

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	EE&I
Service area	Sustainability
Title of the proposed change being assessed i.e. the policy, service or other development	Solar PV Installations using Salix Finance Loan

Describe the purpose of the proposed change and the intended outcomes
<p>The Solar PV programme is the final workflow using the Salix Recycling Fund. The aim is to install PV arrays across a number of properties in the core estate, helping to reduce reliance on grid supplied electricity, save money and lead by example in the low carbon arena, helping to support action against climate change.</p> <p>The outcomes are to make progress towards achieving:</p> <ul style="list-style-type: none"> • By 2045 a carbon neutral county that provides quality of life now and for future generations, having improved the quality of our natural environment. • By 2030 to have reduced the county's carbon emissions by 80% on 2005 <p>And for the county council:</p> <ul style="list-style-type: none"> • to reduce its carbon emissions (buildings, street lighting, fleet, business travel) by 80% by 2030 on 2006/07; and • to aim for 100% ('Net Zero') by 2030 through carbon offsetting.

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	Yes
Other (please specify):	All Gloucestershire residents and visitors.

Decision to be taken and decision maker	Cabinet Decision To agree to deliver £1m of solar PV installations on the GCC owned estate, using the Salix Recycling fund.
Person(s) responsible for completing this assessment	Matthew Flack
Date of this assessment	04/02/2024

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	<p>The current Gloucestershire Climate Change Strategy highlights how a County wide approach is needed to reduce our emissions.</p> <p>This programme of work aims to deliver sustainable technology to public buildings across the County that are used by the wider community.</p>	<p>A large amount of climate change research and the impacts of this on all citizens exists. The sustainability team keep up to date with the latest information through newsletters, webinars, networking, peer to peer groups and research including;</p> <ul style="list-style-type: none"> • Climate scorecards. • Data collected and collated by DESNZ and BEIS on carbon emissions in the county. • Community groups – e.g. community co-op, local repair cafes, GYCG. • Census data and information. • Public attitude surveys. • Relevant legislation internationally, nationally and locally (subject to the 2011 Localism Act). • Cross-council and regional collaboration. • Climate preparedness forums regionally.

<p>Workforce</p>	<p>GCC receives ongoing feedback from staff through initiatives and campaigns, which influence the development of actions under the 5-year rolling action plan. These include:</p> <ul style="list-style-type: none"> • ‘Greener Champions’ network launched 2022 across GCC to promote sustainable actions in the workplace. • ‘Carbon Literacy’ training pilot 2022/23 delivered to officers from the Corporate Leadership Team, Economy Environment & Infrastructure Directorate (including business partners from support services including Finance, HR, Property Services), and Democratic Services. • Staff Travel surveys, most recent 2022. • Ongoing presentations to service teams across GCC. • Induction of new starters includes Climate Change awareness and discussion. • CLG proposes suggestions on. 	
<p>Partners</p>	<p>GCC’s current Gloucestershire Climate Change Strategy adopted in December 2019 was developed by building on a number of partner engagement initiatives:</p> <p>Gloucestershire Sustainable Energy Strategy adopted by Gfirst Local Enterprise Partnership (LEP) January 2019, commissioned by GCC on behalf of the LEP</p>	

Energy Business Group. It sets out the key changes required and a roadmap for securing a carbon neutral Gloucestershire by 2050.

[Gloucestershire Climate Change Summit](#) May 2019, jointly hosted by GCC and Gfirst LEP, with around 120 people from across the county. The summit included representatives from the planning, infrastructure, and construction industries, Public Health, young people and sustainable energy experts. The day looked at how everyone in the county can contribute to creating a sustainable future, calling on communities to help deliver the ambitions of the Gloucestershire Sustainable Energy Strategy. This included a presentation on development of the Air Quality & Health Strategy, where there is a lot of cross-over with climate change issues and opportunities. A direct outcome was the formation of the Gloucestershire Youth Climate Panel (see service users).

[Gloucestershire Air Quality & Health Strategy](#) adopted May 2019. Its vision is “For organisations, professionals and the public across Gloucestershire to work together to improve air quality in the county and reduce the impact of air pollution on human health and the environment. To contribute to the vision of Gloucestershire as a prosperous, happy, healthy, and sustainable county.” It

identifies six key strategic areas for delivery: public engagement; air quality monitoring and information; active travel; policy and planning; Ultra-Low Emission Vehicles (ULEVs); and cleaner fleets & public transport. Many of the measures that will reduce harmful exhaust emissions will not only improve local air quality but will also reduce transport-generated carbon emissions and help mitigate global warming.

[Climate Leadership Gloucestershire](#), established by Leadership Gloucestershire in November 2021, works to provide strategic coordination across a set of priority themes. CLG membership comprises senior officers and politicians from the county and district councils, the NHS, Gloucestershire Constabulary, and other local stakeholders such as the Local Nature Partnership. The high-level themes for action are adaptation, biodiversity, food & farming, transport, energy, planning, retrofit, waste, economy and behaviour change. As the local transport authority and highway authority for Gloucestershire, the County Council leads on the transport theme. GCC also takes an active role within each of the other priority themes identified by CLG, with actions reflected the 5-year rolling Action Plan (Annex 1, Appendix 2 of this report).

	UK100 In 2023 all 7 Gloucestershire councils, coordinated by UK100, agreed to tackle transport emissions and aim to reach net zero transport emissions by 2045.	
Other		

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
Protected Characteristics (Equality Act 2010)		
Additional Groups (including care leavers / care experienced adults)		

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users						
Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	x				<p><u>Very young and elderly</u> - climate change poses more of a risk, because the effects of extreme heat and extreme cold are more likely to have a detrimental impact on their health and because their ability to adapt and react to extreme weather events (including displacement due to natural disasters) may be effected. https://www.ohchr.org/en/climate-change/impact-climate-change-rights-older-persons</p> <p><u>Young people</u> – as climate change is expected to get more extreme with time, if unaddressed it will have a greater impact on young people throughout their lifetime. Young people are also more likely to be impacted by climate related diseases. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3059989/</p>	N
Disability	x				Climate change poses more of a risk to some people with disabilities because the effects of	N

					extreme temperatures and weather impact on displacement risks . Some people with disabilities are likely to have additional needs in reacting to this extreme events. https://www.unhcr.org/uk/media/disability-displacement-and-climate-change#:~:text=Climate%20change%20may%20lead%20to,risks%20and%20barriers%20to%20inclusion.	
Sex				x	No impact / equal impact	N
Race	X				<u>Race</u> – Ethnic minority groups in the county are more likely to live in urban areas that experience poorer air quality and higher heat risk due to climate change. https://raceequalityfoundation.org.uk/press-release/environmental-changes-hit-people-from-ethnic-minority-communities-in-britain-harder#:~:text=%E2%80%9CBlack%2C%20Asian%2C%20and%20minority,spaces%20have%20worse%20air%20quality.	N
Gender reassignment				X	No impact / equal impact	N
Pregnancy & maternity	X				Climate change poses more of a risk to some pregnant people because the effects of extreme temperatures impact on their health and the ability of pregnant people to adapt to extreme weather events. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9090695/	N
Religion and/or belief				X	No impact / equal impact	N
Sexual orientation				X	No impact / equal impact	N
Marriage & civil partnership				X	No impact / equal impact	N
Armed Forces community				X		N

Carers				X		N
Care leavers / care experienced adults				X		N
Digital exclusion				X		N
Geography, for example, urban and rural areas	X				<p>People living in urban areas will be disproportionately impacted by climate change due to urban heating effects which contribute to negative health outcomes https://www.bmj.com/content/375/bmj.n2467 However, Carbon emissions per capita are consistently higher in rural areas meaning the people contributing most to climate change are likely to be less impacted by it https://naei.beis.gov.uk/laghapp/</p>	N
Socio-economic disadvantage	X				<p>Generally communities considered to be socioeconomically disadvantaged are more likely to be impacted by the effects of climate change and less likely to be able to adapt to climate change https://www.un.org/esa/desa/papers/2017/wp152_2017.pdf</p>	N
Vulnerable groups of society	X					N
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

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Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	X				As above	N
Disability	X					N
Sex				X		N
Race	X					N
Gender reassignment				X		N
Pregnancy & maternity	X					N
Religion and/or belief				X		N
Sexual orientation				X		N
Marriage & civil partnership				X		N
Armed Forces community				X		N
Carers				X		N

Care leavers / care experienced adults				X		N
Digital exclusion				X		N
Geography, for example, urban and rural areas	X					N
Socio-economic disadvantage	X					N
Vulnerable groups of society	X					N
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
A more inclusive adaptation to climate change across Gloucestershire	Further integration of climate change into the Council's decision-making process, with a focus on services for protected characteristics more at risk of a disproportionate impact – those on low incomes, young people, vulnerable people especially the young and the elderly, and people with additional learning, physical and mental needs.	Head of Environment and Waste	Ongoing
More effective community engagement resulting in ownership and a close working relationship with communities that are most impacted by climate change.	Review the annual behaviour change engagement plan seeking to monitor and improve engagement with residents and staff. An annual review of the Strategy Action Plan and where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed.	Head of Environment and Waste	Ongoing

More effective collaboration on inclusion around climate change work across GCC and all partners at CLG	Champion improved outcomes for all protected characteristics through the work of Climate Leadership Gloucestershire	Cabinet member (Environment and planning)	Ongoing
Further development of equalities work in relation to climate change with more detail of actions up to 2030 and beyond.	Revised strategy to be developed in 2024/25 which will include an equalities impact assessment	Head of Environment and Waste	December 2025

5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Climate Change Manager – post currently vacant
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Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	2024 following installation
Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u> :	The generated zero carbon electricity generated from the systems will be monitored. This is part of the ongoing requirement with the loan provide Salix. This will also be reported on annually through the GHG reporting framework, with our renewable energy generation being calculated against our overall carbon footprint.


<ul style="list-style-type: none"> ▪ What mechanisms will be used? ▪ How will service users / the wider community / GCC staff and other stakeholders be involved? 	<p>Review of site specific generation will also be completed, to help ensure generation and site usage are compared – enabling sites to be “off grid” for as long as possible. This will be achieved by engaging with staff and building users alike.</p>
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Part 2 – Ongoing arrangements (from around six months onwards)

<p>Frequency of monitoring and review:</p>	<p>This programme of work will be completed by YE 24/25. The installations have a 20+ year lifespan – and will be monitored for efficacy, ROI and carbon saving purposes.</p>
<p>What mechanisms will be used? How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>The benefits of the panels will be monitored through the inverters, billing information, and associated savings – in terms of cost and carbon. This will be reported going forward as part of the Climate Change Strategy, GHG Emissions Reporting, and back to Salix, the loan provider as part of their ongoing monitoring requirements.</p>

6. Approval

<p>Signature of Senior Officer</p>	
<p>Name of Senior Officer</p>	<p>Colin Chick</p>
<p>Date</p>	<p>29/05/2024</p>

Signature of Decision Maker	
Name of Decision Maker	Cllr David Gray
Date	30/05/2024

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	<p>Analysis of the 2011 Census shows that Gloucestershire residents aged 65 or over were more likely than those under 65 to:</p> <ul style="list-style-type: none"> • have a long-term limiting illness; • be in poor health; • be living on their own; • be without access to a car; • be providing unpaid care of 50 hours or more a week; • be living in a household without central heating;

Protected Characteristic	Service User Data and Information
	<p>People aged 50 or over were more likely than those under 50 to:</p> <ul style="list-style-type: none"> • be living on their own; • be providing unpaid care; • have no qualifications. <p>There are differences in outcomes between older and younger people in a number of areas including health, caring, risk of isolation and housing.</p> <p>Gloucestershire’s ageing population will have financial and resource implications, as this is the age at which GCC adult care and other service support are most likely to be required.</p> <p>The number of people aged 65+ projected to increase by approximately 71,000 or 52.5% between 2018 and 2043.</p> <p>Source: https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf</p>
	<p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability; 7.3% reported that their activities were limited ‘a lot’ and 9.5% reported their activities were limited ‘a little’. As age increases, the proportion of respondents reporting a limiting long term health problem increases. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long term health problem, this increased to 49.0% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.</p> <p>Evidence shows that people with learning disabilities have poorer health than the general population, much of which is avoidable, and that the impact of these health inequalities is serious; people with learning disabilities are three times as likely as people in the general population to have a death classified as potentially avoidable through the provision of good quality healthcare. Men with learning disabilities die on average 13-20 years younger than men in the general population and women with learning disabilities die on average 20-26 years</p>

Protected Characteristic	Service User Data and Information
Disability	<p>younger than women in the general population. These inequalities result to an extent from the barriers which people with learning disabilities face in accessing health care.</p> <p>Outcomes by disability The 2011 Census found that people in Gloucestershire with a long-term limiting illness or disability were more likely than people without such illnesses or disabilities to be providing unpaid care, to be living in a household without access to a car or van and to be living in social housing. Amongst people aged 25 or over, people with long-term limiting illnesses or disability were more likely than others to have never worked and to be in routine occupations and were less likely to be in managerial positions.</p> <p>What does this tell us?</p> <ul style="list-style-type: none"> • According to the 2011 Census, 16.7% of Gloucestershire residents reported having a long term limiting health problem, this was below the national figure. • As age increases the proportion of respondents reporting a limiting long term health problem increases. • Given the ageing population the number of people with a limiting long term health problem is likely to increase in the future. • There are differences in outcomes between people with long-term limiting illnesses or disabilities and people who are not in this group in a number of areas including employment, housing and caring. <p>Source: https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf</p>
Race	<p>The 2011 Census found that: 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2018/19 11.2% of Gloucestershire residents were born in another country.</p> <p>Ethnic origin:</p> <ul style="list-style-type: none"> • 91.6% of Gloucestershire residents were White British

Protected Characteristic	Service User Data and Information
	<ul style="list-style-type: none"> • 2.1% were Asian/Asian British • 1.5% were from a Mixed/Multiple Ethnic group • 0.9% were Black/Black British • 0.6% were White Irish • 0.1% were of Gypsy or Irish Traveller origin • 3.1% were in an 'other White' category • 0.2% were in another ethnic group. • 36% of the people who were not White British were born in the UK. <p>Overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> <p>At district level:</p> <ul style="list-style-type: none"> • Gloucester had the highest proportion of people from Black and Ethnic Minorities, at 10.9% of the total population. However, this is still considerably lower than the national figure. • Cheltenham also had a higher proportion of people from Black and Ethnic Minorities (5.7%) than the county-wide figure. • Forest of Dean had the lowest proportion of people from a Black and Ethnic Minority, at 1.5% of the total population. <p>Source: https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf</p> <p>Air pollution inequalities</p>

Protected Characteristic	Service User Data and Information
	<p>A study in 2014 of air pollution inequalities at national, regional and city level in England and the Netherlands saw higher concentrations in the most deprived 20% of neighbourhoods in England (1.5 mg/m³ higher PM10 and 4.4 mg/m³ NO₂).</p> <p>Concentrations ...were higher in neighbourhoods with >20% non-White (England: 3.0 mg/m³ higher PM10 and 10.1 mg/m³ NO₂;) after adjustment for urbanisation and other variables. Associations for some areas differed from the national results.</p> <p>Air pollution inequalities were mainly an urban problem suggesting measures to reduce environmental air pollution inequality should include a focus on city transport.</p> <p>Source: Fecht,D et al (2015), Associations between air pollution and socioeconomic characteristics, ethnicity and age profile of neighbourhoods in England and the Netherlands, Environ. Pollut., 198 (2015), pp. 201-210, 10.1016/j.envpol.2014.12.014</p>

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	
Disability	

Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Armed Forces community	
Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

