

## Appendix 2 – Equalities Impact Assessment Screening

The Equalities Impact Assessment screening for the 2023 Climate Change Action Plan consultation and engagement activities is set out as follows (based on preferred option 4 as set out in the Committee Report):

POLICY/FUNCTION/ACTIVITY	LEAD OFFICER
Climate Change Action Plan Early Engagement Activities	Stephanie Broadley

**A. What is the aim of this policy, function or activity? Why is it needed? What is it hoped to achieve and how will it be ensured it works as intended? Does it affect service users, employees or the wider community?**

A number of early engagement activities are proposed to support the development of the Council's Climate Change Action Plan, which in turn will support delivery of the Runnymede Climate Change Strategy. The engagement activities aim to deliver a key objective of the Strategy, which is to positively engage with residents, businesses, community groups, national and local government and universities to share information and encourage positive behavioural change to adapt to or mitigate climate change.

A series of online surveys (for residents (over-18s), businesses, and young people (under-18s), and a number of focus groups/one-to-one interviews are proposed to be implemented from 1<sup>st</sup> June 2023 to the end of August 2023. The aim of these activities will be to:

- begin to communicate a positive vision and clear local narrative on climate change, particularly about how the public can help achieve climate and environment goals (recognising that most borough emissions are outside the direct control of the Council);
- gain clarity about current attitudes towards climate change, and get an early indication of appetite for behaviour change;
- understand actions that residents, businesses and young people have already taken, and identify the barriers people face in taking further action that the Council could try and address through its CCAP; and
- start building support in the community for getting to net zero, and reduce the risk of resistance to any new policies and initiatives which may be introduced to help meet ambitious climate change targets.

This proposed approach to early engagement is not anticipated to affect any Council employees or service users on the basis of a protected characteristic(s) they have. Any effects that the Council's engagement activities have on the wider Borough community, including those groups with protected characteristics is likely to be positive by encouraging all residents, young people, and business employees, including those with protected characteristics, to get involved in the engagement activities proposed to inform a series of climate change actions which will help address barriers people/businesses/young people face in contributing towards climate change targets.

**B. Is this policy, function or activity relevant to equality? Does the policy, function or activity relate to an area in which there are known inequalities, or where different groups have different needs or experience? Remember, it may be relevant because there are opportunities to promote equality and greater access, not just potential based on adverse impacts or unlawful discrimination.**

**The Protected Characteristics are; Sex, Age, Disability, Race, Religion and Beliefs, Sexual Orientation, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity.**

The Council's proposed engagement activities are considered to be relevant to equality, particularly in relation to the proposal to run online surveys. The surveys will be developed by a software company called Built-ID, whose mission it is to empower community members to have an equal voice in decision-making, regardless of their socio-economic background and protected characteristics. Built-ID are experts are using targeted digital marketing to extend the reach of online surveys to a wide-ranging audience, including minority and hard-to-reach groups. One of the surveys is proposed to be developed with the specific aim of engaging young people (likely to be young people of secondary school and university age). Young people are considered to be a hard-to-reach group when undertaking Council consultations, and as such by actively seeking to secure participation from this group through a bespoke survey, the Council's proposed approach is considered likely to have positive impacts for people with this protected characteristic.

In recognition that not all people with protected characteristics – such as older people – will be able to access an online survey, it is proposed that hard-copy surveys be made available in local libraries and on request from the Planning Policy team. Publicity material will highlight the availability of hard-copy surveys.

The surveys will also include a range of equalities questions, to assist officers identify any notable gaps in terms of who has engaged with the Council so that officers can consider the use of further supplementary engagement techniques if necessary, before the end of the engagement period (end of August 2023).

Focus groups are also proposed for local community groups, including people with protected characteristics, but these will be held online and publicised widely across the borough at local libraries, on noticeboards and on the Council's social media platforms to encourage participation from a wide range of groups.

The overall approach is designed to help ensure that people with different protected characteristics are able to be part of this early engagement on climate change, and to contribute their views.

**If the policy, function or activity is relevant to equality then a full Equality Impact Assessment may need to be carried out. If the policy function or activity does not engage any protected characteristics, then you should complete Part C below. Where Protected Characteristics are engaged, but Full Impact Assessment is not required because measures are in place or are proposed to be implemented that would mitigate the impact on those affected or would provide an opportunity to promote equalities please complete Part C.**

**C. If the policy, function or activity is not considered to be relevant to equality, what are the reasons for this conclusion? Alternatively, if it is considered that there is an impact on any Protected Characteristics but measures are in place or are proposed to be implemented please state those measures and how it/they are expected to have the desired result. What evidence has been used to make this decision? A simple statement of 'no relevance' or 'no data' is not sufficient.**

To address equalities issues, a bespoke survey for young people is being planned to ensure that efforts are made to engage this group. Hard-copy surveys will also be made available in local

community facilities and advertised as available on publicity material for people who lack access to a computer or smartphone.

Built-ID's digital marketing expertise will extend the reach of the online residents, young people and business surveys to a wide audience across the Borough – it is a key objective of the company to reach typically hard-to-reach people. The surveys will include equalities questions to monitor response rates, and supplementary engagement activities will be considered if there are notable gaps in terms of who has engaged.

Date completed: 9 May 2023

Sign-off by senior manager: Georgina Pacey