

Community Impact Assessment

Staffordshire climate change adaptation strategy

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - older and younger people</p>	<p>People of all ages will benefit from the County Council adapting to climate change through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.</p>	<p>No specific risks relating to different genders have been identified at this stage.</p>	<p>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.</p>
<p>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.</p>	<p>People with disabilities will benefit from the County Council adapting to climate change through enhanced quality of life and well-being for everyone through a cleaner, greener and more resilient local environment</p>	<p>No specific risks relating to people with disabilities.</p>	<p>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 completed and then reviewed each year.</p>
<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</p>	<p>No specific risks relating to gender reassignment have</p>	<p>Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	County Council adapting to climate change through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.	been identified at this stage.	
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	N/a	No specific risks relating to gender reassignment have been identified at this stage.	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	Pregnant women will benefit from the County Council adapting to climate change 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 an action plan is developed and then reviewed each year.
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	People of all ethnicities will benefit from the County Council adapting to climate change through enhanced quality of life	No specific risks relating to race have been identified at this stage.	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

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	and well-being through a cleaner, greener and more resilient local environment.		not have English as their first language. Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.
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	People of all religions and beliefs will benefit from the County Council adapting to climate change through enhanced quality of life and well-being through a cleaner, greener and more resilient local environment.	No specific risks relating to religion or belief has been identified at this stage.	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.
Sex - men or women	People of all genders will benefit from the County Council adapting to climate change 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.	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>People of all sexual orientations will benefit from the County Council adapting to climate change 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 an action plan is developed and then reviewed each year.</p>

➤ **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
<p>All staff</p>	<p>Staff who live/work in Staffordshire will benefit from the County Council adapting to climate change through enhanced quality of life and well-being through a cleaner,</p>	<p>No specific risks to SCC staff</p>	<p>It is recommended that all staff take part in the climate change training module available on the Learning Hub.</p> <p>Mitigations/recommendations will be developed as impacts are identified as an action plan is</p>

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
	<p>greener and more resilient local environment.</p> <p>SMART/Agile working will result in increased flexibility for staff, especially during periods of adverse weather.</p>		<p>developed and then reviewed each year.</p>

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
A changing climate and weather extremes will affect citizens of Staffordshire in different ways	By adapting to climate change and considering the impacts of a changing climate in the services that we deliver, residents and businesses will benefit from our resilience planning	Without proper planning with a changing climate in mind, there could be increased demand on our services at critical times that will stretch resources and capacity to deliver our services	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
A changing climate and weather extremes will affect citizens of Staffordshire in different ways	By adapting to climate change and considering the impacts of a changing climate in the services that we deliver, residents and businesses will	Without proper planning with a changing climate in mind, there could be increased demand on our services at critical times that will stretch resources	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.

Key consideration	Benefits	Risks	Mitigations / Recommendations
	benefit from our resilience planning	and capacity to deliver our services	

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
A changing climate and a higher probability of weather extremes in both heat incidence and the frequency of flooding events needs to be considered from an economic perspective.	By adapting to climate change and considering the impacts of a changing climate in the services that we deliver, residents and businesses will benefit from our resilience planning	Without proper planning with a changing climate in mind, there could be increased demand on our services at critical times that will stretch resources and capacity to deliver our services and may impact in vital infrastructure.	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.

➤ **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.	Working collaboratively together with other Council across Staffordshire will enable policy to be implemented to tackle climate change adaptation on a local level for the benefit of Staffordshire residents and businesses.	If we do nothing, then the changing climate will effect the services that Councils deliver.	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Land-owners, tenants and users of rural open spaces are starting to have their use of the environment compromised due to climate change	By working with the rural sector the council can have a positive effect on adapting to climate change and helping other adapt to a changing climate.	Not to plan for the future could impact on many sectors within the environment	Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.