

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that, as an Authority, we do not discriminate and we are able to promote equality, diversity and human rights.

Please refer to the EHRIA [guidance](#) before completing this form. If you need any further information about undertaking and completing the assessment, contact your [Departmental Equalities Group](#) <mailto:> or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Climate Resilience Delivery Plan
Department and section:	Environment and Transport, Environment and Waste Commissioning
Name of lead officer/ job title and others completing this assessment:	Vicky Cormie, Head of Service Environment and Waste Commissioning
Contact telephone numbers:	0116 3057291
Name of officer/s responsible for implementing this policy:	Joanna Gyll
Date EHRIA assessment started:	21 March 2022
Date EHRIA assessment completed:	12 December 2025

Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of the policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's [Equality Strategy](#).

1	<p>What is new or changed in the policy? <i>What has changed and why?</i></p> <p>The previous Net Zero Action Plans have been renamed and updated in response to the Council's changed priorities as well as a renewed focus on climate change adaptation, they are now called the Climate Resilience Delivery Plan (the Delivery Plan).</p> <p>The wording of the actions has been updated to reflect the broadened economic, social and environmental priorities of the new political administration. To support this change in narrative, a new column and associated key have been added in which the co-benefits of each action are identified in abbreviated form (e.g. FE for financial efficiency, NB for nature and biodiversity and HW for health and wellbeing).</p> <p>The timeframe has also been updated. Previously, action implementation was identified over a 5-year period but this has been changed to a 3-year period. This is to align with the agreed spend period of the £2 million climate change adaptation fund.</p>
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</p> <p>These actions are from the Net Zero Strategy and road map. The Net Zero Strategy sets out the approach to delivering the Council's policy to achieve net zero carbon emissions in Leicestershire by 2050, in line with the national target.</p> <p>Yes, the Delivery Plan is a theme included in the Environment Strategy 2018 – 2030. The Clean and Green Outcome of the Strategic Plan 2022-2026 also includes tackling climate change as a sub outcome.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The ambition to achieve net zero carbon emissions in Leicestershire by 2050 will affect people across Leicestershire. The intended outcome is to halt Leicestershire's contribution to climate change and to maximise the co-benefits for people, nature and the economy from a just transition.</p>
4	<p>Will the policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)</p>

		Yes	No	How?
	Eliminate unlawful discrimination, harassment and victimisation	✓		Projects and policies to implement the Delivery Plan will be subject to EHRIA. Many actions within Delivery Plan improve universal access to cleaner air, safer streets, better flood resilience and lower energy bills (e.g., Local Transport Plan 4 to promote active travel/public transport; energy efficiency in homes; culvert/SuDS management). These reduce disproportionate environmental burdens that can correlate with protected characteristics. Risks arise if implementation overlooks accessibility, affordability, or culturally appropriate engagement.
	Advance equality of opportunity between different groups	✓		Delivery of the Delivery Plan offers co-benefits for health equality, economic prosperity and improved environment that can advance equality of opportunity. Specific programmes of work will be subject to an EHRIA and consideration given to advancing equality of opportunity. The Council will support this, for example through grant applications such as "Green Living Leicestershire" which offers fully funded energy efficiency measures to low income households. Improving bus/community transport, demand-responsive transport, and active travel (Actions 14–16) can reduce barriers for those without private cars, often lower-income residents, young people, older adults, and disabled people. Programmes to support home energy efficiency and keep homes warm (Action 20) advance opportunity by reducing fuel poverty and health inequalities. Inward Investment and Enterprise Zone support (Actions 24, 26) can spread opportunities for training and employment in low-carbon sectors, provided outreach targets under-represented groups.

	Foster good relations between different groups	✓		Place-based nature recovery, tree planting, volunteers and public engagement (Actions 29–33) can create shared local benefits, volunteering opportunities and community-led projects that bring diverse groups together. Behaviour change campaigns (Action 15; “Choose How You Move”) and Sustainable Food Plan (Action 27) can build common purpose around climate resilience, provided messaging is inclusive and avoids stigmatising any group
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Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for a policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to Section 3 on Page 7 of this document.

Section 2

A: Research and Consultation

5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;	✓	
	b) any potential impact of this change on them (positive and negative, intended and unintended);	✓	
	c) potential barriers they may face	✓	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	✓	
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	✓	

8.	<p>*If you answered 'no' to the questions above, please use the space below to outline either what consultation you are planning to undertake or why you do not consider it to be necessary.</p>
	<p>Consultation has taken place for the original Net Zero Action Plan and Strategy.</p> <p>The amendments to the actions: The wording of the actions has been updated to reflect the broadened economic, social and environmental priorities of the new political administration. Additionally, the timeframe has also been updated and new actions regarding adaptation to climate change added. The actions are no longer framed in terms of carbon emissions reduction but in terms of their co-benefits.</p> <p>No further consultation has taken place as only the way the Delivery Plan is communicated has changed.</p>

Section 2			
B: Monitoring Impact			
9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	✓ Community Insight Survey	
	b) enable open feedback and suggestions from different communities	✓ Environment webpage and email	
<p>Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.</p>			
Section 2			
C: Potential Impact			
10.	<p>Use the table below to specify if any individuals or community groups who identify with any of the 'protected characteristics' may potentially be affected by the policy and describe any positive and negative impacts, including any barriers.</p>		
		Yes	No
	Age	✓	<p>The national Climate Change Committee recently stated that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all. ¹</p> <p>Vulnerable people are also likely to benefit disproportionately from co-benefits associated with a transition to net zero carbon emissions, such as reduced air pollution.²</p> <p>Research by the Joseph Rowntree Foundation³ found that the extent to</p>

¹ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

² Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p218

			<p>which individuals are able to cope with climate change impacts is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality, green space).³ Intergenerational fairness is a key issue when considering action on climate change and climate justice</p> <p>The Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change⁴. This could create differential impacts on people with protected characteristics e.g. sex, disability and race due to differences in economic activity, housing tenure and income levels. This must be addressed in the implementation of projects as this could also impact on people's ability to afford low carbon solutions.</p> <p>Safer, cleaner streets and better bus/community transport improve independent mobility for young and older people (Actions 14–16).</p> <p>Warmer homes from energy efficiency programmes reduce cold-related illness among older adults and children (Action 20).</p> <p>Free/low-cost nature volunteering and greening activities support intergenerational cohesion (Actions 31–33).</p> <p>Complex digital tools for travel or energy may exclude older adults (Action 23).</p> <p>Active travel schemes must address safety for children and older pedestrians/cyclists (Actions 14–15).</p>
	Disability	✓	<p>See also comments in Age section regarding vulnerable people and health impacts from climate change and ability to afford low carbon solutions.</p> <p>Demand responsive/community transport and accessible bus stops improve mobility (Action 16).</p> <p>Reduced air pollution via transport and nature actions benefits people with respiratory/cardiac conditions (Actions 14–16, 29–31).</p> <p>Flood resilience protects accessible routes to services (Actions 10–13).</p> <p>Active travel infrastructure must meet inclusive design standards (drop kerbs, tactile paving, rest areas) to avoid exclusion (Actions 14–15).</p> <p>Communications should be available in Easy Read, BSL, audio, large print;</p>

³Joseph Rowntree Foundation, 2014, Climate Change and Social Justice: an Evidence Review

⁴ Climate Change Committee, 2020, Net Zero: The UK's contribution to stopping global warming p31

			procure accessible apps/websites (Actions 6, 23, 33).
	Gender Reassignment	✓	Inclusive community programmes (volunteering, engagement) can provide safe, welcoming spaces (Actions 31–33).
	Marriage and Civil Partnership		✓
	Pregnancy and Maternity	✓	Pregnant women may be more vulnerable to the impacts of climate change such as overheating. It is not anticipated that climate action will affect this group in any specific ways, but assessments should be made on individual programmes or actions to ensure that this is the case. Cleaner air and safer walking routes support maternal and infant health (Actions 14–15) Warmer homes reduce risks associated with cold homes for newborns (Action 20).
	Race	✓	The Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change. This could create differential impacts on people with protected characteristics e.g. sex, disability and race due to differences in economic activity, housing tenure and income levels. This must be addressed in the implementation of projects as this could also impact on people's ability to afford low carbon solutions. Global fairness and differential impacts in different nations is a key issue when considering action on climate change and climate justice.
	Religion or Belief	✓	The Delivery Plan will support those who's beliefs include environmental protection and stewardship of the Earth.
	Sex	✓	The Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change. This could create differential impacts on people with protected characteristics e.g. sex, disability and race due to differences in economic activity, housing tenure and income levels. This must be addressed in the implementation of projects as this could also impact on people's ability to afford low carbon solutions.
	Sexual Orientation		✓

	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	✓		The Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change. This could create differential impacts on people with protected characteristics e.g. sex, disability and race due to differences in economic activity, housing tenure and income levels. This message has been reinforced through consultation which found that the public have concerns about the potential cost implications for residents, with fears that this will be disproportionate for those on lower incomes. Specific examples raised included the cost of purchasing an alternative fuel vehicle, retrofitting homes to make them more energy efficient and the Leicestershire Equalities Challenge Group referenced housing development, cuts to bus services and fear of low income residents being priced out of taking action. A key aim of the Strategy is that the transition to net zero will be just and maximise co-benefits. In this way, specific programmes of work will be subject to an EHRIA and consideration given to advancing equality of opportunity. The Council will support this, for example through grant applications such as "Green Living Leicestershire" which offers fully funded energy efficiency measures to low income households. This must be addressed in the implementation of projects and may have a positive impact if grant funding can continue to be secured for low income households. The solutions for carbon reduction will need to be developed to address the specific needs and assets of rural communities e.g. public transport, EV infrastructure, off-gas properties etc.
	Community Cohesion	✓		Community action on climate change has the potential to increase community cohesion when projects are inclusive by design.
1	<p>1. Are the human rights of individuals <i>potentially</i> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to the policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB: include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments

Part 1: The Convention- Rights and Freedoms				
Article 2: Right to life		✓		The Delivery Plan supports improvements to environmental health.
Article 3: Right not to be tortured or treated in an inhuman or degrading way			✓	
Article 4: Right not to be subjected to slavery/ forced labour			✓	
Article 5: Right to liberty and security			✓	
Article 6: Right to a fair trial			✓	
Article 7: No punishment without law			✓	
Article 8: Right to respect for private and family life			✓	
Article 9: Right to freedom of thought, conscience and religion			✓	
Article 10: Right to freedom of expression			✓	
Article 11: Right to freedom of assembly and association			✓	
Article 12: Right to marry			✓	
Article 14: Right not to be discriminated against			✓	
Part 2: The First Protocol				
Article 1: Protection of property/ peaceful enjoyment			✓	
Article 2: Right to education			✓	
Article 3: Right to free elections			✓	
Section 2				
D: Decision				
1	Is there evidence or any other reason to suggest that: a) the policy could have a different affect or adverse impact on any section of the community;	Yes	No	Unknown
3.			✓	

	b) any section of the community may face barriers in benefiting from the proposal		✓	
13.	Based on the answers to the questions above, what is the likely impact of the policy			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input checked="" type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known', an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report *is required*, continue to Section 3 on Page 7 of this document.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report *is not required*, continue to Section 4 on Page 14 of this document.

Section 3:
F: Equality and human rights improvement plan

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your Departmental Equalities Group and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to the Digital Services Team via web@leics.gov.uk for publishing.

Section 4

A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening ☒

Equality and Human Rights Assessment Report ☐

1st Authorised Signature (EHRIA Lead Officer): ...K Greenhalgh

Date: ...14 September 2022.....

2nd Authorised Signature (DEG Chair):A. Carruthers

Date:~~20 September 2022~~... 30/12/2025.....