

South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance, [including a video on how to fill out EqIAs](#), is available on Insite or you can contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Grace Vaudin
- 1.2 Team and Service:
Climate and Environment
- 1.3 Title of proposal:
Draft Climate and Nature Strategy for Public Consultation
- 1.4 EqIA start date:
06/08/2025
- 1.5 Proposal implementation date:
01/10/2025
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
Climate and Environment Team

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Strategy
If other, please specify
Project - consultation
- 2.2 Is the proposal:
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
Click or tap to enter a date.

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

The new Climate and Nature Strategy covers strategic aims, targets and actions for the Council and wider district area for the period 2026-2030 to mitigate and adapt to climate change, increase resilience, and support nature recovery. A core pillar of the strategy is to ensure that the actions within it do not adversely affect certain individuals or communities, and avoids creating or increasing inequalities. The strategy recognises that the impacts of climate change will not be uniform and aims to support vulnerable communities to be resilient to current and future impacts.

Although not a statutory requirement, there will be a public consultation for the new draft Climate and Nature Strategy 2026-2030 to ensure that there is an opportunity for new information, ideas and needs of stakeholders in the area to help shape the draft strategy. The consultation will be a survey for all stakeholders in the area to provide comments and feedback on the draft strategy, as well as any other needs and aspirations that they have in relation to climate change and nature recovery. The objectives are to:

Involve vulnerable groups: provide opportunity for minority groups and vulnerable communities to be involved in the process to prevent 'maladaptation' and avoid disproportionately impacting these communities and increasing existing inequalities.

Strengthen the strategy through integration of diverse knowledge, by allowing the opportunity for it to be informed by a variety of stakeholders including different cultural values, local knowledge and lived experience.

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- ☒ Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community



- ☐ SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- ☒ Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- ☐ None.

2.6 Which groups or individuals will the proposal affect:

- ☒ Service Users ☐ Councillors
- ☒ External Stakeholders ☐ Other
- ☐ Employees

If other, please specify [Click or tap here to enter text.](#)

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

Actions to address climate mitigation and adaptation have the potential to disproportionately impact specific individuals or characteristics. The consultation will allow different groups and individuals to respond to the draft strategy and has been designed to be inclusive – the survey will be hosted on the Council's online platform but will be available as paper copies and there will be targeted engagement to reach as many groups as possible. The opportunity to respond via consultation on the strategy will help to avoid adversely affecting different groups or individuals through the actions in the strategy and increasing inequalities. The more responses we are able to gain from the consultation, the lower the risk of maladaptation of the strategy.

2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards? (Max 250 words)

The consultation responses will be analysed by an external consultant who has been engaged in the draft strategy process. The Council will ensure that the

consultancy partners are fully briefed and respect diversity and equality of opportunity when analysing the results to provide an accurate and non-biased picture of the feedback received.

The survey will be hosted on the Go Vocal consultation platform which has its own existing Equality Impact Assessment.

Section 3: Evidence and Data

- 3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

The draft strategy document itself has undergone in-depth research to understand the impacts of climate change and actions for climate mitigation and adaptation on different groups of people and how they will be affected. This consultation will make up part of the work to understand the effect of the strategy and action plan on groups of people. Thorough research has been carried out to ensure that the survey is accessible and engagement will be as inclusive as possible.

- 3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

This Equality Impact Assessment covers the plans for a consultation process.

Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

☒ All - general to all protected Characteristics.

Details: Paper copies, alternative formats, different languages, in person events etc.
The impacts should be positive and low impact.

☒ Age

Details: Alternative forms of engagement to target all age ranges including day-time, offline sessions for older demographics and engagement with schools and younger demographics planned.

☒ Disability

Details: Accessibility of the consultation – paper copies, alternative formats etc will be available

☐ Gender reassignment

Details: [Click or tap here to enter text.](#)

☐ Marriage and Civil Partnership

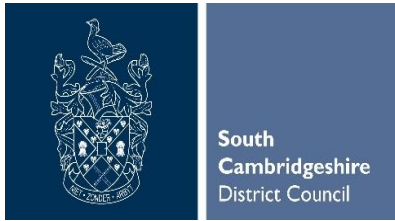
Details: [Click or tap here to enter text.](#)

☐ Pregnancy and maternity

Details: [Click or tap here to enter text.](#)

☐ Race

Details: [Click or tap here to enter text.](#)



☐ Religion and belief

Details: [Click or tap here to enter text.](#)

☐ Sex

Details: [Click or tap here to enter text.](#)

☐ Sexual orientation

Details [Click or tap here to enter text.](#)

☐ None of the above

4.2 Other characteristics

Some characteristics are not yet protected in law, but the Council has made declarations it will consider them in policy making.

☒ Digital inclusion ([what is this?](#))

Details: As well as the survey being hosted online via the engagement platform there will be promotion of the consultation offline and engagement opportunities will also be available offline, as well as paper copies available on request and in hubs including libraries

☐ Care experience ([what is this?](#))

Details: [Click or tap here to enter text.](#)

☒ Rurality

Details Internet connectivity issues, as above as well as the survey being hosted online via the engagement platform there will be promotion of the consultation offline and engagement opportunities will also be available offline, as well as paper copies available on request and in hubs including libraries

☐ Socio-economic

Details [Click or tap here to enter text.](#)

4.3 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Paper copies, different languages available, in-person/ offline engagement opportunities, different formats of engagement for relevant groups	Go Vocal platform/ Grace Vaudin
Different avenues of engagement e.g., social media, community hubs, libraries, tenant and landlord forums, colleague drop-ins, in-person Climate Conference	Grace Vaudin
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

4.4 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

We will provide contact information for the Climate and Environment Team for any stakeholder to reach out during the consultation process to provide feedback. The results of the consultation will be analysed by sustainability consultants, and sufficient time has been built into the timeline to allow the analysis to be fully reviewed and relevant changes to be made to the strategy. Feedback on the outcomes of the consultation will be shared with stakeholders to demonstrate how the data that was collected will inform any changes in the strategy.

Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to

proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

The draft strategy has the potential to affect equality; careful research and consideration has been carried out to ensure that the strategic aims, objectives and relevant actions on climate mitigation and resilience and nature recovery will not disproportionately affect any communities or groups. Actions within the strategy will work to increase resilience particularly of vulnerable residents. The consultation has the opportunity to involve vulnerable groups by providing opportunity for minority groups and vulnerable communities to be involved in the process to prevent 'maladaptation' and avoid disproportionately impacting these communities and increasing existing inequalities. It will also strengthen the strategy through integration of diverse knowledge, by allowing the opportunity for it to be informed by a variety of stakeholders including different cultural values, local knowledge and lived experience. For the consultation process itself, significant equality considerations such as accessibility have been taken into account throughout the planning process including: accessibility of the survey questions, paper copies of the survey, options for availability of different languages, offline/ in-person engagement

5.2 Confirm the recommendation of the officer completing the EqIA:

☐ Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

☐ Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

6.1 Signature of individual completing EqIA:



G. Vaudin

6.2 Date of completion:

26/09/2025

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

N/A

6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Bode Esan

6.5 Date of approval:

26/09/2025

Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*