

Equality Impact Assessment Form

Part 1: Screening

Name of Strategy/Policy/Project/Function:
Completing Officer's Name:
Completing Officer's Telephone Number:
Date Completed:

Environmental Sustainability Strategy
Cath Rose
01737 276766
13 February 2020

Please send a copy of the completed form to the Equalities Group at equalities@reigate-banstead.gov.uk.

Section One: Identify Your Aims and Objectives

The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.

What is the main purpose of this strategy?

To set out the Council's approach to reducing the Council's environmental impact (including carbon emissions) and supporting local residents and businesses to do the same

List the main activities & objectives or main policy areas of this strategy

The strategy contains four main sections or themes:

- Energy and carbon (energy minimisation, renewable energy, low carbon transport)
- Low impact consumption (waste reduction, water efficiency, responsible sourcing)
- Natural environment and biodiversity (ecological enhancement, sustainable urban drainage systems, environmental impact and pollution prevention); and
- Effective implementation (planning polices, procurement, communication, resources, partnership working, monitoring and reporting)

For each section a number of objectives and actions are identified for the Council to carry out to achieve its overall objective (as set out in Reigate & Banstead 2025, the Council's new corporate plan)

Who are the main beneficiaries of this strategy?

In a very general sense, all residents, businesses, staff and councillors should benefit from the agreement and subsequent implementation of this strategy, as it will help to protect and enhance the local environment, encourage healthier lifestyles and make a contribution to global sustainability and climate objectives.

In what way are the main beneficiaries affected by this strategy?

Specific projects identified within the strategy will benefit particular groups, for example:

- Physical and mental health benefits for residents and staff associated with easier (and increased) walking and cycling.

- Mental health benefits for users of council greenspaces
- Physical health benefits for residents associated with a reduction in air pollution
- Physical health benefits for staff associated with healthier food products offered at Council offices

Section Two: Consider Data and Research

Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity.

Where data is limited or unavailable, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.

What data is available to help direct the EIA?

Information about borough equality characteristics
 Information about Council workforce equality characteristics
 Information from external sources about the impacts of air pollution; uptake of sustainable travel opportunities; the health benefits of greenspaces

Are there any gaps in data that may require further research or consultation?

None identified

Section Three: Assess The Impact on Equality Target Groups

Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.

Consider the following:

- *Publicity, including design, distribution and accessible communications issues*
- *Physical access*
- *Location, geography*
- *Poverty, deprivation and social exclusion issues*
- *Employment*
- *Safety*
- *Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?*

Lack of data may make completing this section difficult, but is not be a reason to halt the process. Please continue to complete this form.

Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Activities to encourage the uptake of walking – as well as the health benefits arising from increasing activity - will also provide benefits for older people. It is recognised that older people may be more reliant on private cars than other demographics but the strategy provides for this.
	Younger people & children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Activities to encourage the uptake of walking and cycling are likely to particularly benefit younger people
Disability <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Activities to encourage the uptake of walking – as well as the health benefits arising from increasing activity – may also provide benefits for those with disabilities or longer term health impairments. It is recognised that older people may be more reliant on private cars than other demographics but the strategy provides for this.
	Sensory	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Long-term Health Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific or differential impact on different genders has been identified
	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender reassessment	Trans-men and -women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific or differential impact on people who are married or in a civil partnership has been identified.
Pregnancy and maternity	Mothers or women who are pregnant	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Activities to encourage the uptake of walking may also provide benefits for pregnant women and women with young children.
Race <i>These categories are those used in the 2001 census</i>	Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific or differential impact on different racial or ethnic groups has been identified
	Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Mixed race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	White	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Chinese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Religion or belief <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific or differential impact on different faith groups has been identified
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific or differential impact on people of differing sexual orientations has been identified.

If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?

Intended? i.e. can be justified in terms of legislation e.g. concessionary fares older people Yes No

High Impact? i.e. it is or may be discriminatory against one or more groups Yes No

*Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?*

- *If **YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.*
- *If **NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.*

Section Four: Improvement Planning

It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:

- *Promoting equality*
- *Eliminating discrimination*
- *Achieving equality*

Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?

Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.

Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.

Issue	Action
Ensuring that communications activity is accessible to all	The ES Strategy focuses on the creation of a web portal to promote behavioural change. Consideration should also be given to the use of other communications channels to avoid dis-benefitting those who cannot easily use websites or for whom English is not a first language

If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?

See above

Section Five: Monitoring and Reviewing

What data do you have that monitors the impact of the strategy on protected groups?

None

How is this data used?

n/a

If there is no data, explain how you intend to continue monitoring the impact of this strategy:

The equality impact of individual projects to delivery the ES Strategy will be considered through the Council’s established project management framework, and where potential equality implications are identified, consideration will need to be give to how to monitor this. In more general terms there is the potential to seek views on the implementation of the ES Strategy by the Council as part of the annual residents’ survey and/or other resident insight and engagement activities

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