

## Winchester City Council

# Equality Impact Assessment Template (EIA)

### Section 1 - Data Checklist

When undertaking an EIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	NO	This is a new policy
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	YES	This policy was discussed at Health & Environment in march 2022 and at the Carbon Board made up of senior officers and cabinet members
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	NO	
4	Do you have any concerns regarding the implementation of this policy or project?	NO	
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	NO	
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	YES	The council declared a carbon emergency in the summer of 2019 and has allocated staffing and budget to deliver a range of carbon reduction and mitigation plans, projects and community actions.
7	Are there any other issues that you think will be relevant?	NO	

## Section 2 - Your EIA form

<b>Directorate:</b> Place	<b>Your Service Area:</b> Economy & community	<b>Team:</b> Sustainability	<b>Officer responsible for this assessment:</b> Susan Robbins	<b>Date of assessment:</b> 22 December 2022
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	<b>Question</b>	<b>Please provide details</b>
1	What is the name of the policy or project that is being assessed?	Winchester City Council Carbon Offsetting Policy
2	Is this a new or existing policy?	New
3	Briefly describe the aim and purpose of this work.	The approach to be adopted by Winchester City Council to help meet its carbon neutrality target by 2024 in the form of an offsetting policy for the council's own carbon emissions.
4	What are the associated objectives of this work?	Determining the route and approach that will help the council to be carbon neutral by 2024
5	Who is intended to benefit from this work and in what way?	The council by meeting its operational targets for carbon emissions Residents and business through the co-benefits of economy activity, wellbeing and health.
6	What are the outcomes sought from this work?	The policy sets a clear, measurable and accountable framework to guide the council work on carbon reduction and removal project work.
7	What factors/forces could contribute or detract from the outcomes?	Availability (or lack) of investment into carbon reduction measures. Availability (or lack) of land for nature based solution projects. Planning permission and licences for any land use changes.
8	Who are the key individuals and organisations responsible for the implementation of this work?	The council sustainability team Partners such as Hampshire County Council, South Downs National Park Authority, WinACC.
9	Who implements the policy or project and who or what is responsible for it?	The council sustainability team

		Please select your answer in <b>bold</b> . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	<b>N</b>	
10b	What existing evidence (either presumed or otherwise) do you have for this?			
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	<b>N</b>	
11b	What existing evidence (either presumed or otherwise) do you have for this?	Community impact assessment completed along with review of existing hirers		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> <li>• <i>Physical access</i></li> <li>• <i>Format of information</i></li> <li>• <i>Time of interview or consultation event</i></li> <li>• <i>Personal assistance</i></li> <li>• <i>Interpreter</i></li> <li>• <i>Induction loop system</i></li> <li>• <i>Independent living equipment</i></li> <li>• <i>Content of interview)</i></li> </ul>	Y	<b>N</b>	
12b	What existing evidence (either presumed or otherwise) do you have for this?			
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	<b>N</b>	
13b	What existing evidence (either presumed or otherwise) do you have for this?			
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	<b>N</b>	

14b	What existing evidence (either presumed or otherwise) do you have for this?			
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?			
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	
16b	What existing evidence (either presumed or otherwise) do you have for this?			
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do you have for this?			
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?	Community impact assessment completed along with review of existing hirers		

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:

21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?			
22	Do any negative impacts that you have identified above impact on your service plan?	Y	<b>N</b>	

Signed by completing officer	Susan Robbins
Signed by Service Lead or Corporate Head of Service	