

# Equality Impact Analysis

## Assessment Proforma

EIA Title: **Carbon Reduction Target and Green Team Update**

1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

**Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.**

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

2.0 **The General Equality Duty.**

SLDC, in the exercise of its functions, should:

- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- c. **Foster good relations between people who share a protected characteristic and those who do not.**



## Step 1

**Summarise the subject and expected outcomes of this EIA.**

The purpose of this EIA is to continue to ensure that our strategic Council Policy on Climate Change does not prompt any disproportionate negative impact on people with any of the protected characteristics.

The expected outcome of this EIA is the identification of any potential issues and a commitment to undertake the recommended mitigating actions to ensure our services are adequately accessible to the whole community.

This EIA will be monitored and published onto our website for public accessibility.

**Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).**

Recent data available at District level. Data is not available to breakdown population statistics for all Protected Characteristics.

**Population** - In mid-2017 South Lakeland's resident population was estimated to be 104,321. In 2016 18 million visitors came to South Lakeland, of which 85% were day trippers and 15% were staying visitors.

Over the last ten years the population of the district has increased by 355 residents.

**Age**

In mid-2017 it was estimated that 13.8% of the population of South Lakeland are aged 0-14 years of age, 58.5% are 15-64 years of age, and 27.7% are aged over 65.

**Children and young people**

It is projected that numbers of 0-14 year olds in South Lakeland will decrease from 2017 onwards to 2041. Between 2017 and 2041, the number of young people aged 0-14 is forecast to fall by 12.0%.

**Working age**

In South Lakeland the number of 15-64 year olds are projected to decrease by 8,400 (-14%) to 2041.

South Lakeland has the lowest proportion of young and working age people in the county and both are in decline. Since mid-2007 the greatest percentage decrease occurred in the 30-44 age groups (-23.9%).

**Older people**

In South Lakeland numbers of residents aged 65+ are projected to increase by 8,300 persons (+28.4%) to 2041.

Since mid-2007 the greatest percentage increase occurred in the 90+ age group (+140%).

**Disability**

18.8% of the population have a long-term health problem or disability, while 4.6% describe their general health as bad or very bad.

**Race**

95.6% of South Lakeland residents are White British, 2.8% are White Other, 0.6% are mixed race, 0.8% are Asian, 0.2% are Black, and 0.1% are from other ethnic groups.

Of Cumbria's six districts, South Lakeland has the second highest proportion of residents from BAME groups (4.4%).

**Religion and Belief**

68% of residents are Christian, 23% have no religion. 0.4% are Buddhist, 0.2% are Muslim, 0.1% are Hindu, 0.1% are Jewish and 0.4% are members of other religions.

**Gender**

49% of residents are male, 51% are female.

There is a gender pay imbalance in South Lakeland, the median gross weekly earnings of a male in full time employment is £579, whereas for a female in full time employment the figure is £479.

**SLDC Employee and Member information**

## Appendix 6

As of 1 April 2017, SLDC employs 422 staff and has 51 councillors.

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Step 2  
Equality Action Plan

<p>In providing this service, what are the impacts for the following people?</p> <ol style="list-style-type: none"> <li>1. Age (young and old)</li> <li>2. Black and Minority Ethnic</li> <li>3. Disabled</li> <li>4. Faith/Belief</li> <li>5. Sexual Orientation</li> <li>6. Gender</li> <li>7. Gender reassignment</li> <li>8. Pregnancy and maternity</li> <li>9. Marriage and Civil Partnership</li> <li>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</li> </ol> <p>(See glossary below for definitions)</p>	<p>Positive impacts</p>	<p>Negative impacts</p>	<p>Mitigating actions (to avoid negative impact):</p>	<p>Lead Officer &amp; When</p>	<p>Complete Y/N</p>
<p>Age</p>	<p>Energy efficient housing.</p> <p>Better transport options</p>	<p>Potential costs of adaptation</p>	<p>Work with vulnerable communities to promote energy efficiency through schemes such as Cosy Homes</p> <p>Work with Cumbria County Council and other stakeholders to widen transport choice and improve walking and cycling choices</p>		
<p>BME</p>	<p>No specific impacts</p>	<p>No specific impacts</p>			
<p>Disabled</p>	<p>Better walking, cycling and public realm will make centres</p>	<p>Risk of limitations on car access prejudicing accessibility</p>	<p>Ensure that local plan policies take needs of people with disabilities into account and that public spaces and buildings are accessible and adaptable.</p>		

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<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li>1. Age (young and old)</li> <li>2. Black and Minority Ethnic</li> <li>3. Disabled</li> <li>4. Faith/Belief</li> <li>5. Sexual Orientation</li> <li>6. Gender</li> <li>7. Gender reassignment</li> <li>8. Pregnancy and maternity</li> <li>9. Marriage and Civil Partnership</li> <li>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</li> </ol> <p>(See glossary below for definitions)</p>	<p><b>Positive impacts</b></p>	<p><b>Negative impacts</b></p>	<p><b>Mitigating actions (to avoid negative impact):</b></p>	<p><b>Lead Officer &amp; When</b></p>	<p><b>Complete Y/N</b></p>
	<p>more accessible for wheelchair users</p>				
<p>Faith/Belief</p>	<p>Energy efficient and accessible places of worship</p>				
<p>Gender and Gender reassignment</p>	<p>Better public spaces, more transport choices. More energy efficient homes</p>				
<p>Pregnancy and Maternity</p>	<p>Better public spaces, more transport choices. More energy efficient</p>				

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	homes				
Marriage and Civil Partnership			No obvious differential impacts		
Socio/Economic Disadvantage	<p>Energy efficient housing.</p> <p>Better transport options</p>	Potential costs of adaptation	<p>Work with vulnerable communities to promote energy efficiency through schemes such as Cosy Homes</p> <p>Work with Cumbria County Council and other stakeholders to widen transport choice and improve walking and cycling choices</p>		

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<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li>1. <b>Age (young and old)</b></li> <li>2. <b>Black and Minority Ethnic</b></li> <li>3. <b>Disabled</b></li> <li>4. <b>Faith/Belief</b></li> <li>5. <b>Sexual Orientation</b></li> <li>6. <b>Gender</b></li> <li>7. <b>Gender reassignment</b></li> <li>8. <b>Pregnancy and maternity</b></li> <li>9. <b>Marriage and Civil Partnership</b></li> <li>10. <b>Socio-economic disadvantage (including rural deprivation, 'rurality')</b></li> </ol> <p>(See glossary below for definitions)</p>	<p><b>Positive impacts</b></p>	<p><b>Negative impacts</b></p>	<p><b>Mitigating actions (to avoid negative impact):</b></p>	<p><b>Lead Officer &amp; When</b></p>	<p><b>Complete Y/N</b></p>
<p>The Policy acknowledges that climate change is occurring, that man-made greenhouse gas emissions are a primary cause and that climate change will continue to have far reaching effects on people and places, the economy, society and environment in the District, across the UK and across the world.</p>			<p>The Council Policy sets out the following commitments:</p> <ul style="list-style-type: none"> <li>• Work with central government to the delivery of the target for carbon dioxide reduction set out in the UK Carbon budget by 2022.</li> <li>• Participate in local and regional networks for support.</li> <li>• Develop plans and support projects to progressively address the causes and the impacts of climate change</li> <li>• Publicly declare, within appropriate plans and strategies, the commitment to achieve a reduction of greenhouse gas emissions</li> <li>• Assess the risk associated with climate change and the implications for our services and our communities of climate change impacts and adapt accordingly.</li> <li>• Encourage all sectors in our local community to take the opportunity to adapt to the impacts of</li> </ul>		

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			<p>climate change,</p> <ul style="list-style-type: none"> <li>• Monitor the progress of our plans against the actions needed and publish the result.</li> </ul>		

### Step 3

*Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)*

South Lakeland District Council seeks to maximise the social, economic and environmental benefits which come from combating, and developing resilience to, climate change and developing a sustainable economy. South Lakeland District commits to playing its part in meeting emissions targets set internationally and through UK Carbon budgets. South Lakeland District Council will work in partnership to respond at a local level, encouraging and helping local residents, local businesses and other organisations to reduce their energy costs, to reduce congestion, to adapt to the impacts of climate change, to improve the local environment and to deal with fuel poverty in our communities. The Council recognises that this policy will have specific needs and challenges for some equality groups in adapting behaviours and use of their resources to reduce their carbon footprint.

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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#### Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example,

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Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non-religious beliefs such as Humanism.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Socio-economic disadvantage:** This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.