

Annex 6 EIA - Pro Forma for Climate Change Strategy

10

EIA Title	Climate Change Strategy			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)	X	No	

1. Explaining the matter being assessed

What policy, function or service change are you assessing?	<p>Surrey's Climate Change Strategy is a joint framework for collaborative action on climate change across Surrey's local authorities. Surrey's Climate Change Strategy sets out the joint ambition across the 12 authorities to address carbon emissions for eight major sectors. Seven of which address the county-wide emissions, with the first chapter – Organisation Emissions – focusing on the actions that can be taken to reduce emissions associated with the activities and estate of council authorities</p>			
Why does this EIA need to be completed?	The strategy is crosscutting and will impact on service areas across the council.			
Who is affected by the proposals outlined above?	This strategy will impact upon everyone who lives, works and travels in the county. Including residents and communities, SCC staff and public and private sector organisations.			
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.			
Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)	County Wide	x	Runnymede	
	Elmbridge		Spelthorne	
	Epsom and Ewell		Surrey Heath	
	Guildford		Tandridge	
	Mole Valley		Waverley	

	Reigate and Banstead		Woking	
	Not Applicable			
	County Divisions (please specify if appropriate):			
Briefly list what evidence you have gathered on the impact of your proposals?	The Strategy and its strategic priorities were developed through engaging with academic partners, residents, businesses, schools and emergency services through workshops, focus groups, resident panels, and commissioning groups.			

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.

AGE

What information (data) do you have on affected service users/residents with this characteristic?

Transport and air quality

Poor air quality particularly affects all age groups with children and older people most affected by poor air quality as well as those with existing respiratory conditions. Studies also show that ethnic minorities and deprived communities are hardest hit by air pollution due to higher levels of pollution where they live.

Housing and planning

Issues surrounding housing and planning will affect all of the protected characteristics. Fuel poverty is a particular concern for older people and those with disabilities. Colder homes have been linked to increased hospital admissions and can increase the likelihood of older people falling in their homes.

Waste, Resources and Circular Economy

The ability to recycle is far from equal. There are some groups that suffer mobility or physical problems which can prohibit them from participating fully in recycling activities, especially if doorstep recycling is not offered at their residence. Older may not find it easy to carry the recycling box provided.

Land Use and Food Systems affects all age groups, a low-carbon diet delivers a number of health and wellbeing co-benefits. Children, young people and older residents will benefit particularly from eating locally-sourced healthier and plant-based meals with less and better meat.

Industry and Green Economy has the ability to affect all age groups, both those of working age and capabilities but also their dependents e.g. children, older people, disabled people etc. During the transition to a green economy there may be job losses in traditional industries, although there is likely to be the emergency of new job types and opportunities that may particularly benefit those with technical/ IT skills.

Energy Generation

The generation of energy although often operating at a scale beyond the household has the ability to impact on all within society. Renewable and reliable energy has the ability to drive down long-term costs (so particularly impactful on bill payers), although there may be initial increases in tariff rates, or outlays for installation at home.

Buildings and Infrastructure

This is a broad category that can refer to any non-domestic building and supporting infrastructure e.g. transport networks, energy networks etc. More sustainable road networks have the ability improve conditions for all ages through increased active travel and improved air quality. Although for older people who may be have more difficulty with mobility the reduction in private vehicle infrastructure may pose issues with travel, and access to services. Therefore, infrastructure should be transit oriented I.e. key goods and services close to transport hubs.

Adaptation

No age is wholly more vulnerable to climate change in the sense that climate change impacts are non-discriminatory. However, societal structures may leave certain groups' e.g. older people more isolated and unable to access support or help in the face of climate change impacts.

Impacts (Please tick or specify)	Positive		Negative		Both	X
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be impleme nted by?	Owner
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>		<i>Due date</i>	<i>Who is responsible for this?</i>
Organisations Emissions: Empowering children and young people to become more aware and take positive action	Report by Carbon Trust https://www.carbontrust.com/news-and-events/insights/benefits-of-driving-energy-efficiency-in-schools		Carried out schools' workshops – further developing a pack of activities for schools centred on energy efficiency and climate change		By 2021	Environment Commissioning and Comms
Transport & Air Quality: if we were to implement low emission or car free zones there could be potential accessibility issues for older and disabled people that are reliant on	Benefits of LEZ https://www.transportenvironment.org/sites/te/files/publications/2019_09_Briefing_LEZ-ZEZ_final.pdf Socio-economic impacts of LEZ				When feasibility studies are carried	Planning, Transport, Environment Commission

private car use. Conversely, older and disabled people that are unable or do not wish to use a car may benefit from car free zones, by potentially providing a safer environment (particularly for those that are partially sighted) and space for mobility vehicles or adaptive cycles.	https://www.theguardian.com/environment/2019/jan/05/londons-ultra-low-emission-zone-good-or-bad-idea Ethnic minorities hardest hit by air pollution http://www.environment-health.ac.uk/news/ethnic-minorities-and-deprived-communities-hardest-hit-air-pollution		out, before 2022	
Transport & Air Quality: Strategic Priority 2, to encourage an uptake of public and active transport to shift away from the use of private transport vehicles. An action that sits under this is that SCC will evaluate the removal of parking provisions. If SCC decided to remove parking provisions this could create accessibility issues for older residents who may rely on the use of a car.		Ensure that a further EqIA is carried out on any programmes to remove parking provision. Focus on developing transit-oriented development so that services are not far from key urban hubs	When feasibility study is carried out, before 2022	Planning and Transport teams
Transport & Air Quality: Strategic Priority 2 to encourage active transport (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 of 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/	Implement LCWIPS, pilot car free zones and pedestrianisation	By 2022	Planning, Transport, Environment Commission
Transport & Air Quality: Strategic Priority 2, to encourage an uptake of public and active transport, and	Asthma is more widespread in children than in adults. It is the most common long-term childhood	Implement LCWIPS, pilot car free zones and pedestrianisation	By 2022	Planning, Transport,

strategic priority 3 which promotes the use of zero-emissions vehicles should help 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).	medical condition, affecting 1.1 million in the UK – one in eleven children. (Asthma UK).			Environment Commission
<p>Housing & Planning: Cold homes and fuel poverty disproportionately affect children, adolescents, vulnerable adults, those with existing health conditions, and older people. Therefore strategic priorities 1 and 2 to improve the heat efficiency of existing and new homes will have a particular positive impact for this age group.</p>	<p>Age: Fuel poverty and cold homes disproportionately impacts children, adolescents, vulnerable adults and those with health conditions, and older people.</p> <p>http://www.instituteofhealthequity.org/resources-reports/the-health-impacts-of-cold-homes-and-fuel-poverty</p> <p>Race: Ethnic minority households are more likely to be in fuel poverty than households in the white ethnic group</p> <p>https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest</p> <p>Disability: Disabled people are more likely to experience fuel poverty</p>	Full EqlA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	Districts and Boroughs, planning officers

	https://www.york.ac.uk/media/chp/documents/2014/eaga%20final%20report.pdf			
Housing & Planning: Strategic priority 3 to relating to sustainable accessibility of new developments will have a particular benefit for both young people and older residents who are less likely to have access to a private car.	Department of Health study http://www.netscc.ac.uk/hsdr/files/project/SDO_BP_08-1210-025_V01.pdf	Full EqlA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	Districts and Boroughs, planning officers
Buildings and Infrastructure Better integrated infrastructure can reduce the need for travel and improve accessibility to services.	World Resources Institute https://wrirosscities.org/research/publication/transit-oriented-development-tod-guide-urban-communities	Full EqlA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	Planning and Economic Development teams
Waste, Resources and Circular Economy Groups that suffer mobility or physical problems can prohibit them from participating fully in recycling activities, especially if doorstep recycling is not offered at their residence. Older and disabled people, for example, do not find it easy to carry the recycling box provided.		Engaging with residents to find out what the barriers are to them recycling and taking action to help them overcome them and be able to recycle.	As part of continued surveying	SEP
Land Use and Food Systems All ages will benefit from more and healthier options with plant based, organic and locally sourced options through our procurement (hospitals, care homes, schools).	The findings of the EAT- Lancet Commission- a three-year, international academic study emphasises the relationship between climate friendly agriculture and healthy diets.	Engaging with procurement to identify where this can be accelerated e.g. in the renewal of existing contracts	2021	Environment, Procurement

	https://www.foodforlife.org.uk/about-us/our-impact			
Land Use and Food Systems: Strategic priority 3 is for greater learning and sharing approaches to reducing carbon in our food consumption. For example, an action that sits under this priority is to increase teaching within schools around food production, nutrition, and the environmental impacts associated with the food system. Children and young people will significantly benefit	https://www.unicef.org/nutrition/index_lifelong-impact.html	Action to “support schools to embed climate change and sustainability in learning, including teaching focused on food production, nutrition, and the environmental impacts associated with the food system.”	By 2022	Environment Commissioning and Schools
Land Use and Food Systems: Benefits of increased access to trees and green space as well as improved air quality should be particularly pronounced for children and older residents who tend to suffer disproportionately from respiratory illnesses (such as asthma) and mental health conditions	https://www.cityoftrees.org.uk/why-trees-health-wellbeing	Develop an approach for measuring the impact of green spaces and tree planting e.g. through natural capital baselining or ecosystems services accreditation	2020 - 2022	Environment
Industry and Green Economy Digital innovation/ a digital revolution does have the capacity to lead to social isolation particularly among the elderly	https://www.ageuk.org.uk/our-impact/policy-research/loneliness-research-and-resources/loneliness-and-digital-inclusion/	Action to use cross-service working to identify potential unintended consequences of a digital revolution e.g. social isolation.	EqlAs carried out prior to the delivery of specific actions	Cross-service delivery
Adaptation: It is generally acknowledged that the most vulnerable in society particularly the elderly or very young are likely to be most at risk of the adverse impacts of	London's Climate Change Adaptation Strategy (2011) sets out the health impacts of climate change on vulnerable groups including children, elderly and	In community work through Surrey Prepared, Surrey Fire and Rescue and Emergency Response teams.		Fire and Rescue, ETI

climate change due to the health impacts associated with rising summer temperatures or wetter winters. Therefore strategic priorities 2 and 3 strengthening integrating of adaptation into housing and infrastructure, and increased education will help to address this vulnerability.	those with existing health conditions https://www.london.gov.uk/sites/default/files/gla_migrate_files_destination/Adaptation-oct11.pdf	Increased resilience of public buildings including schools.		

**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?

Any negative impacts that cannot be mitigated? Please identify impact and explain why

Identifies negative impacts that can't be mitigated, together with evidence.

You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted.

3. Staff

AGE

What information do you have on the affected staff with this characteristic?

Please include data or evidence to detail how a policy/service/function change could impact on staff with this characteristic. Try and be as specific as possible.

Organisation emissions

Impact s	Positive		Negative		Both	X
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
<i>What impacts have you identified? Add more rows if you need to</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>	
Travel planning and more agile working at SCC could benefit staff including those who are pregnant or with young children, and older staff	Report on benefits of Agile Working https://www.nhsemployers.org/-/media/Employers/Documents/SiteCollectionDocuments/Agile-Working-Guide.pdf?la=en&hash=C2F9D66C3C434D939B18DF1561D5AAE50250C0AD		Undergoing agile working trial and transformation of Moving Closer to Residents	By 2022	CLT, Transformation Support Unit, Environment Commissioning (all departments)	
Move to use more digital technology to support agile working and service delivery, which may be a harder transition for older people and increased isolation	https://www.ageuk.org.uk/our-impact/policy-research/loneliness-research-and-resources/loneliness-and-digital-inclusion/		Health and Wellbeing team within HR that continue to review the impact and work closely with the Transformation	Ongoing	HR	

		Support Unit on the Moving Closer to Residents transition		
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted.

DISABILITY

What information (data) do you have on affected service users/residents with this characteristic?

Transport and air quality

All public transport is required to be accessible to those with disabilities. However, a fifth of those with disabilities still report difficulties in using public transport due to lack of information and issues surrounding connectivity of service. The strategy is seeking to pursue more public and active transport (which may be problematic for those with mobility issues), therefore these problems need to be thought about carefully.

<https://www.disabilityrightsuk.org/how-we-can-help/publications/doing-life-differently-series/doing-transport-differently>

Housing and planning

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, particularly for those with pre-existing health conditions.

Energy Generation

Improved reliability and reduce cost of energy through district energy generation or renewable energy could deliver savings to residents on their electricity bills which will help groups on lower incomes including older people, and those with disabilities who may have reduced income due to not being able to work.

Buildings and Infrastructure

All users interact with the built environment, and one where there is better integrated infrastructure could reduce the need for travel significant distances and improve accessibility to services.

Waste, Resources and Circular Economy

Some equality groups suffer mobility or physical problems which can prohibit them from participating fully in recycling activities, especially if doorstep recycling is not offered at their residence. Older and disabled people, for example, do not find it easy to carry the recycling box provided. House of Commons report Household Recycling in the UK (2015)

<https://commonslibrary.parliament.uk/research-briefings/cbp-7285/>

Land Use and Food Systems

Plant based diets have been shown to help people living with type 2 diabetes to manage their condition.

Industry and Green Economy

Disable people twice as likely to not work as those without disabilities this could lead them increasingly isolate or facilitate them to obtain a job as it does not require travelling etc.

Adaptation

Climate Change disproportionately effects those with disabilities - <https://www.unenvironment.org/news-and-stories/story/how-climate-change-disproportionately-impacts-those-disabilities>

Impacts (Please tick or specify)	Positive		Negative		Both	X

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
Transport and air quality: The annual Active Lives survey carried out by Sport England identified that 61.1% of those with a disability have undertaken walking for leisure in the last year. Whilst a survey by cycling charity Wheels for Wellbeing identified in a 2018 survey of disabled cyclists that 81% regularly for exercise. Therefore, actions to enable more and safer walking and cycling will have positive impacts for this group.	https://activelives.sportengland.org/Query/EditQuery?queryId=30953 https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/06/FINAL.pdf .	There are a number of physical, social and cultural barriers that prevent those with a disability undertaking active transport these include; infrastructure, cost, facilities, imagery (signage). Inaccessible cycle infrastructure has been cited as the biggest barrier to cycling rather than a person's disability (https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/06/FINAL.pdf) These barriers can be addressed or reduced through further engagement with disabled persons to develop co-solutions, designing cycling and walking infrastructure with disabled users in mind, and how cycling and walking are represented in our	By 2022 – as LCWIPs are developed but also this should be a long-term cultural shift in the way we deliver all forms of transport infrastructure.	Transport, highways, environment, comms
Transport and air quality: Promotion of walking and cycling are not actually practical options for some individuals. Those with non-limiting disability and limiting disability cycle less than average 11% and 6% respectively compared to 14% for the non-disabled population. Thus, there remain barriers for some disabled groups from cycling	National Travel Survey 2016. (Notably those with non-limiting disabilities show the same rates of walking as those without disabilities).			

		communication and media campaigns.		
<p>Transport and air quality: Strategic Priority 1 and 2, to encourage a reduction in journeys and an uptake of public and active transport to shift away from the use of private transport vehicles. An action that sits under this is that SCC will evaluate the removal of parking provisions. If SCC decided to remove parking provisions this could affect the ability of disabled persons to access services and goods.</p>	<p>There have been previous schemes to reduce or ban cars that have left disabled residents feeling ostracised e.g. London's Reimagine event https://metro.co.uk/2019/09/17/pollution-is-poisoning-us-all-but-banning-cars-isolates-disabled-people-10751441/</p>	<p>Strategic Priority seeks to achieve a reduction in journeys through increasing development that is closer to goods and services which should increase accessibility.</p> <p>One of the actions in support of SP 1 and 2 is the development of car free zones or areas for pedestrianisation. For these schemes further EqlAs will be carried out which should look to mitigate the impacts for disabled residents e.g. allowing those with blue badges to still park nearby or access for taxis.</p>	<p>Throughout implementation of the relevant actions</p>	<p>Transport, highways, environment, comms</p>
<p>Energy generation</p> <p>Disabled people are more likely to experience fuel poverty. Investing in local, reliable and cheap renewable energy sources (SP1) could deliver savings to residents on their electricity bills which will help groups on lower incomes including older people, those with disabilities and potentially ethnic groups who are</p>	<p>https://www.york.ac.uk/media/chp/documents/2014/eaga%20final%20report.pdf https://www.iea.org/reports/multiple-benefits-of-energy-efficiency/economic-benefits-2</p>	<p>SP2 is centred upon connecting more residents to renewable energy through decentralised energy systems which would enable them to see direct savings on their bills. We are also lobbying on residents behalf to Government to see the re-introduction of incentives/grants for the installation of solar PV.</p>	<p>By 2022 – addressed in renewable energy strategy (and subsequent actions)</p>	<p>Environment, Orbis, Planning</p>

more likely to be from low socio-economic groups in certain areas.		Other actions that are supporting the increase in renewable energy include community revolving funds which enable direct investment at the local level with cheaper finance.		
Housing and planning SP 1 and 2: Retrofit or development of homes with higher energy efficiency standards 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. As addressed above those with disabilities are more likely to experience fuel poverty than those without.	https://www.york.ac.uk/media/chp/documents/2014/eaga%20final%20report.pdf http://www.instituteoftheequity.org/resources-reports/the-health-impacts-of-cold-homes-and-fuel-poverty	Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups identified as appropriate. Example actions include: <ul style="list-style-type: none"> - Monitor energy use within social housing to identify measures that can be developed to tackle low energy efficiency. - Bring social housing providers together to develop a county-wide retrofit programme. <i>This will reduce the direct costs to those living within social housing</i> 	Ongoing	Planning, Environment, Adult and child social care
Housing and Planning	Department of Health study http://www.netscc.ac.uk/hsdr/files/project/SDO_BP_08-1210-025_V01.pdf	Seek to establish a target for the development of new housing in urban areas to be	Ongoing	Planning, Environment

Strategic Priority 3: Promote residential development that is sustainably located and allows safe and easy access for residents to existing services and transport hubs. Improved accessibility to transport and services for groups where lack of access creates greater challenges e.g. disabled persons.		within a commutable distance to key goods and services e.g. 30 mins		ent and Transport
Buildings and Infrastructure SP3 Review and update planning policy to produce infrastructure that is better integrated enabling the delivery of wider ambitions on local renewable energy generation and vehicle electrification. Better integrated infrastructure can reduce the need for travel and improve accessibility to services. However, those with disabilities have to be part of the planning process – to ensure that this type of development is truly mobile and not just focused on economic accessibility which may lead to exclusion.	https://www.itdp.org/2018/05/21/access-for-all/ https://todresources.org/blog/people-disabilities-often-left-tod-planning-huge-missed-opportunity/	As part of any TOD or changes to planning guidance to promote such development we must continue to ensure that those with disabilities are considered. An EqlA will be carried out for any individual project or programme. Note there could be an initial increase in cost of services as result – and this should be offset where possible.	Ongoing	Planning, Environment and Transport
Waste, Resources and Circular Economy Groups that suffer mobility or physical problems can prohibit them from participating fully in recycling activities, especially if doorstep recycling is not offered at their residence. Older and disabled people, for example, do not find it		Engaging with residents to find out what the barriers are to them recycling and taking action to help them overcome them and be able to recycle.	As part of continued surveying	SEP

easy to carry the recycling box provided.				
Land Use and Food Systems All ages will benefit from more and healthier options with plant based, organic and locally sourced options particularly those living with existing conditions e.g. Type 2 diabetes	The findings of the EAT- Lancet Commission- a three-year, international academic study emphasises the relationship between climate friendly agriculture and healthy diets. https://www.foodforlife.org.uk/about-us/our-impact https://www.diabetes.org.uk/guide-to-diabetes/enjoy-food/eating-with-diabetes/veganism-and-diabetes	Engaging with residents through comms and ongoing climate change knowledge sharing to promote the benefits of such diets	Ongoing	Comms and Environm ent
Industry and Green Economy SP3 Utilise innovation in digital technology to unlock a green transformation of our economy and create up to 1000 jobs a year between now and 2040 With disabled people twice as likely to not work as those without disabilities a green economy which promotes social equity and more flexible working through the integration of technology could facilitate them to obtain a job as it does not require travelling etc. It is important that disabled groups remain a part of this transition otherwise it may lead to increase isolation if they are not trained or unable to use digital technology.	https://www.ageuk.org.uk/our-impact/policy-research/loneliness-research-and-resources/loneliness-and-digital-inclusion/	Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups identified as appropriate.	2020 - onwards	Adult social care, environm ent, economic developm ent

Adaptation Those with disabilities may be more vulnerable to climate change for a number of reasons: Compromised health makes them more susceptible to extreme weather events or disease, those with difficulties are more likely to have difficulties during required evacuations. Therefore actions to improve the resilience of communities, housing and our infrastructure can help address this.	https://www.unenvironment.org/news-and-stories/story/how-climate-change-disproportionately-impacts-those-disabilities	Seek to accelerate the adaptation of existing infrastructure/properties where their users or occupiers may be disabled. Further EqlA to be carried out in the implementation of relevant actions	Ongoing	Environment, LRF, Flood Risk, Asset and Programme team
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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

4. Staff

DISABILITY

What information do you have on the affected staff with this characteristic?

Please include data or evidence to detail how a policy/service/function change could impact on staff with this characteristic.
Try and be as specific as possible.

Impacts	Positive		Negative		Both	X
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner		
<i>What impacts have you identified? Add more rows if you need to</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>		
Reduced need for travel due to agile working practices being implemented, which could benefit disabled persons who may find it harder to travel	https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/06/FI_NAL.pdf .	Continue to test and pilot agile working as part of the MCTR move	Ongoing	Transformation, HR, Environment		
Reduce dependency on private vehicles for active or public transport. For those with mobility issues this could be particularly challenging		Encourage the use of electric vehicles or car sharing whereby public and/or active transport cannot be used	Ongoing to 2030 (fully implemented)	HR, Environment, Property, Orbis		
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>						

GENDER REASSIGNMENT

What information (data) do you have on affected service users/residents with this characteristic?

Research has been conducted and no impacts have been found on service users/residents with this characteristic.

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

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?

Any negative impacts that cannot be mitigated? Please identify impact and explain why

Identifies negative impacts that can't be mitigated, together with evidence.

You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted.

5. Staff

GENDER REASSIGNMENT

What information do you have on the affected staff with this characteristic?

Research has been conducted and no impacts have been found on staff with this characteristic.

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

**What other changes is the council planning that may affect the same groups of staff?
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?

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 PP

PREGNANCY AND MATERNITY

What information (data) do you have on affected service users/residents with this characteristic?

Transport and air quality

Travel planning and agile working could have a positive impact on residents who are pregnant and/or with young children as this helps to improve work life balance, which is particularly important to residents with this characteristic.

Housing and planning

It's important to maintain a room temperature of between 16 – 20 degrees for new born babies, issues associated with fuel poverty can be dangerous for babies and very young children.

Energy Generation

Improved reliability and reduce cost of energy through district energy generation or renewable energy could deliver savings to residents on their electricity bills – which could reduce fuel poverty and the risks to very young children who are particularly vulnerable.

Buildings and Infrastructure

All users interact with the built environment, and one where there is better integrated infrastructure could reduce the need for travel significant distances and improve accessibility to services.

Waste, Resources and Circular Economy

Land Use and Food Systems

There are certain vitamins and nutrients which are prevalent in a diet that includes meat and fish which women who are vegetarian or vegan will need to substitute when pregnant to ensure a healthy pregnancy.

Industry and Green Economy

Increased use of digital infrastructure will be an important component of the green economy, and may facilitate the increased participation of those women with children by allowing them to work from home and balance caring duties.

Impacts (Please tick or specify)	Positive		Negative		Both	X
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
Transport and Air Quality Travel planning and agile working could have a positive impact on residents who are pregnant and/or with young children as this helps to improve work life balance, which is particularly important to residents with this characteristic.	https://www.nhsemployers.org/-/media/Employers/Documents/SiteCollectionDocuments/Agile-Working-Guide.pdf?la=en&hash=C2F9D66C3C434D939B18DF1561D5AAE50250C0AD		We will encourage our public and private sector partners to work in a more agile manner and to carry out travel plans for their organisations	Upon delivery of individual actions	Environment, Transport, Comms, Economic Development	
Land Use and Food Systems Pregnant women who are vegetarian or vegan must ensure that they get enough nutrient and vitamins which are contained in a diet that includes meat and fish in order to sustain a healthy pregnancy	https://www.nhs.uk/live-well/eat-well/vegetarian-and-vegan-mums-to-be/		We will ensure that all of our advice and communications on dietary changes are in accordance with NHS guidelines and are approved by Public Health colleagues	2022	Public Health, Environment	
Housing and planning Cold homes are dangerous for all children as they can lead to respiratory illness and other conditions, however it	https://www.lullabytrust.org.uk/wp-content/uploads/factsheet-temperature.pdf		Full EqIA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	District and Boroughs, planning and housing officers	

is particularly dangerous for new born babies. Efforts to energy efficiency and thus reduce the cost of energy bills can enable families to heat their homes more easily (SP1)				
Energy Generation Investing in local, reliable and cheap renewable energy sources (SP1) could deliver savings to residents on their electricity bills which will help groups on lower incomes with families to heat their homes.	https://www.lullabytrust.org.uk/wp-content/uploads/factsheet-temperature.pdf	Full EqlA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	District and Boroughs, planning and housing officers
Buildings and Infrastructure SP3 Review and update planning policy to produce infrastructure that is better integrated enabling the delivery of wider ambitions on local renewable energy generation and vehicle electrification. Better integrated infrastructure can reduce the need for travel and improve accessibility to services.	https://www.itdp.org/2018/05/21/access-for-all/	As part of any TOD or changes to planning guidance to promote such development we must continue to ensure that those with disabilities are considered. An EqlA will be carried out for any individual project or programme. Note there could be an initial increase in cost of services as result – and this should be offset where possible.	Ongoing	Planning, Environment and Transport
Industry and Green Economy SP3: Utilise innovation in digital technology to unlock a green transformation of our economy. Digital innovation can also allow greater participation of groups by facilitating	Surrey Digital Strategy	Where required look to increase digital skills to facilitate this agile working. Testing agile working approaches at Surrey County Council	Ongoing	Planning, Economic Development, Environment

them to work from home and reducing the need to travel		and other local authorities to act as an exemplar		
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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

6. Staff

PREGNANCY AND MATERNITY						
What information do you have on the affected staff with this characteristic?						
Organisational emissions Travel planning and agile working could have a positive impact on staff who are pregnant and/or with young children as this helps to improve work life balance, which is particularly important to staff with this characteristic.						
Impact s	Positive		Negative		Both	X
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	

What impacts have you identified? Add more rows if you need to	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Organisations Emissions: Travel planning and agile working could benefit staff including those who are pregnant or with young children.	https://www.nhsemployers.org/-/media/Employers/Documents/SiteCollectionDocuments/Agile-Working-Guide.pdf?la=en&hash=C2F9D66C3C434D939B18DF1561D5AAE50250C0AD	Undergoing agile working trial and transformation of Moving Closer to Residents	By 2022	CLT, Transformation Support Unit, Environment Commissioning (all departments)
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				

RACE (including ethnic or national origins, colour or nationality)

What information (data) do you have on affected service users/residents with this characteristic?

Transport and air quality:

Studies show that ethnic minorities are more likely to be impacted by air pollution due to the location of their homes. The worst air pollution levels in the UK were seen in ethnically diverse neighbourhoods (defined as neighbourhoods where over 20% of the population are non-white)

Evidence also suggests that young people from ethnic minority groups are more likely to experience harassment on public transport due to their race.

Housing and planning

Census data from 2011 shows that a disproportionate number of ethnic minorities live in social housing and private rented dwellings. As such, residents with this characteristic are most at risk from the effects of poor quality housing, insecurity of tenure and lack of control over housing costs such as rent and utilities.

In 2017, 9.7% of households in the White ethnic group (including White ethnic minorities) were in fuel poverty, compared with 20.0% of households from all other ethnic groups combined. [UK Government, 2018 Fuel Poverty Statistics]

Energy Generation

In 2017, 9.7% of households in the White ethnic group (including White ethnic minorities) were in fuel poverty, compared with 20.0% of households from all other ethnic groups combined. [UK Government, 2018 Fuel Poverty Statistics]

Buildings and Infrastructure

No identified affect

Waste, Resources and Circular Economy

Recycling and waste minimisation guidance may not be adequately adapted to enable accessibility by those from different ethnic backgrounds.

Land Use and Food Systems

No identified affect

Industry and Green Economy

No identified affect

Impacts (Please tick or specify)	Positive		Negative		Both	X
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>	
Transport & Air Quality: Some groups might feel unable to fully enjoy the benefits of pedestrian travel, due to a perceived threat to personal safety, a quarter of young black and minority ethnic people have experienced harassment due to their colour and/or race on public transport.	DfT found that a quarter of young people from black and minority ethnic groups experienced harassment due to their colour, race or religion, on public transport https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/36211/equality-action-plan.pdf		Full EqlA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	Transport, Environment, Surrey Police	
Transport & Air Quality: SP1/2 seeking to reduce journeys and use of private vehicles e.g. through car free zones and pedestrianisation could improve local air quality. Evidence shows that ethnic minorities are most impacted by air pollution in the UK due to where they live.	http://www.environment-health.ac.uk/news/ethnic-minorities-and-deprived-communities-hardest-hit-air-pollution		Full EqlA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	Transport, Environment, Planning	
Housing and Planning: Census data shows that a higher proportion of ethnic minorities live in social housing or private rented dwellings and therefore have less control over the costs of their energy bills (and the	Ethnic minority households are more likely to be in fuel poverty than households in the white ethnic group https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest		Full EqlA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	Districts and Boroughs, planning officers	

energy efficiency of their homes), making them more susceptible to fuel poverty.				and housing officers
Energy Generation SP2: Develop localised smart energy systems that focus on providing low carbon energy to local businesses and residents, whilst reducing costs. In 2017, 9.7% of households in the White ethnic group (including White ethnic minorities) were in fuel poverty, compared with 20.0% of households from all other ethnic groups combined. [UK Government, 2018 Fuel Poverty Statistics] Thus increasing local decentralised energy generation that could reduce energy bills could help to address fuel poverty within Surrey.	https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest	Full EqIA assessment of individual actions prior to further development and delivery. Look to ensure that savings can be passed to the household. There is a risk that those properties connected to district heating systems would be more expensive – it is important that such technology is invested in for social housing as well as private properties.	Upon delivery of individual actions	Districts and Boroughs, planning officers and housing officers
Waste, Resources and Circular Economy: Language has been found to be a barrier to household recycling behaviour (i.e. unable to understand waste and recycling instructions from the LA)	House of Commons report (2015) into Household Recycling in the UK https://commonslibrary.parliament.uk/research-briefings/cbp-7285/	Full EqIA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	District and Boroughs, waste officers, Surrey Environment Partnership (SEP)

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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

7. Staff

RACE (including ethnic or national origins, colour or nationality)					
What information do you have on the affected staff with this characteristic?					
<p>Research has been conducted and no impacts have been found on staff with this characteristic.</p>					
Impacts	Positive		Negative		Both
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner

<i>What impacts have you identified? Add more rows if you need to</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

RELIGION
What information (data) do you have on affected service users/residents with this characteristic?
Transport and air quality: DfT have released a report which includes a statement that a quarter of young people from black and minority ethnic groups experienced harassment due to their colour, race or religion, on public transport.
Housing and planning No identified affect
Energy Generation No identified affect

Buildings and Infrastructure

No identified affect

Waste, Resources and Circular Economy

No identified affect

Land Use and Food Systems

No identified affect

Industry and Green Economy

No identified affect

Impacts (Please tick or specify)	Positive		Negative	X	Both	
Impacts identified	Supporting evidence			How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>			<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
Transport & Air Quality: Some groups might feel unable to fully enjoy the benefits of pedestrian travel, due to a perceived threat to personal safety, a quarter of young black and minority ethnic people have experienced harassment due to their colour and/or race on public transport.	DfT found that a quarter of young people from black and minority ethnic groups experienced harassment due to their colour, race or religion, on public transport https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/36211/equality-action-plan.pdf			Full EqIA assessment of individual actions prior to further development and delivery	Upon delivery of individual actions	Transport, Environment, Surrey Police

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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

8. Staff

RELIGION						
What information do you have on the affected staff with this characteristic?						
<p>Research has been conducted and no impacts have been found on staff with this characteristic.</p>						
Impacts	Positive		Negative		Both	
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?		Owner

<i>What impacts have you identified? Add more rows if you need to</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

SEX

What information (data) do you have on affected service users/residents with this characteristic?

Transport and air quality:

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.

In the UK fewer women than men meet recommended physical activity levels contributing to ill-health and early death.

Housing and planning

5.2 million women were living in poverty as of 2017 compared to 4.7 million men, which will affect their ability to heat their homes (fuel poverty) and pay other bills.

Energy Generation

No identified affect

Buildings and Infrastructure

No identified affect

Waste, Resources and Circular Economy

5.2 million women were living in poverty as of 2017 compared to 4.7 million men this may affect their ability to access (via transport) CRC's.

Land Use and Food Systems

People living in the most deprived areas are ten times less likely to live in the greenest areas compared to people living in the least deprived areas. With more women likely to be in poverty it can therefore be inferred that they are less likely to live in areas with access to green space.

Industry and Green Economy

Women's progression in the workplace continues to be held back due to barriers such as bias around pay and promotion, challenges with balancing care work and shortage of good quality part time work.

Impacts (Please tick or specify)	Positive		Negative		Both	X
Impacts identified		Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be imple ment	Owner

			ed by?	
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
<p>Transport and air quality: SP2: Increasing the uptake of public and active transport.</p> <p>Some groups might feel unable to fully enjoy the benefits of pedestrian travel, due to a perceived threat to personal safety. A recent you-gov poll reported that 46% of women say they always or often felt unsafe whilst walking alone at night, compared to just 13% of men. However, equally only 15% of women said they never feel unsafe getting into a taxi compared to 53% of men</p>	<p>https://yougov.co.uk/topics/illegal/articles-reports/2019/02/14/one-three-women-consciously-take-steps-avoid-attac</p>	<p>Measures can be taken to make pedestrian travel safer e.g. widening pavements, better street lighting, and improved signage. Full EqlA assessment of individual actions prior to further development and delivery</p>	Ongoing	Transport, Planning, Highways, Environment,
<p>Transport and air quality: SP2: Increasing the uptake of public and active transport.</p> <p>Fewer women than men cycle on a regular basis - with only 12% cycling on a regular basis. National research shows that 30% of women would like to cycle with half citing poor infrastructure in their city, and three quarters unsafe conditions.</p>	<p>https://activelives.sportengland.org/ https://www.sustrans.org.uk/media/2930/2930.pdf</p>	<p>Pursuing this strategic priority through investment in infrastructure e.g. protected cycling lanes, car free zones and increased training could help to address these barriers women have identified. Women are likely to make shorter but more frequent journeys in a car. Therefore investing in public and active transport could have a more substantial benefit on this group</p>	Ongoing - 2050	Transport, Planning, Highways, Environment, Comms

Housing and Planning 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	https://www.jrf.org.uk/blog/wd2018-time-loosen-grip-poverty-women-uk	Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups identified as appropriate. Example actions include: <ul style="list-style-type: none"> - Monitor energy use within social housing to identify measures that can be developed to tackle low energy efficiency. Bring social housing providers together to develop a county-wide retrofit programme. <i>This will reduce the direct costs to those living within social housing</i>	Ongoing	Planning, Environment, Adult and child social care
Waste, Resources and Circular Economy SP3 Where waste is produced, we will work with partners to develop practical, innovative and effective methods for increasing reuse and recycling rates. CRC's are not accessible to those who don't drive for health reasons or because of low income; for those that do drive on low incomes they can have to travel a far distance to reach one, costing the person in time/money.		A key action is to increase the number and type of community recycling centres which will increase accessibility. But also looking to reduce waste in the first instance through increased producer responsibility	Ongoing	SEP, Environment, Waste
Land Use and Food systems A key target of the strategy is to plant 1.2 million trees by 2030 – increasing	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attach	Working with partners such as SWP and District and Boroughs to facilitate planting that is equitable and appropriate	Ongoing	Environment

green space is crucial to reduce emissions but also tackle the gender inequality in access to green spaces which affects mental and physical wellbeing.	ment_data/file/355792/Briefing8_Green_spaces_health_inequalities.pdf			
Industry and Green Economy SP1: Expand research and development activities and the development of relevant skills amongst our workforce to support the creation of green technologies and products to decarbonise our industry. The definition of green economy is: improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities. In its simplest expression, a green economy can be thought of as one which is low carbon, resource efficient and socially inclusive. This pursuing such an economy can result in more economic opportunities for women and skills development.	https://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM_NT(2012)462453_EN.pdf	Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups identified as appropriate. Look to ensure that any upskilling or training programmes achieve and promote gender equality	2020 - onwards	Economic development and Environment, HR
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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

9. Staff

SEX

What information do you have on the affected staff with this characteristic?

Please include data or evidence to detail how a policy/service/function change could impact on staff with this characteristic. Try and be as specific as possible.

Impacts	Positive	X	Negative		Both	
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
<i>What impacts have you identified? Add more rows if you need to</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>	
Women have identified that they feel more unsafe travelling (as above) than men, practices that enable them to work from home more easily can reduce this concern. Equally women are more likely to have care giving responsibility and this enables them to balance this more easily and still work.	https://yougov.co.uk/topics/legal/articles-reports/2019/02/14/one-three-women-consciously-take-steps-avoid-attac https://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM_NT(2012)462453_EN.pdf		Undergoing agile working trial and transformation of Moving Closer to Residents	By 2022	CLT, Transformation Support Unit, Environment Commissioning (all departments)	

**What other changes is the council planning that may affect the same groups of staff?
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?

Any negative impacts that cannot be mitigated? Please identify impact and explain why

Identifies negative impacts that can't be mitigated, together with evidence.

SEXUAL ORIENTATION

What information (data) do you have on affected service users/residents with this characteristic?

Transport and Air Quality:

In the 2018 National LGBT Survey, 65% of cisgender respondents had avoided being open about their sexual orientation on public transport.

Research has been conducted and no impacts have been found on service users/residents with this characteristic for the other sectors.

Impacts (Please tick or specify)	Positive		Negative	X	Both	
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>		<i>Due date</i>	<i>Who is responsible for this?</i>
Transport and air quality: SP2: Increasing the uptake of public and active transport. In the 2018 National LGBT Survey, 65% of cisgender respondents had avoided being open about their sexual orientation on public transport. Therefore in encouraging increased uptake of public transport we need to ensure that	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf		Efforts need to be undertaken on the public transport system to increase safety in much the same way we should for other vulnerable groups e.g. increased lighting, education of staff, reliable and frequent services, and up-to-date service		Ongoing	Transport, Environment, Surrey Police

these spaces are safe and inclusive no matter the sexual orientation of an individual.		information particularly in rural locations. Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups identified as appropriate.		
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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

10.

SEXUAL ORIENTATION

What information do you have on the affected staff with this characteristic?

Research has been conducted and no impacts have been found on staff with this characteristic.

Impacts	Positive		Negative		Both	
Impacts identified		Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<i>What impacts have you identified? Add more rows if you need to</i>		<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>						

MARRIAGE/CIVIL PARTNERSHIPS

What information (data) do you have on affected service users/residents with this characteristic?

Research has been conducted and no impacts have been found on staff with this characteristic.

Impacts (Please tick or specify)	Positive		Negative		Both	X
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>	
<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><i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i></p>						
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>						
<p><i>Identifies negative impacts that can't be mitigated, together with evidence.</i></p>						

11.

MARRIAGE/CIVIL PARTNERSHIPS

What information do you have on the affected staff with this characteristic?

Research has been conducted and no impacts have been found on staff with this characteristic.

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

**What other changes is the council planning that may affect the same groups of staff?
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?

Any negative impacts that cannot be mitigated? Please identify impact and explain why

Identifies negative impacts that can't be mitigated, together with evidence.

CARERS

What information (data) do you have on affected service users/residents with this characteristic?

Transport and Air Quality

65% of older carers have a long-term health problem or disability themselves. Therefore accessibility and affordable transport is crucial for those who are carers, both for their own health and wellbeing but also that of the person they are looking after

Housing and Planning

There are seven million carers in the UK, who make an economic contribution value of £132 billion annually. 53% of carers have borrowed money as a result of their caring role. Therefore efforts to reduce energy bills could help to alleviate these challenges

Industry and Green Economy

The employment rate of carers is 67%, over half of those who are not working (~16%) say they want to do so.

Adaptation

Climate Change disproportionately effects those with disabilities - <https://www.unenvironment.org/news-and-stories/story/how-climate-change-disproportionately-impacts-those-disabilities>

Impacts (Please tick or specify)	Positive		Negative		Both	X
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner

<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
Transport and Air Quality	https://carers.org/key-facts-about-carers-and-people-they-care			
<p>Transport and air quality:</p> <p>Strategic Priority 1 and 2, to encourage a reduction in journeys and an uptake of public and active transport to shift away from the use of private transport vehicles. An action that sits under this is that SCC will evaluate the removal of parking provisions. If SCC decided to remove parking provisions this could affect the ability of disabled persons to access services and goods. 65% of older carers have a long-term health problem or disability themselves. Therefore accessibility and affordable transport is crucial for those who are carers, both for their own health and wellbeing but also that of the person they are looking after</p>	<p>There have been previous schemes to reduce or ban cars that have left disabled residents feeling ostracised e.g. London's Reimagine event</p> <p>https://metro.co.uk/2019/09/17/pollution-is-poisoning-us-all-but-banning-cars-isolates-disabled-people-10751441/</p>	<p>Strategic Priority seeks to achieve a reduction in journeys through increasing development that is closer to goods and services which should increase accessibility.</p> <p>One of the actions in support of SP 1 and 2 is the development of car free zones or areas for pedestrianisation. For these schemes further EqlAs will be carried out which should look to mitigate the impacts for disabled residents e.g. allowing those with blue badges to still park nearby or access for taxis.</p>	Throughout implementation of the relevant actions	Transport, Highways, Environment, Planning
<p>Housing and planning</p> <p>SP 1 and 2: Retrofit or development of homes with higher energy efficiency standards</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</p>	<p>https://www.york.ac.uk/media/chp/documents/2014/energy%20final%20report.pdf</p> <p>http://www.instituteofhealththequity.org/resources-reports/the-health-impacts-of-cold-homes-and-fuel-poverty</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>		

<p>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. As addressed above 65% of carers have been required to borrow money as a result of their role. Improvements in energy efficiency could reduce their bills and therefore financial burden, as well as alleviate the symptoms of the person they are caring for.</p>	https://carers.org/key-facts-about-carers-and-people-they-care	<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>Bring social housing providers together to develop a county-wide retrofit programme. <i>This will reduce the direct costs to those living within social housing</i></p>		
<p>Adaptation</p> <p>Those with disabilities and their carers may be more vulnerable to climate change for a number of reasons including difficulties during required evacuations, reduced income or insurance. Therefore actions to improve the resilience of communities, housing and our infrastructure can help address this.</p>	https://www.unenvironment.org/news-and-stories/story/how-climate-change-disproportionately-impacts-those-disabilities	<p>Seek to accelerate the adaptation of existing infrastructure/properties where their users or occupiers may be disabled. Further EqlA to be carried out in the implementation of relevant actions.</p>	Ongoing	Transport, Highways, Environment, Planning
<p>Industry and Green Economy</p> <p>SP3 Utilise innovation in digital technology to unlock a green transformation of our economy and create up to 1000 jobs a year between now and 2040. The employment rate of carers is 67%, over half of those who are not working (~16%) say they want to do so. Therefore a green</p>	https://www.ageuk.org.uk/our-impact/policy-research/loneliness-research-and-resources/loneliness-and-digital-inclusion/	<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>	2020 - onwards	Adult social care, environment, economic development

economy which promotes social equity and more flexible working through the integration of technology could facilitate them to obtain a job as it does not require travelling etc. and they could work from home whilst still undertaking caring duties.				
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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

12.

CARERS					
What information do you have on the affected staff with this characteristic?					
<i>Please include data or evidence to detail how a policy/service/function change could impact on staff with this characteristic. Try and be as specific as possible.</i>					
Impacts	Positive	X	Negative		Both

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<i>What impacts have you identified? Add more rows if you need to</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>
The promotion of more agile and flexible working through the integration of technology could facilitate existing staff to more easily balance their caring role with their job reducing stress and improved mental health. Or encourage new staff who already have a caring role to join.	https://carers.org/key-facts-about-carers-and-people-they-care Surrey Digital Strategy	Health and Wellbeing group in HR to monitor the impact of moving closer to residents and more agile working practices	2022 – embedded, however monitoring is ongoing	HR, Transformation
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why <i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

SOCIO-ECONOMIC

What information (data) do you have on affected service users/residents with this characteristic?

Transport and air quality

Studies show that ethnic minorities and deprived communities are hardest hit by air pollution due to higher levels of pollution where they live.

They make nearly 20% fewer trips and travel 40% less distance than the average household. People on short-term or zero-hour contracts, or those who have to move home or workplace unexpectedly, cannot always predict or plan their travel patterns. This ongoing uncertainty can make owning a car a necessity for many on lower incomes, even when it is hard to afford one. Many people without a car report diminished job opportunities

Housing and planning

Issues surrounding housing and planning will affect all of the protected characteristics. Fuel poverty is a particular concern for those from low socio-economic backgrounds, as household income is one of the biggest determinants of fuel poverty. Colder homes have been linked to increased hospital admissions and can reduce life expectancy.

There has been a concern that zero carbon homes would disproportionately affect those from low socio-economic backgrounds, however estimated increased costs would be 1 -2% of purchase price (if an individual was purchasing) and £260 a year could be saved in fuel costs. For those in social housing these savings would cover the cost of efficiency measures provided by councils or social housing providers at no costs to residents.

Energy generation

As above regarding fuel poverty and access to affordable energy.

Waste Resources and Circular Economy

No statistics but impact suggested below.

Buildings and Infrastructure

No determined impact.

Land Use and Food Systems

People living in the most deprived areas are ten times less likely to live in the greenest areas compared to people living in the least deprived areas.

Industry and Green Economy

Low paid workers suffer disproportionately from their type of work. Those on zero hour contracts are estimated to be £1000 a year worse off than those on permanent contracts.

Adaptation

Low-income households are particularly susceptible to climate change impacts, as these impacts disproportionately affect their resources. These groups also have lower capacity and resources to adapt.

Impacts (Please tick or specify)	Positive	X	Negative		Both	
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>		<i>Due date</i>	<i>Who is responsible for this?</i>
Transport and Air Quality: Strategic Priority 2, to encourage an uptake of public and active transport, and strategic priority 3 which promotes the use of zero-emissions vehicles should help reduce air pollution and increase the quality of life for all members of the community, particularly those from low-income backgrounds who			Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups.		Ongoing	Economic development, transport, planning, all authorities

are more likely to experience poor air quality.		Work towards SP 2 and 3 with significant urgency befitting the climate emergency and social inequities being faced. Identify those areas where air pollution is worse i.e. AQMAs and prioritise these.		
Transport and Air Quality: Strategic Priority 2, to encourage an uptake of public and active transport. Supporting this through the provision of more affordable and distributed services could particularly aid those from low income backgrounds who make significantly less journeys due to costs of travel. This can affect the ability to secure employment or access services.	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/784685/future_of_mobility_access.pdf	Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups	2020 - onwards	Economic development, transport, planning, all authorities
Energy Generation SP1 Increased production of local renewable energy, and SP2 increased decentralised energy systems. The generation of energy although often operating at a scale beyond the household has the ability to impact on all within society. Renewable and reliable energy has the ability to drive down long-term costs (so particularly impactful on bill payers), although there may be initial increases in tariff rates, or outlays for installation at home.	https://energysavingtrust.org.uk/sites/default/files/reports/In_from_the_cold_fuel_poverty_report_CO330-March2012.pdf	Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups	2020 - onward	Energy, Planning
Housing and Planning Addressing energy consumption and efficiency in the home (SP1 and 2) can not only substantially	https://energysavingtrust.org.uk/sites/default/files/reports/	Work to continue to promote ECO, via providers such as Action Surrey, which has both an affordable warmth	Ongoing	Local Authorities, Environme

<p>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.</p>	<p>In_from_the_cold_fuel_poverty_report_CO330-March2012.pdf</p> <p>There has been a concern that zero carbon homes would disproportionately affect those from low socio-economic backgrounds, however estimated increased costs would be 1 -2% of purchase price (if an individual was purchasing) and £260 a year could be saved in fuel costs. For those in social housing these savings would cover the cost of efficiency measures provided by councils or social housing providers at no costs to residents</p> <p>https://www.ft.com/content/15e8d476-7bcd-11e9-81d2-f785092ab560</p>	<p>obligation and carbon-saving obligation both of which will support those in fuel poverty to heat their home and implement energy efficiency measures.</p> <p>Encouraging bulk purchase of retrofit options will drive down initial costs.</p>		<p>nt, Planning</p>
<p>Waste, Resources and Circular Economy SP3</p> <p>Where waste is produced, we will work with partners to develop practical, innovative and effective methods for increasing reuse and recycling rates. CRC's are not accessible to those who don't drive for health reasons or because</p>		<p>A key action is to increase the number and type of community recycling centres which will increase accessibility. But also looking to reduce waste in the first instance through increased producer responsibility</p>	<p>Ongoing</p>	<p>SEP, Environment, Waste</p>

of low income; for those that do drive on low incomes they can have to travel a far distance to reach one, costing the person in time/money.				
<p>Land Use and Food systems</p> <p>A key target of the strategy is to plant 1.2 million trees by 2030 – increasing green space is crucial to reduce emissions but also tackle the socio-economic inequality in access to green spaces which affects mental and physical wellbeing.</p> <p>There is a risk of increased house prices where there is access to green space.</p>	<p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/355792/Briefing8_Green_spaces_health_inequalities.pdf</p>	<p>Working with partners such as SWP and District and Boroughs to facilitate planting that is equitable and appropriate.</p> <p>The requirement for green spaces and green infrastructure as part of future supplementary planning guidance would allow access for all.</p> <p>Full assessment of individual actions prior to further development and delivery, ensuring actions and communications are targeted towards the groups</p>	Ongoing	Environment
<p>Industry and Green Economy</p> <p>SP1: Expand research and development activities and the development of relevant skills amongst our workforce to support the creation of green technologies and products to decarbonise our industry.</p> <p>The definition of green economy is: improved human well-being and social equity, while significantly reducing</p>	<p>https://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM_NT(2012)462453_EN.pdf</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>Look to ensure that any upskilling or training programmes achieve and promote social equity</p>	2020 - onwards	Economic development and Environment, HR

environmental risks and ecological scarcities. In its simplest expression, a green economy can be thought of as one which is low carbon, resource efficient and socially inclusive. This pursuing such an economy can result in more economic opportunities and skills development for those from deprived backgrounds.				
Adaptation: Low-income households are particularly susceptible to climate change impacts, as these impacts disproportionately affect their resources. These groups also have lower capacity and resources to adapt. Therefore strategic priorities 2 and 3 strengthening integrating of adaptation into housing and infrastructure, and increased education will help to address this vulnerability.	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/584281/uk-climate-change-risk-assess-2017.pdf	In community work through Surrey Prepared, Surrey Fire and Rescue and Emergency Response teams. Increased resilience of public buildings including schools.		Fire and Rescue, ETI
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				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics?</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

SOCIO-ECONOMIC

What information do you have on the affected staff with this characteristic?

They make nearly 20% fewer trips and travel 40% less distance than the average household. People on short-term or zero-hour contracts, or those who have to move home or workplace unexpectedly, cannot always predict or plan their travel patterns. This ongoing uncertainty can make owning a car a necessity for many on lower incomes, even when it is hard to afford one. Many people without a car report diminished job opportunities

Impact s	Positive		Negative		Both	
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner	
<i>What impacts have you identified? Add more rows if you need to</i>	<i>What are you basing this on?</i>	<i>Actions to mitigate or enhance impacts</i>		<i>Due date</i>	<i>Who is responsible for this?</i>	
Agile working can reduce the need for staff to travel, and associated expenses. Which can often be a limit for those on low-incomes	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/784685/future_of_mobility_access.pdf	Health and Wellbeing group in HR to monitor the impact of moving closer to residents and more agile working practices		2022 – embedded, however monitoring is ongoing	HR, Transformation	

What other changes is the council planning that may affect the same groups of staff? 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?

Any negative impacts that cannot be mitigated? Please identify impact and explain why

Identifies negative impacts that can't be mitigated, together with evidence.

14. Amendments to the

CHANGE	REASON FOR CHANGE
<i>What changes have you made as a result of this EIA?</i>	<i>Why have these changes been made?</i>
Made more explicit in associated actions that efforts to reduce cars e.g. through pedestrianisation or car free zones should not reduce accessibility	Concerns for disabled persons that pursuing such actions would limit their access to goods, services and communities
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 or health but concerns for safety
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 in the in the blank box 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?	X
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, available here).	



Please use the box on the right to explain the rationale for your recommendation

The positive impacts of the Climate Change Strategy across the Council's services and related policies, which include transport, environment, 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 described in 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 recommended that further specific EqlAs are carried out on the projects when designed in more detail.

6a. Version Control

Version Number	Purpose/Change	Author	Date
1	EqlA on Climate Change Strategy in preparation for Cabinet	Esme Stallard/Katie Stewart/Mairead Rooney	Completed 09/04/2020

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

	Name	Date approved
Approved by*	<i>Head of Service</i>	Katie Sargent
	<i>Executive Director</i>	
	<i>Cabinet Member</i>	Mike Goodman
	<i>Directorate Equality Group</i>	

EIA Author	Esme Stallard/Mairead Rooney
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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
Esme Stallard	Climate Change Project Manager	Surrey County Council/Arup	Author
Mairead Rooney	Management Trainee	Surrey County Council	Researcher/Author
Helen Treasure	Project Officer	Surrey County Council	Expert officer
Katie Sargent	Environment Commissioning Management	Surrey County Council	Reviewer

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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