

**City of York Council**  
**Equalities Impact Assessment**

**Who is submitting the proposal?**

<b>Directorate:</b>	Corporate Policy and Strategy		
<b>Service Area:</b>	Carbon Reduction Team		
<b>Name of the proposal :</b>	Emissions reporting		
<b>Lead officer:</b>	Shaun Gibbons / Issy Burkitt		
<b>Date assessment completed:</b>			
<b>Names of those who contributed to the assessment :</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Shaun Gibbons	Head of Carbon Reduction	CYC	Carbon Reduction
Issy Burkitt	Carbon Reduction Project Officer	CYC	Carbon Reduction

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p>In 2018, the Intergovernmental Panel on Climate Change (IPCC) published a special report on Global Warming, describing the devastating impact a global temperature rise of 2°C would have on our planet and the importance of limiting warming to 1.5°C. In response, the UK has committed to bring all greenhouse gas emissions to net zero by 2050.</p> <p>In York, the Council declared a Climate Emergency in 2019 and set an ambition for York to be net zero carbon by 2030. York recognises its place as a leader on climate action. Since 2005, we have reduced our emissions by 39%, but there is still more that we can do.</p> <p>Creating annual emissions reports for both CYC activities and for the rest of the city will help to track the change in emissions year on year to monitor how actions are making a difference towards the 2030 target.</p>

<b>1.2</b>	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	<p>The UK government is legally bound to achieving net zero by 2050. The 2021 Net Zero Strategy sets an interim target to reduce emissions by 78% by 2035 and sets the trajectory for phasing out the sale of gas boilers and fully decarbonising the power system.</p> <p>The York and North Yorkshire Local Enterprise Partnership aims for the region to be carbon neutral by 2034 and carbon negative by 2040. The Partnership provides support for businesses, assessments of local skillsets and a routemap for York and North Yorkshire becoming England's first carbon negative region.</p> <p>Within CYC, the economic, health and wellbeing and climate change strategies provide a framework for 10 years of activity. The Local Plan also includes climate considerations.</p>

1.3	<p><b>Who are the stakeholders and what are their interests?</b></p>
	<p><b>City of York Council</b>  The council is taking a leading role in tackling climate change and will reduce corporate emissions to net zero by 2030; however, the council is directly responsible for less than 4% of the total emissions in York. While the council’s wider influence can extend beyond this, through purchasing decisions and local policy, every aspect of our society will need to contribute towards achieving our city-wide ambition.</p> <p><b>Businesses</b>  With over 7,000 businesses and a Gross Value Added (GVA) of £6.5bn, York is a major driver of growth across the region and beyond. The city is home to a diverse range of enterprising and innovative businesses, many of which are already taking proactive steps to reduce their carbon emissions.  Almost 80% of businesses who responded to the Council’s Our Big Conversation agree with the ambition for York to be a net zero by 2030, and 20% of firms have considered diversifying into goods and services that are part of the green economy over the next year.  Businesses can take actions that not only reduce carbon emissions but also reduce costs and have a positive impact on society. Steps to reduce energy consumption, influence behaviour change (among employees, customers and networks), and engage local supply chains, supports our net zero ambition, ensures businesses are resilient to climate change and provides opportunities for new local jobs.  The Local Government Association estimates that 3,090 green jobs will be required in York by 2030 in the low-carbon and renewable energy sector, with the majority of these in bioenergy, low-carbon heat pumps and building insulation. By 2050, this number is expected to be at least 4,902.</p> <p><b>Residents</b>  York is home to 210,000 people. We can all make positive changes to how we live and travel around the city, which can help reduce emissions. Making improvements to our homes reduces emissions but also lowers energy bills. Our residents can shape and create neighbourhoods that meet our daily needs close to home and make consumer choices that demonstrates demand for more sustainable products. Encouragingly, 69% of respondents to Our Big Conversation have made changes to their purchasing habits and a similar proportion, 65%, have made changes to their personal travel</p>

80% of respondents to Our Big Conversation agree with the ambition for York to be net zero carbon by 2030. Residents have a powerful voice to call for change from their employers, companies, local and national governments. By talking about climate change with others, residents in York can help encourage others to act.

York residents equipped with the right skillset have the potential to benefit from new green jobs. In 2021, 14% of residents believed they would have to retrain to continue working in York. Helping residents to develop the knowledge and skills suitable for green jobs can reduce the city's carbon emissions alongside helping residents to recover from the COVID-19 pandemic and support our inclusive growth ambitions.

### **Visitors**

York has been a tourist destination for almost 2,000 years, since being founded by the Romans in 71 AD. These days, York welcomes 8.4 million visitors every year, with the sector contributing £909 million to York's economy. One in five of York's visitors stay overnight in one of over 20,000 bed-spaces and the visitor economy supports 25,000 jobs in the city. We also welcome close to 900,000 conference and event delegates every year.

Despite reduced visitor numbers through the pandemic, York remains an attractive visitor destination with a strong regional market. The city's new tourism strategy will take a leap into the future with a bold new plan to rebuild the visitor economy in a more sustainable and integrated way. We want to see York develop as a liveable city, as well as a thriving visitor destination.

### **Investors**

Delivering net zero and adapting to climate change will require significant investment. The city will need to work with the financial sector and attract external investment to help deliver new infrastructure, financial mechanisms and funding for climate projects. Emissions from buildings account for over 60% of our emissions, investing in retrofit and renewable energy will strengthen the local economy, create new employment opportunities and help meet our climate ambitions.

Our commitment to net zero and climate resilience will make York a more attractive prospect for external investment. Organisations are increasingly incorporating environmental and sustainability considerations into their decision making process.

**Academic institutions**

York has 63 schools, 2 further education colleges and 2 internationally renowned universities. Around 25,000 school-aged children live in York and a sixth of our population are under 18 years of age.

Our academic institutions are crucial for providing new ways of thinking, innovative solutions, research, funding and talent to help develop new ideas and create a more sustainable York. By educating students on the importance of climate change, we can ensure the next generation lead the way in climate action, viewing every job as a green job.

**York Climate Commission**

City of York Climate Change Commission is a body representing and reflecting public and private sector representatives from across the City of York to deliver action, strategic oversight and accountability for the progression of city's climate change agenda.

**Regional ambition and working outside of York**

**The Yorkshire & Humber Climate Commission** represents members of local councils, businesses and third sectors. The Commission aims to reduce the carbon emissions of the region as quickly as possible by enabling engagement, providing evidence and promoting best practice.

**The York and North Yorkshire Local Enterprise Partnership****The UK government**

<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	<p>Reporting emissions annually will show how the council and the city are performing against targets to reach our net zero ambition. It will highlight how actions are contributing towards reducing or increasing emissions in all areas of the council and the wider city. As we move towards 2030, we hope to see emissions reducing rapidly through actions of the council, businesses, residents and other city users, seeing a decline in emissions will encourage more action to reach the ambition.</p> <p>The net zero 2030 ambition is set out in the Climate Change Strategy along with 32 objectives. The Economic and Health and Wellbeing strategies align with the Climate Change Strategy, so some actions to reduce emissions will also impact these areas.</p>

## Step 2 – Gathering the information and feedback

<b>2.1</b>	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	<b>Source of data/supporting evidence</b>	<b>Reason for using</b>
Council internal data from gas and electric use in buildings and street-lights, fleet, business travel (including car club), waste and water.		This is the only way to work out council corporate emissions

SCATTER	Provides city-wide emissions data
Internal officer conversations and actions	Provide context and understanding to working towards lowering emissions
Our Big Conversation Surveys	(A wider context beyond emissions reporting) To provide a snapshot of residents/businesses/other City users thoughts and priorities on climate change



### Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.		
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>	
How accurate the SCATTER data is (this is a top-down approach to emissions reporting)		Discussions with other organisations to get a bottom-up city-wide emissions survey	

### Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
<b>Equality Groups and Human Rights.</b>	<b>Key Findings/Impacts</b>	<b>Positive (+) Negative (-) Neutral (0)</b>	<b>High (H) Medium (M) Low (L)</b>
<b>Age</b>	Overall positive impact, working to reduce the impact of climate change for all demographics  For this demographic some negative impacts have been identified that we aim to mitigate	<b>+</b>  <b>-</b>	<b>H</b>  <b>L</b>

	<p><b>Engagement</b> – elderly people without access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p><b>Buildings</b> – retrofit may be harder and longer with more disruption for elderly people with special home modifications</p> <p><b>Transport</b> – active travel can become harder as people get older meaning they still need to use cars and/or need home deliveries (freight)</p> <p><b>Waste</b> – some waste streams such as clinical and medical waste that elderly people can be unavoidable and there may not be a more sustainable or reusable option available</p> <p><b>Commercial/Industrial</b> – N/A</p> <p><b>Natural Environment</b> – accessibility may be reduced in some areas where more greenery/trees are planted</p> <p><b>Energy Supply</b> – N/A</p> <p><b>Governance</b> – elderly people without access to internet/a computer may not be able to access information</p>		
<b>Disability</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	<b>H</b>

	<p>For this demographic some negative impacts have been identified that we aim to mitigate</p> <p><b>Engagement</b> – may not have access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p><b>Buildings</b> - retrofit may be harder and longer with more disruption for people with special home modifications</p> <p><b>Transport</b> – active travel can be harder for some types of disability meaning they still need to use cars and/or need home deliveries (freight)</p> <p><b>Waste</b> – some waste streams such as clinical and medical waste that people with certain disabilities can be unavoidable and there may not be a more sustainable or reusable option available</p> <p><b>Commercial/Industrial</b> – N/A</p> <p><b>Natural Environment</b> – accessibility may be reduced in some areas where more greenery/trees are planted</p> <p><b>Energy Supply</b> – N/A</p> <p><b>Governance</b> - people without access to internet/a computer may not be able to access information</p>	-	L
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<b>Gender</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
<b>Gender Reassignment</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
<b>Marriage and civil partnership</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
<b>Pregnancy and maternity</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
	For this demographic some negative impacts have been identified that we aim to mitigate  <b>Engagement</b> – N/A  <b>Buildings</b> - retrofit disruption will not work for pregnant people or people with very young babies/children  <b>Transport</b> – active travel can become harder for pregnant people or those with very young babies/children meaning they still need to use cars and/or need home deliveries (freight)  <b>Waste</b> – some waste streams that babies need can be difficult to stop using or move to a reusable option	-	L

	<p><b>Commercial/Industrial</b> – N/A</p> <p><b>Natural Environment</b> – N/A</p> <p><b>Energy Supply</b> – N/A</p> <p><b>Governance</b> – N/A</p>		
<b>Race</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
<b>Religion and belief</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
<b>Sexual orientation</b>	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>	<p>Overall positive impact, working to reduce the impact of climate change for all demographics</p> <p>For this demographic some negative impacts have been identified that we aim to mitigate</p> <p><b>Engagement</b> – N/A</p> <p><b>Buildings</b> - retrofit may be harder and longer with more disruption for people with special home modifications</p>	<p>+</p> <p>-</p>	<p>H</p> <p>L</p>

	<p><b>Transport</b> – some carers will need a car for their job even over short distances</p> <p><b>Waste</b> – some waste streams such as clinical and medical waste that elderly people, people with certain disabilities or babies can be unavoidable and there may not be a more sustainable or reusable option available</p> <p><b>Commercial/Industrial</b> – N/A</p> <p><b>Natural Environment</b> – accessibility may be reduced in some areas where more greenery/trees are planted</p> <p><b>Energy Supply</b> – N/A</p> <p><b>Governance</b> - N/A</p>		
<p><b>Low income groups</b></p>	<p>Overall positive impact, working to reduce the impact of climate change for all demographics</p> <p>For this demographic some negative impacts have been identified that we aim to mitigate</p> <p><b>Engagement</b> - may not have access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p>	<p>+</p> <p>-</p>	<p><b>H</b></p> <p><b>L</b></p>

	<p><b>Buildings</b> – retrofit can be cost a lot of money where funding is not available. Retrofitted houses or those built to a higher energy standard may also increase house prices and/or energy costs can increase in the move away from gas boilers.</p> <p><b>Transport</b> – electric vehicles are often more expensive to buy and install charging infrastructure at home.</p> <p><b>Waste</b> – reusable, higher quality (for longer use) items to move to a circular economy can cost more than disposable items</p> <p><b>Commercial/Industrial</b> – N/A</p> <p><b>Natural Environment</b> – N/A</p> <p><b>Energy Supply</b> – energy costs may increase dependant on the price of renewable energy (although they will hopefully be less than fossil fuels)</p> <p><b>Governance</b> - people without access to internet/a computer may not be able to access information</p>		
<p><b>Veterans, Armed Forces Community</b></p>	<p>Overall positive impact, working to reduce the impact of climate change for all demographics</p>	<p>+</p>	<p>H</p>

<b>Other</b>	For people working in industries that are based on fossil fuels/high carbon there is risk of unemployment as all systems become less carbon intensive	-	<b>M</b>
<b>Impact on human rights:</b>			
List any human rights impacted.	<b>None</b>		

**Use the following guidance to inform your responses:**

Indicate:

- Where you think that the proposal could have a **POSITIVE** impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a **NEGATIVE** impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a **NEUTRAL** effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.



<p><b>High impact</b> (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p><b>Medium impact</b> (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p><b>Low impact</b> (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

## Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	<p><b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b></p>
<p>Not having unrealistic expectations of actions to reduce emissions e.g. increased active travel and reduced car use – this is not suitable for all demographics so we do not expect all people to take part in active travel or 100% reduction in car use</p> <p>Retain freedom to choose fossil fuels. For some individuals and businesses this may be their only option of fuel.</p> <p>Work to engage with all demographics included those with protected characteristics that may be harder to reach.</p>	

## **Step 6 – Recommendations and conclusions of the assessment**

6.1	<p><b>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</b></p>
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- **No major change to the proposal** – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.

- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty

- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

**Important:** If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
Continue with the proposal	There is an overall positive impact from the strategy and there are mitigations for any potential negative impacts.

## Step 7 – Summary of agreed actions resulting from the assessment

<b>7.1 What action, by whom, will be undertaken as a result of the impact assessment.</b>			
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>
Sources of emissions data	Look to create bottom-up reporting approach to compare with top down approach	Carbon Reduction Team	Ongoing

### **Step 8 - Monitor, review and improve**

<b>8.1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?		
	On-going reporting, monitoring, engagement and consultation		