

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Inverclyde Council Net Zero Strategy 2021/45
b.	Responsible organisation(s)/Lead Service	Regeneration & Planning/Planning & Building Standards
c.	Lead Officer	Alan Williamson, Planning Policy Team Leader
d.	Date of Impact Assessment	12/10/2021
e.	Partners/other Services involved in the development of the policy, function or strategy	Relevant Council services
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	The purpose of the strategy is to transition Inverclyde Council to become a net zero greenhouse gas organisation. The strategy sets out how the Council can continue to deliver existing services in a way that emits less greenhouse gas emissions.
h.	What are the intended outcomes of the policy, function or strategy?	Net zero by 2045 with significant reduction in carbon footprint by 2031
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide

¹ Please attach details of the policy, function or strategy to this Template

j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		X	Advance equality of opportunity between people of different groups
		<input type="checkbox"/>	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	No. The strategy relates to operational matters for the Council.	

2. Does the policy, function of strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.

4. If 'No' is selected for every part of Section 2, please state the reasons for this.

Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.

Signature:

Date:

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact				Reasons/Comments	
	Positive High	Low	Neutral	Negative High		Low
Age		X				The strategy is part of a global effort to restrict climate change and its impacts. More frequent severe weather is likely to have a disproportionate impact on certain age groups e.g. heatwaves have a disproportionate impact on the health of elderly people.
Disability		X				The strategy is part of a global effort to restrict climate change and its impacts. More frequent severe weather may have a disproportionate

						impact on disabled people e.g. more severe weather may affect the ability of disabled people to travel.
Gender Reassignment						
Marriage and civil partnership						
Pregnancy and maternity						
Race						
Religion and belief						
Sex						
Sexual orientation						
Other groups to consider						

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010

X	Advance equality of opportunity between people from different groups
<input type="checkbox"/>	Foster good relations between people from different groups

5. Impact – groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p style="text-align: center;">Positive impacts + <i>(Describe groups affected.)</i></p> <p>The strategy is part of a global effort to reduce greenhouse gas emissions and limit climate change. On its own, the strategy will have a negligible impact on climate change. Climate change impacts are not restricted to where emissions happen but have a global impact, therefore global emissions have to be addressed. It is however important to recognise that certain protected characteristic groups, as set out in Section 4, may be disproportionately affected by climate change.</p>	<p style="text-align: center;">Negative impacts - <i>(Describe groups affected.)</i></p>

6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
X		
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>The strategy is part of a global effort to reduce greenhouse gas emissions and limit climate change. On its own, the strategy will have a negligible impact on climate change. Climate change impacts are not restricted to where emissions happen but have a global impact, therefore global emissions have to be addressed. It is however important to recognise that socio-economic disadvantaged groups may be disproportionately affected by climate change. For example, poorer households may not have the funds or insurance to repair damage caused to houses by severe weather. Poorer households may have less travel options available to them during severe weather, preventing occupants from getting to work/education or other appointments. This would also apply to some disabled people.</p>		

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

□	<p>1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth</p>
X	<p>2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted at Section 6.)</p>
X	<p>3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit</p>

X	4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential
<p>Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.</p> <p>Environment - The strategy, if implemented, will result in reduced carbon emissions from Inverclyde Council properties and operations. Carbon offset projects, such as, peatland restoration and tree planting will have benefits including increasing habitats/biodiversity and reducing flooding.</p> <p>Economy – The strategy references the shift to a greener economy and the economic advantages this may bring. Considering greenhouse gas emissions in procurement decisions could result in the procurement of more local products/services.</p> <p>Inequalities – see Section 6.</p>	

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
X	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents

X	6. To improve the health and wellbeing of residents so that people live well, and for longer
X	7. To protect and enhance our natural and built environment
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
<input type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

Environment - The strategy, if implemented, will result in reduced carbon emissions from Inverclyde Council properties and operations. Carbon offset projects, such as, peatland restoration and tree planting will have benefits including increasing habitats/biodiversity and reducing flooding.

Economy – The strategy references the shift to a greener economy and the economic advantages this may bring. Considering greenhouse gas emissions in procurement decisions could result in the procurement of more local products/services.

Health and wellbeing – More extreme weather, particularly prolonged heatwaves will have negative health impacts, particularly on the elderly. Global measures to reduce greenhouse gas emissions and restrict climate change will address this.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	Preparation of the strategy involved engagement with officers from across different Council service areas.
Research	The strategy was prepared by consultants who would have undertaken research during its preparation.
Officers' knowledge and experience (including feedback from frontline staff)	The strategy was prepared by consultants with knowledge of the subject area. Officers from across the Council have been involved in the preparation of the strategy and considered draft versions.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders Other	
Are there information gaps and, if so, what are these?	

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	The strategy raises no negative equality/inequality issues and will lead to environmental benefits
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

There will be ongoing monitoring of the delivery of the projects proposed as part of the strategy and annual monitoring of the Council's carbon footprint.

When is the policy, function or strategy due to be implemented?

From November 2021

When will the policy, function or strategy be reviewed?

2030/31

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

The Net Zero Strategy will inform future budget setting

11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.

N/a

Details of the Person(s) who completed the Assessment:

Name:	Alan Williamson
Position:	Carbon Reduction Officer; Planning Policy Team Leader
Date:	12/10/2021
Authorised by:	
Name:	Stuart Jamieson

Position:	Interim Service Director - Environment and Economic Recovery
Date:	15/10/2021

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer at karen.barclay@inverclyde.gov.uk.