

Community Impact Assessment

Climate change action plan

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A large, solid pink geometric shape, resembling a stylized mountain range or a series of peaks, is positioned in the lower half of the page. It starts from the bottom left corner and extends towards the right, with a central peak and a smaller peak to its right.

➤ **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/women/all	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>Empowering staff to have the knowledge and skills to deliver and suggest solutions which contribute to the delivery of the net zero target will enable creativity and lead to greater motivation and trust in the organisation.</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>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, 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
<p>A changing climate and weather extremes will affect citizens of Staffordshire in different ways</p>	<p>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</p>	<p>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</p>	<p>Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.</p>
<p>Mental health and wellbeing: Will the proposal impact on the mental health and wellbeing of residents or services that support those with Mental Health issues?</p> <p>Active participants of low carbon impact travel.</p>	<p>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</p>		<p>Communications around the availability of green travel options to be widely promoted</p>
<p>Health and lifestyles:</p> <p>Will the proposal promote independence and personal responsibility, helping people to make positive choices around physical activity, healthy food and nutrition, smoking,</p>	<p>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</p>		<p>Communications around the availability of green travel options to be widely promoted</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>problematic alcohol and substance use, and sexual health?</p> <p>Active participants of low carbon impact travel.</p>			
<p>Accidents and Falls Prevention:</p> <p>Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?</p> <p>Active participants of low carbon impact travel</p>		<p>Increased public use of roads and pathways may lead to increased, slips, trips and falls, due to these activities.</p>	<p>Staffordshire County Council is already actively engaged with walking and cycling, with the continued development and maintenance of cycleways and public footpaths.</p> <p>Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>
<p>Access to social care:</p> <p>Will the proposal enable people to access appropriate interventions at the right time?</p>			
<p>Independent living:</p> <p>Will the proposal impact on people's ability to live</p>			

Key considerations	Benefits	Risks	Mitigations / Recommendations
independently in their own home, with care and support from family, friends, and the community?			
Safeguarding: Will the proposal ensure effective safeguarding for the most vulnerable in our communities?			

➤ **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 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.

Key consideration	Benefits	Risks	Mitigations / Recommendations
Community Development / Capacity: Engaged community groups. Individuals interested in supporting their local community?	Community groups that engage with our proposals can help to encourage positive behavioral change within their sphere of influence.		Communities are being engaged through the Waste Savvy Staffs project and Making Staffordshire Sustainable communications.
Crime / Community Safety:			
Educational Attainment and Training: Enhanced education of Staffordshire children	Although climate change is part of the curriculum for primary and secondary schools' projects such as bikeability and the Air Aware campaign in targeted schools will enhance the learning.		We shall be engaging with maintained schools as part of delivering the action plan, during these interactions we shall communicate effectively and positively with the leaders within the school community. If benefit can be drawn from our activities, to enhance the delivery of a "broad and balanced curriculum", then this shall be implemented.
Leisure and Culture: Staff and engaged community members	Travel by cycling/walking is proven to have	Risk to safety	Promote safe cycling / walking as part of comms campaigns

Key consideration	Benefits	Risks	Mitigations / Recommendations
	positive health outcomes		
Volunteering: Individuals interested in waste and recycling volunteer through the Waste Savvy programme	Recruited trained volunteers have the ability to reach a wider audience than SCC communications in isolation		Recruitment of volunteers needs to be ongoing and ensure they have the resources and support needed.
Best Start:			
Rural communities: All rural residents		It will be harder for residents of rural communities to engage with low carbon impact travel, due to their geographic locality and access to resources.	It is hard to justify infrastructure improvements in the wider rural community, such as cycleways. However, where links can be made to existing resources, these will be identified and capitalised on. Comms campaigns will be inclusive to rural communities where practicable.

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>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.</p>	<p>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</p>	<p>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.</p>	<p>Mitigations/recommendations will be developed as impacts are identified as an action plan is developed and then reviewed each year.</p>
<p>Economic growth:</p> <p>Will the proposal promote the county as a "go to" location for business, and make it easy for businesses to start up, innovate and expand?</p>			
<p>Poverty and Income:</p> <p>Will the proposal have an impact on income? Will it reduce the gap between high and low earners?</p>			
<p>Workplace health and environments:</p>	<p>Low carbon upgrades can make the work</p>	<p>None</p>	<p>n/a</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
Will the proposal impact on working conditions and the health of Staffordshire's workforce?	environment more comfortable (cold and extreme heat)		
<p>Access to job / good quality jobs:</p> <p>Will the proposal create the right conditions for increased employment in more and better jobs?</p>	With the increased uptake of green technologies, this will lead to the growth and development of higher skilled jobs.	These jobs are created outside of Staffordshire or the West midlands	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 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.	Working collaboratively together with other Council across Staffordshire will enable policy to be implemented to tackle climate change	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.

Key considerations	Benefits	Risks	Mitigations / Recommendations
	adaptation on a local level for the benefit of Staffordshire residents and businesses.		

➤ 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.
Built Environment/Land Use: All building users and highways	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 land and buildings	If we do not reduce our carbon emissions, then average climate temperature will rise above recognised maximums, which will result in more	It is recommended that we adopt all measures possible to achieve "net zero" carbon emissions. Working with the wider community is also a priority to reduce the counties wider emissions, for example through the Making Staffordshire sustainable campaign branding.

Key considerations	Benefits	Risks	Mitigations / Recommendations
		<p>extreme weather events, with the potential to have negative impacts on land and buildings</p>	
<p>Rural Environment: Landowners, tenants and users of rural open spaces</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. Flooding has become an ever more frequent event recently and the increased occurrence of flooding can be attributed to climate change. Reducing our carbon emissions in line with national recommendations will minimise the potential for future environmental impact, which will impact on livelihoods and habitats. It is therefore recommended that we adopt all measures possible to achieve "net zero" carbon emissions. Working with the wider community is also a priority to reduce the counties wider emissions, for example through</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
			the Making Staffordshire sustainable campaign branding.
<p>Air, Water and Land Quality: All impacted.</p>	<p>Some actions relate to improving the air quality from vehicles and optimising travel routes. This will lead to a lower impact on air quality locally.</p>	<p>With no intervention then air quality will not be improved</p>	<p>We should seek to lessen our impact on air quality and carbon emissions through more sustainable travel. Working with the wider community is also a priority to reduce the counties wider emissions, for example through the Making Staffordshire sustainable campaign branding.</p>
<p>Waste and recycling: All impacted.</p>	<p>Reduced waste production from SCC activities and residents in combination with the introduction of more carbon efficient SCC waste processes will result in lowered carbon emissions locally</p>	<p>With no intervention waste will not be reduced and processes may not be amended and hence carbon emissions from this activity will stay the same.</p>	<p>Waste reduction of SCC processes should be prioritised and residents encouraged to reduce waste through targeted communications campaigns via Waste Savvy and Making Staffordshire Sustainable.</p>
<p>Agriculture and food production: All people farmer/food producers.</p>	<p>By limiting the mean temperature rise of the climate. It is hoped that the impact of extremes in</p>	<p>If we do not reduce our carbon emissions, then average climate</p>	<p>Working alongside flood prevention measures, the fulfilment of "net zero" carbon emissions will minimise the</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>weather condition is kept to a minimum resulting in lower impact on agriculture and food.</p>	<p>temperature will rise above recognised maximums, which will result in more extreme weather events and potentially more negative effect on agriculture and food.</p>	<p>affect of impact on the agricultural sector.</p>
<p>Transport: People in Staffordshire who need to travel for work or pleasure</p>	<p>Health benefits for people who choose to walk or cycle instead of using high carbon transportation. Also health benefits from increasing and encouraging the use of lower emission vehicles</p>	<p>No risks have yet been identified that may impact people's ability to travel.</p>	<p>Staff will be encouraged to consider whether travel is essential and to undertake journeys by sustainable methods. Mitigations/recommendations will be developed as impacts are identified as the action plan is reviewed each year.</p>
<p>Noise:</p>			
<p>Climate Change:</p>	<p>Help to deliver against the Climate Change Strategic Plan key principle and net</p>	<p>If we do not reduce global temperatures attributed to carbon</p>	<p>The IPCC has highlighted the impacts of climate change</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>The plan aims to reduce carbon emissions to work towards achieving net zero carbon emissions by 2050.</p>	<p>carbon emissions target by 2050.</p> <p>By reducing our carbon emissions, we will also be contributing to reducing global emission required to minimise the level mean global temperature increase.</p>	<p>emissions, then the impact on our environment and economy will be severe</p>	<p>which are widely understood to be scientifically correct. To do nothing is not an option, we need to change our activities in such a way as to achieve “net zero” carbon emissions’.</p> <p>Recommendations and mitigations to achieve negative impacts will therefore be developed and the action plan amended as the climate change agenda progresses.</p>