

Equality Impact Assessment

Section 1: Executive Summary	
1.1	<p>Title of policy (or decision)</p> <p>Drawdown from Climate Action Reserve: Environment & Climate Action Programme</p>
1.2	<p>Describe the main aims, objectives and purpose of the policy (or decision)</p> <ul style="list-style-type: none"> • The Essex Climate Action Commission (ECAC) was established by Essex County Council (ECC) in 2020 to provide the county with expertise and guidance in tackling climate change. The Commission's report – <i>Net Zero: Making Essex Carbon Neutral</i> – developed a series of recommendations for public and third sector organisations, businesses, communities and residents in Essex to reach net zero by 2050; to build resilience to our already changing climate; and to take pro-active steps to safeguard the environment and ensure sustainability. • ECC has prepared a response to the Commission recommendations – setting out its climate action plan – which outlines the steps ECC is taking in response to the Commission recommendations. This action plan will enable ECC to begin to achieve its strategic aims under <i>Everyone's Essex</i>. • A drawdown of £2.5m from the Essex Climate Action Reserve is now sought, in order to support the delivery of the Essex Climate Action Programme, as outlined in the cabinet paper (Action Plan in Response to the Essex Climate Action Commission's Report, 24 November 21). • These funds will support delivery of recommendations in the Essex Climate Action Commission's Report 'Net Zero: Making Essex Carbon Neutral' published in July 2021 under the Community Engagement chapter. • The drawdown would be used to create key new staff roles and support key marketing and communication activity. This includes key activities to: support roll out of time-limited grants to upgrade fuel poor homes for which Essex has received over £22m from Government; advice and support for communities, residents, schools and businesses to ensure everyone can play their role in addressing the climate challenge • Specific staffing/resource requests include: <ul style="list-style-type: none"> ➔ Delivery and Support Roles: 1 Full time equivalent (FTE) Climate Officer; 1 FTE Engagement Manager and 1 FTE Business Support position to support the delivery of the Environment and Climate Action across Essex ➔ Campaign Support for the roll out of the Sustainable Warmth / Home Upgrade Grant (SWHUG) programme

	<ul style="list-style-type: none"> ➔ Communications Resources: Funding for staff team: 1xFTE Communications Manager (currently funded to end of March 23), 3xFTE Communications Officers (1 currently funded to end of February 23), 1xFTE Communications Assistant; and other resource costs to support communication and engagement across the ECC Climate Action Plan to end of March 2025. ➔ 'Essex is Green' resources: Resource costs to continue to manage the Essex is Green social media channels and run the Changemakers Group
	<p>What outcome(s) are you hoping to achieve? Refer to strategic aims / strategic priorities in Organisation Strategy</p> <ol style="list-style-type: none"> 1. <i>Everyone's Essex</i> outlines four strategic aims: Strong, Inclusive & Sustainable Economy; High Quality Environment; Health, Wellbeing & Independence for All Ages; and A Good Place for Children & Families to Grow. Each of these strategic aims has five key commitments. 2. Under a High Quality Environment, the five key commitments are to: Net Zero; Transport & Built Environment; Minimise Waste; Levelling Up the Environment; and Green Community. Under a Strong, Inclusive & Sustainable Economy, one of the five key commitments is to Green Growth. 3. The ECC Climate Plan ensures that we are taking action to meet the commitments under a High Quality Environment. 4. While the ECC climate action plan has direct implications for a High Quality Environment, it also supports other strategic aims such as Strong, Inclusive Sustainable Growth, with core actions supporting green growth in particular but also good jobs; Health, Wellbeing and Independence for all Ages; and A Great Place for Children and families to Grow. A range of measures in the action plan including: the retrofitting properties to meet Net Zero; the growth of electric vehicle use (including associated infrastructure); and increased green space, are all included in the Commission's report. This will lead to outcomes which reap positive social, economic and environmental benefits, including job creation, improved health and sustainability. The action plan also includes elements that will support strategic Levelling up ambitions, such as upgrades for fuel poor homes. 5. The requested drawdown funding of £2.5m from the Essex Climate Change Commission Reserve will ensure the right people are secured to help respond to the impacts of climate change, reduce the level of greenhouse gas emissions and build resilience to those changes which are already inevitable between now and 2050. Ultimately, these new staff members will – through this work – ensure we are meeting the strategic aims set out in <i>Everyone's Essex</i>. 6. The nature of the roles we are recruiting for (communications and campaigns), as well as providing ongoing resources for Essex is green (social media channels and the Changemakers Group – a forum for local people to tackle climate change), means that we are actively fulfilling one of our commitments

	<p>under the High Quality Environment strategic aim. By communicating and engaging with individuals and organisations across Essex, we are honouring our commitment to 'work with communities and businesses, providing advice and support to enable and empower local action to reduce greenhouse gas emissions and build climate resilience'. This is the commitment of 'Green Communities' under the High Quality Environment strategic aim.</p>
1.3	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>Yes</p>

Section 2: Assessing the Equality Impact

Use this section to record how you have assessed any potential impact on equality groups. What is known about the population likely to be affected which will support your understanding of the impact of the policy (or decision)? Consider any consultation / data as supporting evidence (eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information). An opportunity to explain impacts on specific protected groups is provided later on this form

The recruitment of additional campaign and communications staff will ensure that we are taking action to meet the commitments under a High-Quality Environment. It will help deliver the ECC key climate objectives and recommendations from the Essex Climate Action Commission's special interest group on Community Engagement. It will enable us to reach a wider and more diverse audience than what is currently being achieved with the limited resource available.

At this stage, specific equality assessment has not been undertaken.


It is recognised that climate change negatively impacts the poorest in society the most, despite them having the lowest carbon footprint. For example, often poorer communities are in housing which is poorly insulated and not energy efficient, which results in higher fuel bills exacerbating their financial situation.

The additional campaigns role will help to promote energy efficiency improvements which are targeted at lower income, fuel poor households, as these homes are eligible for Government grant funding to cover retrofit costs. This funding will be lost if not used within set timeframes.

Minimising the amount and range of materials printed to minimise the impact on the environment may exclude those members of society who do not have online access or devices. Similarly, online, virtual events and webinars may exclude those without sufficient or quality broadband access. ECC seeks to mitigate this via digital access provision in libraries.

The appointed postholders will need to communicate with a diverse audience. Recent research work undertaken by ECC demonstrated the profile of five audience segments as detailed in the below image:

Key demographic attributes of the segments

 = average



Low-action sceptics



Low-income renters



Older home-owners



Younger public transport users



Environmentally pro-active

Age	Gender	Income and SEG	Housing tenure	Children	Disability
	More male				
More 18-34 and 65+	More female	Lower income and SEG	More renters	Fewer dependent children	More likely to have a disability
More 65+ and retired		Middling income and SEG	More homeowners	Fewer dependent children	
More 18-34		Higher income and SEG	More renters	More dependent children	
More 35-64	More female	Middling income, higher SEG		More dependent children	

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Providing continued support for 'Essex is Green', with ongoing resources for the Essex is Green social media channels and the Changemakers Group, will ensure engagement with individuals and organisations across Essex. The Changemakers Group provides an opportunity for community group leaders and individuals to meet, work and learn together to tackle climate change. This will ensure engagement with a cross-section of people from across Essex, including those with protected characteristics.

Does or will the policy or decision affect:

Service users	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Employees	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
The wider community or groups of people, particularly where there are areas of known inequalities	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

Which geographical areas of Essex does or will the policy or decision affect (e.g. Borough/City/District/All Essex)

All Essex	<input checked="" type="checkbox"/>	Colchester	<input type="checkbox"/>
Basildon	<input type="checkbox"/>	Epping Forest	<input type="checkbox"/>
Braintree	<input type="checkbox"/>	Harlow	<input type="checkbox"/>
Brentwood	<input type="checkbox"/>	Maldon	<input type="checkbox"/>
Castle Point	<input type="checkbox"/>	Rochford	<input type="checkbox"/>
Chelmsford	<input type="checkbox"/>	Tendring	<input type="checkbox"/>
		Uttlesford	<input type="checkbox"/>

Will the policy or decision influence how organisations operate?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>
Will the policy or decision involve substantial changes in resources?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

Is the new or revised policy linked to a digital service (website, system or application)?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
<p>Please describe the steps you have taken to:</p> <ul style="list-style-type: none"> • meet the digital accessibility requirements • test the accessibility of the website, system or application • maintain accessibility once it has gone live <p>The Commission website and materials hosted on it are all developed in line with accessibility requirements to be as inclusive as possible. Where materials are held solely online, printed versions are available on request.</p>		

Section 3: Description of Impact

Description of impact	Nature of impact Positive, neutral, adverse (please explain your reasons)	Extent of impact Low, Medium, High (please explain your reasons)
Age	<p>Neutral/Positive: The roles we are recruiting for may attract a younger audience due to salary band. The roles will involve some travel to events but a lot of young people find the cost of owning a car prohibitive. Team members will be able to use public transport and/or car sharing to get to events.</p> <p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.</p>	<p>Low: the roles will be open to all regardless of age and ECC is an equal opportunities employer</p> <p>TBD: Engagement will be measured over time</p>
Disability – learning disability	<p>Neutral/Adverse: Those with learning disabilities may not be attracted to the roles.</p> <p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.</p>	<p>Low: Occupational health assessments will help determine any reasonable adjustments required.</p> <p>TBD: Engagement will be measured over time</p>

<p>Disability – mental health issues</p>	<p>Neutral/Adverse: Those with mental health disabilities may not be attracted to the roles, particularly as they involve working from home.</p> <p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.</p>	<p>Low: Occupational health assessments will help determine any reasonable adjustments required.</p> <p>TBD: Engagement will be measured over time</p>
<p>Disability – physical impairment</p>	<p>Neutral/Adverse: Those with physical disabilities may not be attracted to the roles.</p> <p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.</p>	<p>Low: Occupational health assessments will help determine any reasonable adjustments required</p> <p>TBD: Engagement will be measured over time</p>
<p>Disability – sensory impairment</p>	<p>Neutral/Adverse: Those with sensory impairment may not be attracted to the roles.</p> <p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of</p>	<p>Low: Occupational health assessments will help determine any reasonable adjustments required</p> <p>TBD: Engagement will be measured over time</p>

	information/initiatives which could be of benefit to them.	
Gender / Sex	<p>Neutral/Adverse: Communications, campaign and climate roles often attract more female than male applications</p> <p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.</p>	<p>Low: ECC is an equal opportunities employer</p> <p>TBD: Engagement will be measured over time</p>
Gender reassignment	<p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.</p>	<p>TBD: Engagement will be measured over time</p>
Marriage / civil partnership	<p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.</p>	<p>TBD: Engagement will be measured over time</p>
Pregnancy / maternity	<p>Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with</p>	<p>TBD: Engagement will be measured over time</p>

	the sharing of information/initiatives which could be of benefit to them.	
Race	Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.	TBD: Engagement will be measured over time
Religion / belief	Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.	TBD: Engagement will be measured over time
Sexual orientation	Positive: Recruitment of communications staff will mean that more channels/platforms to convey work in relation to climate change are maintained. This should lead to increased engagement with people and organisations across Essex, with the sharing of information/initiatives which could be of benefit to them.	TBD: Engagement will be measured over time
I confirm that I have considered the potential impact on all of the protected characteristics Y <input checked="" type="checkbox"/>		
Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics. N/A		

Section 4: Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	Y <input type="checkbox"/> N <input checked="" type="checkbox"/>	If 'YES', use the space below to describe what mitigating actions you could put in place to address any adverse impacts identified
What are the mitigating actions?		Date they will be achieved?
Commitment to ECC's position as an equal opportunities employer and appropriate assessments with occupational health.		During recruitment process (TBC)

Section 5: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of person completing the EqlA: D.Barry	Date: 26/11/21
Names and contact details: Daniel Barry (Daniel.Barry@essex.gov.uk)	
Your function, service area and team: Senior Strategy Adviser, Corporate Services, Strategy & Policy	
If you are submitting the EqlA on behalf of another function, service area or team, specify the originating function, service or team area Environment & Climate Action	
Signature of Head of Service: Samantha Kennedy Director, Environment & Climate Action	Date: