

# Community Impact Assessment

Staffordshire Sustainability Board – Vision and  
council commitments

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## Section 2: The CIA Template

### ➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010, and this Duty requires us as a public body to have ‘due regard’ to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘relevant protected characteristic’ and people who do not.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Age</b> - older and younger people	People of all ages will benefit from the Staffordshire Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment	No specific risks have been identified at this stage	When engaging with communities to encourage the drive forward of the climate change agenda, endeavour to this in an accessible way to residents who are elderly, particularly those who are digitally excluded  Mitigation/recommendations will be developed as impacts are identified.
<b>Disability</b> - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism, and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	People of all ages will benefit from the Staffordshire Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment	No specific risks have been identified at this stage	Mitigation/recommendations will be developed as impacts are identified.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Gender reassignment</b> - those people in the process of transitioning from one sex to another</p>	<p>People who have undergone gender reassignment or are transitioning will benefit from the Staffordshire Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment</p>	<p>No specific risks have been identified at this stage</p>	<p>Mitigation/recommendations will be developed as impacts are identified.</p>
<p><b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work</p>	<p>N/A</p>	<p>No specific risks have been identified at this stage</p>	<p>Mitigation/recommendations will be developed as impacts are identified.</p>
<p><b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>Pregnant women will benefit from the Staffordshire Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment</p>	<p>No specific risks have been identified at this stage</p>	<p>Mitigation/recommendations will be developed as impacts are identified.</p>
<p><b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>People of all ethnic ethnicities will benefit from the Staffordshire</p>	<p>No specific risks have been identified at this stage</p>	<p>Mitigation/recommendations will be developed as impacts are identified.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment		
<p><b>Religion or Belief</b> - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered</p>	People of all religions and beliefs will benefit from the Staffordshire Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment	No specific risks have been identified at this stage	Mitigation/recommendations will be developed as impacts are identified.
<p><b>Sex</b> - men or women</p>	People of all genders will benefit from the Staffordshire Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment	No specific risks have been identified at this stage	Mitigation/recommendations will be developed as impacts are identified.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>People of all sexual orientations will benefit from the Staffordshire Councils reducing carbon emissions through enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment</p>	<p>No specific risks have been identified at this stage</p>	<p>Mitigation/recommendations will be developed as impacts are identified.</p>

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, and sexual orientation	Benefits	Risks	Mitigations / Recommendations
<p>Staff who live and work in Staffordshire</p>	<p>Will benefit from the Staffordshire Councils reducing carbon emissions through</p>	<p>No specific risks to SCC staff</p>	<p>Mitigation/recommendations will be developed as impacts are identified.</p>

<b>Who will be affected</b> – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, and sexual orientation	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
	enhanced quality of life and wellbeing through a cleaner, greener, and more resilient local environment		

➤ **Health and Care Assessment**

<b>Key considerations</b>	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
Communities and staff	Greener travel plans such as walking and cycling which requires individuals to spend more time outside, is		Communications around the availability of green travel options should be widely promoted

Key considerations	Benefits	Risks	Mitigations / Recommendations
	proven to have positive benefits on mental health and wellbeing		

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
To reduce carbon and work towards net zero	To help deliver against climate change reduction targets across the County.	If we do not reduce global temperatures attributed to carbon emissions, then the impact on our	<b>Recommendations and mitigations to combat negative impacts will be developed in collaboration with our District and Borough colleagues.</b>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	By reducing our carbon emissions, we will also be contributing to reducing global emissions required to minimise the level of mean global temperature increase	environment and the economy will be severe	

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Consideration to Landowners, tenants and the rural community	By working together to limit the mean temperature rise attributed to Climate change and carbon	If we do not reduce carbon emissions, then average climate temperatures will rise above recognised	It is recommended that we adopt all measures within the levers that we can effect, to achieve net zero carbon emissions. Working with the wider community is also a priority to



Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>emissions. It is hoped that the impact of extremes in weather conditions can be kept to a minimum in the rural environment.</p>	<p>maximums, which will result in more extreme weather events, and which may result in a negative impact on the rural environment.</p>	<p>reduce the Counties wider carbon emissions</p>