

**Welwyn Hatfield Borough Council**
**Equality Impact Assessment**

Assessment completed by Kelly Murphy

Name of policy/project/service to be assessed	Transition to Net Zero Strategy
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: 28.10.24 12.10.24 <input checked="" type="checkbox"/> Date: 2.9.24 - Stakeholder review <input type="checkbox"/> Date: TBC
Who does the policy or service affect?	Customers (public) <input checked="" type="checkbox"/> Internal (staff/Members) <input checked="" type="checkbox"/> External (partners/contractors/agencies) <input checked="" type="checkbox"/> Other (Businesses) <input checked="" type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	The Strategy aims to help mitigate and adapt to climate change. It aims to create a net zero borough by 2050, that is sustainable, accessible, biodiverse, resourceful, inclusive, resilient and collaborative.
What equality data is available relating to the use or implementation of the policy, project or service?	There is data available regarding the demographic of the population known from the census. There is public data available in the form of EPC data for individual households. Flood zone data
What consultation has taken place in the development or review of the policy, project or service?	A public consultation took place. 88 Responses were received.

Does the policy have a positive or negative impact on any of the following Protected Characteristic groups covered by the Equality Act 2010?

	<b>Positive Yes/No</b>	<b>Negative Yes/No</b>	<b>Neutral Yes/No</b>	<b>Evidence &amp; Comments</b>
Age	YES	NO	NO	The strategy aims to help mitigate and adapt to climate change and live more sustainably, within a sustainable, resilient borough. Elderly and younger people are often more vulnerable to the impacts of climate change, therefore outcomes from implementing the strategy will be positive. In terms of transport, the strategy aims to increase active and sustainable travel and reduce single use car journeys, any specific travel initiative will have a separate EqlA where necessary.
Disability	YES	YES	NO	Disability includes mental health conditions. Improving biodiversity and green spaces around the borough (one of the aims of the strategy) will help improve this. In terms of transport, the strategy aims to increase active and sustainable travel and reduce single use car journeys, any specific travel initiative will have a separate EqlA where necessary.
Ethnicity	YES	NO	NO	Some ethnic groups may feel less included in the community and could be more vulnerable to the impacts of climate change. The strategy aims to be inclusive and engage with everyone in taking action on climate change.
Gender re-assignment	NO	NO	YES	There are no known impacts that the adoption of this strategy will have on gender re-assignment.
Marriage/Civil partnership	NO	NO	YES	There are no known impacts that the adoption of this strategy will have on marriage/civil partnerships.
Pregnancy &	NO	NO	YES	There are no known impacts that the adoption of this strategy will have on

Maternity				marriage/civil partnerships.
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	Positive Yes/No	Negative Yes/No	Neutral Yes/No	Evidence & Comments
Religion or belief	NO	NO	YES	There are no known impacts that the adoption of this strategy will have on religion or beliefs.
Sex	NO	NO	YES	There are no known impacts that the adoption of this strategy will have on sex.
Sexual orientation	NO	NO	YES	There are no known impacts that the adoption of this strategy will have on sexual orientation.

Equality Impact Assessment Outcome:

- Low risk
- Medium risk
- High risk

Any other comments:

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For Steering Group use only:

Comments:

08.01.2024