

Title of proposed EIA	Route to Zero Next Stage Business Case
Reference No	EQUA748
EA is in support of	New Service
Review Frequency	Annually
Date of first review	30/09/2022
Directorate	Inclusive Growth
Division	Development Policy
Service Area	N/A
Responsible Officer(s)	<input type="checkbox"/> Maria Dunn
Quality Control Officer(s)	<input type="checkbox"/> Richard Woodland
Accountable Officer(s)	<input type="checkbox"/> Ian MacLeod
Purpose of proposal	To progress the Route to Zero Next Stage Business Case
Data sources	relevant research
Please include any other sources of data	N/A
 ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Service Users / Stakeholders; Employees; Wider Community
Age details:	<p>The Route to Zero Next Stage Business Case will improve the quality of the environment for all age groups.</p> <p>The creation of the team will follow established HR processes.</p>
Protected characteristic: Disability	Service Users / Stakeholders; Employees; Wider Community
Disability details:	<p>The Route to Zero Next Stage Business Case will improve the quality of the environment which will be of benefit to all people regardless of disability.</p> <p>The creation of the team will follow established HR processes.</p>
Protected characteristic: Sex	Service Users / Stakeholders; Employees; Wider Community
Gender details:	<p>The Route to Zero Next Stage Business Case will improve the quality of the environment which will be of benefit to all people regardless of gender.</p>

all people regardless of gender.

The creation of the team will follow established HR processes.

Protected characteristics: Gender Reassignment

Service Users / Stakeholders;
Employees; Wider Community

Gender reassignment details:

The Route to Zero Next Stage Business Case will improve the quality of the environment which will be of benefit to all people regardless of disability.

The creation of the team will follow established HR processes.

Protected characteristics: Marriage and Civil Partnership

Not Applicable

Marriage and civil partnership details:

N/A

Protected characteristics: Pregnancy and Maternity

Not Applicable

Pregnancy and maternity details:

N/A

Protected characteristics: Race

Service Users / Stakeholders;
Employees; Wider Community

Race details:

The Route to Zero Next Stage Business Case will improve the quality of the environment which will be of benefit to all people regardless of race.

The creation of the team will follow established HR processes.

Protected characteristics: Religion or Beliefs

Service Users / Stakeholders;
Employees; Wider Community

Religion or beliefs details:

The Route to Zero Next Stage Business Case will improve the quality of the environment which will be of benefit to all people regardless of religion or beliefs

The creation of the team will follow established HR processes.

Protected characteristics: Sexual Orientation

Not Applicable

Sexual orientation details:

N/A

Socio-economic impacts

The City Council is committed to a 'just

	transition' to net zero carbon.
Please indicate any actions arising from completing this screening exercise.	Ensure that all recruitment to the new team is undertaken in accordance with established HR processes.
Please indicate whether a full impact assessment is recommended	NO
What data has been collected to facilitate the assessment of this policy/proposal?	N/A
Consultation analysis	N/A
Adverse impact on any people with protected characteristics.	N/A
Could the policy/proposal be modified to reduce or eliminate any adverse impact?	N/A
How will the effect(s) of this policy/proposal on equality be monitored?	Annual reviews of this assessment. Projects within the R20 portfolio will need to undertake their own equality impact assessments.
What data is required in the future?	N/A
Are there any adverse impacts on any particular group(s)	No
If yes, please explain your reasons for going ahead.	N/A
Initial equality impact assessment of your proposal	The proposal will not lead to adverse impacts on any protected characteristics.
Consulted People or Groups	
Informed People or Groups	
Summary and evidence of findings from your EIA	The proposal will not lead to adverse impacts on any protected characteristics.
QUALITY CONTROL SECTION	
Submit to the Quality Control Officer for reviewing?	No
Quality Control Officer comments	The EA is appropriately 'light touch' at this stage reflecting that the report is primarily concerned with securing the necessary staffing resources to help deliver the Council's R20 action plan. The broad assumption at this stage is that the programme will not disproportionately disadvantage any protected groups and will support equality of opportunity for all; however this assumption will be tested as subsequent projects will require their own business cases and detailed

equality assessments.

Proceed for final approval

Yes

Approve

Yes

Decision by Quality Control Officer

Submit draft to Accountable Officer?

Decision by Accountable Officer

Date approved / rejected by the Accountable Officer

Reasons for approval or rejection

Please print and save a PDF copy for your records

Julie Bach

Person or Group

Content Type: Item

Version: 41.0

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