

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council’s work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Climate Change Mitigation Action Plan	
Director responsible for the project or service area	Anna Miller - Assistant Director of Growth and Regeneration	
Officer completing the assessment	Charlotte Cheesman	
Date conducted	19/11/2024	
Who are the main stakeholders?	All Staff at TBC Residents of Tamworth Businesses in Tamworth Not for profit Organisations in Tamworth TBC Partner organisations Members	
What is being assessed?	A decision to review or change a service	
	A strategy, policy, report or procedure	X
	A function, service, or project	
What kind of assessment is it?	New	X
	Review of existing	

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?	X	
2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?	X	

3	Does the proposal seek agreement on restructuring or reorganising of staffing?		X
4	Will this policy or proposed change have any impact on potential suppliers?		X
5	Does this policy or proposed change impact on any HR policy or practice within the council?		X
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?		X

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:

Decision	Yes	No
Initial screening only	X	
Proceed to Part Two, full assessment		

Initial screening completed by	Charlotte Cheesman
Date	19/11/24

Full screening completed by	
Date	

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

On the 19th of November 2019, Tamworth Borough Council (TBC) declared a climate emergency following on from the UK Parliament's declaration in May 2019. The council committed making its estate net zero by 2050 or sooner if financially able to do so.

Since 2022 the Borough Council have been on a journey to understand what the carbon footprint of the authority is, to support the net zero commitment made in the declaration. Consultants were commissioned to assist with a baseline position and to kick start climate action within the authority.

This report went through Cabinet with a commitment to prepare an action plan by the end of 2024.

In December 2023, TBC made a nature recovery declaration, committing to undertake targeted actions to protect local nature and biodiversity. TBC will make a positive contribution to the Local Nature Recovery Strategy and the Nature Recovery Network and embed nature recovery across policies and all work areas.

TBC commissioned Aether, SE2 and CAG Consultants to assist the authority in understanding the greenhouse gas (GHG) emissions associated with its operations and develop a climate mitigation action plan and conduct 9 operational building energy audits to map a decarbonisation pathway.

In response to rising global temperatures due to greenhouse gas (GHG) emissions, the Intergovernmental Panel on Climate Change (IPCC) released the [Special Report on Global Warming of 1.5°C](#). The report makes it clear that ensuring global temperatures stay well below 2°C pre-industrial levels is crucial to reduce large risks to human and natural systems, and efforts should be made to pursue warming of only 1.5°C to prevent the largest risks.

Achieving the UK target will require cross-government cooperation - local authorities are well placed to influence emissions in buildings, transport, and waste whilst holding the best knowledge of the needs and opportunities of their area. Local authorities can also drive emissions reductions in their areas through their role as community leaders and major employers, as well as their regulatory and planning capacities.

Through their planning role, local authorities can leverage change by enabling sustainable development and placemaking, establishing building energy efficiency standards, implementing sustainable travel programmes and infrastructure, approving renewable energy projects, pursuing district heating programmes and implementing sustainable waste management programmes. Therefore, local action to adapt to climate change is vital for the UK to meet its international commitments to reduce global warming.

The mitigation plan identifies key actions for reducing emissions associated with TBC's assets and service provision, detailing timelines, key partners, cost assumptions and

predicted emissions reductions. It also highlights the co-benefits and opportunities where there is the potential for positive consequences due to climate change.

Some actions will be delivered in partnership with external organisations across Staffordshire and our internal Climate mitigation action working group will drive the delivery of specific actions.

The timescales for action delivery set out in the plan are short, medium and long term - it is important to note that these may change subject to TBC's monitoring and evaluation, availability of funding, updated government legislation and improved climate technologies.

Section 2

Evidence used and considered. Include analysis of any missing data.

An external consultant (Aether) calculated the carbon emissions baseline data for 2019/2020 and the years following to identify where emissions can be reduced across the Borough's operations and map out the route to net zero.

The work included climate modelling to compare the outcome of business-as-usual versus actively reducing emissions between now and 2050. The model showed that business as usual will not result in achieving net zero.

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

TBC commissioned Aether, SE2 and CAG Consultants to assist the authority in understanding the greenhouse gas (GHG) emissions associated with its operations and develop a climate mitigation action plan and conduct 9 operational building energy audits to map a decarbonisation pathway.

Climate action workshops were delivered to key Officers at the Council and Members to help prioritise actions and inform these groups of the impact of climate change and how the Council can mitigate this.

The mitigation plan was presented to the Executive Leadership team for discussion and feedback on 06.11.24

An internal climate action working group has been established who will meet quarterly to steer the climate action and adaptations set out in the plan.

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P)	Details of the impact	Action to address negative impact
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	Negative (N) Neutral (Ne)		
Protected Characteristic, as outlined in the Equality Act 2010			
Age	P	Climate Change will impact people in every category. TBC's climate action plan will improve lives through reducing carbon emissions and therefore mitigating against the effects of climate change. The plan does not discriminate against any group and will help reduce risks such as flooding or overheating for those most vulnerable.	
Disability	P	As above	
Gender reassignment	P	As above	
Marriage and civil partnership	P	As above	
Pregnancy and maternity	P	As above	
Race	P	As above	
Religion or Belief	P	As above	
Sex	P	As above	
Sexual Orientation	P	As above	
Are there socio-economic groups likely to be affected? If yes, please provide detail below			
Other social exclusion	P	As above	
Digital exclusion	P	As above	
Veterans and serving members of the armed forces and their families	P	As above	
Young people leaving care	P	As above	
Health and Wellbeing:	Impact: Positive (P)	Explanation	Action to address negative impact

Individuals and communities in Tamworth	Negative (N) Neutral (Ne)		
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?	P	<p>The plan outlines measures to enhance and protect biodiversity which will positively impact health and wellbeing of customers of TBC if access to nature is increased.</p> <p>Switching to electric vehicles will improve air quality which will improve health and wellbeing and reduce health risks.</p>	<p>Potential negative impact: poor air quality leading to health issues and respiratory problems</p> <p>Inactivity due to lack of active travel options, impacting mental health and wellbeing.</p> <p>Action to address: Switch internal Council fleet to electric vehicles will reduce emissions and provide cleaner air, improving health and wellbeing</p> <p>Review travel policy and encourage a modal shift towards active travel e.g. cycling to work</p>
Will the proposal directly impact on housing?	P	Retrofitting projects will improve energy efficiency, providing better insulation and cooling in buildings during extreme weather.	
Will there be a likely change in demand for or access to public services such as health and social care services?	P	<p>The plan outlines measures to enhance and protect biodiversity which will positively impact health and wellbeing of customers of TBC if access to nature is increased.</p> <p>Improved health and wellbeing will take the pressure off public services.</p>	

Will there be an impact on diet and nutrition?	Ne		
Will there be an impact on physical activity?	P	The plan outlines measures to enhance and protect biodiversity and promote active travel which will positively impact health and wellbeing of customers. This will encourage more physical activity.	
Will there be an impact on transport, travel and connectivity?	P	Switching to electric vehicles will improve air quality which will improve health and wellbeing and reduce health risks. Focusing on greener modes of transport will improve active travel transport routes.	
Will there be an impact on employment and income?	P	Potential for greener jobs and training to work in climate change	
Will there be an impact on education and skills?	P	Potential for greener jobs and training to work in climate change	
Will there be an impact on community safety?	P	Reduced risk of flooding through improved flood management and alleviation plans	
Will there be an impact on the environment, air quality, climate change?	P	The plans will reduce carbon emissions across the Borough's operations and mitigate the impact of climate change such as extreme weather. TBC can leverage change by enabling sustainable development and placemaking,	

		improving energy efficiency in operational buildings, implementing greener travel incentives and infrastructure, approving renewable energy projects, pursuing district heating programmes and implementing sustainable waste management programmes in partnership with Lichfield.	
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If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

None

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

None identified

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Charlotte Cheesman
Frequency of monitoring	Annually
Where will the impact assessment be reported to?	Scrutiny

Where this impact assessment will be stored and for how long	Mod Gov, reviewed yearly
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Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress

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