

Bristol City Council Equality Impact Assessment Form



Name of proposal	Climate Change and Ecological Emergency Programme
Directorate and Service Area	Growth and Regeneration, Sustainable City and Climate Change Manager
Name of Lead Officer	Alex Minshull

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

Our climate is changing due to the burning of fossil fuels and other changes for example to how we use land. This changing climate is changing weather patterns with adverse impacts on people and this will get worse in the coming years. Climate Change and other changes caused by people have also led to a huge reduction in wildlife and harm to natural systems.

These two sets of problems have led the council and partners to declare Climate and Ecological Emergencies. In response to these the city has adopted strategies on these two subjects.

This proposal seeks to make a rapid, impactful and affordable response to the Climate and Ecological Emergencies over the next 3 years. Specifically:

A) Continued delivery of the Mayor's existing commitments in his Climate Emergency Action Plan

B) Enabling delivery the Mayor's and council's commitments under the [One City Climate Strategy](#) and the [One City Ecological Emergency Strategy](#)

The programme has 4 key objectives:

1. Effective co-ordination of BCC delivery and partnership working with appropriate **good governance**.

2. Bristol City Council **leads by example** effectively meeting commitments for its own operations and by aligning its plans, services, projects and investments to the strategies
3. **BCC influences and enables inclusive, substantial, citywide collaboration and action** by many partners and a diverse range of citizens.

The programme will operate in a way that is fully consistent with the public sector equality duty and this has been recognised in the selection of the programme option at Outline Business Case stage, the preferred option selected being the only one with significant positive equalities benefits.

One of the underlying principles of the Programme is Fairness.

The Programme of work being proposed here includes over 20 individual projects and activities. They can be classed in 3 groups:

- Council Action in our own operations and in the city
- Enabling action by partners
- Enabling action by citizens

A full list of the Projects is included as Appendix 1 and an assessment of the equalities impacts of each has been made. They can be categorised as being of several types:

- **Technical studies** into council operations, climate change or ecological issues, which will result in a proposal for further action. For example we will look at how we can improve wildlife on council property and make proposals to do this in subsequent action plans.
- **Development of plans** for action in the city, for example a communications plan or a plan to change heating systems in buildings. Each of these plans will be developed and consulted upon in the appropriate way and approved through council processes.
- **Funding for community and not for profit groups in the city.** This is intended to enable organisations and citizens to work together and to contribute directly to the goals of the strategy. For example in one project, supported by Big Lottery funding, 6 communities will develop their own climate action plans to determine what they want to do to tackle climate change. In other areas of the programme we propose community grants, which would be managed in line with council practices and targeted on those communities which need council assistance most greatly. These projects will be developed in

consultation with the council's community development team to ensure that they follow good practice.

- **Communications.** Some of programme will develop communications materials, such as a websites, and will run communications campaigns. These will be developed through the council's communications teams to ensure that they follow good practice in equalities matters.
- **Project Management and technical advice.** The programme will lead to the recruitment of several council officers to work on the projects. The recruitment will be carried out in line with the council's policies and will provide opportunities for the council to recruit from diverse communities.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Directly the programme could affect people in the following ways:

- Generating plans which will change how the council operates and the services it provides. This could be a very wide range of people but we would need to examine the scope of each plan as it develops to be clearer. Each project will need to consider what data we have and what we need to effectively deliver.
- Providing funding for community and not for profit groups. We know that community groups in the environmental sector are working to improve their diversity but in some aspects they are not yet representative of the whole community – this is particularly the case for participation by people of Black, Asian and minority ethnic backgrounds. Yet people from Black, Asian and minority ethnic backgrounds are more concerned about climate change than the Bristol average.
- Communications. We know that many communications are not fully accessible to all members of the community.
- Council workforce. We know that the council workforce is not fully representative of the diversity of the city and this is particularly the case in climate and ecological sectors where Black, Asian and minority ethnic representation is recognised as being low.

Data from the quality of life survey provides a good picture of the concerns of residents about climate change and their participation in action to respond to it. This and other research has been used in the formulation of the programme.

Indicator	% concerned about climate change
Characteristic	Percentage
16 to 24 years	87.2%
50 years and older	84.3%
65 years and older	85.9%
Female	92.3%
Male	83.4%
BAME	89.2%
WME [White Minority Ethnicity]	88.1%
Disabled	84.0%
Carer	86.4%
Single Parent	90.8%
Religion or faith	85.5%
No religion or faith	91.2%
Lesbian, Gay or Bisexual	93.2%
Bristol Average	87.9%

source: Quality of Life in Bristol survey 2019

2.2 Who is missing? Are there any gaps in the data?

We do not yet have comprehensive data on participation and attitudes for all communities. As part of the programme we will gather this data to better inform subsequent phases; for example, by understanding who is using our website and who is not, and why.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

The programme is very broad and so as individual projects are designed and initiated they will be developed with communities or groups that could be affected; for example, we will draw upon best practice and community knowledge to develop our community grants scheme to be as accessible and inclusive as possible. We are already in discussion with a new network of people who identify as Black environmentalists and would look to expand upon this. Our Cabinet Lead is also exploring making links to communities which he represents as councillor.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?
Appendix 1 provides a project by project assessment of the equalities risks. Two have been identified as having potentially negative impacts – from changes in procurement and from the implementation of projects to reduce the carbon emissions from heating buildings. Several projects have been assessed as Neutral, but this assessment will be reviewed as the projects develop and appropriate mitigation put in place.
3.2 Can these impacts be mitigated or justified? If so, how?
As these projects get underway they will address these risks and seek to avoid and mitigate them. It is too soon to be able to identify the risks and mitigation in any more detail.
3.3 Does the proposal create any benefits for people with protected characteristics?
Yes, half of the project have identified positive benefits or benefit potential. In addition, the recruitment of additional personnel to assist with the programme creates opportunities to diversify the workforce in this field, in particular with regard to race and disability which are protected characteristics which are under-represented in the workgroups. A Positive Recruitment approach will be adopted in consultation with HR advice.
3.4 Can they be maximised? If so, how?
In some cases they are already targeted as specific groups of people with protected characteristics. In others they have not yet been designed but there is potential to increase the benefits/more fully realise the potential and this can be built into project design.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?	
The equalities assessment has identified those projects which pose risks of harm, ensured we consider the seemingly neutral projects more critically and have identified the areas of positive potential to be maximised.	
4.2 What actions have been identified going forward?	
<ul style="list-style-type: none"> • All project managers and staff directly working on the programme will receive appropriate equalities training. • At Outline Business Case stage, inclusion was a principle on which the programme was based. In the Full Business Case this has been made more explicit in the Objective of the Programme. • Projects within the scope of the Climate Change and Ecological Emergency Programme will be subject to individual equalities relevance check or equality impact assessments as appropriate 	
4.3 How will the impact of your proposal and actions be measured moving forward?	
By making Inclusion an Objective the Monthly Programme Highlight report will report on performance. This is likely to need to be narrative, about the actions taken, rather than quantitative as some areas of the programme will be impossible to secure suitable data for.	
Service Director Sign-Off: <i>Zoe Willcox, Director, Development of Place</i>	Equalities Officer Sign Off: <i>Reviewed by Equality and Inclusion Team</i>
Date:12/10/20	Date: 5/10/2020

Appendix: Project by Project equalities assessment

City Council Action	Equalities commentary	Evaluation
Zero Carbon and Sustainable Council Operations	<p>P1: Sustainable BCC Estates Project: Produce a strategy and delivery plan that will enable the Council to meet the carbon neutrality targets for both its operational and investment estates</p> <p>P2: Sustainable Procurement Project: Create a sustainable procurement policy and strategy and integrate into procurement team and practices and initial promotion to key suppliers</p> <p>P3: Sustainable Capital Programme: Undertake a detailed analysis of the carbon footprint, climate resilience and ecological impacts of a sample of existing typical projects, develop recommendations and provide training and support for Capital Programme staff.</p>	<p>The development of the plan is not expected to have an adverse impact. The implementation may change building heating systems, install renewable energy or insulate buildings. It is unlikely that these would have adverse impacts on groups but this will be assessed at implementation stages of projects when details are known.</p> <p>The delivery of the project is not expected to have an adverse impact. The procurement policy or processes adopted could make it more difficult for small businesses to sell to the council and this may have an disproportionate adverse impact on communities or groups. This will need to be addressed in the design and adoption of the policy and processes.</p> <p>The delivery of the project is not expected to have a direct adverse impact. It is impossible to say whether the anticipated changes in scheme design would have adverse impacts but projects undergo equalities impact assessment themselves.</p> <p>Neutral</p> <p>Negative risk</p> <p>Unknown</p>

Council Action in the City

P4: Climate Change Training Project:

Enhance BCC officers, managers and politicians awareness, understanding and capability to enable them to effectively address climate change through their work.

P5: OCCS Heat Decarbonisation Delivery Plan:

Develop a OCCS Heat Decarbonisation Delivery Plan to create a clear, agreed set of priorities and projects for investment by City Leap Partnership, utilities and others

P6: OCCS Summer Over- Heating Resilience Plan:

Develop a plan to understand and address the risks to human health and city infrastructure and services from overheating to enable more effective targeting.

P7: OCCS Delivery Plan - Sustainable Food and Bite Back Better: A project to develop the success of Going for Gold into a strategic approach to reduce the carbon and ecological footprint of the city's food system.

In developing the training we are consulting with the Equalities and Diversity team in order to ensure that the training is inclusive of colleagues who may have difficulty accessing it for reasons of role, ability, or any protected characteristic. We are ensuring that online training is accessible to those with visual or hearing impairment by providing captioning and transcription available to screen readers. We are also conscious of the disproportionate impact of the effects of climate change on those already disadvantaged and vulnerable, and relatedly the need for solutions to be conscious of equality and diversity issues. We have incorporated explicit acknowledgement of this within the training, linking with the fairness and inclusion aspirations of the One City Plan, and the values of Bristol City Council. The development of this technical engineering and financial plan is not expected to have an adverse impact. The implementation may change building heating systems, install renewable energy or insulate buildings. It is unlikely that these would have adverse impacts on groups but this will be assessed at implementation stages of projects when details are known.

The delivery of the project is not expected to have a direct adverse impact. People with disabilities, BAME and older people are more likely to suffer from overheating, and so we would anticipate a net positive impact from the resultant action plan on these groups.

The development of the plan will be undertaken in an inclusive manner, to ensure that relevant communities and groups can participate. The steering group for this project will be developed, with the Chair, Councillor Asher Craig, to ensure diverse communities are represented.

Neutral

Negative risk

Neutral

Positive potential

P8: One City Ecological Emergency Strategy & BCC Action Plan:

Develop the BCC Action Plan to implement this strategy, implement initial actions and develop business cases and external funding bids for investment. Implement initial actions in the Action plan and develop business cases and external funding bids for investment.

The development of the plan will be undertaken in an inclusive manner, to ensure that relevant communities and groups can participate. The steering group for this project will be developed, with the likely Chair, Councillor Afzal Shah, to ensure diverse communities are represented.

Positive potential

P9: 100 House Retrofit Project: Pilot project testing whole-house retrofit on 100 homes for those in Fuel Poverty and linking with government energy grants

The project will have a positive impact on those in fuel poverty who use the scheme. People with disabilities, BAME and older people are more likely to be in fuel poverty. The project will be delivered in line with council processes to ensure that promotion and delivery is inclusive.

Positive

Enabling Action by Partners

City Coordination and City Networks

P10: Co-ordination of partner action on the strategies: Multi-stakeholder engagement, management and visualisation, One City Environment Board, Bristol Advisory Committee on Climate Change

This is in effect programme management of the initiative at a city scale. This has not yet been designed but the programme manager is trained in equalities and diversity.

Neutral

P11: Maintaining capacity of key non-for-profit networks: Contribute to thriving networks of organisations committed goals of the strategies

Grants will be made to key organisations working in the sector and grant agreements will incorporate how the groups are operating in an inclusive way and seeking to widen their diversity.

Positive

Specific Collaboration Initiatives

P12: Bristol Climate Leaders Project:
Contribute to a network of organisations providing peer to peer support to enable organisations to become Carbon Neutral and climate resilient.

This project for organisation in the city is being run by the Bristol Green Capital Partnership. Our grant agreement will incorporate how the project is operating in an inclusive way and seeking to widen the diversity of the business it is working with.

Neutral

P13: Climate Risks and Extreme Weather Management Project: To assess future risks to key infrastructure, assets and services and develop business case for investments. Install new monitoring network.

The development of this technical engineering and financial plan will not have adverse impact.

Positive

Enabling Action by Citizens

Inclusion and Equalities

P14: Inclusion and equalities projects to engage with key communities, including but not restricted to Black and Green (B&G) Ambassadors Project. A package of projects to engage with a range of communities including, but not restricted to, the Black and Green Ambassadors Project. Led by BGCP and Ujima Radio this project will recruit, mentor and support 9 emerging leaders with environmental and social justice ambitions

The design of this work package has not yet been completed but will be developed with relevant council colleagues and partners as described.

The B&G project is specifically targeted to increase participation and influence of BAME communities – and fairness in terms of recognising their contribution to climate change mitigation and other environmental contributions. In recruiting for participants the project leaders have sought to ensure that other protected characteristics are addressed.

Positive

Communication With Citizens

P15: Integrated Council Communications: Integrate and align existing BCC communications and behaviour change activities with the Climate Strategy – for example, to encourage more sustainable travel

This project is seeking to align the activities of these campaigns and activities run by colleagues with the goals of the strategies where possible. At this point we assume that those project/ activities are subject to their own equalities impact assessment and management and that our joining up won't generate adverse impacts.

Neutral

**Supporting
Community Action**

P16: Bristol Climate Action Hub and Sustainable Food Websites: Develop and promote an effective climate change website, for general citizen engagement and update sustainable food website.

This website has been developed by the Council's communications and web team and has addressed the relevant equalities issues. However we recognise that websites per se are not equally accessible to all communities/groups and so in our other communications activities we will be seeking to address this risk.

Neutral

P17: Communications and Engagement activities including deliberative democracy related to climate change. Aiming to increase citizen and partner action and targeted initiatives to reach the whole community, understand community priorities and understand and address barriers for specific communities.

The DD project will specifically seek to be create an inclusive and representative process. These will be developed and likely delivered through the council's Communications teams and therefore effectively manage equalities and diversity matters. However the key opportunity/ risk will be the selection of these topics for campaigns. This will be done on the basis of research and evidence and actively considering equalities and inclusion.

Positive

P18: The One City Climate Communications and Engagement Toolkit: Create the tools and resources that will enable an impactful, coherent, inclusive and effective programme of C&E by partners across the city.

This tool kit will help ensure city partner's communications are complimentary. A core principle and aim of the toolkit is to actively include equalities and diversity from the formative stage of each project and so this will encourage and enable partners to follow best practice.

Positive

P19: Community-Led Action: Support community led action on climate change project in which 6 communities will develop their own local climate action plans.

This project is already started and we will provide a small amount of officer support. The project consortium was developed through an open process, with support from Voscur, and the group of communities represented is diverse. The process of developing their climate action plans will be led by the community groups and will be supported with advice on equalities and inclusion as appropriate.

Positive

P20: BCC Community Action Grants – A small grants scheme to help communities in the city with climate action – both planning and delivery. The focus is on empowering communities and enabling them to secure funding/ investment from elsewhere.

This grant scheme has not yet been designed. It is included in the programme to specifically make the programme more inclusive by supporting lower income communities to take part of the climate and ecological solutions through small grants. It will follow BCC good practice on grant making.



Positive