

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

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

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? 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 a Local Area Energy Plan (LAEP) is regarded as a critical enabler to decarbonisation, given that spatial planning is one of the biggest opportunities local authorities have to deliver net zero. A LAEP is a holistic spatial approach to decarbonising an area’s energy system that provides decision-makers with the detailed information needed to support informed policy and investment decisions. The LAEP is a report, spatial plan and pipeline of investable projects to support the energy transition, at best value, for the council and the city. It provides an optimised, cost-effective, and evidence-based pathway to achieving our 2030 ambition.</p>

1.2	Are there any external considerations? (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	Who are the stakeholders and what are their interests?
	<p>City of York Council 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>Businesses 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>Residents 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%</p>

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
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

1.4	<p>What results/outcomes do we want to achieve and for whom? 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>
	<p>As we move towards 2030, we hope to see rapid decarbonisation through actions of the council, businesses, residents and other city users. Creating a Local Area Energy Plan (LAEP) is regarded as a critical enabler to decarbonisation, given that spatial planning is one of the biggest opportunities local authorities have to deliver net zero. A LAEP is a holistic spatial approach to decarbonising an area’s energy system that provides decision-makers with the detailed information needed to support informed policy and investment decisions. The LAEP is a report, spatial plan and pipeline of investable projects to support the energy transition, at best value, for the council and the city. It provides an optimised, cost-effective, and evidence-based pathway to achieving our 2030 ambition.</p> <p>The LAEP directly links with the Climate Change Strategy and action plan by providing projects that align with the 32 objectives in the strategy and provide projects within the action plan to ensure the move towards a greener and cleaner city. The Local Plan was taken into consideration when creating the LAEP to ensure the plan also aligns with current and future planning policies.</p>

Step 2 – Gathering the information and feedback

2.1	<p>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? 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.</p>
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Source of data/supporting evidence	Reason for using
Stakeholder group: <ul style="list-style-type: none"> - Energy Systems Catapult - York and North Yorkshire Local Enterprise Partnership - North Yorkshire Local Authority and National Park officers - Northern Powergrid - Norther Gas Network 	To ensure all relevant information and local knowledge is captured
Technical Advisory Panel: Harmony Energy Transport for the North Drax Third Energy Daikin Protium Energy Oasis Zero Carbon Yorkshire Wolfland Group	To ensure technical aspects of the plan are sound
Peer Challenge Group: Citizens Advice Northern Regeneration Thirsk Friends of the Earth	To ensure social aspects of the plan are sound
Annex A: Local Area Energy Plan – Modelling Approach	To have the most relevant and up to date information for city wide energy modelling

Local businesses and organisation data	To have the most relevant and up to date information for city wide energy modelling
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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.		
Gaps in data or knowledge		Action to deal with this	
Some data is extrapolated from national or regional datasets so may not be 100% accurate for York		Discussions with other organisations to get a bottom-up city-wide energy use data	

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.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	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	-	L

	<p>Engagement – elderly people without access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p>Buildings – retrofit may be harder and longer with more disruption for elderly people with special home modifications</p> <p>Transport – some elderly people will need a car, even over short distances – the cost of electric vehicles may mean they are not accessible to all people</p> <p>Energy Supply – N/A</p>		
Disability	<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>Engagement – may not have access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p>Buildings - 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>Transport – some disabled people will need a private vehicle, even over short distances – the cost of electric vehicles may mean they are not accessible to all people</p> <p>Energy Supply – N/A</p>		
Gender	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
Gender Reassignment	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
Marriage and civil partnership	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
Pregnancy and maternity	<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>Engagement – N/A</p> <p>Buildings - retrofit disruption will not work for pregnant people or people with very young babies/children</p> <p>Transport – public charging infrastructure may be difficult to use for pregnant people or people with very young babies/children if home charging is not available</p>	<p>+</p> <p>-</p>	<p>H</p> <p>L</p>

	Energy Supply – N/A		
Race	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
Religion and belief	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
Sexual orientation	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	<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>Engagement – N/A</p> <p>Buildings - retrofit may be harder and longer with more disruption for people with special home modifications</p> <p>Transport – some carers will need a car for their job, even over short distances – the cost of electric vehicles may mean they are not accessible to all people</p>	<p>+</p> <p>-</p>	<p>H</p> <p>L</p>

	Energy Supply – N/A		
Low income groups	<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>Engagement - may not have access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p>Buildings – 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>Transport – electric vehicles are often more expensive to buy and install charging infrastructure at home.</p> <p>Energy Supply – energy costs may increase dependant on the price of renewable energy (although they will hopefully be less than fossil fuels). It can cost a lot to change energy supply such as purchasing solar panels.</p>	<p>+</p> <p>-</p>	<p>H</p> <p>L</p>
Veterans, Armed Forces Community	Overall positive impact, working to reduce the impact of climate change for all demographics	+	H

Other	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	-	M
Impact on human rights:			
List any human rights impacted.	None		

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>High impact (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>Medium impact (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>Low impact (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	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?
<p>Not having unrealistic expectations of actions to reduce emissions.</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	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:
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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 Local Area Energy Plan and there are mitigations for any potential negative impacts.

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Engagement	Work to engage with all demographics included those with protected characteristics that may be harder to reach.	Carbon Reduction Team	Ongoing

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? 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