

Equality Impact Assessment

Climate Change Delivery Plan Equality Impact Assessment

Question	Answer
Did you use the EIA Screening Tool? (Delete as applicable)	Yes

1. Explaining the matter being assessed

Question	Answer
<p>What policy, function or service change are you assessing?</p>	<p>Surrey’s Climate Change Delivery Plan (CCDP) Surrey’s Climate Change Strategy (CCS) approved in April 2020 set out the joint ambition across the 12 authorities to reduce emissions to net zero between now and 2050.</p> <p>The CCDP is a collection of schemes and investments, providing details on how the CCS will be achieved over the next 4 years to reduce Surrey’s carbon emissions by 46%. It outlines the programmes, initiatives, and investments the Council will need to develop in order to deliver the required reductions in carbon emissions in Surrey.</p> <p>The CCDP includes carbon emission reduction targets across four programme areas:</p> <ol style="list-style-type: none"> 1. Greener Futures Communities (including individuals, homeowners, landlords and communities) 2. One Net Zero Public Estate (including local authorities, Surrey County Council, NHS, Surrey Police and other in the public sector) 3. Build Back Greener (including planning authorities and developers) 4. Grow Back Greener (including landowners managers such as local authorities). <p>There are 3 main principles in the CCDP:</p> <ol style="list-style-type: none"> 1. Our 2030 SCC and 2050 Surrey area targets mean reducing emission for Surrey by 46% by 2025. 2. Due to the scale of investment and type of measures we need to create new finance models and support others with finance. 3. We need to always look to match the challenge with an opportunity or benefit to achieve maximum value for money. <p>It is essential that we reduce emissions in Surrey in line or before the targets set out in the Climate Change Strategy and Delivery Plan, otherwise there will be more extreme impacts on all Surrey residents, particularly impacting vulnerable groups including residents with disabilities and lower-socio economic groups. The main role of the Climate Change team will be to aggregate projects and programmes and arrange financing.</p> <p>For this initial equality impact assessment, this assessment will primarily, at a high level, assess the impacts of reducing our organisation emissions, reducing transport and housing.</p> <p>The Climate Change Delivery Plan is a live document and therefore this equality impact assessment will continue to be developed and monitor impact on equality as the projects develop. This is an early assessment of the impacts that pulls out the key areas.</p>
<p>Why does this EIA need to be completed?</p>	<p>The Climate Change Delivery Plan (CCDP) is crosscutting and will impact on service areas across the council. It will impact residents and service users and therefore will impact upon those with protected characteristics.</p>

Question	Answer
<p>Who is affected by the proposals outlined above?</p>	<p>The CCDP will impact upon everyone who lives, works and travels in Surrey. This includes residents and communities, SCC staff and public and private sector organisations.</p>
<p>How does your service proposal support the outcomes in the Community Vision for Surrey 2030?</p>	<p>It links to the ambition that “Residents live in clean, safe and green communities, where people and organisations embrace their environmental responsibilities”.</p>
<p>Are there any specific geographies in Surrey where this will make an impact? (Delete the ones that don't apply)</p>	<p>County-wide</p>
<p>Briefly list what evidence you have gathered on the impact of your proposals</p>	<p>The CCDP and its strategic priorities were developed through engaging with:</p> <ul style="list-style-type: none"> • University of Leeds • Resident Focus Groups (including young people, older people, homeowners, environmental groups and small and medium sized businesses) and engagement through the Commonplace platform. (https://surreysgreenerfuture.commonplace.is/) • Workshops with internal and external partners including the Surrey Climate Commission and Surrey People's Assembly. • Collaboration with other internal service areas. <p>National reports tell us that there is a risk of adverse social outcomes associated with climate change mitigation including worsening inequality. However, these negative inequality impacts can be mitigated and prevented with conscious effort, careful planning and multi-stakeholder engagement.</p> <p>[Sanna Markkanen & Annela Anger-Kraavi (2019) Social impacts of climate change mitigation policies and their implications for inequality, Climate Policy]</p>

2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships
10. Carers protected by association

Though not included in the Equality Act 2010, Surrey County Council recognises that socio-economic disadvantage is a significant contributor to inequality across the County and therefore regards this as an additional factor.

Therefore, if relevant, you will need to include information on this. Please **refer to the EIA guidance** if you are unclear as to what this is.

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Summary of potential equality impacts of the Surrey Climate Change Delivery Plan

Overall objective	Projects/Programmes	Potential equality outcomes (increasing potential increasing/decreasing inequality)				
		Age	Disability	Pregnancy and maternity	Socio-economic disadvantage	Gender

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Net Zero carbon for Surrey's organisational emissions by 2030.	SCC Net Zero Carbon 2030 Programme.		↑	↑ ↓	↑	
66% reduction in domestic. housing sector by 2035.	Green Jump Surrey	↓	↑ ↓		↑ ↓	↑ ↓
60% emissions reduction in the Transport sector by 2035	Rethinking Transport Farnham Infrastructure Project	↑ ↓	↑ ↓	↑ ↓	↑ ↓	↑ ↓
70% of all local authority collected waste reused, composted, or recycled by 2030.	Rethinking Waste	↑	↑	↑		
56% emissions reduction across industry by 2035	Skills training for Green jobs.	↑ ↓	↑ ↓		↑ ↓	

Age

Question	Answer
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<p>Within Surrey there are an estimated (2017):</p> <ul style="list-style-type: none"> • 71,000 children under 5 (6% population) • 175,300 aged 5-16 (14.8%) • 105,100 aged 17-24 (8.9%) • 611,700 people aged 25-64 (51.6%) • 222,200 older people aged 65+ (18.7%) <p>The population of Surrey is projected to increase by 11% between 2017 and 2041 reaching 1,309,500. The proportion of the population in all age groups under 65 is projected to fall by 2041. However the overall number in all age groups except the under 5s is projected to increase. It is projected that there will be 1,700 fewer under 5s, 7,000 more aged 5-16, 6,400 additional people aged 17-24 and 4,700 more aged 25-64.</p> <p>The proportion of the population aged over 65 is projected to increase to 25.4% by 2041, with the proportion of over 85s projected to increase from 2.9% to 5.2% over the same period. This will lead to an additional 112,200 over 65s in total with 34,500 more aged over 85.</p> <p>The older population is less diverse than the younger cohorts. 92.5 % of people aged 65+ are White British with just 2.7% in non white ethnic groups.</p> <p>The likelihood of suffering from a long term illness or disability increases with age. 78% of people over 85 reported a health problem compared with just 2.9% of children under 16.</p> <p>[https://www.surreyi.gov.uk/jsna/surrey-context/#:~:text=The%20estimate%20is%20broken%20down,65%2B%2C%20(18.7%25).]</p>
<p>Impacts (Delete as applicable)</p>	<p>Both</p>

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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>What impacts have you identified?</p>	<p>What are you basing this on?</p>	<p>Actions to mitigate or enhance impacts</p>	<p>Due date</p>	<p><i>Who is responsible for this?</i></p>

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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Anecdotally it is recognised that the cost of purchasing an electric vehicle is more likely to be exclusionary to older and younger people as both age groups are less likely to be employed. 18-29 year olds are least likely to own a car (55%) but most likely to be planning to purchase one (22%), compared to 77% of over 60s owning cars.	[https://www.statista.com/statistics/682596/consumers-who-own-a-motor-vehicle-in-the-united-kingdom-uk-by-age/]	Continue to explore how to incentivise the use of ultra-low emissions vehicles without penalising those who cannot afford ultra-low or zero emissions vehicles such as electric.	2021 onwards	Greener Futures, Highways and transport
Young people are more likely to already be reliant on public transport (they use buses for 15% of their journeys compared to 7% for all journeys). Fewer young people now own cars or have driving licenses. Improved public transport links will mean that education, training, businesses, services and opportunities are more accessible, for example later buses enabling young people to work after college or attend sports clubs.	[https://bettertransport.org.uk/sites/default/files/research-files/Young_People_and_Buses_FINAL_forweb_0.pdf]	Individual projects and programmes will conduct equality impact assessments.	2021 onwards	Rethinking Transport
Encouraging active travel (walking and cycling) will have several health and wellbeing benefits. Active travel ties into healthy living objectives and fighting childhood obesity, thereby having a positive impact on children's lives.	[https://www.sustrans.org.uk/our-blog/get-active/2019/everyday-walking-and-cycling/the-benefits-of-cycling-for-children-and-families/]	Individual projects and programmes will conduct equality impact assessments.	2021 onwards	Rethinking Transport. Public Health, Active Travel Team
Encouraging the uptake of public and active transport, and increasing zero-emission vehicles should reduce air pollution and increase the quality of life for all members of the community. Benefits could be particularly pronounced for children and older residents who tend to suffer disproportionately from respiratory illnesses (such as asthma).	Asthma is more widespread in children than in adults. It is the most common long-term childhood medical condition, affecting 1.1m in the UK (Asthma UK).	Individual projects and programmes will conduct equality impact assessments.	2021 onwards	Public Health, Greener Futures, Transport

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Encouraging people in Surrey to use public transport could impact particularly on those who have anxiety in public and crowded places following COVID-19. This includes shielding residents who are more likely to be older.	[https://www.bloomberg.com/news/articles/2020-06-12/fear-of-public-transit-remains-high-in-london]	National campaigns are likely to outline the safety of using public transport and the cleaning regimes in places. Continue to work closely with transport partners to understand barriers to transport use.	June 2021 onwards	Greener Futures Comms
The cost of public transport may be exclusionary for protected groups who are more likely to be on a lower income, including older people and young people.	[Inequalities in Mobility and Access in the UK Transport System, Future of Mobility Evidence Review, Government Office for Science, 2019)	Continue subsidies for buses and explore options for further targeted subsidies.	Ongoing	Rethinking Transport

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<p>Cold homes and fuel poverty disproportionately affect children, adolescents, vulnerable adults, those with existing health conditions, and older people.</p> <p>Therefore, projects in the delivery plan to improve the heat efficiency of existing and new homes will have a particular positive impact for this age group.</p> <p>For this there must be a whole-house approach so that bills for residents do not increase through the installation of individual measures such as heat pumps and electric boilers, as electric is more expensive than gas.</p>	<p>http://www.instituteofhealthequity.org/resources-reports/the-health-impacts-of-cold-homes-and-fuel-poverty</p>	<p>Green Jump Surrey (GJS), facilitated in partnership with Action Surrey, is a £9.2m project with funding awarded by central government's Green Homes Grant. The Green Homes Grant funding will provide eligible households with up to £10,000 to improve the energy efficiency of their homes.</p> <p>In addition to the Government's grant, Surrey County Council is contributing £750,000 to the Green Jump Surrey project as top-up funding to cover the full cost of works up to a value of £15,000.</p> <p>Household Eligibility To be eligible for the funding:</p> <p>A) your property needs to be considered hard-to-heat, and</p> <p>B) your household needs to meet one of the following:</p> <ul style="list-style-type: none"> - be in receipt of an eligible income related benefit, or - have a gross annual household income of less than £30,000, - if you have 2 or more dependent children, have a gross annual household income of less than £35,000, or - your household income after housing (mortgage) cost is less than £20,000, where your starting gross income is less than £35,000. 	<p>The Green Jump Surrey funding is available on a first-come, first-serve basis. The project allows for up to 900 homes to be supported and will run until the 30th September 2021.</p>	<p>Action Surrey Partnership, Greener Futures</p>
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Question	Answer
<p>What other changes is the council planning/already in place that may affect the same groups of residents?</p> <p>Are there any dependencies decisions makers need to be aware of</p>	<p>The Climate Change Delivery Plan will impact all those who live, work and travel in Surrey so therefore other programmes are likely to affect the same groups of residents. However, the negative impacts of not mitigating climate change will vastly outweigh the potential negative impacts of the mitigation outlined in the CCDP.</p>

Question	Answer
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>	<p>Identifies negative impacts that can't be mitigated, together with evidence.</p>

Disability

Question	Answer
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<p>The day to day activities of 13.5% of Surrey's population are limited by a long term health problem or disability. This proportion is unchanged since 2001. Activities of 88,600 (5.7%) are limited 'a lot'. This includes problems that are due to old age.</p> <p>86% of Surrey residents are in good or very good health, with just 3.5% suffering bad or very bad health. 108,400 (9.6%) Surrey residents are providing unpaid care to a friend or relative.</p> <p>The proportion of the population reporting a health problem is highest in Spelthorne (14.9%), Tandridge (14.8%) and Mole Valley (14.7%) and lowest in Elmbridge (12.1%).</p> <p>Fewer Surrey residents reported a health than the national average.</p> <p>The likelihood of suffering from a long term illness or disability increases with age. 78% of people over 85 reported a health problem compared with just 2.9% of children under 16.</p> <p>[https://www.surreyi.gov.uk/2011-census/disability-health-and-carers/]</p>
<p>Impacts (Delete as applicable)</p>	<p>Both</p>

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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
There is concern that an increase in electric vehicle charging points on roads could pose an increased barrier and risk for those with a visual impairment and wheelchair users.	[https://energysavingtrust.org.uk/wp-content/uploads/2020/10/Local-Authority-Guidance-Positioning-chargepoints.pdf]	Support the instalment of electric vehicle charging points off-road in car parks.	2021 onwards	Transport and Highways, district and borough officers

Question	Answer
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of	If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	Identifies negative impacts that can't be mitigated, together with evidence.

Pregnancy and Maternity

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	In 2010 the total fertility rate for Surrey was 1.98, slightly below the national average of 2 with 12,018 births.
Impacts (Delete as applicable)	Both

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Those who use pushchairs may find it challenging to navigate pavements if more electric vehicle charging points are installed, creating street clutter.		Support the instalment of electric vehicle charging points in car parks to avoid cluttering pavements.	2021 onwards	Highways and Transport
Retrofitting homes with insulation and other energy saving measures could support the health of newborn babies, as babies require a warmer and stable air temperature (16-20C).	[https://www.lullabytrust.org.uk/safer-sleep-advice/baby-room-temperature/]	Promote whole house retrofitting measures to young families.	2021 onwards	Greener Futures

Question	Answer
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of	The Climate Change Delivery Plan will impact all those who live, work and travel in Surrey so therefore other programmes are likely to affect the same groups of residents. However, the negative impacts of not mitigating climate change will vastly outweigh the potential negative impacts of the mitigation outlined in the CCDP.

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Socio-economic disadvantage

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Question	Answer																
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<p>On a scale of average Index of Multiple Deprivation, where 1 is the most deprived, at County level Surrey ranks 150 out of 152. The income Deprivation Affecting Children Index indicates that 10% of Surrey’s children are affected by income deprivation. However, in the worst affected areas, parts of Goldsworth East and Maybury & Sheerwater wards (Woking), over 40% are affected.</p> <p>Low income households are at a greater risk of fuel poverty, contributing to social and health inequalities. Children living in poverty are almost twice as likely to live in bad housing. This has significant impacts on their physical and mental health, as well as educational achievement.</p> <p>The COVID-19 pandemic and lockdowns has had a negative impact on the local economy and the impact of that has been felt the most in areas with a higher reliance on certain industries such as aviation. The top 5 most impacted areas in summer 2020 were:</p> <ul style="list-style-type: none"> • Walton North & Molesey Heath (Elmbridge) • Stanwell North & Stanwell Moor (Spelthorne) • Bagshot (Surrey Heath) • Warlingham East & Tatsfield (Tandridge) • Tattenham South (Reigate & Banstead) <p>The number of people claiming universal credit or Job’s Seeker’s Allowance increased by over 300% in some areas of Surrey. Many of those residents were seeking financial support for the first time.</p> <p>[Surrey Covid-19 Community Impact Assessment:</p> <p>https://mycouncil.surreycc.gov.uk/mgConvert2PDF.aspx?ID=73738</p> <p>[Economy, Employment and Deprivation, 2018: https://www.surreyi.gov.uk/jsna/economy-employment-and-deprivation/]</p> <div data-bbox="1294 655 2087 1182" data-label="Figure"> <table border="1"> <caption>What impact has the coronavirus crisis had on the income of your household, if any?</caption> <thead> <tr> <th>Impact Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Neither positive nor negative impact</td> <td>41%</td> </tr> <tr> <td>Small negative impact</td> <td>23%</td> </tr> <tr> <td>Significant negative impact</td> <td>13%</td> </tr> <tr> <td>Small positive impact</td> <td>15%</td> </tr> <tr> <td>Significant positive impact</td> <td>4%</td> </tr> <tr> <td>Don't know</td> <td>2%</td> </tr> <tr> <td>Prefer not to answer</td> <td>2%</td> </tr> </tbody> </table> </div>	Impact Category	Percentage	Neither positive nor negative impact	41%	Small negative impact	23%	Significant negative impact	13%	Small positive impact	15%	Significant positive impact	4%	Don't know	2%	Prefer not to answer	2%
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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Decrease in air pollution from transport can reduce health inequalities. The greatest air quality benefits will accrue primarily to lower income households who are most likely to live in locations affected by poor air quality from road transport. The investment in Farnham infrastructure is one example of a project SCC are leading to work towards reducing transport emissions.	[Hajat, A., Hsia, C., & O'Neill, M. (2015). Socioeconomic disparities and air pollution exposure: A global review.]	Equality Impact Assessments will be completed for individual projects.	Farnham Infrastructure Project 2021 - 2036	Transport and infrastructure
Low income households are at a greater risk of fuel poverty which will be exacerbated by requirements to fit electric boilers and heat pumps which may increase household bills. Lower income households will not be able to afford the measures needed to comply with the targets in the delivery plan and will need support e.g. pay-as-you-save loans. Better insulated houses can also lead to improved health.	[Hills, J. (2012). Getting the measure of fuel poverty: Final report of the fuel poverty review] [The Marmot Review Team. (2011). The health impacts of cold homes and fuel poverty. London: Friends of the Earth & The Marmot Review Team.]	The decarbonisation of housing outlined in the delivery plan must take a 'whole-house' approach to avoid increasing utility bills for households. This is especially important as electricity is currently significantly more expensive than gas. Houses must be checked for need of double-glazing, insulation and renewable energy at the same time as fitting other measures such as heat pumps. Accessible funding schemes must be implemented.	The Green Jump Surrey funding is available on a first-come, first-serve basis. The project allows for up to 900 homes to be supported and will run until the 30th September 2021.	Greener Futures, Action Surrey. D&B Housing Officers
Funded training opportunities in the green economy may benefit those who are struggling to finance further training, or are not in employment.		Ensure that training opportunities are funded, accessible and promoted in Job Centres.	2022 onwards	Greener Futures, Economic Development, Adult Education

Question	Answer
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Question	Answer
	vastly outweigh the potential negative impacts of the mitigation outlined in the CCDP.

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	Identifies negative impacts that can't be mitigated, together with evidence.

Gender

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	In the UK 50.6% of the population is female, and Surrey is in line with this statistic.
Impacts (Delete as applicable)	Both

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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Please see above as residents who are impacted due to gender.	N/A	The Equality, Diversity and Inclusion Programme will support and protect staff with protected characteristics to improve the support SCC provide them.	N/A	N/A

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>Women are less likely to cycle for travel than men, so to avoid women being left behind in shift to active travel programmes need to support women to cycle.</p>	<p>In the active lives survey from 2017/18 it was found that only 8.3% of women cycle for travel compared to 17.4% for men, whilst 76.5% walk for leisure compared to 73.9% for men.</p>	<p>The Rethinking Transport Programme will be exploring developing training opportunities for women and girls to boost confidence in cycling.</p>	<p>2022</p>	<p>Rethinking Transport.</p>
<p>Addressing energy consumption and efficiency in the home can not only substantially reduce the county's emissions, but also help to reduce the occurrence of fuel poverty by reducing the energy requirements in the home, of which 7.7% of Surrey's population are fuel poor households. Poorly or inefficiently heated houses can create cold homes which have significant and demonstrable health impacts, or worsening of existing health conditions. There are half a million more women in poverty in UK, and therefore likely to be suffering the effects of poorly heated homes.</p>	<p>[https://www.jrf.org.uk/blog/iwd2018-time-loosen-grip-poverty-women-uk]</p>	<p>Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups identified as appropriate.</p> <p>Example actions include:</p> <ul style="list-style-type: none"> • Monitor energy use within social housing to identify measures that can be developed to tackle low energy efficiency. <p>The Green Jump Surrey scheme will support eligible low-income households with matched funding to retrofit their homes.</p>	<p>2021 onwards</p>	<p>Greener Futures, District and Borough Housing Officers</p>

Question	Answer
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>	<p>The Climate Change Delivery Plan will impact all those who live, work and travel in Surrey so therefore other programmes are likely to affect the same groups of staff. However, the negative impacts of not mitigating climate change will vastly outweigh the potential negative impacts of the mitigation outlined in the CCDP.</p>

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3. Staff

Age

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	As of 2020, 4.84% of Surrey County Council staff were aged 13-24 years and 13.48% were aged over 60 years. Surrey County Council has an Early Careers Network to support mainly younger employees in the initial stages of their careers in local government.
Impacts (Delete as applicable)	Both

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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Please see above for the impacts that the Climate Change Delivery Plan will have on age of residents.	N/A	The Equality, Diversity and Inclusion Programme will support and protect staff with protected characteristics to improve the support SCC provide them.	N/A	N/A

Question	Answer
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	staff. However, the negative impacts of not mitigating climate change will vastly outweigh the potential negative impacts of the mitigation outlined in the CCDP.

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Any negative impacts that cannot be mitigated? Please identify impact and explain why	Identifies negative impacts that can't be mitigated, together with evidence.

Pregnancy and Maternity

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	The Parent and Carer Network supports employees with this characteristic. Anecdotally there are a significant number of parents working for Surrey County Council, although data is not available.
Impacts (Delete as applicable)	Both

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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Please see above the impacts identified for residents in the protected group.	N/A	The Equality, Diversity and Inclusion Programme will support and protect staff with protected characteristics to improve the support SCC provide them.	N/A	N/A

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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
The agile working programme, which will reduce the need to travel to work may benefit pregnant employees and those who are returning from maternity leave to attend necessary appointments and balance child care.		Regular conversations with your manager to ensure that both business and personal needs are met.	Ongoing	Agile Working Programme
Anecdotally, pregnant, or new parents may find it more difficult to reduce car dependency due to need to attend appointments and transport child.		Regular conversations with your manager to ensure that both business and personal needs are met.	Ongoing	Managers

Question	Answer
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Socio-economic disadvantage

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	<p>Surrey County Councils lowest paid employees are defined as those who are paid on the lowest Surrey Pay grade, PS 1/2 . As of 1st April 2020 this equates to £17,457 per annum for full time staff.</p> <p>The salary for level 2/3 apprenticeships is 85% of grade PS1 in year one, rising to the full rate of pay in year two. The salary for level 4/5 apprenticeships is at Surrey Pay grade PS3.</p> <p>There are several contributing factors to whether a member of staff might be in this category, including dependents, whether they are part-time and outgoings.</p>

Question	Answer
Impacts (Delete as applicable)	Both

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Please see above for the residents who are impacted by socio-economic disadvantage.	N/A	The Equality, Diversity and Inclusion Programme will support and protect staff with protected characteristics to improve the support SCC provide them.	N/A`	N/A
Those who are lower paid employees may also need to travel extensively for business travel (e.g. adult social care workers). The target to reduce business travel emissions by 89% will disproportionately impact on these staff who may not be able to afford a zero emissions vehicle or access charging points at home.	[https://www.smf.co.uk/electric-vehicle-switchover-risks-backlash-without-support-for-low-income-voters/]	The Greener Futures Strategic Board, which feed into the Corporate Leadership Team, will take responsibility to ensure that lower income staff are not financially disadvantaged by any of the policies that SCC will be putting in place to achieve our carbon reduction targets. This might be through purchasing a fleet of Surrey County Council zero-emission vehicles for those employees, such as care workers, to use.	2022 onwards	Greener Futures, HR, Sustainable Fleet Manager

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Question	Answer
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of	The Climate Change Delivery Plan will impact all those who live, work and travel in Surrey so therefore other programmes are likely to affect the same groups of residents. However, the negative impacts of not mitigating climate change will

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Question	Answer
	vastly outweigh the potential negative impacts of the mitigation outlined in the CCDP.

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	Identifies negative impacts that can't be mitigated, together with evidence.

Disability

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	As of 2020, 2.69% of Surrey County Council Staff declared a disability. Surrey County Council has a staff disability network. [https://www.surreycc.gov.uk/__data/assets/pdf_file/0006/91707/Equalities-and-Diversity-Profile-2018-2020-1.pdf]
Impacts (Delete as applicable)	Both

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Please see above as residents who are impacted with disabilities.	N/A	The Equality, Diversity and Inclusion Programme will support and protect staff with protected characteristics to improve the support SCC provide them.	N/A	N/A

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Schemes to reduce council business travel by 89% may negatively impact staff who are unable or do not want to use public transport due to access issues.	Findings from a study by Scope showed that 30% of disabled people say that difficulties with public transport has reduced their independence. [https://www.scope.org.uk/campaigns/travel-fair/travel-fair-report-summary/]	Improve accessibility on public transport, ensure that all Council buildings are fully accessible by integrated public transport. Provide opportunities to use council fleet zero emission vehicles if there is no alternative.	2022 onwards	Greener Futures, HR

Question	Answer
<p>What other changes is the council planning/already in place that may affect the same groups of residents?</p> <p>Are there any dependencies decisions makers need to be aware of</p>	The Climate Change Delivery Plan will impact all those who live, work and travel in Surrey so therefore other programmes are likely to affect the same groups of staff. However, the negative impacts of not mitigating climate change will vastly outweigh the potential negative impacts of the mitigation outlined in the CCDP.

Question	Answer
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>	Identifies negative impacts that can't be mitigated, together with evidence.

4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
What changes have you made as a result of this EIA?	Why have these changes been made?
Identified that action to reduce SCC business travel to net-zero would disproportionately discriminate against lower paid staff who have essential car travel for their role as they are unable to afford electric vehicles. It will be considered that a scheme needs to be put in place to make electric vehicles available to these staff.	We have set a target of reducing carbon emissions by 89% by 2030, which would disproportionately discriminate against lower paid members of staff who may find it difficult to personally purchase ultra-low or zero carbon emission vehicles.
Identified that actions that increased safety for women and LGBTQI persons would enable them to increase their use of public and active transport	A recognition that the biggest limit on these groups utilising public transport is not due to lack of concern about the environment but concerns for safety. Exploring need for adult education classes on confident cycling for underrepresented groups through the Rethinking Transport Programme.
Noting the need for any skills-based training and learning as part of the green economy shift is equally promoted with women, those of ethnic minority background and other protected characteristic.	The need to limit further entrenching inequalities that exist in economic accessibility for these groups within traditional markets.

5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

Outcome Number	Description	Tick
Outcome One	No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	
Outcome Two	Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	Yes
Outcome Three	Continue the policy/service/function despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> Sufficient plans to stop or minimise the negative impact Mitigating actions for any remaining negative impacts plans to monitor the actual impact. 	
Outcome Four	Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay).	

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Question	Answer
Confirmation and explanation of recommended outcome	The positive impacts of the Climate Change Delivery Plan across the council's services and related policies, which include transport, environment, and planning amongst others, significantly outweigh the potential negative risks. There are some potential barriers to achieving equality mostly associated with the promotion of active and public transport which may hinder accessibility. The projects or schemes associated with the strategy are still high level and therefore although adjustments have been made to the actions to be explicit that accessibility should not be compromised in their implementation. It is therefore recommended that specific EIAs are carried out on the projects when designed in more detail.

6a. Version control

Version Number	Purpose/Change	Author	Date
0.3	Full Draft	Charlotte Swope	14/05/2021
0.4	Update	Charlotte Swope	29/09/2021

The above provides historical data about each update made to the Equality Impact Assessment. Please do include the name of the author, date and notes about changes made – so that you are able to refer back to what changes have been made throughout this iterative process. For further information, please see the EIA Guidance document on version control.

6b. Approval

Approved by*	Date approved
Head of Service – Katie Sargent	29/09/2021
Executive Director – Katie Stewart	
Cabinet Member	
Directorate Equality Group	

EIA Author	Charlotte Swope
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*Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

6c. EIA Team

Name	Job Title	Organisation	Team Role
Katie Sargent	Greener Futures Group Manager	SCC	Group Manager
Joanna Adsoy	Project Manager	SCC	Project Manager
Charlotte Swope	Environment Officer (Comms, Engagement and Delivery)	SCC	Environment Officer
Adam Whittaker	Policy and Strategic Partnerships Manager	SCC	Corporate Equalities Oversight

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009
 Textphone (via Text Relay): 18001 03456 009 009
 SMS: 07860 053 465
 Email: contactcentre@surreycc.gov.uk

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