, greener and more resilient local environment	No specific risks relating to people with disabilities.	When engaging with communities to encourage and drive forward the climate change agenda, endeavour to make it accessible to all, including those with disabilities such as visual impairment or learning disabilities. Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>People who have undergone gender reassignment or are transitioning will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.</p>	<p>No specific risks relating to gender reassignment have been identified at this stage.</p>	<p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>
<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>	<p>N/a</p>	<p>No specific risks relating to gender reassignment have been identified at this stage.</p>	<p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>
<p>Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>Pregnant women will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.</p>	<p>No specific risks relating to gender reassignment have been identified at this stage.</p>	<p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>People of all ethnicities will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.</p>	<p>No specific risks relating to race have been identified at this stage.</p>	<p>When engaging with communities to encourage and drive forward the climate change agenda, endeavour to do this in an accessible way to residents who do not have English as their first language.</p> <p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>
<p>Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered</p>	<p>People of all religions and beliefs will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.</p>	<p>No specific risks relating to religion or belief has been identified at this stage.</p>	<p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>
<p>Sex - men or women</p>	<p>People of all genders will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being through</p>	<p>No specific risks relating to different genders have been identified at this stage.</p>	<p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	a cleaner, greener and more resilient local environment.		
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	People of all sexual orientations will benefit from the County Council reducing carbon emissions through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.	No specific risks relating to gender reassignment have been identified at this stage.	Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.

➤ Workforce Assessment

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
All staff	Staff who live/work in Staffordshire will benefit from the County Council reducing carbon	No specific risks to SCC staff	It is recommended that all staff take part in the climate change training module available on the Learning Hub.

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	<p>emissions through enhanced quality of life and well-being. through a cleaner, greener and more resilient local environment.</p> <p>SMART/Agile working will result in increased flexibility for staff.</p>		<p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Active participants of low carbon impact travel	Greener travel such as cycling and walking which requires individuals to spend more time outside is proven to have positive benefits on mental health and wellbeing	Increased public use of roads and pathways may lead to increased, slips, trips and falls, due to these activities	<p>Communications around the availability of green travel options to be widely promoted.</p> <p>Staffordshire County Council is already actively engaged with walking and cycling, with the continued development and maintenance of cycleways and public footpaths. Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Enhanced education of Staffordshire children and encouragement of rural residents to take up opportunities of low carbon transport	Although climate change is part of the curriculum for primary and secondary schools projects such as bikeability and the Air	It will be harder for residents of rural communities to engage with low carbon impact travel, due to their	We shall be engaging with maintained schools as part of delivering the action plan, during these interactions we shall communicate effectively and

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>Aware campaign in targeted schools will enhance the learning.</p> <p>Travel by cycling/walking is proven to have positive health outcomes</p>	<p>geographic locality and access to resources.</p>	<p>positively with the leaders within the school community.</p> <p>If benefit can be drawn from our activities, to enhance the delivery of a "broad and balanced curriculum", then this shall be implemented.</p> <p>Effective communications will be entered into for the promotion of active travel, where there is infrastructure and opportunity for residents and communities</p>

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Higher skilled workforce	<p>With the increased uptake of green technologies, this will lead to the growth and development of higher skilled jobs.</p>	<p>These jobs are created outside of Staffordshire or the West midlands</p>	<p>It is recommended that as green technologies are adopted on a larger scale, that the necessary resource is identified and implemented to capture the potential for growth and enhanced jobs within the reach of Staffordshire residents. Tenders</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
			for work to seek local suppliers where possible.

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Our climate is changing and over the coming years we shall all feel the effects of climatic extremes which will impact on our lives and businesses. The County council has committed to becoming net zero by 2050 and mitigate its carbon emissions in line with the Paris agreement to keep global warming below 1.5oC.	Whilst SCC leads a strategic pathway for Staffordshire in the mitigation of carbon emissions, there will be many benefits to residents and businesses across the County, that embrace the changes needed to achieve our target.	There is a risk that with underinvestment and without the proper policies in place, that we will not progress fast enough to keep on our pathway to net zero in 2050.	It is recommended that all of the actions of the Authority are scrutinised to allow us to adhere to our strategic plan and 'Tackle climate change, enhance our environment, and make Staffordshire more sustainable'

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Land-owners, tenants and users of rural open spaces are starting to have their use of the environment compromised due to climate change</p>	<p>By limiting the mean temperature rise of the climate. It is hoped that the impact of extremes in weather condition is kept to a minimum on the rural environment.</p>	<p>If we do not reduce our carbon emissions, then average climate temperature will rise above recognised maximums, which will result in more extreme weather events and which may result in a negative impact on the rural environment</p>	<p>Land management should consider how to maximise climate change resilience.</p> <p>Flooding has become an ever more frequent event recently and the increased occurrence of flooding can be attributed to climate change.</p> <p>Reducing our carbon emissions in line with national recommendations will minimise the potential for future environmental impact, which will impact on livelihoods and habitats.</p> <p>It is therefore recommended that we adopt all measures possible to achieve "net zero" carbon emissions.</p> <p>Working with the wider community is also a priority to reduce the counties wider emissions, for example through the Making</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
			Staffordshire sustainable campaign branding.