

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 Adaptation Strategy	
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	X
Proceed to Part Two, full assessment	X	

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

Full screening completed by	Charlotte Cheesman
Date	15/01/25

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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?

Forward planning is essential to deal with extreme weather events caused by climate change. Resilient cities plan and prepare for risks and encourage residents to play an active role in their local community to strengthen the ability to cope with the impact and support those most vulnerable.

The adaptation strategy identifies key actions for reducing climate risk (flooding, heatwaves, wildfires and drought) and outlines preventative actions that can be taken to mitigate and prepare for these scenarios. The adaptation actions cover TBC's assets and service provision, detailing timelines, key partners and resource assumptions. The plan highlights the co-benefits and opportunities where there is the potential for positive consequences due to climate change.

Adaptation actions are wide ranging and could include building flood defences, increasing green space to provide cooling and drainage and changing behaviours so that people ventilate and shade their homes well during extreme heat. These actions help to reduce the damage to buildings and infrastructure and the risks to health and livelihoods that climate change is expected to bring. Local authorities like Tamworth have a particular role in adapting to climate change because the nature of the impacts is often very localised and appropriate adaptation actions will depend on the nature of the local community, economy, buildings, infrastructure and natural environment.

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

Section 2

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

There is a strong case for delivering adaptation actions now because costly, sometimes irreversible, climate impacts are already being seen and expected to increase. The costs of waiting for impacts are expected to far outweigh the costs of acting early. Taking long-term decisions now will prepare Tamworth for climate change and avoid costly retrofitting

projects across our operational buildings and housing. Some adaptation actions are low-regret and low cost and have significant co-benefits.

The adaptation strategy also identifies opportunities for positive consequences of climate change. Changes in temperature and precipitation patterns may offer opportunities for new species to thrive, warmer summers and winters may reduce household energy demand and could improve health and wellbeing if people can spend more time outdoors in nature. As with the risks, there is uncertainty in the outcome of these opportunities and adaptation actions are required to maximise the chance of positive outcomes.

Section 3

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

The plans will impact all departments within TBC. Internal focus groups identified cross cutting priorities including embedding climate change adaptation into policies and strategies across the organisation.

The plan will positively impact staff at TBC, Members, all local people (including marginalised groups and those more vulnerable), businesses and organisations within Tamworth. Actions identified support adaptative measures that will mitigate the effects of climate change in future.

There are cost implications to TBC to deliver some of the proposed actions and the projected investment needed has been identified in the plans. However, this is subject to change due to new climate technologies and government legislation and TBC can focus on the quick wins to begin with and cost climate adaptations into future budgets. All external funding opportunities will be explored.

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) Negative (N) Neutral (Ne)	Details of the impact	Action to address negative impact
Protected Characteristic, as outlined in the Equality Act 2010			
Age	P	Climate Change will impact people in every category. TBC's adaptation strategy will reduce risk and support the community through building climate resilience and adapting buildings to provide better ventilation, shading and flood protection.	

		The plan does not discriminate against any group and will help reduce the climate change risk 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	Ne		
Veterans and serving members of the armed forces and their families	P	As above	
Young people leaving care	P	As above	
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?	P	The plan outlines measures to enhance and protect biodiversity which will positively impact health and wellbeing if access to nature is increased. Adaptive work processes will	

		improve Council outdoor workers wellbeing in extreme weather, such as changing work patterns, and providing sun protection and drinking water.	
Will the proposal directly impact on housing?	P	The strategy aims to prepare for the impact of climate change such as extreme weather. Actions such as retrofitting buildings to upgrade heating and cooling will improve living standards, reduce energy consumption and help reduce emissions.	
Will there be a likely change in demand for or access to public services such as health and social care services?	P	The actions such as protecting and enhancing biodiversity will improve health and wellbeing, which will alleviate pressure on the public services. Improved air quality will reduce respiratory ill health Public access to nature improves mental health	
Will there be an impact on diet and nutrition?	P	Reducing emissions will help prevent extreme drought or flooding which will enable more fresh, local produce to be grown. Having access to better quality food will improve diet and nutrition	
Will there be an impact on physical activity?	P	Adapting to provide more active travel opportunities and create safer, greener	

		outdoor spaces will increase uptake of physical activities.	
Will there be an impact on transport, travel and connectivity?	P	As above	
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	<p>The strategy aims to prepare for the impact of climate change such as extreme weather. Delivering the actions will benefit the wider community in Tamworth, for example through improved flood management plans, providing better ventilation and shading and educating people on wildlife friendly management practices.</p>	<p>Potential negative impact: homes and workplaces in central Tamworth are likely to be most impacted by overheating due to the urban heat island effect (where built-up areas experience higher temperatures than the surrounding countryside) and demographics such as very young children and the elderly are also likely to be more vulnerable to the health impacts of extreme heat.</p> <p>Those in rented accommodation may be less able to adapt the buildings they live in, those living in flats or other homes with limited ventilation may be less able to cool their surroundings and those working outdoors may be more exposed to high</p>

			<p>temperatures and other extreme weather.</p> <p>Action to address: The wellbeing of the local community is dependent on council service delivery and so actions to build the resilience of this, as well as actions that directly tackle the impacts of heat and other extreme events on health and wellbeing.</p> <p>Actions include improving communication with the community around dealing with extreme weather, creating adaptive work process for outdoor council workers and accounting for climate adaptation when retrofitting housing to improve ventilation and shading.</p> <p>There may also be significant benefits for health and wellbeing from green infrastructure and green space, both from the direct benefits of cooling and flood mitigation that this can bring, as well as the co-benefits of increased recreation opportunities.</p>
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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

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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