

## MID SUSSEX DISTRICT COUNCIL

## Equality Impact Assessment

**Title of Strategy: Net Zero Target Policy**

**Corporate Strategic Policy**

**Senior Responsible Owner: Assistant Chief Executive**

**Lead Officers: Sally Blomfield**

**Date Assessment completed: 20/09/2022**

## 1. SCOPING

### 1.1 What are the aims of the policy, service/service change or contract?

The policy will set target dates by which the Council and the wider District will be carbon net zero.

The Sustainable Economy Strategy, adopted by the Council in April 2022, included an Action to prepare a Mid Sussex Net Zero Carbon Programme. The starting point for this is to set the target net zero dates.

This Equality Impact Assessment is not for the SES but for the setting of net zero targets, which is one element of the SES.

The Mid Sussex Net Zero Carbon Programme will be subject to their own EIA process and will be reviewed annually as part of the Corporate Equalities Impact Report.

The SES key themes, objectives and actions are aligned to UN Sustainability Goals.

### 1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

Achieving carbon neutrality can unlock significant economic, social and environmental benefits for all residents and businesses in Mid Sussex. These benefits are related and not mutually exclusive.

Therefore, the policy forms part of the wider Sustainable Economy Strategy (SES). The SES is designed to promote equality of opportunity and diversity to ensure that all groups are able to contribute and benefit from social well-being, environmental protection and sustainable economic growth.

### 1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

A District wide survey of resident's views and behaviours in relation to climate change. 2,397 responses were received.

The SES is supported by an updated District Profile (2022) which forms the evidence base for the SES. It contains the following equality related information:

**Population:** Age, gender

**Health & Well-Being:** Life expectancy, mortality rates, life satisfaction, health indices

**Deprivation:** Barriers to housing, living environment, education and skills

**Fuel Poverty**

**Unemployment:** Age, gender

**Employment:** Sector, rates of employment

**Earnings:** Median earnings, gender

**Travel to Work**

**Education & Qualifications****Apprenticeships****Housing:** Affordability**Digital Connectivity:** Access to superfast broadband**Crime****Rural Economy:** Barriers to housing and access to services**1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?**

The evidence base identifies the requirement (which the SES seeks to deliver) to transition to a low carbon and sustainable economy and infrastructure while unlocking economic, social and environmental benefits for Mid Sussex residents including the protected groups.

**1.5 Are contractors or partnerships used to deliver the service? Y/N**

Yes

If No go to section 2.

If yes, please refer to the guidance notes for completing impact assessments and complete the next three questions.

**Identify the contractors/partnerships used to deliver the service.** There are a number of partner organisations and partnerships that will contribute to the delivery of the SES and Net Zero Target Policy.

These include:

West Sussex County Council Economic Development Team

West Sussex County Council Sustainability Team

Rural West Sussex Partnership

Coastal West Sussex Partnership

Experience West Sussex

Greater Brighton Economic Board

Coast to Capital Local Economic Partnership

Chamber of Commerce

Chichester College Group

Mid Sussex Partnership (and its subgroups)

Mid Sussex Voluntary Action

Sussex Nature Partnership

**What is their contribution to equality in service delivery and the promotion of equality?**

Public sector bodies are bound by the public sector equality duty contained in the Equality Act and have their own Equality and Diversity Objectives.

**How are equality issues addressed through contractual arrangements and service level agreements?**

There are no direct contractual arrangements in place but some of the partnerships will be governed by SLAs which will contribute to reducing inequality.

## 2. Assessment of Impact on People with a Protected Characteristic; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
<b>Age (older / younger people, children)</b>				
The need to ensure sufficient apprenticeships are delivered to meet demand and to help school leavers develop skills that will enable them to stay in employment in a low carbon economy.	<b>Sustainable Economy Strategy (2022 – 2025):</b>  Support and promote access to skills training apprenticeships and career pathways in key sectors, (including digital and creative industries, life sciences, land-based industries, fintech and the <u>green economy</u> ) building on the Sussex Chamber of Commerce Local Skills Improvement Plan	Create a Mid Sussex Net Zero Carbon Programme that identifies further actions and timescales to achieve net-zero targets.	Regeneration and Economy Programme Manager	Maintain Mid Sussex's position as the district with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period
<b>Disability (people with physical / sensory impairment or mental disability, including those with a non-visible disability)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Gender reassignment (a transgender person is someone who proposes to, starts or has completed a process to change his or her gender)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Pregnancy &amp; maternity (pregnancy is the condition of being pregnant &amp; maternity refers to the period after the birth)</b>				
None identified	Not applicable	Not applicable	Not applicable	Not applicable
<b>Race (ethnicity, colour, nationality or national origins &amp; including gypsies, travellers, refugees &amp; asylum seekers)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Religion &amp; belief (religious faith or other group with a recognised belief system or not having a religion)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Sex (male / female non-binary)</b>				

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
None identified	Not applicable	Not applicable	Not applicable	Not applicable
<b>Sexual orientation (lesbian, gay, bisexual, queer, questioning, heterosexual)</b>				
None identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Marriage &amp; civil partnership (marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)</b>				
None Identified.	Not applicable	Not applicable	Not applicable	Not applicable
<b>Military families /veterans</b>				
None identified	Not applicable	Not applicable	Not applicable	Note applicable
<b>People who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area</b>				
<p>The need to achieve carbon net zero by the agreed target date while unlocking significant economic, social and environmental benefits for all residents.</p> <p>The need to ensure local residents have the opportunity to acquire the necessary skills and apprenticeship opportunities to secure good quality jobs in a low carbon economy.</p> <p>The need to improve the economic wellbeing of our residents to reduce the number of residents in income and employment deprivation and fuel poverty.</p>	<p><b>Sustainable Economy Strategy (2022 – 2025):</b></p> <p>Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest “F” and “G” EPC rated homes to maximise the reduction of carbon emissions.</p> <p>Develop a network of Community Hubs, including support for the establishment of Sustainable Food Partnerships.</p> <p>Adopt a Social Value and</p>	Create a Mid Sussex Net Zero Carbon Programme that identifies further actions and timescales to achieve net-zero targets.	<p>Assistant Director Planning Policy and Sustainable Economy</p> <p>Regeneration and Economy Programme Manager</p> <p>Head of Communications,PR and Community Engagement</p>	<p>Maintain employment rate above 78% in all quarters</p> <p>Increase employment rate to 83%</p> <p>Increase job density from 0.80 per working age resident to 0.85 per working age resident</p> <p>Increase Mid Sussex hourly workplace earnings from 87% to 93% of the district's residents' hourly amongst workers in Mid Sussex</p> <p>Maintain Mid Sussex's position as the district with the highest proportion of working age residents in West Sussex with Level 4 and Level 3 or equivalent qualifications throughout the Strategy period</p>

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	<p>Sustainability Charter to ensure that there is a commitment to support economic, environmental and social improvements from Council suppliers and contractors.</p> <p>Implement the Micro Business Grant Scheme, ensuring grant awards target businesses which can demonstrate a commitment to sustainability and green innovation.</p> <p>Promote sustainable travel options and initiatives, including green travel plans, to businesses, schools and residents.</p> <p>Co-ordinate and promote advice to help local small businesses to improve the sustainability of their organisations via delivery of a programme of Low Carbon SME support, funded through the Economic Recovery Fund.</p>			<p>Reduce the number of Lower-layer Super Output Areas that are in the top third of most deprived local areas in England by the Income domain from one to zero</p> <p>Reduce the number of areas in Mid Sussex (LSOAs) that are in the top third of most deprived local areas in England by the Employment domain from one to zero</p> <p>Maintain the Mid Sussex Life Satisfaction Score within the top two Districts/ Boroughs in West Sussex</p> <p>Reduce the carbon emissions of 20% of the districts most inefficient homes (within the SES period).</p>

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	Partner with businesses and 3rd Sector organisations in the district to help them create their own net-zero carbon programme.			
<b>People who live in a rural area</b>				
The need to address affordable fuel options in rural communities, increase sustainable travel options and provide sustainable infrastructure while protecting biodiversity.	<p><b>Sustainable Economy Strategy (2022 – 2025):</b></p> <p>Work in collaboration with West Sussex County Council to promote rural bus networks connecting the district's rural communities.</p> <p>Use the Council's contracts to encourage procurement of goods and services from local SMEs and third sector organisations.</p> <p>Secure a Council-wide cultural and behavioural shift towards sustainable travel, through a range of measures including developing active travel plans; delivering Electric Vehicle (EV) charging points on the Council's</p>	Create a Mid Sussex Net Zero Carbon Programme that identifies further actions and timescales to achieve net-zero targets.	<p>Assistant Director Planning Policy and Sustainable Economy</p> <p>Assistant Director Contracts &amp; Services</p>	<p>Increase in EV charging points from 23.7 per 100,000 population to 38.8 per 100,000 population or above the England rate</p> <p>Increase the number of LULEV registered vehicles from 1,234 (23.2% of the West Sussex total) to 25% of the West Sussex total</p> <p>Reduce the carbon emissions of 20% of the districts most inefficient homes (within the SES period).</p> <p>Biodiversity net gain secured through the planning system (% to be agreed through the District Plan Review)</p>

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	<p>campus; and changing Council fleet vehicles.</p> <p>Increase the number of electric vehicle charging points across the District via the West Sussex Electric Vehicle Partnership delivering a network of chargers that meets demand.</p> <p>Identify and agree a range of sustainable transport projects in the District's three towns to promote sustainable transport options for residents and businesses.</p> <p>Utilise Green Home Grant funding to improve the energy efficiency of the most inefficient homes in the District. We will utilise Energy Performance Certificate (EPC) data to proactively engage with the lowest "F" and "G" EPC rated homes to maximise the reduction of carbon emissions.</p> <p>Ensure that new development and land</p>			

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	<p>management demonstrates significant improvements to biodiversity and nature recovery by developing and implementing policies in the District Plan Review (including Biodiversity Net Gain) and working with stakeholders to implement the Local Nature Recovery Strategy (subject to secondary legislation).</p> <p>Refresh the management plans for the Council's countryside sites to ensure they deliver maximum benefit in terms of biodiversity and environmental impact.</p> <p>Build on the success of local rewilding initiatives to oversee a managed and incremental growth in the proportion of Council-owned land managed for biodiversity under the national BLUE campaign.</p> <p>Set out how MSDC will allocate resources to meet the strengthened biodiversity duty contained</p>			



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	<p>in the Environment Act 2021. Begin by contracting a consultant to deliver a short-term, desk-based natural capital mapping of Mid Sussex, that will form the basis for a Mid Sussex nature recovery network utilising WSCC's project mapping tool to ensure coherence.</p> <p>Implement a 1-2-3 collection trial, including food waste, across 3,000 homes and prepare for the new statutory responsibilities that will arise from the government's Resources and Waste Strategy.</p>			

### 3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> <li>• The main protected groups under the Equality Act with a differential impact under the SES and Net Zero Target Policy are:</li> <li>• <b>Age:</b> specifically young residents in terms of education and skills</li> <li>• <b>People disadvantaged by socio-economic factors:</b> specifically, residents without the skills and opportunity to secure high value employment and residents living in income and employment deprivation and fuel poverty.</li> <li>• <b>People who live in a rural area:</b> specifically residents that might struggle to access low carbon infrastructure.</li> </ul>	<ul style="list-style-type: none"> <li>• The Net Zero Target Policy (as part of the SES) is designed to promote equality of opportunity to ensure that all groups are able to contribute and benefit from sustainable economic growth.</li> <li>• This includes the main protected groups with a differential impact under the SES that this impact analysis has identified.</li> <li>• The SES includes an action to create a Mid Sussex Net Zero Carbon Programme and measures of success and progress will be regularly reviewed.</li> <li>• The Mid Sussex Net Zero Carbon Programme will be subject to their own EIA process and will be reviewed annually as part of the Corporate Equalities Impact Report.</li> <li>• The key actions under the main protected groups are as follows:</li> <li>• <b>Age:</b> Support and promote access to skills training apprenticeships and career pathways including in a low carbon economy.</li> <li>• <b>People disadvantaged by socio-economic factors (e.g., fuel poverty):</b> Promote initiatives which reduce barriers and help individuals into work in a low carbon economy.</li> <li>• <b>People who live in a rural area:</b> strive to provide access to affordable fuel options in rural communities, sustainable travel options and sustainable infrastructure.</li> </ul>

**4. Signing off this assessment and action plan**

Person undertaking the assessment:

Signature:

Sally Blomfield

Assistant Director Planning and Sustainable Economy

Date: 23 September 2022

Signature:

Judy Holmes

Deputy Chief Executive

Date: 26 September 2022

Please send your completed impact assessment to Neal Barton for publication on the website.