

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #628

1.0 Screening Information

Project Name

WCC Net Zero Carbon Plan 2023

Name of Project Sponsor

Gary Woodman

Name of Project Manager

Sue Crow

Name of Project Lead

Anna Wardell-Hill

Please give a brief description of the project

This is a review and update to the County Council's Net Zero Carbon Plan, which sets out how the Council will meet net zero emissions from its operations and activities by 2050

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

WCC Net Zero Carbon Plan has been reviewed and updated and sets out how the Council will aim to meet its zero carbon target by 2050, with an appended shorter-term action plan to achieve emissions reductions over the next 2 years. Draft Net Zero Carbon Plan and action plan document attached for reference. Due to go to Cabinet for approval November 2023.

Upload Business Case or Support documents

[□ Draft WCC Net Zero Carbon Plan Review V13 FINAL.docx](#)

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

Action Plan within the attached details the proposals to achieve net zero emissions by 2050

Project Outcomes

Briefly summarise what the project will achieve.

The plan will achieve emissions reductions, and associated energy reductions from the Council's own operations and activities and ensure WCC is resilient to future energy cost increases. The plan includes WCC buildings, street lighting, fleet, staff mileage, waste disposal; as well as emissions from contractors for Waste, Fleet and Highways (where we have access to the data). The Council has operated a carbon/energy management strategy since 2002. To date, the Council has reduced its net carbon emissions by 41% from 2009/10 baseline. The Net Zero Carbon Plan aligns with the national Government target to achieve net zero emissions by 2050.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

Economy & Infrastructure

Service Area

Economy

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

October 2025

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Anna Wardell-Hill
Job title	Programme Manager - Corporate Sustainability
Email address	awardellhill@worcestershire.gov.uk

Name	Katie Bruton
Job title	Senior Sustainability Officer
Email address	kbruton@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Staff

Communities

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

The UN has undertaken research on the impact of climate change and social inequality - https://www.un.org/esa/desa/papers/2017/wp152_2017.pdf

Available evidence indicates that this relationship is characterized by a vicious cycle, whereby initial inequality causes the disadvantaged groups to suffer disproportionately from the adverse effects of climate change, resulting in greater subsequent inequality.

Climate Change and Social Inequality; S Nazrul Islam and John Winkel - UN / DESA working paper 152, page 2:

"Needless to say, there are many types of inequalities to consider even in a within-country setting. On the one hand, there are inequalities based on demographic characteristics, such as gender, race, ethnicity, religion, and age. A second type of inequality is regarding assets and income. A third type of inequality is regarding public decision making (political power) and access to public resources, such as publicly financed health, education, housing, financing, and other services. Needless to say, these different types of inequalities are interrelated.

We use the term "social inequality" to refer to all these different types of within-country inequalities. This is, first of all, in the interest of parsimony. Second, the term "social inequality" gets to the heart of the matter more directly and intuitively than the term "within-country inequality" does. Third, regional (spatial) inequality within a country often overlaps with inequality regarding race, ethnicity, and religion, and finds expression in the form of inequality in income and assets. Hence, within-country spatial inequality can also be subsumed under social inequality. It should be noted that important inequalities exist within households too. Amartya Sen, for example, highlighted the intra-household bias against girls and women (see, for example, Sen 1990). In this paper, however, we do not extend the discussion to intra-household inequalities as this will clearly stipulate who / what we are specifying by using the term 'inequalities'."

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Engagement and consultation undertaken with internal WCC Sustainability Board Members on the content of the Net Zero Carbon Plan

3.3 Summary of relevant findings

Please summarise your relevant findings. *

The UN has undertaken research on the impact of climate change and social inequality - https://www.un.org/esa/desa/papers/2017/wp152_2017.pdf

Available evidence indicates that this relationship is characterized by a vicious cycle, whereby initial inequality causes the disadvantaged groups to suffer disproportionately from the adverse effects of climate change, resulting in greater subsequent inequality.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Disability

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact for all in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change.

Social and economic

Potential neutral impact selected.

Explanation of your reasoning:

The proposals within the Net Zero Carbon Plan are specifically around WCC reducing its own emissions from its activities and operations. This in turn will have a positive impact in terms of emissions reduction in the local area, and consequential support in reducing national and global emissions, which will support addressing any negative impacts on social and health inequalities presented by carbon emissions in the atmosphere and the consequences of global warming and future impacts of climate change. Positive social and economic outcomes are key to achieving true sustainable development, which is one of the main objectives of the Net Zero Carbon Plan. The Plan is aligned to the United Nations Sustainable Development Goals. The drive to achieve Net Zero emissions will also support development of the local green economy and further job opportunities in the area.

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

The Net Zero Carbon Plan will achieve an all-round better environment, supporting improvements in mental and physical health for all.

Mental health and wellbeing

Potential neutral impact selected.

Explanation of your reasoning:

The Net Zero Carbon Plan will achieve an all-round better environment, supporting improvements in mental health and well-being for all.

Access to services

Potential neutral impact selected.

Explanation of your reasoning:

The Zero Carbon Plan sets out how the Council will improve the energy efficiency (and consequently comfort of) our own building stock; make improvements to our fleet vehicles and introduce zero-emission fleet vehicles which will have a positive impact on local air quality.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

The Net Zero Carbon Plan will go through a full review and update in 2025. If any impacts on equality and public health are identified during review a new EPHIA will be completed.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

09/11/2023 11:45:19

Screening Submitted Date Time

06/11/2023 17:00:00

Last Reopened Date Time

09/11/2023 11:30:45

Full Impact Submitted Date Time

09/11/2023 11:45:19

Approved/Rejected Date Time

No Date Recorded

Current User Dashboard Request Status

Submitted

9.0 People with access to the original screening

[Anna Wardell-Hill \(AWardellHill@worcestershire.gov.uk\)](mailto:AWardellHill@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Anna Wardell-Hill \(AWardellHill@worcestershire.gov.uk\)](mailto:AWardellHill@worcestershire.gov.uk)

10

Direct Questions

Question:

Hi Anna, unfortunately the comments in the protected characteristic categories, we have not evidenced due regard to each, and subsequently cannot yet be signed off. Happy to chat through and provide feedback this week. I will reopen the assessment for amends.

Kind regards,
Maddy

Asked by Maddy Cameron (MCameron@worcestershires.gov.uk) at 07/11/2023 08:24:29

Anna Wardell-Hill (AWardellHill@worcestershires.gov.uk) has been asked this question.

Currently Unanswered

Add Response

Question:

Hi Anna, thanks for making the relevant amends. I will copy the questions from the previously signed off #419 for clarity:

Hi Katie, (I will also send this information directly to you via email)

You have said that the impact on disabled people, (and those who share all other protected characteristics) will be positive, however you have not answered as to what that positive (potential) impact will be, or why those identifying in this / each group, will specifically benefit from the strategy / decision made. Please amend and update the impacts section accordingly, in order for this to be signed off as acceptable. Any queries, please let me know and we can discuss.

Thanks, Maddy

Asked by Maddy Cameron (MCameron@worcestershires.gov.uk) at 12/10/2022 10:46:18

Katie Bruton (KBruton@worcestershires.gov.uk) has been asked this question.

Response:

As agreed via email exchange, I will amend all to 'potential neutral impact' instead, as the outcomes of the actions within the Net Zero Carbon Plan (ultimately reducing the council's emissions and subsequent climate change impacts) will benefit everyone, including those with protected characteristics. Those with protected characteristics will not necessarily benefit any more than anyone else in society from the delivery of the Council's Net Zero Carbon Plan.

Katie Bruton (KBruton@worcestershires.gov.uk) at 13/10/2022 09:55:09

and:

Hi, might be worth adding the following section from research paper: Climate Change and Social Inequality; S Nazrul Islam and John Winkel - UN / DESA working paper 152, page 2, to the summary section above, or abbreviate / link to paragraph numbers.

Both questions and all amends have been made from an equality aspect. Thank you.

Asked by Maddy Cameron (MCameron@worcestershires.gov.uk) at 09/11/2023 12:44:23

Anna Wardell-Hill (AWardellHill@worcestershires.gov.uk) has been asked this question.

Response:

Many Thanks Maddy

Anna Wardell-Hill (AWardellHill@worcestershires.gov.uk) at 09/11/2023 13:08:13

Add Response