

West Berkshire Council
Equity Impact Assessment

Environment Strategy 2025 Refresh

12 May 2025

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Section 1: Summary details

Directorate and Service Area	Place, Environment Department, Climate Change Service
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	West Berkshire Council's Environment Strategy: <ul style="list-style-type: none"> - Annual Progress Report 2023 – 2024 - Environment Strategy 2025 Refresh
Is this a new or existing function or policy?	Having an Environment Strategy is an existing function of the Council. The Environment Strategy was published in July 2020
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>The change proposed is a prioritisation and re-focus of the published Environment Strategy (2020-2030). The 2025 Strategy Refresh focuses on 4 themes with common threads running through them.</p> <p>The impacts are intended to benefit climate, ecology and health and wellbeing across the district.</p> <p>The actions and tasks that make up the Delivery Plan are intended to have positive outcomes and it is not considered that they have any bias or discriminate or unfairly disadvantage individuals or groups within the community.</p> <p>Some aspects of projects and investment being affected by the nature of the district have been highlighted but these are addressed through the more detailed work of other plans and there are plenty of examples of how the organisation is addressing any impacts in appropriate and innovative ways. This can be kept under review in a number of ways as described in the assessment.</p>
Completed By	Jenny Graham, Environment Delivery Manager
Authorised By	Kofi Adu-Gyamfi, Service Lead – Climate Change
Date of Assessment	12.05.2025

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Following the approval and publication of the Environment Strategy in July 2020, the fourth annual progress report is being presented for information and the opportunity, 5 years in, is being taken to refresh the Environment Strategy at its half-way point.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>In recognition of the lessons learnt from the first 5 years of implementation, the Environment Strategy and its associated Delivery Plan have been reviewed and refreshed. This is ensuring that they are fit for purpose and can guide the organisation through the next 5 years and the achievement of the key target of being net zero by 2030 for council activities.</p> <p>It is important that the declared climate and ecological emergencies are well addressed in the strategy refresh and the tasks in the Delivery Plan. These are key aspects of the Council Strategy as well as being fundamental to the Environment Strategy.</p> <p>Following a broad Delivery Plan which accompanied the original strategy, it has been recognised that a more focused approach and prioritised Delivery Plan is needed to support the key activities needed to achieve net zero by 2030 and to support the district in its pathway also.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that</p>	<p>Analysis of carbon emissions over the first few years of delivery of the Environment Strategy has led to further detailed work to support the pathway to net zero and answer the question as to whether this is an achievable aim given what we have learnt to date.</p>

<p>supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>The planned projects and assessment of their emission impacts have informed the proposed pathway and options for achieving net zero. This has been mapped out alongside our partners and contractors.</p> <p>The Environment Advisory Group Open Forum and the Town and Parish Council Climate Forum have been important ways in which our communities have been linked into the conversation around climate impacts and the most effective ways of tackling the climate and ecological emergencies.</p>
<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>An alternative option for the Environment Strategy would be not to refresh and refocus the Strategy. This was not considered a suitable option because it would likely result in targets not being achieved due to a lack of knowledge of the latest position and the options available for effective project delivery. The process that <u>has</u> been undertaken has shown the value in the work considering the pathway to net zero. It provides knowledge of existing projects that will contribute to the pathway and enables consideration of future options for achieving the key target of net zero by 2030.</p> <p>As there are no observed negative impacts of the chosen course of action and no community or group of people would be more or less impacted, it is considered appropriate to focus on delivering actions that focus on the declared emergencies.</p>

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (* Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less impact on a person due to their age.	N/A	N/A	N/A
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person due to disability.	N/A	N/A	N/A
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person due to gender reassignment.	N/A	N/A	N/A
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person	N/A	N/A	N/A

				due to their marital or civil partnership status.			
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person due to pregnancy or maternity factors.	N/A	N/A	N/A
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person due to their race.	N/A	N/A	N/A
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person due to their sex.	N/A	N/A	N/A
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person	N/A	N/A	N/A

				due to their sexual orientation.			
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on a person due to their religion or belief.	N/A	N/A	N/A

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The nature of the district of West Berkshire means that for the 'Sustainable Travel' theme there are more options available and receiving investment in the urban areas and service centres than in the rural communities.</p> <p>Renewed focus on potential investment imbalances will ensure that rural communities receive appropriate infrastructure and investment, where practicable.</p>	Where possible rural areas are being linked to urban centres for active travel (such as Stockcross to Newbury active travel link) and bespoke transport is provided through our demand responsive services to provide a sustainable means of travel appropriate for rural areas. The Local Transport Plan, Ultra Low Emission Vehicle Strategy and the Bus Service Improvement Plan, along with the Environment Strategy, will work together to provide sustainable travel options suitable to the different areas of the district. This includes	<p>Jenny Graham, Environment Delivery Manager, WBC</p> <p>in collaboration with Emma Jameson, Transport and Parking Services Manager, WBC</p>	Through the annual review of the Environment Strategy and the implementation of the Local Transport Plan, ULEV Strategy and BSIP, the access to sustainable and low carbon modes of travel can be monitored.

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (* Job Title, Organisation)	Timescale and monitoring arrangements
					provision of EV charge points at suitable rural locations e.g. outside village halls, to support the decarbonisation of travel.		
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Under the theme of 'Energy Efficiency and Renewables', the Council will support and promote various domestic energy efficiency schemes. These often have eligibility criteria which includes household income. This can have a result of positively impacting on areas of deprivation more than other areas.			
Displaced communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact			

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (* Job Title, Organisation)	Timescale and monitoring arrangements
				on displaced communities.			
Care experienced people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on care experienced people.			
The Armed Forces Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Progress with delivering the Environment Strategy for West Berkshire would be unlikely to have any more or less of an impact on the Armed Forces Community.			

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	May 2026 (whilst no adverse impacts have been identified in this assessment, we will continue to review progress and assess if new impacts emerge that were not foreseeable).
Person Responsible for Review	Jenny Graham, Environment Delivery Manager
Authorised By	Kofi Adu-Gyamfi, Service Lead – Climate Change