

Green Finance Strategy Equality Impact Assessment

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

Yes

1. Explaining the matter being assessed

Is this a:

- Change to an existing strategy or policy

The strategy amendment being assessed is the updated Green Finance Strategy, which sets out the principles and approach to taking financial decisions linked to the Greener Futures Climate Change Delivery Plan 2021-2025 (CCDP), underpinned by Surrey's Climate Change Strategy (CCS). The CCS and CCDP have not changed since their approval in 2020 and 2021 respectively.

- The CCS sets out the joint ambition across Surrey to reduce carbon emissions to net zero between now and 2050, and as an organisation by 2030. The CCDP provides details on how the CCS will be achieved, in particular commits Boroughs, Districts and Surrey County Council to a set of initiatives, and investments to deliver the required reductions in carbon emissions in Surrey. The CCDP is crosscutting and will impact on all service areas across the council. It will impact everyone who lives, works and travels in the county including residents and communities, SCC staff and public and private sector organisations and therefore will impact upon those with protected characteristics.

Greener Future Finance Strategy published in October 2021 sets out a process for defining how the Climate Change Delivery Plan 2021-2025 and subsequent plans will be financed by who or how and where there are current gaps in funding.

The update sets out the next iteration of the Strategy including the most up-to date cost estimates, delivery challenges and other learnings from the first year of implementation. Whilst the Strategy covers the whole Climate Change Delivery Plan, the update focuses on the financial approach taken to meet Surrey County Council's 2030 target and in particular the decarbonisation of the Council's assets and fleet.

This EIA describes the impact of the updates in the financial modelling on which the Strategy is based to Surrey residents and staff.

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

Residents live in clean, safe and green communities, where people and organisations embrace their environmental responsibilities. Businesses in Surrey thrive, taking opportunities for green growth. Well-connected communities, with effective infrastructure, that grow sustainably.

Equality Impact Assessment

Are there any specific geographies in Surrey where this will make an impact?

- County -Wide

Assessment team – A key principle for completing impact assessments is that they should not be done in isolation. Consultation with affected groups and stakeholders needs to be built in from the start, to enrich the assessment and develop relevant mitigation.

Detail here who you have involved with completing this EIA. For each include:

Joe Osborne

SCC

Strategy Office, Corporate Strategy and Policy

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) 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

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

- Members/Ex members of armed forces
- Adult and young carers*
- Those experiencing digital exclusion*
- Those experiencing domestic abuse*
- Those with education/training (literacy) needs
- Those experiencing homelessness*
- Looked after children/Care leavers*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage*
- Out of work young people)*
- Adults with learning disabilities and/or autism*
- People with drug or alcohol use issues*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
- Older People in care homes*
- Gypsy, Roma and Traveller communities*
- Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

Equality Impact Assessment

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 (2021):</p> <ul style="list-style-type: none"> • 65,635 children under 5 (6% population) • 150,589 aged 5-14 (14.8%) • 133,306 aged 15-24 (8.9%) • 541,737 people aged 25-64 (51.6%) • 227,188 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).] [https://www.surreyi.gov.uk/census-2021/2021-census-first-results/]</p>
<p>Impacts</p>	<p>Positive</p>

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>
<p>School is the most important indoor environment for children outside of the home. Poor air environmental quality is linked with negative impacts for children's health, absenteeism and</p>	<p>Environmental exposures in school buildings—to mould, poorly ventilated air, uncomfortable temperatures, inadequate lighting, or noise—can negatively impact student health, thinking, and performance. Indoor air quality and health in schools: A critical review for developing the roadmap for the future school environment (reading.ac.uk)</p>	<p>Support school building decarbonisation through a solar power purchase agreement (PPA) to instal energy efficiency measures such as efficient lighting, heat pumps and solar pv.</p>	<p>2023 onwards</p>	<p>Greener Futures</p>

Equality Impact Assessment

academic performance				
<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>Rates of fuel poverty have increased since summer 2021 largely due to the increasing cost of fuel, which is predicted to continue to rise. Homes that are cold due to fuel poverty exacerbate health inequalities.</p> <p>Cold homes can cause and worsen respiratory conditions, cardiovascular diseases, poor mental health, dementia, hypothermia and problems with childhood development. In some circumstances, health problems may be exacerbated to a degree that they may cause death. Certain households percent are more likely to be in fuel poverty, including:</p> <p>households living on low incomes, households with dependent children, households home to people living with disabilities, and Minority ethnic households. Certain groups are more likely to experience the health impacts of fuel poverty: older adults, children, and households home to people living with chronic illness and disability.</p> <p>https://www.instituteofhealthequity.org/resources-reports/fuel-poverty-cold-homes-and-health-inequalities-in-the-uk/read-the-report.pdf</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>Action Surrey Partnership, Greener Futures</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 Finance Strategy as part of the Climate Change Delivery Plan has already been in place since 2021 and this review is mainly focused on the 2030 decarbonisation programme, covering Surrey County Council's organisational emissions. The Strategy document sets out the Surrey County Council's approach to taking the key investment decisions needed to make impactful strides towards our net-zero targets; as an organisation, and as a county. Therefore, it does not have direct impacts for specific groups of residents. The projects that are funded following the approach outlined in the Finance Strategy that are part of the Climate Change Delivery might have impacts to those who live, work and travel in Surrey therefore a separate EIA has been drawn for Climate Change Delivery Plan.</p>

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	At this stage there are no changes that have been identified that might affect this specific group of residents except the pilot of the solar PPA that will support school buildings decarbonisation in the county.
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Disability

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	<p>The day-to-day activities of 13.8% of Surrey's population are limited by a long term health problem or disability based on the 2021 Surrey Census. Activities of 61,835 (5.1%) are limited 'a lot'. This includes problems that are due to old age. (2021 census)</p> <p>86.5% of Surrey residents are in good or very good health, with just 3.4% suffering bad or very bad health (2021 census). 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 issue 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/dataset/e50mn/census-2021-disability]</p>
Impacts (Delete as applicable)	Negative (indirectly)

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, wheelchairs or those with other mobility issues such as blind/partially sighted may find it challenging to navigate pavements if more electric vehicle charging points are installed, creating street clutter.	Pavement installations can have a profound impact on the already generally poor quality of the walking and wheeling environment for people with additional mobility challenges, particularly wheelchair users and those with visual impairments (like poor-quality walking and wheeling environments including narrow pavements, cracked paving slabs, tree roots, street clutter, missing dropped kerbs and lack of tactile paving). Electric vehicle charging rollout is posing a growing threat to walking, wheeling and disabled	Support the instalment of electric vehicle charging points in car parks to avoid cluttering pavements.	2023 onwards	Highways and Transport

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	access — Possible (wearepossible.org)			

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 Finance Strategy as part of the Climate Change Delivery Plan has already been in place since 2021 and this review is mainly focused on the 2030 decarbonisation programme, covering Surrey County Council's organisational emissions. The Strategy document sets out the Surrey County Council's approach to taking the key investment decisions needed to make impactful strides towards our net-zero targets; as an organisation, and as a county. Therefore, it does not have direct impacts for specific groups of residents. The projects that are funded following the approach outlined in the Finance Strategy that are part of the Climate Change Delivery might have impacts to those who live, work and travel in Surrey therefore a separate EIA has been drawn for Climate Change Delivery Plan.</p>

Pregnancy and Maternity

Question	Answer
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<p>Office for National Statistics data shows there were 12,451 live births in Surrey in 2021 – 571 more than the year before. This gave a total fertility rate of 1.79 children per woman last year, up from 1.7 in 2020 and above 1.73 in 2019. Fertility rate rises in Surrey haslemereherald.com</p>
<p>Impacts (Delete as applicable)</p>	<p>Positive</p>

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>Who is responsible for this?</p>
<p>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).</p>	<p>It is important to make sure that your baby's room is a comfortable temperature – not too hot or too cold. The chance of SIDS is higher in babies who get too hot, so try to keep the room temperature between 16 - 20°C [https://www.lullabytrust.org.uk/safer-sleep-advice/baby-room-temperature/]</p>	<p>Promote whole house retrofitting measures to young families. This will be facilitated through Surrey County Council's delivery partner Action Surrey that supports the delivery of government grant funding schemes for housing decarbonisation.</p>	<p>2021 onwards</p>	<p>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? Are there any dependencies decisions makers need to be aware of</p>	<p>The Finance Strategy as part of the Climate Change Delivery Plan has already been in place since 2021 and this review is mainly focused on the 2030 decarbonisation programme, covering Surrey County Council's organisational emissions. The Strategy document sets out the Surrey County Council's approach to taking the key investment decisions needed to make impactful strides towards our net-zero targets; as an organisation, and as a county. Therefore, it does not have direct impacts for specific groups of residents. The projects that are funded following the approach outlined in the Finance Strategy that are part of the Climate Change Delivery might have impacts to those who live, work and travel in Surrey therefore a separate EIA has been drawn for Climate Change Delivery Plan.</p> <p>The Strategy supports the maximisation of grant funding the council receives therefore it will have a positive impact to this specific resident group.</p>

Socio-economic disadvantage

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> <div data-bbox="368 1317 1173 1839" 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 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> <tr> <td>Significant negative impact</td> <td>13%</td> </tr> <tr> <td>Small negative impact</td> <td>23%</td> </tr> </tbody> </table> </div> <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) 	Impact Category	Percentage	Neither positive nor negative impact	41%	Small positive impact	15%	Significant positive impact	4%	Don't know	2%	Prefer not to answer	2%	Significant negative impact	13%	Small negative impact	23%
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	<ul style="list-style-type: none"> • Waringham 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>As an organisation, we are continuing to monitor and better understand socio-economic pressures faced by our communities through our work in the cost of living space.</p> <p>[Surrey Covid-19 Community Impact Assessment: 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>
Impacts (Delete as applicable)	Positive

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?
<p>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 be less likely to afford measures needed to comply with the targets in the delivery plan and will need support e.g. pay-as-you-save loans.</p> <p>Better insulated houses can also lead to improved health.</p>	<p>[Hills, J. (2012). Getting the measure of fuel poverty: Final report of the fuel poverty review]</p> <p>[The Marmot Review Team. (2011). The health impacts of cold homes and fuel poverty. London: Friends of the Earth & The Marmot Review Team.]</p>	<p>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.</p>	2022 onwards	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
What other changes is the council planning/already in place that may affect the same groups of residents?	The Finance Strategy as part of the Climate Change Delivery Plan has already been in place since 2021 and

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<p>Are there any dependencies decisions makers need to be aware of</p>	<p>this review is mainly focused on the 2030 decarbonisation programme, covering Surrey County Council's organisational emissions. The Strategy document sets out the Surrey County Council's approach to taking the key investment decisions needed to make impactful strides towards our net-zero targets; as an organisation, and as a county. Therefore, it does not have direct impacts for specific groups of residents. The projects that are funded following the approach outlined in the Finance Strategy that are part of the Climate Change Delivery might have impacts to those who live, work and travel in Surrey therefore a separate EIA has been drawn for Climate Change Delivery Plan. The Strategy supports the maximisation of grant funding the council receives therefore it will have a positive impact to this specific resident group.</p>
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Gender

Question	Answer
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<p>Overall, 51.3% of Surrey's population is female. This is slightly above the national position for England of 51.0%, reflecting our older population structure. Tandridge (at 51.8% female) has the largest female population proportion, and Woking (at 50.3%) the lowest female proportion amongst our borough and district councils.</p> <p>[https://www.surreyi.gov.uk/census-2021/2021-census-first-results/]</p>
<p>Impacts (Delete as applicable)</p>	<p>Positive</p>

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>Who is responsible for this?</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 6.9% of</p>	<p>[FINAL-VERSION-UPDATED-The-cost-crisis-paper-31082022.pdf (wbq.org.uk)]</p> <p>[Fuel Poverty & related statistics Surrey-i (surreyi.gov.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>2021 onwards</p>	<p>Greener Futures, District and Borough Housing Officers</p>

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<p>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>The Green Jump Surrey scheme will support eligible low-income households with matched funding to retrofit their homes.</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? Are there any dependencies decisions makers need to be aware of</p>	<p>The Finance Strategy as part 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 impacts of not achieving the targets of the CCDP will vastly outweigh the potential negative impacts of the Finance Strategy.</p>

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3. Staff

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.
Impacts (Delete as applicable)	Both (indirectly)

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
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
What other changes is the council planning/already in place that may affect the same groups of residents?	The Finance Strategy as part of the Climate Change Delivery Plan has already been in place since 2021 and this review is mainly focused on the 2030

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<p>Are there any dependencies decisions makers need to be aware of</p>	<p>decarbonisation programme, covering Surrey County Council's organisational emissions. The Strategy document sets out the Surrey County Council's approach to taking the key investment decisions needed to make impactful strides towards our net-zero targets; as an organisation, and as a county. Therefore, it does not have direct impacts for specific groups of residents. The projects that are funded following the approach outlined in the Finance Strategy that are part of the Climate Change Delivery might have impacts to those who live, work and travel in Surrey therefore a separate EIA has been drawn for Climate Change Delivery Plan.</p>
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Socio-economic disadvantage

Question	Answer
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<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>
<p>Impacts (Delete as applicable)</p>	<p>Both (indirectly)</p>

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>Who is responsible for this?</p>
<p>Please see above for the residents who are impacted by socio-economic disadvantage.</p>	<p>N/A</p>	<p>The Equality, Diversity and Inclusion Programme will support and protect staff with protected characteristics to improve the support SCC provide them.</p>	<p>N/A`</p>	<p>N/A</p>
<p>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</p>	<p>[https://www.smf.co.uk/electric-vehicle-switchover-risks-backlash-without-support-for-low-income-voters/]</p>	<p>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</p>	<p>2022 onwards</p>	<p>Greener Futures, HR, Sustainable Fleet Manager</p>

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disproportionately impact on these staff who may not be able to afford a zero emissions vehicle or access charging points at home.		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.		
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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 Finance Strategy as part of the Climate Change Delivery Plan has already been in place since 2021 and this review is mainly focused on the 2030 decarbonisation programme, covering Surrey County Council's organisational emissions. The Strategy document sets out the Surrey County Council's approach to taking the key investment decisions needed to make impactful strides towards our net-zero targets; as an organisation, and as a county. Therefore, it does not have direct impacts for specific groups of residents. The projects that are funded following the approach outlined in the Finance Strategy that are part of the Climate Change Delivery might have impacts to those who live, work and travel in Surrey therefore a separate EIA has been drawn for Climate Change Delivery Plan.

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 (indirectly)

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	N/A	The Equality, Diversity and Inclusion	N/A	N/A

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impacted with disabilities.		Programme will support and protect staff with protected characteristics to improve the support SCC provide them.		
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
Estate Rationalisation that forms part of the 2030 programme has provisions for agile working and the reduction of the Council's estate. That might negatively impact staff due to change in environment/access issues	achieving-an-inclusive-working-environment.pdf (cii.co.uk)	Continue to monitor changes in the estate. Consultations with teams before decisions are made.	2023 onwards	HR, L&P,GF

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 Finance Strategy as part of the Climate Change Delivery Plan has already been in place since 2021 and this review is mainly focused on the 2030 decarbonisation programme, covering Surrey County Council's organisational emissions. The Strategy document sets out the Surrey County Council's approach to taking the key investment decisions needed to make impactful strides towards our net-zero targets; as an organisation, and as a county. Therefore, it does not have direct impacts for specific groups of residents. The projects that are funded following the approach outlined in the Finance Strategy that are part of the Climate Change Delivery might have impacts to those who live, work and travel in Surrey therefore a separate EIA has been drawn for Climate Change Delivery Plan.

4. Recommendation

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

- **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?
- **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:
 - 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).

Recommended outcome:

Outcome One

Explanation:

Based on the review of the Green Finance Strategy, no significant adverse impacts have been identified. It is worth noting that the Strategy will undergo an annual review as part of the comprehensive Climate Change Delivery Plan Progress Review. Moreover, the Environmental Impact Assessment (EIA) will be updated to ensure its continued relevance and effectiveness as part of the progress review of the Strategy.

Equality Impact Assessment

5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve your Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/Closed
1						
2						
3						

6a. Version control

Version Number	Purpose/Change	Author	Date
1	Initial Draft	Angeliki Karydi	23/02/2023
2	Updated Draft	Angeliki Karydi	21/06/2023

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

Equality Impact Assessment

For further information, please see the EIA Guidance document on version control.

Equality Impact Assessment

6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Head of Service	
Executive Director	
Cabinet Member	
Directorate Equality Group	

Publish:

It is recommended that all EIAs are published on Surrey County Council's website.

Please send approved EIAs to: **INSERT SHARED EMAIL ACCOUNT ADDRESS**

EIA author:

6c. EIA Team

Name	Job Title	Organisation	Team Role

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

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