

### **Draft Equality Impact Assessment / Equality Analysis**

The Climate & Nature Strategy is still in development, so this Equalities Impact Assessment is a first draft. We have used this stage to explore how climate change, nature loss, and the transitions needed to address them may affect people with protected characteristics in Bath and North East Somerset. We welcome feedback by contacting [sustainability@bathnes.gov.uk](mailto:sustainability@bathnes.gov.uk)

The strategy will bring together and build on work already taking place across the council for people, climate and nature. Its development provides an opportunity to strengthen our understanding and shape more targeted support for the groups identified in this EqIA.

We will continue to update this EqIA as the strategy progresses and will publish a final version alongside the completed strategy.

<b>Item name</b>	<b>Details</b>
<b>Title of service or policy</b>	B&NES Climate & Nature Strategy 2026
<b>Name of directorate and service</b>	Place Shaping Service - Sustainable Communities
<b>Name and role of officers completing the EqIA</b>	Harriet Garstang – Climate & Environment Co-ordinator Fiona Powell – Senior Climate Strategy Advisor Frances Kelsey – Climate Adaptation Manager Stuart Gardner – Nature Recovery Manager

<b>Date of assessment</b>	27/02/2026

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website following relevant service lead approval.

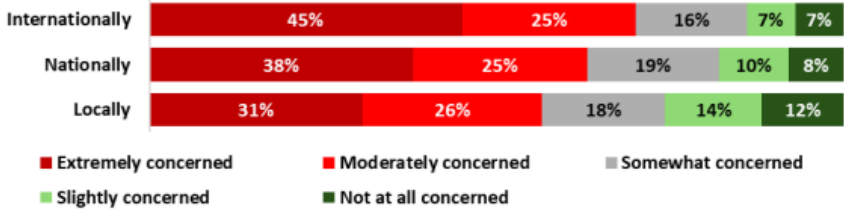
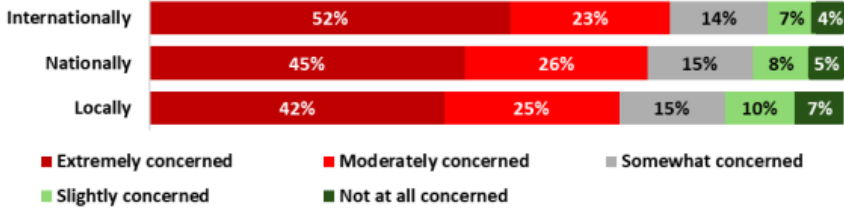
### 1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
1.1 Briefly describe purpose of the service/policy e.g. <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	One of the Council’s two core priorities, set out within the Corporate Strategy 2023-27, is ‘Tackling the Climate & Ecological Emergencies’. The Climate & Nature Strategy sets out how this will happen, and the targets agreed on to support this. Responsibility for implementation of this strategy will be shared across a range of council teams and partners working for climate and nature action, as well as for health and wellbeing outcomes. The intended outcome of this strategy is to support the district to reduce emissions, restore nature, reduce risk and build long-term climate resilience in a fair and equitable way.
1.2 Provide brief details of the scope of the policy or service being reviewed, for example:	B&NES Council declared a climate emergency in 2019, and an ecological emergency in 2020. The council published a <a href="#">Climate Strategy and Action Plan in 2019</a> , and an <a href="#">Ecological Emergency action plan in</a>

<ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> <li>● How much room for review is there?</li> </ul>	<p><a href="#">2023</a>. These strategies and plans are reported against annually in the <a href="#">Climate &amp; Nature Annual Progress Report</a>. This strategy aims to update these documents and bring them together into one combined strategy.</p> <p>This strategy is not a national requirement.</p> <p>The outcomes of the strategy needing to deliver a Nature Positive, Net Zero, Climate Resilient Bath &amp; North East Somerset are set and there are key building blocks for these transitions to take place. Within this framework there is the opportunity to shape the focus and timings of activities in line with community needs.</p> <p>The strategy will be developed between January and November 2026.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>This strategy directly supports the council's core corporate priority of addressing the Climate &amp; Ecological Emergencies. The strategy will bring together sustainability elements of plans and strategies from across the council working towards this agenda. These include district strategies for transport, waste, food and greener places.</p> <p>There are also links to other core council strategies, such as the Health and Wellbeing Strategy and the Economic Strategy.</p>

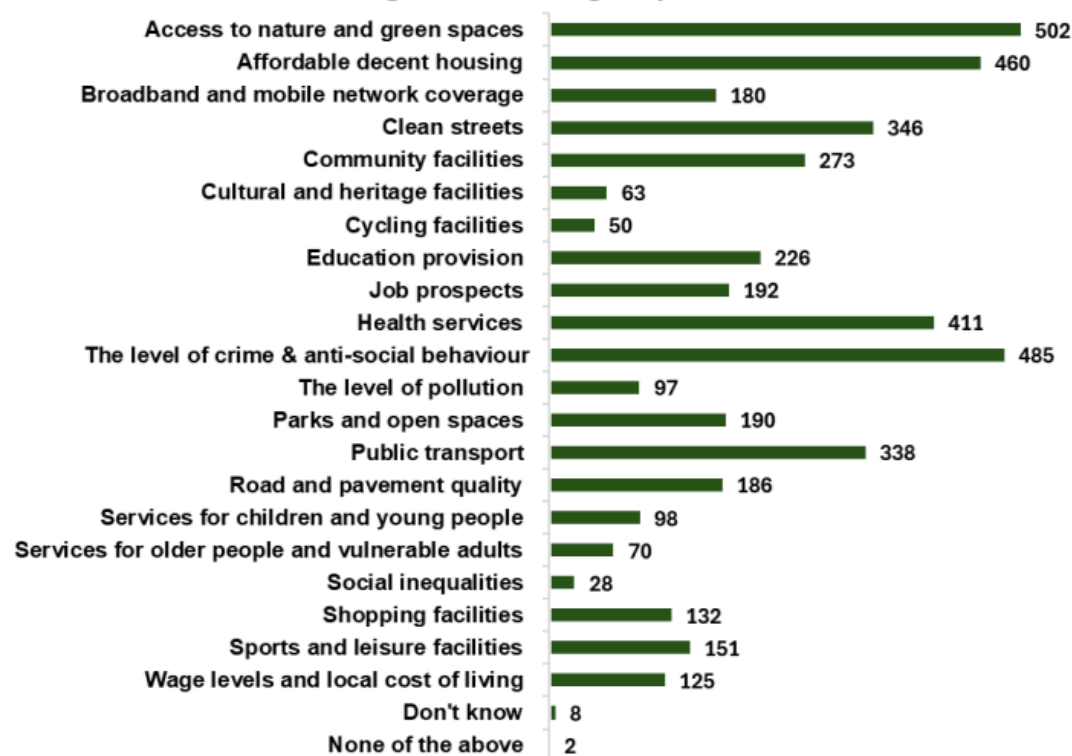
## 2. Consideration of available data, research and information

<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
<p><b>2.1</b> What equality focussed training have staff received to enable them to</p>	<p>All B&amp;NES Council officers have received mandatory Equalities and Diversity training.</p>

<p>understand the needs of our diverse community?</p>	<p>Two of the officers responsible for the completion of the Equalities Impact Assessment have received additional ½ day Equality and Inclusion Training in July 2025, provided by the B&amp;NES Corporate Equalities team.</p> <p>Specialist Equalities &amp; Inclusion advice is being provided by the Council’s Corporate Equalities &amp; Diversity Officer.</p>																																																
<p><b>2.2</b> What is the equality profile of service users?</p>	<p>As this is a strategy for the district of Bath and North East Somerset (the District), the equalities profile is for the district as a whole. Details regarding the profile of the district’s population can be found in the Strategic Evidence Base report, at <a href="https://www.bathnes.gov.uk/strategic-evidence">https://www.bathnes.gov.uk/strategic-evidence</a></p>																																																
<p><b>2.3</b> Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p><b>Voicebox</b>          In the <a href="#">Voicebox 33 survey</a>, published June 2025, 75 % of residents were either extremely, moderately, or somewhat concerned about climate change and its impacts locally. 82% of residents were either extremely, moderately, or somewhat concerned about nature loss locally.</p> <p><b>Q31. How concerned are you by climate change and its impacts</b></p>  <table border="1"> <thead> <tr> <th>Scale</th> <th>Extremely concerned</th> <th>Moderately concerned</th> <th>Somewhat concerned</th> <th>Slightly concerned</th> <th>Not at all concerned</th> </tr> </thead> <tbody> <tr> <td>Internationally</td> <td>45%</td> <td>25%</td> <td>16%</td> <td>7%</td> <td>7%</td> </tr> <tr> <td>Nationally</td> <td>38%</td> <td>25%</td> <td>19%</td> <td>10%</td> <td>8%</td> </tr> <tr> <td>Locally</td> <td>31%</td> <td>26%</td> <td>18%</td> <td>14%</td> <td>12%</td> </tr> </tbody> </table> <p><b>Q32. How concerned are you by nature loss (ecological emergency) and its impacts?</b></p>  <table border="1"> <thead> <tr> <th>Scale</th> <th>Extremely concerned</th> <th>Moderately concerned</th> <th>Somewhat concerned</th> <th>Slightly concerned</th> <th>Not at all concerned</th> </tr> </thead> <tbody> <tr> <td>Internationally</td> <td>52%</td> <td>23%</td> <td>14%</td> <td>7%</td> <td>4%</td> </tr> <tr> <td>Nationally</td> <td>45%</td> <td>26%</td> <td>15%</td> <td>8%</td> <td>5%</td> </tr> <tr> <td>Locally</td> <td>42%</td> <td>25%</td> <td>15%</td> <td>10%</td> <td>7%</td> </tr> </tbody> </table>	Scale	Extremely concerned	Moderately concerned	Somewhat concerned	Slightly concerned	Not at all concerned	Internationally	45%	25%	16%	7%	7%	Nationally	38%	25%	19%	10%	8%	Locally	31%	26%	18%	14%	12%	Scale	Extremely concerned	Moderately concerned	Somewhat concerned	Slightly concerned	Not at all concerned	Internationally	52%	23%	14%	7%	4%	Nationally	45%	26%	15%	8%	5%	Locally	42%	25%	15%	10%	7%
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In same survey, residents said that having access to nature and green spaces, as well as affordable decent housing were top priorities alongside the level of crime and anti-social behaviour:

**Q5b. Which of the things below would you say are most important in making somewhere a good place to live?**



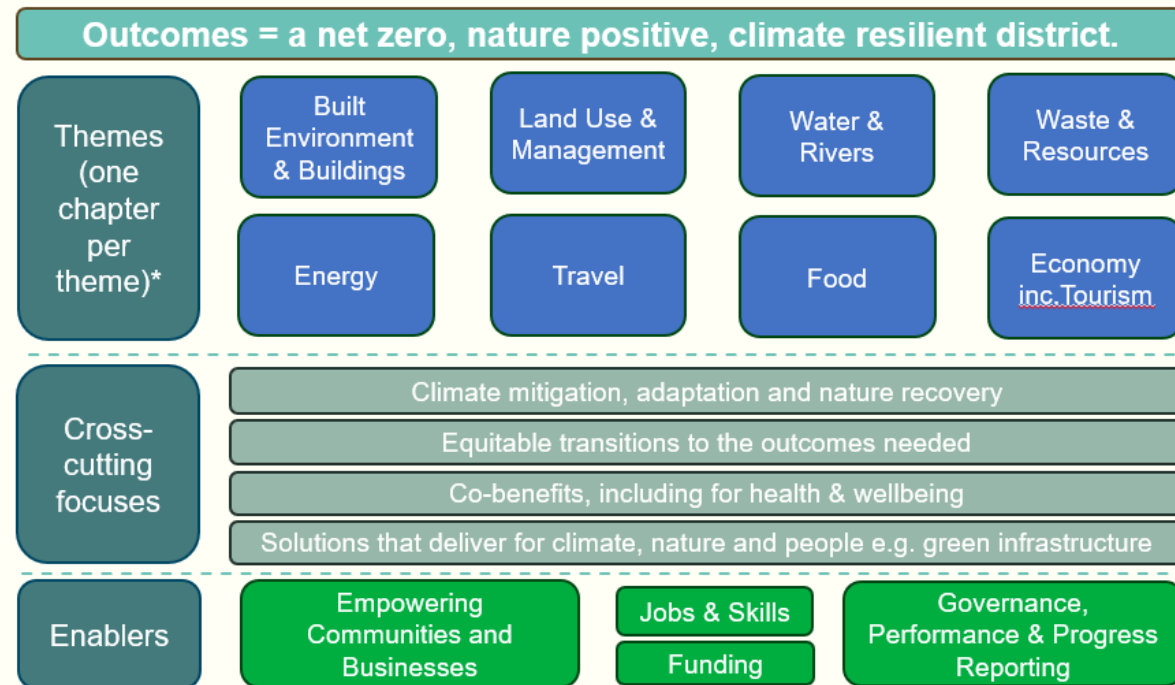
*Number of responses per option. Respondents could select up to five options.  
The level of crime and anti-social behaviour and affordable decent housing had the two highest number of responses in 2023.*

	<p><b>Resident Climate &amp; Nature Survey</b></p> <p>Over the summer of 2025, the Climate &amp; Environment Team ran a Climate &amp; Nature survey to residents. 833 residents responded, here are the key highlights:</p> <ul style="list-style-type: none"> <li>• <b>Top Priorities:</b> Water and rivers, restoring nature, the way we travel and the energy we use.</li> <li>• <b>Most common actions taken by residents relating to climate &amp; nature in the past 5 years:</b> Carrying reusable items, planting pollinator-friendly plants, and repairing broken goods.</li> <li>• <b>Strongest motivation for action:</b> To help nature.</li> <li>• <b>Actions relating to climate &amp; nature residents want to take but can't or don't:</b> Making energy efficiency improvements at home, installing water-saving measures, and taking no action</li> <li>• <b>Biggest barrier to action:</b> It's too expensive</li> <li>• <b>Most common perception of the council's climate and nature efforts:</b> Residents don't know what B&amp;NES council is doing (41%) or think B&amp;NES council is doing too little (38%)</li> <li>• <b>Top suggestions for council action:</b> Improving public transport, protecting and enhancing green spaces, and supporting renewable energy and energy efficiency.</li> <li>• <b>Observed local changes:</b> Experiencing hotter, drier days (73%) and fewer insects (65%)</li> <li>• <b>Trusted sources to provide information and advice about climate change and nature loss:</b> Environmental charities and groups were most trusted, while social media influencers were the least trusted. B&amp;NES Council were trusted by 34%</li> <li>• <b>Key themes from free-text comments at the end of the survey:</b> The way we travel, how the council works, and how we restore nature.</li> </ul>
<p><b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>A number of engagement activities have already taken place to inform the strategy:</p> <ul style="list-style-type: none"> <li>• Climate &amp; Nature Community Conversation meetings in Midsomer Norton and Bathavon North Autumn 2024</li> <li>• The Bath Community Conversation Feb 2025</li> <li>• Parish Liaison meetings March 2025</li> <li>• Stall at the Bathscape conference September 2025</li> <li>• Summer 2025 residents and staff survey – 833 residents and 181 staff responses. Gaps in the resident survey responses are in particular from young people and renters</li> <li>• Future Ambition Board Climate and Nature Group input (quarterly 2025)</li> </ul>

- Launch of BANES CANN (Climate and Nature Network) at the November 2025 event for businesses and community groups where we asked for feedback by strategy theme on priorities, barriers and who was active in this space from the 171 attendees.

See section 2.5 for our approach to engaging with groups we have not yet heard from, including those with protected characteristics identified in this EqIA.

The outcome of this engagement is that we have drafted the following focus for the strategy:



\* Council Operations to be incorporated within each theme, splitting the content and actions by what the council should deliver for its own operations, and where it can enable and influence the district e.g. via policy, place-based work, convening, funded projects or information sharing

This outline recognises the significant impacts of climate & nature on our communities, and the need to focus on increasing equity and a just transition for all, particularly protected groups.

**2.5** If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?

Based on the groups we have heard least from in engagement to date, we will prioritise targeted engagement with:

- Young people – through a secondary school’s climate conference and the University & College Student Community Partnership.
- Non-homeowners – by working with landlords and renters through the B&NES Council Energy Transformation and Housing teams. While non-homeowners aren’t a protected characteristic, evidence tells us that tenants in social or private rented housing have lower ability to adapt to climate change and extreme weather events ([Climate Just](#)).

Vulnerability to the impacts of climate change is not experienced equally across the UK. How much a person or group is affected depends on three key factors:

**Exposure** - the characteristics of a physical environment that can increase or reduce exposure. This is largely shaped by where people live and work.

**Sensitivity** - the personal features of an individual which influence how strongly someone is affected, such as age, and health.

**Adaptive capacity** - how well individuals or groups are able to prepare for, respond to, and recover from climate impacts. This is influenced by environmental factors, such access to green space, and social factors, such as income, inequality and strength of social networks. Climate impacts can affect anyone, but certain groups have the potential to be more affected than others. ([Joseph Rowntree Foundation](#))

Climate risks intersect with existing health and social inequalities, and people and groups experiencing multiple causes of vulnerability are the most disadvantaged.

Climate injustice also presents itself in several other ways. Disadvantaged groups contribute the least to causing climate change yet are likely to be most affected by its impacts. Lower income and marginalised groups also tend to pay proportionally more towards implementing climate policies while benefiting the least from them. In addition, their voices are often underrepresented in decision making ([Joseph Rowntree Foundation](#)).

Based on those groups either most vulnerable to the impacts of climate change, or who have less opportunity to effect needed transitions, for example upgrading and electrifying homes, we will prioritise targeted engagement with:

- Ethnic minority communities
- Socio-economically disadvantaged communities
- Disabled people
- The elderly & young children
- Those living in rural areas
- Care leavers
- Women, including those who are pregnant

These groups relate to the following protected characteristics: Race, Disability, Age, Sex, Pregnancy and Maternity, Socio-economically disadvantaged communities, Rural communities, Care experienced

This will include:

- Working with Public Health and Children's & Adult Social Care colleagues, as well as the Community Wellbeing Hub, to reach groups identified within the EqIA through their existing routes
- Working with organisations that applied to take part in the Bath and North East Somerset element of the Bristol Climate and Nature Partnership's Community Climate Action Project to understand what these communities would prioritise, including Twerton and Whiteway Community Network and Bath Mind
- Exploring with housing associations the opportunity to join their listening groups to engage with tenants, as well as via the Neighbourhood Toolbox project
- Exploring the priorities of our rural communities with organisations that support their needs
- Carrying out secondary research to gather outputs from existing climate and nature related engagement and surveys, including feedback received through the Community Energy Network, with a focus on groups identified in the EqIA.

### 3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key Terms:

Adaptive capacity: How well individuals or groups are able to prepare for, respond to, and recover from climate impacts

Mitigative capacity: The ability of individuals or social groups to undertake measures to mitigate climate change and benefit from such measures ([European Environment Agency](#)).

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1 Issues relating to all groups and protected characteristics	<p><b>Climate Resilient</b> The impacts of climate change are felt disproportionately across Bath and North East Somerset, shaped by differing levels of exposure, sensitivity, and adaptive capacity (see 2.5). If not designed appropriately, adaptation measures can deliver fewer benefits to vulnerable groups or even create additional burdens (<a href="#">European Environment Agency</a>). Some residents will face greater challenges in adjusting their living conditions, working environments, or livelihoods as the climate changes.</p>	<p><b>Climate Resilient</b> The B&amp;NES Climate &amp; Nature Strategy will support the district to reduce emissions, contributing to the global effort to limit global warming and mitigate the worst impacts of climate change, including for the most vulnerable in our communities. The Strategy will also embed climate resilience across each of its core themes, with emphasis on delivering, enabling and influencing change that addresses the root causes of vulnerability, and builds resilience for communities in ways which are equitable. The strategy will utilise the online Climate Just socio-spatial heat &amp; flood vulnerability mapping tool to target</p>

These issues are intersectional, where overlapping personal and community characteristics can combine to heighten risks and deepen existing inequalities. If not addressed adequately within the Climate & Nature Strategy, our communities will face increasing levels of inequality, with some at higher risk from the impacts of climate change, including on health and wellbeing, and financial security.

### **Nature Positive**

Biodiversity loss threatens the ecosystem services that people depend on, leading to risks such as poorer health outcomes, food insecurity, loss of livelihoods and increased poverty ([HM Government](#)). These impacts will disproportionately affect the most disadvantaged groups in society.

Quality green space can help mitigate the impacts of climate change and provide physical and mental health benefits. However, multiple intersecting barriers result in inequalities in access to these spaces and the benefits they provide ([The Health Foundation](#)).

### **Net Zero**

The Climate & Nature Strategy will set out the actions needed to reach Net Zero, such as home retrofit, reducing fossil fuel use, and adopting low carbon heating and travel. It is important to recognise that residents are not starting from the same place in these transitions. People's ability to

activity, for example areas vulnerable to becoming heat islands or at particular risk of flooding, overlaid with social vulnerability (See appendix 1).

This approach will support the existing B&NES Emergency Management Team core work programme which involves building community resilience, ensuring communities are prepared for emergencies when they do occur, reducing the impact.

### **Nature Positive**

The Climate & Nature Strategy will support the district to restore nature and improve equitable access to good quality, nature-rich green spaces. There will be a particular focus on improving access to nature in communities/groups with the greatest need and lowest current levels of access, recognising the physical and mental health benefits which green space can provide ([Public Health England](#)).

These actions will also help mitigate the impacts of climate change such as extreme weather, particularly for those most vulnerable, and improve food security through restoring resilient ecosystems.

The strategy will use tools such as Natural England's Access to Green Space mapping, alongside the index of multiple deprivation to target activity.

### **Net Zero**

To ensure no one is left behind in the transitions, the Climate & Nature Strategy will identify ways to support residents to limit their greenhouse gas emissions and take advantage of the opportunities in doing so, with particular focus on those with lower mitigative capacity.

	<p>take these actions and benefit from them varies. This 'mitigative capacity' is shaped by intersecting factors like race, gender, and income (<a href="#">Eionet</a>). As a result, some groups may be at greater risk of being left behind in the transition, exacerbating existing inequalities.</p>	<p>We will work adaptively and collaboratively to achieve this.</p> <p>This strategy will bring together and build on work happening across the council for people, climate and nature. Actions already underway to enable the above include:</p> <ol style="list-style-type: none"> <li>1. We have a <a href="#">Community Wellbeing Hub</a> that offers a range of support to residents, including: <ul style="list-style-type: none"> <li>- Accessing food &amp; food vouchers issued by the Council's welfare and support team.</li> <li>- Energy advice and support</li> </ul> </li> <li>1. Delivery of the <a href="#">B&amp;NES Food Equity Action Plan</a> by the Affordable Food Network, Income Maximisation Group &amp; Hear My Voice Group, and current development of the B&amp;NES Food Strategy. This includes support for pregnant women and preschool children and has an action to ensure those that are eligible for the Healthy Start scheme are accessing it.</li> <li>2. Provision of warm and cool community spaces</li> <li>3. Community resilience planning (emergency preparedness) between B&amp;NES Emergency Planning Team and Parish Councils</li> <li>4. <a href="#">Energy at Home</a> Service provides impartial advice on how to improve efficiency, reduce bills and enhance home health. It also provides guidance on grant and funding opportunities targeted at low-income households</li> <li>5. Supporting <a href="#">Retrofit West</a>, a West of England Combined authority scheme to provide subsidised home energy assessments.</li> </ol>
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		<ol style="list-style-type: none"> <li>6. The <a href="#">Active Way</a>, a free local active travel and social prescribing project</li> <li>7. Focus on improved walking, cycling and public transport via B&amp;NES Council strategies and plans, including for those who do not own a car</li> <li>8. Creating accessible active travel routes through projects such as the <a href="#">Bath River Line</a>.</li> <li>9. <a href="#">Somerset Valley Rediscovered</a>, <a href="#">Bathscape</a>, and <a href="#">Chew Valley Reconnected projects</a> that improve local engagement with and access to nature</li> <li>10. Supporting communities to manage local spaces for nature, for example at <a href="#">Charlcombe Community Nature Reserve</a></li> <li>11. The Tree &amp; Woodland Strategy will investigate the use of the Tree Equity Score Mapping as a way of prioritising action in urban areas of most need</li> <li>12. Delivering 16 high quality, Net Zero homes at Englishcombe Lane for people with autism and/or learning disabilities, aiming for full Building with Nature accreditation</li> </ol>
<p><b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.</p>	<p><b>Climate Resilient</b>  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 (<a href="#">ONS</a>) (<a href="#">Women’s Budget Group</a>).  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 (<a href="#">TravelWest</a>)</p>	<p>In addition to the programmes of work and policies outlined above in 3.1, the strategy will explore ways to ensure the transition to green jobs is equitable, so that everyone, including women, can access and benefit from the opportunities it creates.</p> <p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites.</p>

	<p><b>Nature Positive</b> 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 (<a href="#">Bornioli et al</a>). 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 (<a href="#">HMGovernment</a>).</p> <p><b>Net Zero</b> 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 (<a href="#">University of York</a>). 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. (<a href="#">University of Glasgow</a>).</p>	<p>Artificial lighting is known to have a negative impact on wildlife, including insects and bats (of which we have a number of rare species, particularly in Bath). Actions to reduce the amount of or duration of lighting could mean that women feel less safe in public spaces. Therefore, any reduction or changes in lighting will need to consider this, and we will search out solutions that benefit wildlife while not compromising safety, both perceived and actual.</p> <p>There may also be instances when improving the value of land for nature could make a space feel less 'open' and, therefore, safe to use by women and girls in particular (e.g. by reducing sightlines). This will need to be considered in instances where, e.g., creating areas of scrub could reduce the sense of safety.</p>
<p><b>3.3 Pregnancy and maternity</b></p>	<p><b>Climate Resilience</b> Pregnant and breastfeeding mothers have an increased sensitivity to the specific health impacts of climate change. Women who are pregnant may</p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature outline in 3.1. There will be a particular focus for this group on actions that have regard for emergency</p>

	<p>also face enhanced exposure due to the nature of their housing, work, or community. 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 (<a href="#">Public Health Wales</a>).</p> <p><b>Nature Positive</b> Access to quality green space can improve pregnancy and maternity outcomes, and can reduce impacts of climate change such as extreme heat (<a href="#">Bhandari et al</a>). 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 (<a href="#">BPS</a>) (<a href="#">Dadvand et al</a>).</p> <p>Biodiversity loss increases the risk of food insecurity in the UK, particularly impacting on pregnant women who are sensitive to undernutrition (<a href="#">HM Government</a>) (<a href="#">Public Health Wales</a>)</p>	<p>planning, access to warm and cool spaces, and access to nature.</p> <p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites, including those who are pregnant and on maternity.</p>
<p><b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people</p>	<p><b>Climate Resilient</b> 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</p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature outlined in 3.1. There will be a particular focus for this group on actions that have regard for poverty and access to nature.</p> <p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and</p>

	<p>resources (<a href="#">The Carbon Literacy Project</a>) (<a href="#">Dominey-Howes et al</a>).</p> <p><b>Nature Positive</b>  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 (<a href="#">Walk Wheel Cycle Trust</a>).</p> <p>Research from the <a href="#">Trussell Trust</a> 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 (<a href="#">HM Government</a>).</p>	<p>want to use the sites, including those from LGBTQ+ communities.</p> <p>Artificial lighting is known to have a negative impact on wildlife, including insects and bats (of which we have a number of rare species, particularly in Bath). Actions to reduce the amount, or duration of lighting could mean that LGBTQ+ individuals feel less safe in public spaces. Therefore, any reduction or changes in lighting will need to consider this, and we will search out solutions that benefit wildlife while not compromising safety, both perceived and actual.</p>
<p><b>3.5 Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)</p>	<p>6.1% of B&amp;NES residents identify as ‘Disabled and limited a lot’, while 10.4% identify as ‘Disabled and limited a little’ (<a href="#">Strategic Evidence Base</a>).</p> <p><b>Climate Resilient</b>  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 (<a href="#">Harvard University</a>, <a href="#">Climate Just</a>, <a href="#">JRF</a>)</p> <p><b>Nature Positive</b></p>	<p>The strategy will bring together and build on work already taking place across the council for people, climate and nature outlined in 3.1.</p> <p>The strategy will explore ways to ensure the transition to green jobs is equitable, so that everyone can access and benefit from the opportunities it creates.</p> <p>The strategy will explore measures to help reduce fuel poverty and address its disproportionate impact on disabled people.</p> <p>The strategy will build on work to date in existing transport strategies and plans to improve access to mobility that is suitable for everyone, including for disabled people.</p>

Disabled people may face additional barriers to accessing green spaces ([British Ecological Society](#)), meaning the health 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 people with disabilities ([HM Government](#)) ([Joseph Rowntree Foundation](#)).

**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 for persons with disabilities, as they might require individual and tailored training to adapt to new jobs ([Disability hub Europe](#)). A quarter of all disabled people face fuel poverty, meaning they are disproportionately impacted by volatile energy prices ([Scope](#), 2022) ([Scope](#), 2019).

As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites, including disabled people.

Improving the value of our Estate for nature will need to be mindful of how this could impact on disabled people's ability to access green space, and should not reduce access to this group. Actions to reduce recreational pressure on nature (e.g. paths in woodlands) can also improve disabled people's access to sites.

<p><b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups</p>	<p>By 2032, 20% of the population is projected to be over 65, whilst the proportion aged under 18 will decrease (<a href="#">B&amp;NES Population and Demography Summary</a>).</p> <p><b>Climate Resilient</b> 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 (<a href="#">AAMC</a>)(<a href="#">Climate Just</a>).</p> <p>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 (<a href="#">Climate Just</a>) (<a href="#">Gov.UK</a>). Children also face disruption to their education as classrooms are impacted by extreme weather (<a href="#">Department for Education</a>).</p> <p>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 (<a href="#">ONS</a>). This can limit adaptive capacity due to reduced financial flexibility and limited control over making changes to their homes.</p> <p><b>Nature Positive</b></p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature, outlined in 3.1.</p> <p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites, including the elderly.</p> <p>The strategy will explore measures to help reduce fuel poverty and address its disproportionate impact on young adults.</p> <p>Improving the value of our Estate for nature will need to be mindful of how this could impact on older people’s ability to access green space and should not reduce access to this group. Actions to reduce recreational pressure on nature (e.g. paths in woodlands) can also improve older people’s access to sites.</p>
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	<p>Older adults can face barriers to accessing green spaces, meaning the health and resilience benefits they provide are not experienced equally (<a href="#">British Ecological Society</a>). Biodiversity loss increases the risk of poverty and food insecurity. This has greater impacts on those already on low income, disproportionately impacting older adults (<a href="#">HM Government</a>) (<a href="#">Age UK</a>).</p> <p><b>Net Zero</b> 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 (<a href="#">Department for Energy Security &amp; Net Zero</a>).</p>	
<p><b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups</p>	<p>B&amp;NES is less ethnically diverse compared to the rest of England &amp; Wales, with 85.6% identifying as white British in 2021. This shows a decrease since 2011, as the area has become more ethnically diverse (<a href="#">B&amp;NES Strategic Evidence Base</a>)</p> <p><b>Climate Resilient</b> People from ethnic minority communities in the UK experience heightened vulnerability to climate change due to intersecting social, economic and environmental inequalities. (<a href="#">Race Equality</a></p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature, outlined in 3.1.</p> <p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites, including those from ethnic minority communities.</p>

[Foundation & NCP](#)). 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 due to living in mobile structures with higher exposure and fewer options to adapt their homes ([Public Health Wales](#)).

### **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 ([Your Park](#)). 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 ([HM Government](#)) ([Race Equality Foundation & NCP](#)).

### **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,

The strategy will explore measures to help reduce fuel poverty and address its disproportionate impact on ethnic minority communities.

The strategy will explore ways to ensure the transition to green jobs is equitable, so that everyone can access and benefit from the opportunities it creates.

	<p>and electric vehicles which could exacerbate existing inequalities.</p> <p>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 (<a href="#">Department for Energy Security &amp; Net Zero</a>).</p> <p>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 (<a href="#">The Race Report</a>).</p>	
<p><b>3.8 Sexual orientation –</b> identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people</p>	<p><b>See 3.4 – this section covers the impact on the LGBTQ+ community</b></p>	<p><b>See 3.4 – this section covers the impact on the LGBTQ+ community</b></p>
<p><b>3.9 Marriage and civil partnership –</b> does the policy/strategy treat married and civil partnered people equally?</p>	<p>There is no known evidence to suggest that the Strategy would have a differential potential impact on this protected characteristic</p>	

<p><b>3.10 Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>Research by <a href="#">YourPark and the University of Bath</a> found that ethnic minorities use parks less frequently, in part due to religious practices, meaning the health and resilience benefits they provide are not experienced equally.</p>	<p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites.</p>
<p><b>3.11 Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but</b></p>	<p>B&amp;NES remains one of the least deprived local authorities nationally, but three areas fall within the most deprived 10% nationally (<a href="#">B&amp;NES Indices of Deprivation, 2025</a>)</p> <p><b>Climate Resilient</b></p> <p>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 (<a href="#">Climate Just</a>), (<a href="#">Public Health Wales</a>), <a href="#">Joseph Rowntree Foundation</a>).</p> <p>B&amp;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).</p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature as outlined in 3.1. As set out in Section 2 of this EqIA, supporting our socio-economically disadvantaged communities intersects heavily with other groups with protected characteristics and vulnerabilities.</p> <p>The strategy will explore ways to ensure the transition to green jobs is equitable, so that everyone, can access and benefit from the opportunities it creates.</p> <p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites.</p> <p>The Green Infrastructure Standards developed as part of the Greener Places Plan, and which will be taken forward in the updated Local Plan, include requirements for residents to have access to varying sizes of</p>

<p><b>is a local priority).</b></p>	<p><b>Nature Positive</b>  Those living in deprived areas typically have lower access to quality greenspace, meaning the health and resilience benefits they provide are not experienced equally (<a href="#">The Health Foundation</a>). Biodiversity loss increases the risk of poverty and food insecurity in the UK. This has greater impacts on those already on low income (<a href="#">HM Government</a>)</p> <p><b>Net Zero</b>  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 (<a href="#">University of York</a>). 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’ (<a href="#">Public Health Wales</a>)  Low income is strongly linked to fuel poverty, meaning rising energy costs have a disproportionate impact on these communities. (<a href="#">Gov.UK</a>)</p>	<p>greenspaces within a certain distance of their home. These can be used to improve urban greening and access to smaller, local greenspaces, as well as larger greenspaces (such as country parks).</p> <p>The strategy will explore measures to help reduce fuel poverty and address its disproportionate impact on socio-economically disadvantaged residents.</p>
<p><b>3.12 Rural communities*</b>  identify the impact / potential impact</p>	<p>Rural BANES accounts for 90% of the districts land area and is home to 37,000 residents (<a href="#">BathNES Places</a>).  <b>Climate Resilient</b></p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature, as outlined in 3.1. Actions already underway to support in the context of the already changing climate for rural communities include:</p>

<p>on people living in rural communities</p>	<p>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 (<a href="#">DEFRA</a>) (<a href="#">Edmonds, N., Green, L.</a>).</p> <p>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 (<a href="#">DEFRA</a>).</p> <p>The Climate Just socio-spatial mapping tool identifies several rural areas within B&amp;NES as having high vulnerability to flooding and heat (see Appendix 1).</p> <p><b>Net Zero</b> 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 low-carbon heating and electrification, and so risk being left behind in the transition (<a href="#">Rural Services Network</a>).</p> <p><b>Nature Positive</b></p>	<ol style="list-style-type: none"> <li>1. Community resilience planning (emergency preparedness) between B&amp;NES Emergency Planning Team and Parish Councils</li> <li>2. Focus on improved walking, cycling and public transport via B&amp;NES Council strategies and plans, including for those who do not own a car</li> </ol> <p>The Green Infrastructure Standards developed as part of the Greener Places Plan, and which will be taken forward in the updated Local Plan, include requirements for residents to have access to varying sizes of greenspaces within a certain distance of their home. These can be used to improve rural residents' access to smaller, local greenspaces, as well as larger greenspaces (such as country parks).</p> <p>As we work site by site to consider how we will manage 30% of our land for nature, we will engage the local community to understand how they might access and want to use the sites, including rural communities.</p>
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	<p>Paradoxically, those living in rural communities have poor access to green spaces, although they may have better access to walking routes in the countryside.</p> <p>-</p>	
<p><b>3.13 Armed Forces Community **</b> serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>	<p>3.6% of the Bath and North East Somerset population have previously served in the UK armed forces. B&amp;NES has a covenant in place – a promise that those who have served in the armed forces, and their families, are 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 (<a href="#">Homeless Link</a>) (<a href="#">Office for National Statistics</a>).</p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature as outlined in 3.1. As set out in Section 2 of this EqIA, supporting our socio-economically disadvantaged and disabled communities intersects with those who are from our armed forces community.</p>

<p><b>3.14 Care Experienced ***</b> This working definition is currently under review and therefore subject to change:</p> <p>In B&amp;NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>	<p><b>Climate Resilient</b> Climate change and adverse weather can worsen health inequalities (<a href="#">Gov.UK</a>). As care experienced children and young people are already more likely to experience poorer mental and physical health they may face greater impacts. (<a href="#">Cummings &amp; Shelton, 2024</a>) (<a href="#">Bradford et al</a>)</p> <p>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</p>	<p>This strategy will bring together and build on work happening across the council for people, climate and nature as outlined in 3.1. As set out in Section 2 of this EqIA, supporting our socio-economically disadvantaged communities intersects heavily with those who are care experienced.</p>
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\*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

\*\* The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

\*\*\*The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

#### **4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan**

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

<b>Issues identified</b>	<b>Actions required</b>	<b>Progress milestones</b>	<b>Officer responsible</b>	<b>By when</b>
Climate and nature impacts, and the transitions required to address them, are not experienced equally, disproportionately impacting many residents with protected characteristics.	Explore and embed measures within the development of the Climate and Nature Strategy to address these inequalities.	In line with strategy drafting for publication November 2026.	Fiona Powell	August 2026
While we have engaged with residents more broadly, it is likely we have not sufficiently heard from impacted	Target limited engagement resources towards engagement with groups with protected characteristics and	In line with strategy development	Fiona Powell	July 2026

communities with protected characteristics.	others who are under-represented in current engagement.			
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**5. Sign off and publishing**

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council’s website. Keep a copy for your own records.

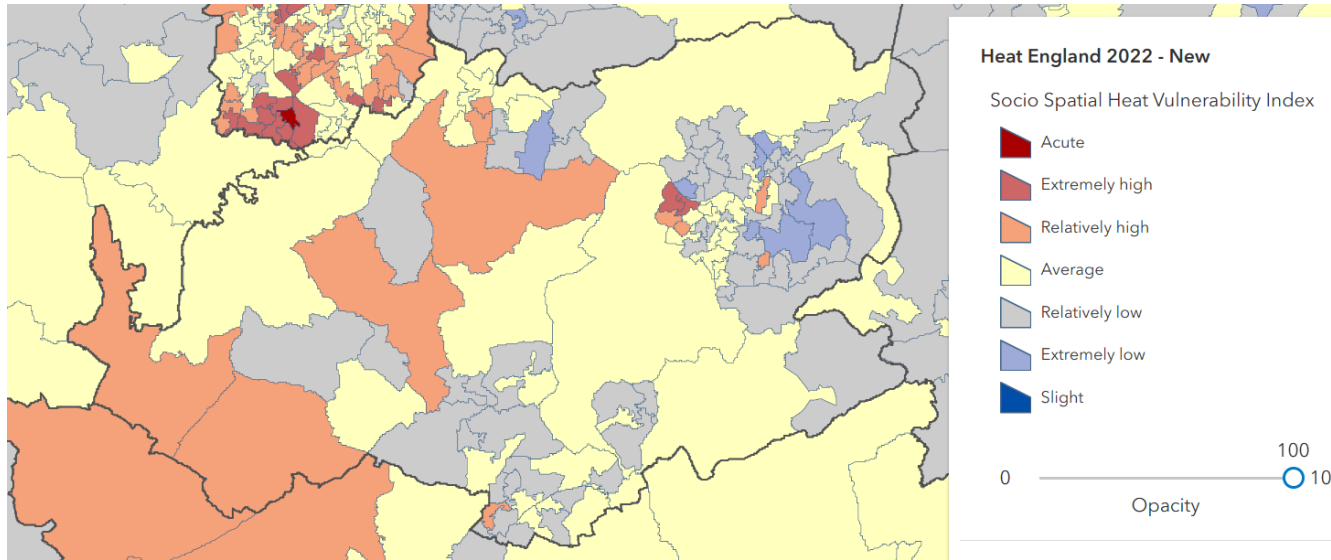
**Signed off by:**

Jackie Clayton

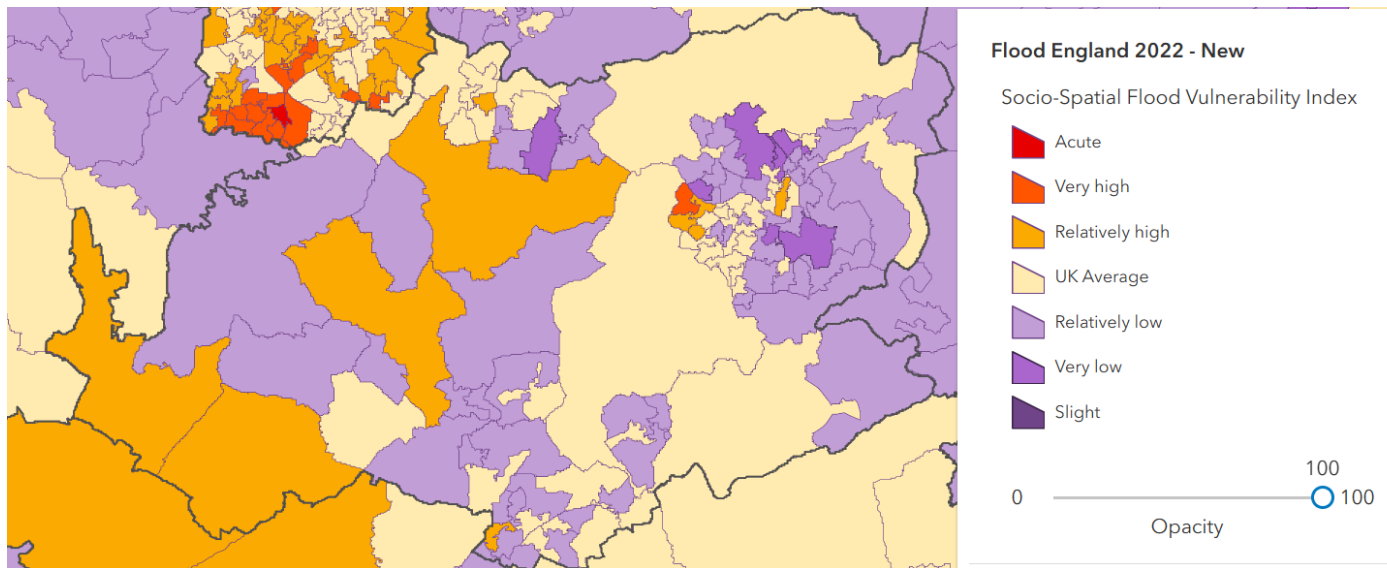
(Divisional Director or nominated senior officer)

**Date: 24 March 2026**

**Appendix 1.**



**Bath and North East Somerset Socio Spatial Heat Vulnerability Index**



**Bath and North East Somerset Socio Spatial Flood Vulnerability Index**