



Equality Screening Assessment (ESA)

This form must be completed to evidence what impact the proposal may have on protected groups within our community and/or workforce. Please complete with reference to the [Guidance Notes](#).

1: Proposal

Requirement	Details
Title of proposal:	Climate Change Strategy 2024-2030
Type of proposal: <ul style="list-style-type: none">• new or change of policy,• new or change to service.	Re-imagined strategy
What is the objective of this proposal?	The proposal is part of a price of work to ensure North Northamptonshire has a strategy in place to achieve net zero for the area. The strategy has been developed to address the critical challenges posed by climate change locally, while emphasising the importance of community and business engagement and a just transition to Net Zero.
Who will be consultation on this proposal? And when? (List all the groups / communities, including dates)	Public consultation was undertaken between 16th September and 20th October 2024. To ensure that the consultation was inclusive a range of targeted activities took place with a range of internal and external stakeholders, to include stakeholder interviews, events with schools, and via anonymous surveys.
Did the consultation highlight any impact on protected groups? (If yes, give details)	No

Requirement	Details
What processes are in place to monitor and review the equality impact of this proposal?	Equality implications will be monitored when the climate change strategy roadmap to net zero is developed in 2025/26.
Who will approve this proposal? (Committee, PGG, CLT)	Executive

2: Equality Consideration

In turn, consider each protected group and question whether the proposal seeks to:

- Eliminate discrimination,
- Foster good relations,
- Remove barriers,

Protected Groups	General Equality Duty Considerations	Opportunities	Impact
<p>Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups?</p> <p>How? Why?</p>	<ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	<ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	<ul style="list-style-type: none"> • Positive • Neutral • Negative
<p>Age</p> <p>Are different age ranges impacted differently?</p>	<p>Impact: Whilst there are no direct impacts associated with this strategy, young people and older adults may experience different impacts from climate-related changes. For instance, young people might benefit from green skills programs, educational opportunities, or youth initiatives aimed at climate action, while older adults may have different accessibility needs during the implementation of climate adaptation measures.</p> <p>Reasoning: Younger generations are more exposed to future climate risks, which could affect their long-term well-being, employment opportunities, and life choices. Older individuals may face greater challenges during extreme weather events,</p>	<p>Opportunities: Tailor initiatives to meet the needs of different age groups. For instance, developing programs to engage young people in green jobs, education, and leadership roles in climate action. For older people and those with children, providing online guidance for how to make individual homes more climate resilient, such as by adding insulation.</p>	<p>Positive</p>

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
	heatwaves, or when engaging with new technologies or initiatives.		
Sex Is one sex impacted more than another?	Impact: Whilst there are no direct impacts associated with this strategy, women and men may be impacted differently, especially in areas related to employment, caregiving responsibilities, and vulnerability to extreme weather events. Reasoning: Climate policies should consider gender equity in economic opportunities, public safety, and caregiving support.	Opportunities: Address gender disparities by creating specific programs to engage women in green skills, leadership, and decision-making. Ensure that climate policies consider the different caregiving responsibilities that often fall disproportionately on women.	Positive
Disability Is one type of disability impacted more than others?	Impact: Persons with disabilities should not experience barriers to accessing new infrastructure, information, or resources related to this strategy. Reasoning: Some people with disabilities may be more vulnerable to the effects of climate change, such as extreme heat, which could affect their long-term well-being, employment opportunities, and life choices. The strategy will not introduce changes to public spaces, transportation, or communication; however, changes may come later as a result of the net zero roadmap and other related service changes. To ensure that we do not negatively impact people from this group, we will carry out an ESA on each project. We will also consult with disability forums on projects to allow more considerations/impacts.	Opportunities: Ensure that accessibility standards are integrated into all climate resilience and infrastructure projects. Create inclusive communication methods, so information about climate policies and initiatives is accessible to everyone, including people with sensory or cognitive disabilities.	Neutral
Gender Reassignment Will there be an impact on people who are trans?	Impact: There are no direct impacts associated with this strategy.		Neutral
Race	Impact: Minority ethnic groups might experience differential impacts related to language barriers, access to resources,	Opportunities: Ensure language accessibility and cultural sensitivity	Neutral

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
Are people from one ethnic group affected more than people from another?	and socioeconomic disparities that could be exacerbated by climate policy shifts. The strategy is written in plain English will be used to assist people whose first language isn't English.	in all public consultations and communications. If appropriate we will seek to engage with our translation services to ensure materials are accessible to those where English is not their first language.	
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	Impact: There are no direct impacts associated with this strategy.		Neutral
Marriage & Civil Partnership Note: Applies to employment proposals only.	Impact: There are no direct impacts associated with this strategy.		Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, impacted by this proposal?	Impact: Whilst there are no direct impacts as a result of this strategy, pregnant individuals and new parents may experience heightened vulnerabilities due to climate-related health risks such as poor air quality or inadequate cooling systems during heatwaves.		Neutral
Religion or Belief Does the proposal impact people differently depending on their religion or belief?	Impact: Whilst there are no direct impacts as a result of this strategy, there could be differences in how certain religious groups interact with public services or climate action programs, particularly where customs or practices are impacted by policies.	Opportunities: Promote environmental sustainability in partnership with faith communities by leveraging their networks and influence. Incorporate faith perspectives on environmental	Neutral


Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
		stewardship into community initiatives.	
Care Experience Does the proposal impact someone who has been in care differently to someone who has not. Please also refer to the care experience guidance notes .	Impact: Whilst there are no direct impacts associated with this strategy, individuals in care often face higher levels of socioeconomic vulnerability, including financial instability and limited access to technology. Climate change policies or initiatives that involve costs, relocation, or investments (e.g., retrofitting homes or increased energy costs) could disproportionately affect those in care	Opportunities: ensure information on climate change and climate resilience practices are made available in our libraries.	Neutral
Health & Wellbeing <ol style="list-style-type: none"> 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards). 	There are no direct impacts associated with this strategy; however, the following impacts may be seen more broadly in relation to climate change: Health and Wellbeing: Those with care experience may have greater exposure to mental health challenges, making them more vulnerable to the stresses and anxieties linked to climate change and environmental instability. Support network access: People with care experience may lack strong familial or community support networks, making it harder to cope with or respond to climate change-related challenges like extreme weather events or housing instability.		

3: Equality Impact

Question	Response
<p>What impact does the proposal have on the protected groups? No Impact, Positive Impact, Negative Impact or a combination? Any negative impact will result in an overall negative impact.</p>	<p>Positive/ negligible – a more concrete understanding of equality implication will be conducted when the roadmap to net zero is developed in 2025/26.</p>
<p>Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)</p>	<p>No</p>
<p>Is this document going to be published with the relevant report? If yes, include link to location.</p>	<p>Yes</p>
<p>Does the associated proposal meet our accessibility requirements? Writing for Inclusion Guidance</p>	<p>Yes</p>

4: Ownership

Question	Response
Directorate	Place & Economy
Service area	Sustainability
Lead officer's name	Jonathan Waterworth
Lead officer's job title	Assistant Director, Assets & Environment
Lead officer's email address	jonathan.waterworth@northnorthants.gov.uk

Question	Response
Lead officer's signature	
Date completed	29 October 2024
Confirm Lead Officer has completed Equality Impact Assessments iLearn Module.	Yes

Completed forms must be sent to [NNC Equalities](#)