

Equality Impact Analysis (EIA)

Introduction: The EIA is an effective way of improving decision making, policy development and service delivery by making sure that managers consider the needs of all service users, the community and employees. It is also designed to identify potential steps to promote equality and good relations and avoid unintentional discrimination. Please ensure you read the guidelines before completing this form.

[Guidance Notes](#)

Policy/Procedure	Climate Change Adaptation Report
Service	Climate and Sustainability
Business unit	
Your name	Ros Carvell
Email	ros.carvell@nfdc.gov.uk
Title	NGDP Management Trainee
Service manager's name	Roxanne King
If you would like your service manager to receive a copy of this form, please enter their email address.	
Service manager email	roxanne.king@nfdc.gov.uk
Date completed	22/01/2025

1. What is the overall purpose and aim of the policy/project/practice or service?

The purpose of this report is to highlight why Climate Change Adaptation is important to us in the New Forest District.

This report provides background and context to the importance of adaptation, using data and evidence relating to both climate change and the demographic make-up of the district.

The report also looks specifically at key hazards and how these may impact the district and the Council. Towards the end of the report, there are you will find summaries and action guides targeted to residents, officers, and councillors to help them better understand climate change how we can all make a difference.

2. What are the main aspects of the policy/project/practice or service where consideration of equality impacts and issues need to be incorporated?

Consideration given to vulnerability of residents and council services to the impacts of climate change and how the scale and nature of risks may differ between groups.

3. Relevance Assessment - which group(s) of people (if any), do you think will, or potentially can be, affected by this policy/project/practice or service? Please state your reasons.

No direct impact will be caused by the publication of this report, however the report highlights that certain groups of people may be disproportionately impacted by climate change over time.

Please indicate if you think the impact is none, low, medium or high?

Age	Sex	Religion or Belief	Disability	Race	Sexual Orientation	Marriage/Civil partnership	Gender reassignment	Maternity and Pregnancy
High	None	None	High	None	None	None	None	None

Detailed Assessment - Age

What negative/disproportionate impacts will this proposal have on this protected group?

Climate change tends to have a greater effect on those who:

- Are aged 65+ and may require extra support when climate events occur and/or may be less comfortable with technology and making changes
- Are under 5's who can't regulate their own temperature

In seeking to advance equality, promote good relations and improve access, what positive impacts could this proposal have on this protected group?

In highlighting the increased vulnerability of older/younger people, this report encourages adaptation actions to be carried out to safeguard those individuals

Detailed Assessment - Disability

What negative/disproportionate impacts will this proposal have on this protected group?

Climate change tends to have a greater effect on those who:

- Have health conditions, both physical and mental
- Have low personal mobility and may be unable to react to climate events

In seeking to advance equality, promote good relations and improve access, what positive impacts could this proposal have on this protected group?

In highlighting the increased vulnerability of people with health conditions and/or low personal mobility, this report encourages adaptation actions to be carried out to safeguard those individuals

How will you know if the agreed actions have had the desired results? What monitoring and performance measures/indicators will be reported?

There are no direct actions associated with this report, and therefore no direct monitoring of outcomes, but the information and insight provided will help inform future climate action of the council and its community partners.

NFDC staff: safeguarding of vulnerable individuals will be considered through service risk assessments and associated business continuity actions

Residents: the report will be shared directly with residents and with local partners who are able to support and assist vulnerable members of the public through climate adaptation initiatives e.g. funded home energy efficiency schemes. These groups regularly provide impact reports.

Who has been consulted with on this EIA and what were the comments made?

Roxanne King, Climate and Sustainability Manager
Andrew Herring, Senior Policy Planner

Any further comments:

This report highlights the potential inequalities in managing and responding to climate change. These inequalities should be considered in all future projects/strategies.

Action to be taken as a result of the Equality Impact Analysis

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Details of Issue	Action to be undertaken	Date due
Ensure inequality issues are adequately described within the report and considered in presentations/discussions	Include links between climate change adaptation and inequalities in report presentations	13/03/2025
Include potential impacts on vulnerable groups in future risk assessments	Include in risk assessment template	31/03/2025