

## APPENDIX 7 - Equalities Impact Assessment

<b>AssessmentNo</b>	286	<b>Owner</b>	rrea
<b>Resource</b>	Regeneration, Environment and Growth		<b>Service/Establishment</b> Regeneration
	First Name	Surname	<b>Job title</b>
<b>Head Officer</b>	Adam	Armour-Florence	Sustainability Officer
	(include job titles/organisation)		
<b>Members</b>	Adam Armour-Florence - Sustainability Officer Ricardo Rea- Performance and Strategy Officer		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
<b>Policy Title</b>	Climate Change Strategy		
	<b>The aim, objective, purpose and intended out come of policy</b>		
	The Climate Change Strategy' is a route map for the Council's response to climate change and the climate emergency for 2021-22 and beyond. Our vision is an overarching strategy that will set the foundation for a plan of action and response to Scotland's Climate Emergency and 2045 net zero carbon reduction target. This will also feed into the annual mandatory Climate Change Report and will encompass all key principles of public bodies climate change duties in accordance with Section 4 of the 'Climate Change (Scotland) Act 2009'.		
	<b>Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.</b>		
	All service areas - with an approach to devolving responsibility to all service areas and mainstreaming climate change actions in what we do.		
<b>Does the proposals involve the procurement of any goods or services?</b>			<b>Yes</b>
<b>If yes please confirm that you have contacted our procurement services to discuss your requirements.</b>			<b>No</b>
<b>SCREENING</b>			
<i>You must indicate if there is any relevance to the four areas</i>			
<b>Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)</b>			<b>Yes</b>
<b>Relevance to Human Rights (HR)</b>			<b>Yes</b>
<b>Relevance to Health Impacts (H)</b>			<b>Yes</b>
<b>Relevance to Social Economic Impacts (SE)</b>			<b>Yes</b>
<b>Who will be affected by this policy?</b>			
Residents of WDC, users and potential users of council services in West Dunbartonshire. WDC employees and potential employees. Other organisations in West Dunbartonshire, both voluntary and statutory. Partnerships with other public bodies, organisations, quangos and community groups.			
<b>Who will be/has been involved in the consultation process?</b>			
We asked for the views of the residents in West Dunbartonshire on our climate change priorities and strategy to understand more about their thoughts on climate change activity locally and nationally to help us plan for how to tackle climate change as a community, working towards the zero-carbon goal The survey was open for over two weeks and received 339 responses. It closed 6th September 2020. Due to Covid19, this			

was carried out through an online survey that was shared on our website, social media, community groups and directly with the citizens panel. The survey also went to staff for feedback. The draft strategy was shared with the heads of all service areas for their thoughts and written feedback.

**Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.**

	Needs	Evidence	Impact
Age	<p>There is a need to ensure that both young and old people are not disproportionately effected by the impacts of climate change - such as flooding and higher temperatures during summer months. There is a need to ensure that the voices of young and old people are heard with regards to climate change and in the 'green recovery from Covid19, following 'Just Transition' principles. In West Dunbartonshire, older people from the ages of 60 and above are more concerned with the inevitable impacts of climate change, such as extreme heating and flooding events.</p>	<p>The 'Just Transition Commission Advice for a Green Recovery' report (Scottish Government, 2020) highlights that young and old people are more at risk from the impacts of Climate Change and the effects of Covid19 in our current period of green recovery. As the pandemic swept across the country we saw the closure of schools and higher education institutions. At a crucial stage of their development, young people have had to adapt to distance learning and new methods of examination. For those leaving education and entering the job market for the first time, their prospects look very different to those in the same situation a year ago. At the same time, it is our young people that will live with the consequences if we fail to seize the opportunity to build fairer, net-zero society. Evidence from our climate</p>	<p>Positive, It is our young people who are often the most motivated and vocal in calling for action. Engaging with them more on climate change via our CCS and eco-schools, etc will help young people have a say on our future climate. A green recovery is not only a response to the economic and climate crisis facing us, but an investment in the future of young people across the country. We hope to use this CCS to better engage with community groups of all ages, allowing for people of all ages to have a say in what we do to mitigate and adapt against climate change.</p>

		<p>change survey illustrated how older people in WD are concerned about climate change, most of whom believe that there is an immediate threat now. Recent Scottish Government research into implementing a green recovery to the pandemic has highlighted that low earners, younger people, women, minority ethnic individuals, and disabled people are most at risk as the labour market is disrupted. Multiple and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change.</p>	
<b>Cross Cutting</b>	<p>Engagement and participation of all groups, both inside and outside WD, will benefit the effective delivery of the CCS and foster new partnerships.</p>	<p>People can simultaneously be members of more than one disadvantaged group, which can multiply the negative impacts of Climate Change and Climate Injustice.</p>	<p>Positive, the CCS will be an inclusive opportunity to effectively and fairly engaging with all groups. With potential to gather more vital feedback and information, whilst expanding partnerships and relationships with all.</p>
<b>Disability</b>	<p>Because they are disproportionately affected by climate change, persons</p>	<p>Recent Scottish Government research into implementing a</p>	<p>Positive, their participation in our CCS (both engagement and</p>

	<p>with disabilities must be included in climate action.</p>	<p>green recovery to the pandemic has highlighted that low earners, younger people, women, minority ethnic individuals, and disabled people are most at risk as the labour market is disrupted. According to the UN report on disability and climate change (UN General Assembly, 2020), climate change has both a direct and indirect impact on the effective enjoyment of a wide range of human rights for everyone. Persons with disabilities – an estimated 1 billion individuals worldwide – may experience those impacts differently and more severely than others. For example, persons with disabilities are often among those most adversely affected in an emergency, sustaining disproportionately higher rates of morbidity and mortality, and are among those least able to access emergency support. Sudden-onset natural disasters and slow-onset events can seriously affect the access of persons with disabilities to food and nutrition, safe drinking water</p>	<p>feedback on their challenges in the face of climate change) would better allow for tailored climate action that addresses the specific concerns of persons with disabilities related to the adverse impacts of climate change. A human rights-based approach empowers persons with disabilities as agents of change to address the harmful impacts of climate change in their day-to-day lives. If persons with disabilities are left out of decision-making, that leaves them unable to contribute by identifying risk reduction and adaptation measures that could be effective for, and carried out by, persons with disabilities. Persons with disabilities are a heterogeneous group with different requirements and best practices in terms of disability inclusion may also be relevant for the population at large, helping to avert some of the worst impacts of climate change. Therefore, this could be applied in some scale to persons with disabilities in WD. We can include their</p>
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		<p>and sanitation, health-care services and medicines, education and training, adequate housing and access to decent work. The majority of persons with disabilities live in poverty, as highlighted in the Convention on the Rights of Persons with Disabilities. The Intergovernmental Panel on Climate Change foresees that the poorest people will continue to experience the worst effects of climate change through lost income and livelihood opportunities, displacement, hunger and adverse impacts on their health. Multiple and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change.</p>	<p>input, particularly towards adaptation measures, ensuring that we improve the actions as a result of the CCS.</p>
<p><b>Social &amp; Economic Impact</b></p>	<p>SDG 8 tasks member states to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all SDG 10 tasks member states to reduce inequality within and among</p>	<p>Recent Scottish Government research into implementing a green recovery to the pandemic has highlighted that low earners, younger people, women, minority ethnic individuals, and disabled people are</p>	<p>Positive, the CCS will engage with the public in a positive way and support Scottish Government in ensuring that the green recovery benefits people by providing green job opportunities.</p>

other countries. SDG 16 tasks members states to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. There is a need to adequately and fairly respond to the pandemic using green recovery principles, which are just and improve social and economic opportunities for all. Particularly in creating new green job opportunities.

most at risk as the labour market is disrupted. The Intergovernmental Panel on Climate Change foresees that the poorest people will continue to experience the worst effects of climate change through lost income and livelihood opportunities, displacement, hunger and adverse impacts on their health. Multiple and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change. The 'Just Transition Commission Advice for a Green Recovery' report (Scottish Government, 2020) adds to the consensus calling for an economic recovery from COVID-19 that is consistent with Scotland's climate ambition, but with an increased emphasis on equity. We have an opportunity to reset our progress towards a net-zero economy in a way that also actively tackles inequality

		and promotes regional cohesion.	
<b>Sex</b>	SDG 5 tasks member states to achieve gender equality and empower all women and girls.	<p>According to SDG 5, despite improvements gender equality must still be reached.</p> <p>Implications of Covid19 lockdowns means that there has been an increase in physical, sexual and psychological violence against women, with domestic violence against women increasing by 30% in some countries. SDG 5 also states woman bear additional household burdens during the pandemic.</p> <p>Furthermore, women already spend about three times as many hours in unpaid domestic and care work as men. Recent Scottish Government research into implementing a green recovery to the pandemic has highlighted that low earners, younger people, women, minority ethnic individuals, and disabled people are most at risk as the labour market is disrupted. The majority of persons with disabilities live in poverty, as highlighted in the Convention on the Rights of Persons with Disabilities. The</p>	<p>Positive, as the CCS hopes to better engage and therefore empower women (and all other genders) to speak up about Climate Change. Input, advice and engagement from members of all sexes is key to ensuring delivery of climate change actions and in achieving net zero emissions by 2045 for WDC.</p>

		<p>Intergovernmental Panel on Climate Change foresees that the poorest people will continue to experience the worst effects of climate change through lost income and livelihood opportunities, displacement, hunger and adverse impacts on their health. Multiple and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change.</p>	
<p><b>Gender Reassign</b></p>	<p>There is a need to better engage with the LGBTQ+ community on Climate Change issues and to ensure that climate impacts, or wider impacts as a result of Climate Change, do not disproportionately impact the LGBTQ+ community over others. Through climate justice, we recognise that the roots of climate change are tied up with the roots of multiple oppressions. Capitalism and colonialism fuel climate change, but are also a part of LGBTQ+ oppression.</p>	<p>According to Friends of the Earth Scotland, Climate Change is a significant LGBTQ+ issue, particularly the Trans community, especially trans people of colour, face heightened suffering at all stages of the natural disasters which are becoming more frequent in our changing climate. Homeless people are particularly vulnerable to the erratic weather events brought by climate change. In the UK, 24% of homeless youth are LGBTQ+ Multiple</p>	<p>Positive, as the Climate Change Strategy (CCS) will look to better engage with LBGTQ+ and other potentially marginalised groups on Climate Change matters. Input from the LGBTQ+ community will benefit the Council by providing alternative viewpoints on Climate Change.</p>



	<p>SDG 5 also tasks member states to achieve gender equality and empower all women and girls.</p>	<p>and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change.</p>	
<b>Health</b>	<p>There is a need to ensure that we are more prepared health services for, and have the ability for them to effectively respond to the impacts of climate change.</p> <p>There is a need to ensure that access to health is equal for all people, particularly when it comes to extreme weather events such as heat waves and flooding, which will become more frequent and more intense over the next 20 years. SDG 3 tasks member states to ensure healthy lives and promote well-being for all at all ages.</p>	<p>Climate change can exacerbate existing health and health care inequalities, the adverse impacts of which exacerbate environmental, attitudinal and institutional barriers to the right to health of older and younger age groups, ethnic minorities, people in poverty or lower incomes, women and LGBTQ+ groups.</p>	<p>Positive, this CCS will look to assist in national efforts to mitigate GHG emissions which will eventually reduce the impacts of climate change over a long period of time. It will also look to improve adaptation measures across the Glasgow City Region, hopefully reducing stress on health services in the long term, particularly in WDC.</p>
<b>Human Rights</b>	<p>Relevant under core civil rights, such as the right to respect for private and family life (Article 8 of the Convention), the right to freedom of expression (Article 10) and the right to education (Article 2 of Protocol No. 1). SDG 10 tasks member states to reduce inequality</p>	<p>Awareness of Human Rights as part of everyday life is low. Therefore its relevance nationally has received increased focus from the Scottish Government on giving Human Rights a more central place.</p>	<p>Awareness of Human Rights as part of everyday life is low. Therefore its relevance nationally has received increased focus from the Scottish Government on giving Human Rights a more central place.</p>

	<p>within and among other countries. SDG 16 tasks members states to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>		
<b>Marriage &amp; Civil Partnership</b>			
<b>Pregnancy &amp; Maternity</b>	<p>This area cross cuts with consideration under sex Work needs to take account of the needs, of pregnant women similar to those under 'sex'.</p>	<p>This area cross cuts with consideration under sex. Primary care responsibilities falls predominately upon women. Women's available time is can therefore be restricted. However, child care and other care responsibilities maintains a link to community matters through school etc.</p>	<p>Positive, as the CCS hopes to better engage and therefore empower women (and all other genders) to speak up about Climate Change. Input, advice and engagement from members of all sexes is key to ensuring delivery of climate change actions and in achieving net zero emissions by 2045 for WDC.</p>
<b>Race</b>	<p>WDC has an Equality outcome on increasing participation. SDG 16 tasks members states to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<p>BAME people under represented in many community organisations and engagement processes. Recent Scottish Government research into implementing a green recovery to the pandemic has highlighted that low earners, younger people, women, minority ethnic individuals, and disabled people are most at risk as the labour market is disrupted. Multiple</p>	<p>Positive, the CCS will look for ways to engage with all ethnic minorities/races in a positive way that does not exclude anyone. Again, we will aim to do this through community engagement.</p>

		and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change.	
<b>Religion and Belief</b>	There is a need to better engage with local churches, religions and community groups on Climate Change. An understanding needs to be had of local religious institutions and groups to support their needs, understand their approach to climate change, and help promote climate change action to their members.	According to Sachdeva, S. 2016, sacred elements in nature do lead people to become committed to environmental causes, particularly when religious identities emphasize conceptualization of humans as caretakers of this planet. However, it is also this that may preclude environmental action and lead to the denial of climate change.	Positive, the CCS hopes to better engage with the community, including local religious institutions. The CCS provides a new way of developing a positive relationship with these institutions.
<b>Sexual Orientation</b>	There is a need to better engage with the LGBTQ+ community on Climate Change issues and to ensure that climate impacts, or wider impacts as a result of Climate Change, do not disproportionately impact the LGBTQ+ community over others. Through climate justice, we recognise that the roots of climate change are tied up with the roots of multiple	According to Friends of the Earth Scotland, Climate Change is a significant LGBTQ+ issue, particularly the Trans community, especially trans people of colour, face heightened suffering at all stages of the natural disasters which are becoming more frequent in our changing climate. Homeless people are particularly vulnerable to the	Positive, as the Climate Change Strategy (CCS) will look to better engage with LGBTQ+ and other potentially marginalised groups on Climate Change matters. Input from the LGBTQ+ community will benefit the Council by providing alternative viewpoints on Climate Change.

	<p>oppressions. Capitalism and colonialism fuel climate change, but are also a part of LGBTQ+ oppression.</p>	<p>erratic weather events brought by climate change. In the UK, 24% of homeless youth are LGBTQ+ Multiple and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change.</p>	
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**Actions**

**Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.**

There are no likely negative impacts for any protected group, or any in terms of health, wellbeing, human rights or negative social or economic impacts.

**Will the impact of the policy be monitored and reported on an ongoing bases?**

Climate Change actions will be developed for each service area through the Climate Change Action Group (CCAG) and will then be input into Pentana to ensure ownership and actual delivery of actions. An action plan will be developed for internal use, and progress on this, including targets/KPI's will be reviewed annually, with a new strategy being developed every 5 years.

**Q7 What is your recommendation for this policy?**

Introduce

**Please provide a meaningful summary of how you have reached the recommendation**

The Climate Change Strategy is intended to work towards positive engagement with all equality groups and the wider community, via partnerships, empowerment and engagement within and outside West Dunbartonshire. The continued review of the CCS will allow us to improve the document with regards to green recovery and Equality Duty needs. The assessment notes potential positive impacts for a range of groups and for Human Rights, especially in terms of increasing engagement, participation and empowerment. The strategy will encourage positive engagement with a full range of groups in West Dunbartonshire. This supports our Equality Outcomes on increasing participation.