

## Appendix 6: Equality Analysis

<b>SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY</b>	
<i>Refer to Equality Analysis guidance page 4</i>	
<b>1.1</b> Name of policy/ project/ decision	<b>Climate Action Strategy and Climate Action Plan</b>
<b>1.2</b> Lead for policy/ project/ decision	<b>Chris Horth</b>
<b>1.3</b> Committee/Board signing off policy/ project/ decision	<b>Cabinet</b>
<b>1.4</b> Author of Equality Analysis	<i>Name: Chad McDowell Role: Graduate Climate Action Officer Contact details: <a href="mailto:c.mcdowell@bury.gov.uk">c.mcdowell@bury.gov.uk</a></i>
<b>1.5</b> Date EA completed	<i>Updated 16/09/2021</i>
<b>1.6</b> Quality Assurance	<i>Name: Chris Woodhouse Role: Strategic Partnerships Manager Contact details: <a href="mailto:c.woodhouse@bury.gov.uk">c.woodhouse@bury.gov.uk</a> Comments:</i>
<b>1.7</b> Date QA completed	<i>16/09/2021</i>
<b>1.8</b> Departmental recording	<i>Reference: 001 Date: 30/9/21</i>
<b>1.9</b> Next review date	January 2022

<b>SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT</b>	
<i>Refer to Equality Analysis guidance page 5</i>	
<b>2.1</b> Detail of policy/ decision being sought	<p>The purpose of the Climate Action Strategy (CAS) and its associated Climate Action Plan (CAP) is to provide a framework that indicates a clear direction of travel regarding climate and environmental action within Bury.</p> <p>The CAS will help ensure that climate action is embedded at the heart of the Council and provide guidance on how best to engage with our local communities. Our changing climate dictates that strong and decisive action is required to protect not only the vulnerable of today but future generations of tomorrow.</p> <p>Given the pervasive nature of climate change, the CAS needs to include all departments across the Council as well as all parts of society. Many environmental issues propagate societal inequalities and to tackle our changing climate, we must also acknowledge these wider issues.</p>
<b>2.2</b> What are the intended outcomes of this?	<p>This Climate Action Strategy seeks to achieve the following outcomes:</p> <ul style="list-style-type: none"> <li>• Enable the borough of Bury to reach carbon neutrality by 2038</li> </ul>

	<ul style="list-style-type: none"> <li>• Eliminate our use of fossil fuels in all sectors</li> <li>• Upgrade the entire building stock to be carbon neutral</li> <li>• Improve infrastructure to enable our communities to take advantage of electric vehicles, active travel, and public transport</li> <li>• Encourage residents to take individual actions to reduce their personal emissions related to consumption</li> <li>• Ensure the borough is equipped to deal with likely changes in weather patterns and climatic extremes</li> <li>• Embed climate action and environmental awareness at the heart of the Council.</li> </ul>
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### SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS

*Refer to Equality Analysis guidance pages 5-8 and 11*

Please outline the relevance of the activity/ policy to the Public Sector Equality Duty

<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Rationale behind relevance decision</b>
<b>3.1</b> To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	<b>Yes</b>	<p>Given the nature of climate change, all of society need to be engaged and enabled to act and move towards a low/zero carbon lifestyle. In order to achieve this, we must acknowledge that some people may require more help than others i.e. to understand the issues or to take climate-positive steps.</p> <p>Environmental Justice has been specifically acknowledged within the CAS due to the identification that those who are currently suffering will be the worst hit by our changing environment and we must help them to prepare, where they may not have the means to do so on their own.</p>
<b>3.2</b> To advance equality of opportunity between people who share a protected characteristic and those who do not.	<b>Yes</b>	<p>Climate change is expected to affect all of us to varying degrees. It is estimated to disproportionately affect our poorest and most marginalised communities.</p> <p>To ensure that no one is left behind in Bury, this Strategy/Plan and the accompanying Consultation acknowledge and work with the wider community as a whole, to make sure everyone has a voice and that our actions do not make situations worse for anyone.</p>
<b>3.3</b> To foster good relations between	<b>Yes</b>	<p>The CAS aims to help people understand and take action towards a carbon neutral future. Promoting community involvement and</p>

people who share a protected characteristic and those who do not		collaboration is an important consideration in disseminating information and promoting action.
<b>3.4</b> Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
None of the 15 articles stated in the Human Rights Act 1998 are expected to be negatively affected by the CAS or CAP. In fact, the Strategy produces positive affects in relation to the HRA 1998, including: <ul style="list-style-type: none"> <li>Improving climate resilience and adaptation reducing the risk to life and reducing the impact of climate change related events, such as flooding; and heat waves.</li> </ul>		

<b>SECTION 4 – EQUALITIES DATA</b> <i>Refer to Equality Analysis guidance page 8</i>			
<b>Protected characteristic</b>	<b>Outcome sought</b>	<b>Base data</b>	<b>Data gaps (to include in Section 8 log)</b>
<b>4.1</b> Age	Outcomes of this Climate Action Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in Section 2.2	Bury has a slightly higher proportion of those over 65 and slightly less between 16 – 64. The neighbourhoods of Bury North, Whitefield and Bury West have higher proportions of over 40 age groups than overall Bury figures. Bury East has higher proportions of the under 40s.	
<b>4.2</b> Disability		All neighbourhoods except Bury North have significant areas with high concentrations of Bury residents living with long term conditions or disability.	
<b>4.3</b> Gender		Bury’s demographics are similar to GM-wide; gender is split more or less evenly between male and females. Female life expectancy is consistently	

		above male life expectancy	
<b>4.4</b> Pregnancy or Maternity		Bury's demographics are similar to GM-wide; it is estimated that 2.46% of the female population had a live birth. This is slightly higher than the England average of 2.21%	
<b>4.5</b> Race		Bury's non-white British population is around 10.8%. Bury East neighbourhood has by far the highest percentage of non-white British residents at 23%. Prestwich is next highest with 14%	
<b>4.6</b> Religion and belief		The majority of Bury's residents are Christian at 52%; 30% recorded no religion; 17% are Muslim and 13% are Jewish	
<b>4.7</b> Sexual Orientation		LGB estimates for Bury are 3.1% which is slightly less than the GM average of 3.6%	
<b>4.8</b> Marriage or Civil Partnership		In England, marriage rates have fallen to 21.2 per 1,000 (2017). Less than a quarter were religious ceremonies and there were. 2.8% of these marriages were between same-sex couples	Data unavailable at a Bury scale
<b>4.9</b> Gender Reassignment		Data is not available at Bury or GM scale	Data is not available at Bury or GM scale
<b>4.10</b> Carers		It is estimated that 20,000 people in Bury are carers, supporting their friends and family. 88% of adults with a learning disability live in their own home or with their family.	
<b>4.11</b> Looked After Children and Care Leavers		362 children cared for by Bury Local Authority (19/20)	

<b>4.12</b> Armed Forces personnel including veterans		Data is not available at Bury or GM scale	Data is not available at Bury or GM scale
<b>4.13</b> Socio-economically vulnerable	The CAS aims to reduce the impacts of fuel poverty and help those who are suffering financial hardship through improved domestic efficiency and therefore reduced utility bills.	12% of residents in Bury currently live-in fuel poverty. Wards vary greatly in terms of deprivation with some areas suffering considerably more than others.	

## SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

*Refer to Equality Analysis guidance page 8 and 9*

	Internal Stakeholders	External Stakeholders
<b>5.1</b> Identify stakeholders	Workforce, Executive Team, Elected Members, internal service users	Residents, external service users, neighbouring Councils, GMCA, local businesses, the wider community and volunteering sector
<b>5.2</b> Engagement undertaken	Multiple departments engaged with (including wellness, street scene, engineering, waste and transport, and strategic projects) regarding different sections of the Strategy. Public consultation on the Strategy has been carried out following Cabinet approval to consult in May.	A 10-week public consultation took place from 3 June to 12 August 2021. This included a public webinar that was held on 27 July 2021 and drop-in sessions were held at Radcliffe Library on 6 August 2021 and Bury Market on 13 August 2021
<b>5.3</b> Outcomes of engagement	All feedback and comments have been considered and a revised version of the Strategy and Action Plan have been produced. Comments and suggestions have been considered from the public consultation and the CAS and CAP have been updated accordingly.	Appendix 1 of the October Cabinet report outlines the feedback received during the consultation and the subsequent changes made to the CAP and CAS.

5.4 Outstanding actions following engagement (include in Section 8 log)	Annual update of the CAP will also consider the equality impacts.	Annual update of the CAP will also consider the equality impacts.
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## SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
6.1 Age	<b>Neutral</b>	<p>Age related charities have been engaged with during the consultation and will be part of an ongoing dialogue to continue improving awareness and understanding and ensure the CAS is fit for purpose.</p> <p>We will continue to engage with Schools capture the thoughts of the younger generation and promote greener lifestyles from a young age.</p> <p>Age related characteristics may be impacted by the different patterns of car ownership, public transport use and physical ability to engage with active travel</p> <p>Younger generations while more engaged may lack the financial resources to retrofit homes or purchase electric vehicles or low-carbon alternatives in shops</p> <p>Funding opportunities will be explored to enable those who are financially struggling to access the benefits regarding domestic retrofitting, low carbon travel and/or more sustainable lifestyles.</p>
6.2 Disability	<b>Neutral</b>	<p>We will continue to engage with the Highways section at Bury Council to ensure any changes to infrastructure are compliant and accessible by all. Through the work of the CAS, active travel infrastructure i.e. cycle lanes and walking routes can expected to be improved. These will be improved in line with the Bee Network standards.</p>
6.3 Gender	<b>Neutral</b>	<p>Research demonstrates that globally women are disproportionately affected by adverse</p>

		climate effects. <a href="#">Climate change 'impacts women more than men' - BBC News</a>
<b>6.4</b> Pregnancy or Maternity	<b>Neutral</b>	The expectation of different patterns of car ownership, public transport use and active travel could impact this characteristic.
<b>6.5</b> Race	<b>Neutral</b>	<p>There is a high proportion of people who identify as non-white British in Bury East (23%), which highlights the need to focus on BAME groups in that neighbourhood.</p> <p>Acknowledging climate resilience will allow us to better prepare for future emergencies and include various languages and delivery methods available.</p> <p>We will consider race to ensure that we manage to have maximum impact with communications via different languages and appropriate methods used. Including people of different races within this societal-wide issue helps improve societal collaboration.</p> <p>Neighbourhood forums will be used to gauge the thoughts and views of our local communities in relation to their neighbourhoods and on specific themes from summer 2021 onwards. These new forums will be used to assess views and impacts of the Climate Action Plan throughout our borough.</p>
<b>6.6</b> Religion and belief	<b>Neutral</b>	<p>Majority of Bury identify as Christian, followed by "no religion", Muslim and Jewish. This highlights the necessity to engage with different religious groups across the borough</p> <p>The impact on this characteristic could be influenced by cultural differences around consumption habits and lifestyles.</p> <p>Acknowledging climate resilience will allow us to better prepare for future emergencies and include various languages and delivery methods available.</p> <p>Considering religion/belief will also ensure that we manage to have maximum impact</p>

		with communications via different languages and appropriate methods used.
<b>6.7</b> Sexual Orientation	<b>Neutral</b>	No perceived considerations or effects in relation to this community of interest.
<b>6.8</b> Marriage or Civil Partnership	<b>Neutral</b>	No perceived considerations or effects in relation to this community of interest.
<b>6.9</b> Gender Reassignment	<b>Neutral</b>	No perceived considerations or effects in relation to this community of interest.
<b>6.10</b> Carers	<b>Neutral</b>	No perceived considerations or effects in relation to this community of interest.
<b>6.11</b> Looked After Children and Care Leavers	<b>Neutral</b>	No perceived considerations or effects in relation to this community of interest.
<b>6.12</b> Armed Forces personnel including veterans	<b>Neutral</b>	No perceived considerations or effects in relation to this community of interest.
<b>6.13</b> Socio-economically vulnerable	<b>Positive</b>	<p>This characteristic will be impacted as the knock-on effects of climate change which will worsen hardships already being felt. There are identified links between deprivation and environmental injustices such as poor air quality, flooding, lack of accessible green spaces, and lack of amenity.</p> <p>There is also an issue with the ability to engage with carbon-neutral activities such as retrofitting or alternative consumption patterns due to financial restrictions. This is the same for purchasing lower-emission vehicles</p> <p>As part of the work associated with the CAS, we will be working to reduce fuel-poverty via retrofitting and sustainable renewable methods, which will help to reduce fuel poverty. The high proportion of fuel poverty in Bury and the disparities between deprived wards and those which are less deprived indicates that a nuanced and appropriate method will be required to engage with the community</p> <p>Environmental Justice which includes reducing fuel poverty is directly acknowledged and included in the CAS and CAP.</p> <p>Improving the local environment and reducing climate-risk will have a positive</p>



	impact on the socio-economically most vulnerable
<b>6.14 Overall impact</b> - What will the likely overall effect of your activity be on equality, including consideration on intersectionality?	<p>The CAS is likely to produce a neutral/positive effect on equality due to the fact it actively considers and includes all members of society and acknowledges that those suffering the most require the most assistance to reap the same benefits as the rest of society. Potential impacts have been considered during the Consultation and throughout the roll out of the CAS; mitigative measures will be sought out where possible and actively encouraged where feasible.</p> <p>Given the need for everyone to engage with the issue, one can expect an increase in community engagement and collaboration across different sections of society as we learn and grow together. This increased community engagement will help us to identify any equality impacts and to provide suitable solutions.</p>

<b>SECTION 7 – ACTION LOG</b>			
<i>Refer to Equality Analysis guidance page 10</i>			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
<b>7.1</b> Actions to address gaps identified in section 4			
Conduct an inclusive consultation around the CAS and CAP that includes all voices and allows for all members of our society to be involved	Chris Horth	End of July 2021	10-week consultation completed from 3 June to 12 August 2021. A Comms plan was created to actively engage with the different people in the borough who possess protected characteristics. Data is unavailable for certain characteristics; however, the CAS is not expected to affect these people.
<b>7.2</b> Actions to address gaps identified in section 5			
Conduct an inclusive consultation around the CAS and CAP that includes all voices and allows for all members of our society to be involved	Chris Horth	Early September 2021	Following the Consultation, comments have been incorporated and the updated CAS will be presented to Cabinet for approval.
<b>7.3</b> Mitigations to address negative impacts identified in section 6			
Conduct an inclusive consultation around the CAS and CAP that includes all voices and allows for all members of our society to be involved	Chris Horth	End of July 2021	10-week consultation completed from 3 June to 12 August 2021. Consultation adapted part way through to include a simpler version of the questionnaire in response to feedback received.

			Communications plan produced and followed to ensure everyone had the opportunity to be involved.
<b>7.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics</b>			
Conduct an inclusive consultation around the CAS and CAP that includes all voices and allows for all members of our society to be involved	Chris Horth	September 2022	Climate issues are societal issues and many of the injustices faced by our society can be relieved by addressing climate change and helping people to take action. Through improved community engagement and collaboration, the CAS and CAP has the opportunity to make improvements. As we expect to update the CAP at regular annual intervals, we will be able to hear feedback and update the CAP where opportunities may arise to better incorporate further inclusion.

<b>SECTION 8 - REVIEW</b>			
<i>Refer to Equality Analysis guidance page 10</i>			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
EQIA submitted and approved via QA	CH	22/04/21	Comments from the QA have been incorporated into the EQIA <b>Completed</b>
CAS Submission to Exec Team	CH	22/04/21	<b>Completed</b>
CAS Submission to Cabinet	CH	27/05/21	<b>Completed</b>
CAS Consultation Commences	CH	03/06/21	<b>Completed</b>
CAS Consultation Ends	CH	27/07/21	
Comments from Consultation Incorporated into CAS	CH	September 2021	<b>Completed and EQIA updated to reflect.</b>
CAS Resubmission to Cabinet	CH	September 2021	
CAS Approved	CH	October 2021	
EQIA reviewed and updated	CH	January 2022	

First Annual Update	CH	September 2022	Throughout the year the Climate Action Officers will regularly work with the public and local groups to ensure all of society is engaged with the work of the Council and that the CAS does not leave anyone behind. The annual review will include leaders of the local Environmental Forums, giving them a chance to have their voice heard and they can express any formal concerns then
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**Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.**

<b>SECTION 9 – QUALITY ASSURANCE</b>		
<i>Refer to Equality Analysis guidance page x</i>		
<b>Consideration</b>	<b>Yes/ No</b>	<b>Rationale and details of further actions required</b>
Have all section been completed fully?	Yes	Good level of completion of all sections of the EA
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	Yes	Due regard has been made across sections 3 to 6.
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	Yes	Due regard has been made across sections 3 to 6.
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	Yes	Due regard has been made across sections 3 to 6.
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	Yes	Good use of action log to track progress of the EA during the life course of the project

Have clear and robust reviewing arrangements been set out?	Yes	Positive that reviewing arrangements include check post implementation to mitigate against any unintended consequences.
Are there any further comments to be made in relation to this EA	No further comment	