Bath & North East Somerset Council

Improving People's Lives

Equality Impact Assessment / Equality Analysis

Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Green Transformation			
Growth or Savings/Income?	Growth	**FTE Reduction/Increase**	0	
Brief Description and Aim *(no more than 100 words)*	We are proposing to restore £150,000 in ongoing funding for Green Transformation to support delivery of the Climate & Nature Strategy. This work is critical to the council's climate ambitions. A three-year trial began in 2024 to 2025, replacing this funding with a target for external income and using reserves to cover any shortfall. .			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value (£000)	150		
Directorate/Service area and Cabinet Portfolio	Place Shaping			

	Cabinet Portfolio: Sustainable Bath and North East Somerset
Impacts to Service Delivery *(no more than 100 words)*	The proposal maintains the funding currently provided by a reserves drawdown facility so the work across the Green Transformation portfolio (Climate & Environment and Climate & Energy) can continue with no reduction in service delivery.
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	The proposal maintains the current funding for Green Transformation portfolio and reverses the saving taken out of the budget in 24/25, without this decision the council would be in a worse position to delivery its core priorities of addressing the Climate and Ecological Emergencies. No service reductions are proposed.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	The proposal supports continued cross service working to address the Climate & Ecological Emergencies which impact all council services
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	The Climate and Ecological Emergencies impact on all council services and our communities. Through cross service working, including the Transformation Programme, external partnership working including FAB and engagement with businesses and our residents then positive impacts will be unlocked.

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	**How this proposal might advance equality**	**Potential negative or adverse impacts - and what steps can be taken to mitigate this**	**Potential knock-on impacts for other service areas/other proposals**

1	**Sex**	**Climate Resilient** Women and men experience climate change differently. Women and girls are particularly vulnerable due to existing health, economic and social inequalities which increase their sensitivity and reduce their capacity to adapt. In the South West, women are also less likely to have access to a car, increasing the impact of climate related disruptions to public transport **Nature Positive** Safety concerns, lack of facilities, and social norms, among other issues result in unequal access to greenspaces for women compared to men, meaning the wellbeing and resilience benefits of these spaces are not experienced equally.. Biodiversity loss increases the risk of poverty and food insecurity in the UK. This has greater impacts on those already on low income, disproportionately impacting women.	No adverse impacts identified.	None identified.

		Net Zero The climate and nature strategy will set out the changes needed to achieve district-wide Net Zero. Research shows people on low income, disproportionately women, are less likely to be able to afford these changes, risking them being left with outdated, expensive to run houses and vehicles, exacerbating existing inequalities. Women are also projected to make up 25% or less of the UK's green energy workforce by 2030, limiting their access to the financial, social and political benefits of the transition and perpetuating inequalities.		
2	**Pregnancy & maternity**	**Climate Resilience** Pregnant and breastfeeding mothers have an increased sensitivity to the specific health impacts of climate change. Women who are pregnant may also face enhanced exposure due to the nature of their housing, work, or community.	No adverse impacts identified.	None identified.

		In addition, their adaptive capacity to prepare, respond and recover from climate related events could also be impacted by living on a low income, or a health condition (Public Health Wales). **Nature Positive** Access to quality green space can improve pregnancy and maternity outcomes, and can reduce impacts of climate change such as extreme heat (Bhandari et al). Mothers experiencing poverty, or those from ethnic minorities, may have less access to green space, meaning the wellbeing and resilience benefits of greenspaces are not experienced equally (BPS) (Dadvand et al). Biodiversity loss increases the risk of food insecurity in the UK, particularly impacting on pregnant women who are sensitive to undernutrition (HM Government) (Public Health Wales)		
3	**Gender reassignment**	**Climate Resilient**	No adverse impacts identified.	None identified.

		Poverty and homelessness are more prevalent within the LGBTQ+ community and a lack of stable housing increases exposure to extreme weather while reducing the ability to prepare for or recover from climate impacts. The LGBTQ+ community experience discrimination in daily life, which can be heightened during climate-related emergencies, for example when accessing resources (The Carbon Literacy Project) (Dominey-Howes et al). **Nature Positive** Research shows that LGBTQ+ individuals perceive outdoor space as less safe than heterosexual and cisgender individuals, meaning they might not experience the health and resilience benefits of nature equally. Research from the Trussell Trust shows that LGBTQ+ people are significantly more likely to experience food insecurity. This means they may be disproportionately		

		affected as national food insecurity increases due to biodiversity loss		
4	**Disability**	6.1% of B&NES residents identify as 'Disabled and limited a lot', while 10.4% identify as 'Disabled and limited a little'. **Climate Resilient** Disabled people are disproportionately impacted by climate change, including higher rates of climate related mortality. Disabled people may have increased sensitivity linked to health, and reduced adaptive capacity due to limited mobility, reliance on essential services, inaccessible communications, and poverty, among other factors. **Nature Positive** Disabled people may face additional barriers to accessing green spaces, meaning the health and resilience benefits of these spaces are not experienced equally. Biodiversity loss increases the	No adverse impacts identified.	None identified.

		risk of poverty and food insecurity in the UK. This has greater impacts on those already on low income, disproportionately impacting people with disabilities. **Net Zero** The Climate and Nature Strategy will set out the actions needed to achieve districtwide Net Zero. Some disabled people may face additional challenges to taking these actions or benefiting from them, due to accessibility barriers, specific health needs, increased living costs and low income. If these barriers are not addressed, there is a risk that disabled people could be left behind in the transition, reinforcing existing inequalities. The transitions will also require a shift in types of employment. People in non-green jobs may require transition support, which applies even more to disabled people, as they might require individual and tailored training to adapt to new jobs. A quarter of all disabled people face fuel poverty, meaning		

		they are disproportionately impacted by volatile energy prices.		
5	**Race**	B&NES is less ethnically diverse compared to the rest of England & Wales, with 85.6% identifying as white British in 2021. This shows a decrease since 2011, as the area has become more ethnically diverse. **Climate Resilient** People from ethnic minority communities in the UK experience heightened vulnerability to climate change due to intersecting social, economic and environmental inequalities. Disadvantages such as lower income, health, and reduced access to resources and communications during extreme weather events all increase vulnerability. Adaptive capacity is limited by higher rates of private renting, and increases in living and working in urban areas, increasing exposure to extreme heat. Gypsies and Travellers may also face greater vulnerability	No adverse impacts identified.	None identified.

		due to living in mobile structures with higher exposure and fewer options to adapt their homes **Nature Positive** Research in Bristol and Bath shows that people from ethnic minority communities are less likely to use green spaces due to a range of barriers, meaning the health and resilience benefits they provide are not experienced equally. Biodiversity loss increases the risk of poverty and food insecurity. This has greater impacts on those already on low income, disproportionately impacting ethnic minority communities. **Net Zero** The climate and nature strategy will set out the actions needed to achieve district-wide Net Zero. Research by the NCP and Race Equality Foundation, shows that people from ethnic minority communities often miss out on the benefits of, or experience negative impacts from, policies		

		on renewable energy, insulation schemes, and electric vehicles which could exacerbate existing inequalities. People from ethnic minority communities are also more likely to experience fuel poverty than White households in England, meaning rising energy costs have a disproportionate impact on these communities. Ethnic minority communities are severely underrepresented in the environment and sustainability sector in the UK, meaning people from these communities could be excluded from the emerging green job opportunities.		
6	**Sexual orientation**	**See 3 – this section covers the impact on the LGBTQ+ community**	No adverse impacts identified.	None identified.
7	**Marriage and civil partnership**	There is no known evidence to suggest that the Strategy would have a differential impact on this protected characteristic	No adverse impacts identified.	None identified.
8	**Religion/belief**	Research by YourPark found that ethnic minorities use parks less frequently, in part due to religious practices, meaning the health and	No adverse impacts identified.	None identified.

		resilience benefits they provide are not experienced equally.		
9	**Age**	By 2032, 20% of the population is projected to be over 65, whilst the proportion aged under 18 will decrease. **Climate Resilient** The young and the elderly are particularly vulnerable to the impacts of climate change. Older adults face heightened sensitivity to weather related climate impacts due to preexisting health conditions and age-related physiological conditions. Older adults may also have reduced capacity to adapt linked to social isolation, digital exclusion, reduced mobility and economic insecurity. Babies and children face increased vulnerability due to heightened sensitivity to extreme weather, as well as developmental issues, and in later years, greater risk of mental health concerns related to climate change. Children also face disruption to their education as classrooms are impacted by extreme weather.	No adverse impacts identified.	None identified.

		Young people are more likely to be on low incomes, and those living away from their parents, including students, are more likely to be renters.. This can limit adaptive capacity due to reduced financial flexibility and limited control over making changes to their homes. **Nature Positive** Older adults can face barriers to accessing green spaces, meaning the health and resilience benefits they provide are not experienced equally. Biodiversity loss increases the risk of poverty and food insecurity. This has greater impacts on those already on low income, disproportionately impacting older adults. **Net Zero** The climate and nature strategy will set out the actions needed to achieve district-wide Net Zero. Older adults may face reduced mitigative capacity linked to poverty, or additional needs related to health and accessibility. This risks older adults being left behind in the transition, exacerbating existing inequalities.		

		16-24 age group has the highest fuel poverty rates than any other age category in the UK, meaning increasing energy prices will disproportionately impact young people.		
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	B&NES remains one of the least deprived local authorities nationally, but three areas fall within the most deprived 10% nationally. **Climate Resilient** Socioeconomically disadvantaged residents face disproportionate climate impacts due to a range of intersecting factors: greater exposure linked to living and working conditions; increased sensitivity arising from existing health inequalities; and reduced adaptive capacity caused by lower home-ownership rates, limited financial resources, lower insurance coverage, and higher reliance on public transport, among other factors. B&NES socio-spatial heat and flood vulnerability mapping from Climate Just shows that the most deprived LSOAs experience the greatest vulnerability to heat and flood (See appendix 1).	No adverse impacts identified.	None identified.

		Nature Positive Those living in deprived areas typically have lower access to quality greenspace, meaning the health and resilience benefits they provide are not experienced equally. Biodiversity loss increases the risk of poverty and food insecurity in the UK. This has greater impacts on those already on low income. **Net Zero** The climate and nature strategy will set out the changes needed to achieve district-wide Net Zero. Research shows people on low income, are less likely to be able to afford these changes, risking them being left with outdated, expensive to run houses and vehicles and exacerbating existing inequalities. The expanding green jobs market has the potential to widen income inequalities as this could 'advantage the already advantaged because of an existing lack of diversity in relevant education, training and jobs'. Low income is strongly linked to fuel poverty, meaning rising		

		energy costs have a disproportionate impact on these communities.		
11	**Rural communities**	Rural BANES accounts for 90% of the district's land area and is home to 37,000 residents (15). **Climate Resilient** Rural areas in England have poorer broadband and mobile coverage, limiting access to climate risk information such as early warning systems thus reducing adaptive capacity. At the same time, these communities are more dependent on telecommunications during emergencies, which can be disrupted by extreme weather. Adaptive capacity is also shaped by access to services that support recovery from climate impacts such as hospitals. Rural areas typically have poorer access to services than urban areas, particularly when reliant on public transport, disproportionately affecting those on low incomes. The Climate Just socio-spatial mapping tool identifies several rural areas within B&NES as having high vulnerability to flooding and heat (see Appendix 1).	No adverse impacts identified.	None identified.

		Net Zero The climate and nature strategy will set out the changes needed to achieve district-wide Net Zero. Research has shown rural households in the UK face significant additional barriers to implementing to low-carbon heating and electrification, and so risk being left behind in the transition. **Nature Positive** Paradoxically, those living in rural communities have poor access to green spaces, although they may have better access to walking routes in the countryside.		
12	**Armed Forces Community**	3.6% of the Bath and North East Somerset population have previously served in the UK armed forces. B&NES has a covenant in place – a promise that those who have served in the armed forces, and their families, a treated fairly. Those who have served can face higher levels of homelessness, as well as increased vulnerabilities linked to increased long-term physical and mental health disabilities.	No adverse impacts identified.	None identified.
13	**Care Experienced**	**Climate Resilient** Climate change and adverse weather can worsen health	No adverse impacts identified.	

		inequalities. As care experienced children and young people are already more likely to experience poorer mental and physical health they may face greater impacts. Care experienced residents are also more likely to be socioeconomically disadvantaged, meaning the vulnerabilities identified in section 3.11 are relevant across Climate Resilience, Nature Positive, and Net Zero		

Once completed, this equality analysis template needs to be approved by your director/ their nominated senior officer.

Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk)

Name of officer(s) conducting equality analysis: Mark Minkley

Signed off by: Jackie Clayton, Head of Place Shaping (Director or nominated senior officer)

Date: 6/11/2026

For assistance in completing this template and/or to discuss the findings please email Equality@Bathnes.gov.uk to arrange a time to do this.