

Appendix B

KCC - Growth, Environment and Transport Directorate (GET). Equality Analysis / Impact Assessment (EqIA) template

Name of decision, policy, procedure, project or service: **KCC Net-Zero Target**

Brief description of policy, procedure, project or service

This target makes a clear commitment by the Council to accelerate action to address the Climate Emergency by becoming Net Zero. It follows a debate at County Council in May 2019 where Councillors requested an evaluation of the actions and investment needed to deliver an accelerated target for the Council's estate and operations, to be brought back to full Council by May 2020.

This target also supports action to deliver the Kent & Medway Energy & Low Emission Strategy Kent, a new Strategy approved by the Environment & Transport Cabinet Committee in July 2020 and adopted by the County Council in July.

Aims and Objectives

To commit to accelerated action to reduce greenhouse gas emissions to net-zero by 2030.

JUDGEMENT

Set out below the implications you have found from your assessment for the relevant Protected Groups. If any negative impacts can be justified, please clearly explain why.

I have found the Adverse Equality Impact Rating to be **Low**

This Equality Impact Assessment draws upon the evidence used when assessing the Equality Impacts of the Kent & Medway Energy & Low Emissions Strategy (KMELES). This target requires twofold action across the Council estate and operations:

- **to reduce to a minimum the amount of energy, fuel water and materials used in its buildings, transport and other assets.**
- **To enhance land owned or maintained by the Council, such as planting more trees or improving the status of natural habitats (to contribute to offsetting residual greenhouse gas emissions and other air pollutants).**

These actions are a sub-set of the strategic actions needed across the whole County as reflected in the KMELES. No additional equality impacts have been identified beyond those already assessed when developing the Strategy.

Following initial screening no negative impacts have been identified. The positive impacts identified relate to environmental improvements, which in turn have beneficial health effects for certain protected characteristics such as age, disability, maternity and carers. It is recognised that providing access to quality green space and connection to nature, close to your home or work can lead to enhanced well-being and mental health for everyone, by providing a space for physical exercise or a space to retreat from the busy urban environment.

When implementing the target, new projects or initiatives will also be equality impact assessed.

In conclusion the findings are: No major change - no potential for discrimination and all opportunities to promote equality have been taken

GET Document Control

Revision History

Version	Date	Authors	Comment
V0.1	21/08/2020	Deborah Kapaj	Initial screening for management review/comments
V1	24/08/2020	Deborah Kapaj	Head of SBC and Director of EPE approved.

Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

Name	Signature	Title	Date of Issue
Christine Wissink	<i>C Wissink</i>	Head of Service	21/08/2020
Stephanie Holt-Castle	<i>S Holt-Castle</i>	Director	24/08/2020

Part 1 - Screening

Regarding the decision, policy, procedure, project or service under consideration,

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Please note that there is **no justification for direct discrimination**; and indirect discrimination will need to be justified according to the legal requirements

Protected Group	You <i>MUST</i> provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age	N/A	N/A	N/A	<p>Access to an improved natural environment (e.g. KCC Country Parks), increased infrastructure and facilities to enable active travel and reduced emissions from energy/fuel use all lead to reduced air pollution. This reduces the likelihood of a range of acute and chronic health conditions. This will benefit all ages, particularly children, and all people with existing medical conditions and obesity.</p> <p>Promotion of remote/flexible working and active travel opportunities may provide more employment opportunities for young people at the Council who cannot drive or afford their own transport.</p>

Disability	N/A	N/A	N/A	As age – disabled people benefit from access to improved natural environment and reduced air pollution minimising the likelihood of ill health or exacerbating existing conditions/disabilities. Promotion of remote technologies and more flexible working practices may provide more employment opportunities for those disabled people who have impaired mobility or cannot drive/use public transport.
Sex	N/A	N/A	N/A	Access to an improved natural environment (e.g. KCC Country Parks) can benefit overall wellbeing and mental health.
Gender identity/ Transgender	N/A	N/A	N/A	Access to an improved natural environment (e.g. KCC Country Parks) can benefit overall wellbeing and mental health.
Race	N/A	N/A	N/A	N/A Access to an improved natural environment (e.g. KCC Country Parks) can benefit overall wellbeing and mental health.
Religion and Belief	N/A	N/A	N/A	N/A Access to an improved natural environment (e.g. KCC Country Parks) can benefit overall wellbeing and mental health.
Sexual Orientation	N/A	N/A	N/A	Access to an improved natural environment (e.g. KCC Country Parks) can benefit overall wellbeing and mental health.
Pregnancy and Maternity	N/A	N/A	N/A	As for age – children including the foetus can be harmed by poor air quality. By

				<p>reducing emissions will have a positive effect on improving poor air quality. Promotion of remote and flexible working practices may enable pregnant mothers to continue working at home to avoid ill health or travel risks and may support parents and carers with young infants to achieve better work/life balance.</p>
Marriage and Civil Partnerships	N/A	N/A	N/A	<p>Access to an improved natural environment (e.g. KCC Country Parks) can benefit overall wellbeing and mental health.</p>
Carer's Responsibilities	N/A	N/A	N/A	<p>As for age and disability – access to improved natural environment and reduction in emissions should have a positive impact on minimising instances of poor health and hence reduce the demand on carers due to a reduced likelihood that those being cared for will become unwell/ existing symptoms may be minimised.</p> <p>Promotion of remote and flexible working may enable carers to fulfil caring responsibilities more easily, avoiding stress and poor mental health.</p>