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# Equality Impact Assessment

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## Shetland Climate Change Strategy



**SHETLAND**  
ISLANDS COUNCIL

## INTRODUCTION

An Equality Impact Assessment (EQIA) is an evidence-based approach designed to help the Council ensure that its policies, strategies and proposals for change meet the needs of everyone.

This Equality Impact Assessment (EQIA) enables you to assess what you're proposing against the Public Sector Equality Duty and the Fairer Scotland Duty. The EQIA process involves:

- Step 1: Develop a Clear Understanding of your Objectives: outlining details of your proposal and background information.
- Step 2: Data & Consultation: evidence sources for assessment.
- Step 3: Screening Assessment of Impact: completing the screening process to determine if the proposal requires completion of a full impact assessment. The screening process can stand alone as a final summary if no significant impacts are identified.
- Step 4: Full Impact Assessment: to enable a more detailed analysis of the proposal, the impacts and any mitigations or actions to be put in place. This Step may not be required depending on the outcome at Step 3.
- Step 5: Monitor & Review: setting out how impacts will be monitored.
- Step 6: Decision & Authorisation: setting out decision from impact assessment and authorisation.
- Step 7: Publication of Result

<b>STEP 1: Develop a clear understanding of your objectives</b>		
Title of your proposal* Name of piece of work, for example policy, strategy or proposal (including budget proposals)	Shetland Partnership Climate Change Strategy	
Do you have authority for your proposal?	Yes <input checked="" type="checkbox"/>	Authority under the Shetland Partnership via the Shetland Partnership Steering Group. Approval to be sought from Shetland Islands Council's Corporate Management Team.
	No <input type="checkbox"/>	
Do you have budget for your proposal?	Yes <input type="checkbox"/>	
	No <input checked="" type="checkbox"/>	No budget required.
Lead officer (name and job title)	Claire Ferguson, Team Leader for Climate Change Strategy Emma Perring, Team Leader for Community Planning	
Is this a new or existing policy/proposal? (include any information on previous relevant work)	This is a new strategy proposal. Ask about previous/underlying policy.	
Brief description of policy / proposal (including purpose, intended outcomes, aims, objectives and/or legislation)	<p>The Shetland Climate Change Strategy is a strategy that aims to enable a community to prioritise the changing climate and the opportunities of a sustainable low carbon future.</p> <p>Long-term Outcomes:</p> <ul style="list-style-type: none"> <li>• We are a community that is resilient to our changing climate.</li> <li>• We are a net zero community.</li> <li>• We are a community that protects and restores our natural environment.</li> <li>• We are a community that optimises the opportunities of a sustainable low carbon future.</li> </ul> <p>Medium-term outcomes:</p> <ul style="list-style-type: none"> <li>• We are a community that collaborates and shares intelligence and knowledge.</li> <li>• We are a community that fosters innovation to develop and deliver solutions.</li> <li>• Our behaviours are changing to mitigate and adapt to climate change and to protect our natural environment.</li> <li>• Local and National Policy and Regulatory Change in the drive to Net Zero is fit for purpose, with flexibility to meet the needs of our remote and island context.</li> </ul> <p>Short-term outcomes:</p>	

	<ul style="list-style-type: none"> <li>• Governance and Leadership - We have strong leadership and governance to ensure that climate mitigation and adaptation is a significant driver for Shetland’s Transport, Waste, Buildings, Land Use, Energy and Business &amp; Industry strategy and delivery.</li> <li>• Building Awareness – We have an effective approach to informing and enabling people to make positive climate conscious choices.</li> <li>• Resource Investigators – We are creative in the use of our resources and proactive in accessing external funding to achieve positive change across sectors and communities.</li> <li>• Specialists – We monitor then evaluate the impact of climate conscious activity, using our specialist knowledge and data intelligence.</li> <li>• Collaboration – We provide opportunities for collaboration across sectors and communities, to enable innovation and solve problems.</li> </ul>
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<b>STEP 2: Data &amp; Consultation</b>	
What evidence sources are you using in making the assessments?	
Internal or existing data	<p><a href="#">Shetland Net Zero Route Map 2022</a>  <a href="#">Shetland Island Councils Net Zero Route Map 2022</a>  <a href="#">Climate Conversation Survey 2021</a></p> <p><b>Internally gathered quantitative data</b>  During sectoral and Partnership Network workshops we engaged with SIC officers, local stakeholders, and experts regarding the content and structure of the upcoming strategy. This data was taken in feedback and note form, and is not expected to be published but was used to inform the SCCS.</p>
Consultations with officers or partner organisations Please list your sources	<p><a href="#">Shetland Partnership Network Members</a>  Shetland Islands Council officers from the Corporate, Development, and Infrastructure Services.</p>
Other: Please list your sources	<p>External sectoral stakeholder list:</p> <ul style="list-style-type: none"> <li>Airtask</li> <li>Aquila Waste</li> <li>Bigton Collective</li> <li>Citizens Advice Bureau</li> <li>Community Development Company of Nesting</li> <li>Cooke Aquaculture</li> <li>Cope Ltd</li> <li>Crofting Commission</li> <li>Crofting Federation</li> <li>DITT</li> <li>Enquest</li> <li>Highland and Islands Airports Limited (HIAL)</li> <li>Home Energy Scotland</li> </ul>

	Lerwick Port Authority Living Lerwick LoganAir National Farmers Union NB Communications Ness Engineering Nort Energy (Polycrub) Northlink Ferries Northmavine Community Development Company North Yell Development Company Peatland ACTION Royal Society for the Protection of Birds Scottish Blue Carbon Forum Scottish Forestry Scottish Water Seafood Shetland Islands Council Shetland Agricultural Consultants Shetland Construction Training Group Shetland Fishermans Association Shetland Heat Energy and Power Shetland Marine Working Group Shetland Mussels Shetland Net Zero Energy Forum Shetland Peatland Restoration Services Scottish Salmon Scottish Sea Farms Shetland Shellfish Management Organisation Taste of Shetland Transition Turriefield
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<b>STEP 3: Screening Assessment of Impact</b>			
Please identify the type of impact your proposal will have on those with a protected characteristic. A positive impact is likely to contribute to promoting equality or improving relations within an equality group. A negative impact could disadvantage that particular equality group. A brief explanation should be provided, based on the evidence or information gathered and outlined above.			
<u><a href="#">Equalities – Protected Characteristics</a></u>		Please identify the type of impact your proposal will have on those who fall into the following categories:	
<b>Age</b> Will your proposal have an impact on those within an age group? For example, those over 60.  Will your proposal have a negative impact on those within a particular age range? For example (18 to 30 year olds)	Positive <input checked="" type="checkbox"/> Actions may have positive impacts on all ages though some, such as improving insulation access, will	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:

<p>Note: Age discrimination only applies to those over 18.</p>	<p>have a particularly positive impact on the elderly and young.</p>		
<p><b>Disability</b> Will your proposal have an impact on those who have a disability? For example, will those who have a disability be discriminated compared to those who do not? For example, someone with a hearing impairment.</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> This strategy will not affect people with disabilities, as this is a high level strategy looking at enabling action within specific strategies, such as the Regional Transport Strategy and Active Travel Strategy. People with disabilities will be actively considered within specific strategies and actions put forward.</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p><b>Gender Reassignment</b> Will your proposal have an impact on those who are considering, undergoing or have undergone gender reassignment? For example, would the proposal lead to discrimination for those who have undergone gender reassignment (a process to reassign your sex)</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> <b>please explain:</b> We do not feel this would directly impact those who have undergone gender reassignment or those expecting to, as improvements resulting from the strategy should be felt society-wide.</p>	<p>Negative <input type="checkbox"/> please explain:</p>
<p><b>Marriage and Civil partnership</b> Will your proposal have an impact on those who are married or in a civil partnership? For example, would the introduction of your proposal lead to discrimination for anyone who is married or in a civil partnership?</p>	<p>Positive <input type="checkbox"/> please explain:</p>	<p>Neutral <input checked="" type="checkbox"/> please explain: We do not feel this would directly impact those who are married or in a civil partnership as improvements resulting from the strategy should</p>	<p>Negative <input type="checkbox"/> please explain:</p>

		be felt society-wide.	
<b>Pregnancy and Maternity</b> Will your proposal have an impact on those who are pregnant or on maternity (up to 26 weeks) compared to those who are not?	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> We do not feel this would directly impact pregnant people or those on maternity leave as improvements resulting from the strategy should be felt society-wide.	Negative <input type="checkbox"/> please explain:
<b>Race</b> Will your proposal have an impact on anyone because of their race, ethnicity or nationality?	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> This strategy does not have a particular impact in relation to race.	Negative <input type="checkbox"/> please explain:
<b>Religion or Belief</b> Will your proposal affect those who have a religion, belief or lack of religion or belief? For example, will those who have a religion be affected negatively?	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> This strategy does not have a particular impact in relation to religion or belief.	Negative <input type="checkbox"/> please explain:
<b>Sex</b> Could your proposal have an impact on those of a specific sex, for example males would be impacted differently to those who are female?	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> This strategy does not have a particular impact in relation to sex.	Negative <input type="checkbox"/> please explain:
<b>Sexual Orientation</b> Could your proposal have an impact on those who are heterosexual, gay, lesbian or bisexual?	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> This strategy does not have a particular impact in relation to sexual orientation.	Negative <input type="checkbox"/> please explain:
<a href="#"><u>Fairer Scotland Duty - Socio-economic Inequalities</u></a>	Please identify the type of impact your proposal will have on low income households.		
<b>Low income / income poverty</b> Those who cannot afford to maintain regular payments such as bills, food, clothing payments	Positive <input checked="" type="checkbox"/> We intend to have a positive impact on low income/income poverty households as a result of the strategies	Neutral <input type="checkbox"/> please explain:	Negative <input type="checkbox"/> please explain:

	output such as home insulations, energy bills and overall costs.		
<b>Low and/or no wealth</b> Those who can meet basic living costs but have no savings for unexpected spend or provision for the future	<b>Positive <input checked="" type="checkbox"/></b> We intend to have a positive impact on low and/or no wealth households as a result of the strategies output such as home insulations, energy bills and overall costs.	<b>Neutral <input type="checkbox"/></b> please explain:	<b>Negative <input type="checkbox"/></b> please explain:
<b>Material deprivation</b> Those who cannot access basic goods and services, such as repair/replace broken electrical goods, heat their homes or access to leisure or hobbies	<b>Positive <input checked="" type="checkbox"/></b> We intend to have a positive impact on material deprivation households as a result of the strategies output such as home insulations, reduced energy bills and overall costs, increasing access to recycled electrical goods, promoting active travel and access to nature.	<b>Neutral <input type="checkbox"/></b> please explain:	<b>Negative <input type="checkbox"/></b> please explain:
<b>Area deprivation</b> Consider where people live (such as rural areas) and where they work (accessibility and cost of transport)	<b>Positive <input checked="" type="checkbox"/></b> We intend to have a positive impact on area deprivation households as a result of the	<b>Neutral <input type="checkbox"/></b> please explain:	<b>Negative <input type="checkbox"/></b> please explain:

	strategies output such as improvement to the transport network, home insulations, reduction of energy bills and overall cost, and we will take into account any additional resources either currently available or available in the future.		
Socio-economic background Social class, such as parents' education, employment, income	Positive <input type="checkbox"/> please explain:	Neutral <input checked="" type="checkbox"/> We intend to take those of all socio-economic backgrounds into account and the strategy would affect all those in Shetland.	Negative <input type="checkbox"/> please explain:

Outcome of Screening Process		
If any negative impacts have been identified above, a Full Impact Assessment will be required (Step 4).		
Will a Full Impact Assessment (FIA) be required for:		
Equalities	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Fairer Scotland Duty	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

If a Full Impact Assessment (FIA) is not required, do not complete Step 4 or 5 and proceed to Steps 6 & 7.

**STEP 4: Full Impact Assessment**

The full impact assessment must be completed where negative impacts have been identified at Step 3 above. Each of the negative impacts identified at Step 3 above will be explored in more detail to identify whether the proposal has a low, medium or high impact and whether there are any appropriate mitigating actions or changes that can be put in place to lessen that impact.

Protected Characteristic	Identified Negative Impact from Step 3	Low /Medium / High Negative Impact	Mitigating Actions/Changes Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3.

Type of Socio-Economic Disadvantage	Identified Negative Impact from Step 3	Low/ Medium / High Negative Impact	Mitigating Actions/Changes Please state and summarise your mitigating actions or changes to the proposal for the negative impact(s) identified in Step 3.


<b>STEP 5: Monitor &amp; Review</b>	
What will change as a result of this proposal?	
How will the implementation of the proposal and any impacts be monitored?	
When is the proposal due to be reviewed?	
Who is responsible for ensuring this happens?	

<b>STEP 6: Decision</b>	
Implement proposal with no amendments	<input checked="" type="checkbox"/>
Implement proposal taking account of mitigating actions as outlined above.	<input type="checkbox"/>
Reject proposal due to disproportionate negative impact.	<input type="checkbox"/>
<b>Reason for decision:</b> <b>There are no negative impacts identified and so mitigating measures are not needed.</b>	

<b>Authorisation</b>		
<b>Title of Policy / Proposal:</b>	Shetland Partnership Climate Change Strategy	
<b>Directorate and Service:</b>	Infrastructure Services, Estate and Environment Operations	
<b>Policy and assessment author (s)</b>	Name: Claire Ferguson Job title: Team Leader Climate Change Strategy Date: 04/12/2024	Name: Emma Perring Job title: Team Leader, Community Planning Date: 04/12/2024

<b>Authorised and approved by Director or Executive Manager</b>	Name: Carl Symons Job title: Executive Manager, Infrastructure Services Date: 15/05/2025
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<b>STEP 7: Publication</b>
Please include a detailed summary of the result of the assessment in any Council reports.  This summary and the EQIA should now be published at <a href="#">Diversity and Inclusion – Shetland Islands Council</a>