



Oxfordshire County Council

Equalities Impact Assessment

Oxfordshire Climate Adaptation Route Map and OCC Climate Adaptation Delivery Plan

07.02.25

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Section 1: Summary details

Directorate and Service Area	Economy and Place, Climate Action
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Oxfordshire Climate Adaptation Route Map and OCC Climate Adaptation Delivery Plan
Is this a new or existing function or policy?	A new strategy for Oxfordshire and a new OCC delivery plan
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 Route Map Delivery Plan sets out the key areas that Oxfordshire and OCC is at risk from as a result of climate change. The key impacts on Oxfordshire – heatwaves, flooding, drought, cold snaps and storms – will become more severe and more frequent and increasingly affect a range of OCC service areas, Oxfordshire organisations and residents.</p> <p>The Route Map and Delivery Plan sets out a number of priority actions and longer term actions that need to be implemented across a broad range of thematic areas to enable Oxfordshire to adapt and become more resilient to the impacts of climate change.</p> <p>The impacts of climate change disproportionately impact residents with disabilities, the very young and very old, as well as those living in areas of deprivation. These population groups have more limited adaptive capacity with regard to climate change, which has subsequent impacts on council service areas including adult services, childrens services, public health and highways.</p>
Completed By	Tom Layzell, Climate Adaptation Policy and Project Lead
Authorised By	

Date of Assessment	06.02.25
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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>Climate Action represents a key priority for the council, which includes both climate mitigation (reducing carbon emissions) and climate adaptation (minimising the impacts of climate change). On Climate Adaptation, Due to the range of vulnerabilities identified for Oxfordshire from climate change and the subsequent impacts on OCC service areas, climate change has been identified as a key risk for Oxfordshire and the County Council. As a result, climate change has been added to OCC's Strategic Risk Register (one of only 10 strategic risks included on the register).</p> <p>Several population groups are particularly exposed to the impacts of climate change, including the very elderly and very young, those with disabilities and those living in areas of deprivation. Significant action is needed across Oxfordshire to ensure these population groups are sufficiently supported to reduce their exposure to severe weather events.</p> <p>The Oxfordshire Climate Adaptation Route Map has been co-developed over several months with key Oxfordshire stakeholders and was endorsed by the Future Oxfordshire Partnership (FOP) Board on the 28th January 2025. FOP represents a partnership with strategic stakeholders across Oxfordshire, including the city and district councils.</p> <p>The Route Map and internal delivery plan is also on the forward plan for OCC cabinet in February 2025.</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>A Climate Vulnerability Assessment has been completed for Oxfordshire, identifying important vulnerabilities for Oxfordshire as a result of climate change. The assessment highlighted a wide range of vulnerabilities that Oxfordshire is exposed to across a broad scope of thematic areas (infrastructure, health, communities and the built environment, natural environment and business and industry). These vulnerabilities will impact a wide range of residents, businesses and communities directly as well as OCC and other local organisations. Effective partnership working will be required to effectively implement the the route map effectively. It was therefore decided that a route map that was co-developed and co-owned by multiple stakeholders was needed.</p>

	<p>The Route Map includes 82 actions that have been agreed with stakeholders that will require implementation over the long term. Of these actions, an initial set of 15 priority actions have been identified, focussed on enabling actions to support wider implementation.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that 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>In 2023 Atkins were commissioned to undertake a Climate Vulnerability Assessment (CVA) for Oxfordshire, covering key themes including Critical Infrastructure, Natural Environment, Health, Communities and the built Environment, Business Industry. The Assessment identified key vulnerabilities for Oxfordshire as a result of climate change.</p> <p>The CVA build on the UK Climate Change Risk Assessment published by the UK Government and coincides with the OCC Director of Public Health Annual Report on Climate Change, which identifies key health impacts of climate change and actions that need to be taken forward.</p> <p>An extreme value analysis was also undertaken to better understand the anticipated future climate in Oxfordshire.</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>Due to the exposure of Oxfordshire to the impacts of climate change and the potentially severe impacts at both an organisational level and with the local population, doing nothing was not considered an option.</p> <p>An alternative option would be to develop projects on an individual basis. This was not considered feasible due to the scale of action needed and the need for multiple organisations to be involved in the implementation of measures, as well as the need to build momentum through a wide scale climate adaptation programme.</p>
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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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Climate change will disproportionately impact the very elderly and very young, who are typically more vulnerable and less able to adapt to extreme weather events. The Route Map includes measures that are focussed on supporting vulnerable population groups.			
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Climate change will disproportionately impact people with disabilities, who are typically more vulnerable and less able to adapt to extreme weather events. The Route Map includes measures that are focussed on supporting vulnerable population groups.			
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct impact on gender reassignment as a defined group has been identified.			

Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct impact on marriage and civil partnerships as a defined group has been identified.			
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Climate change will disproportionately impact pregnant women, who are typically more vulnerable and less able to adapt to extreme weather events. The Route Map includes measures that are focussed on supporting vulnerable population groups.			
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Route Map focusses on key vulnerable groups. Individual races are not specifically targeted through the Route Map, although it may be the case that some races represent a greater proportion of vulnerable groups than others. Where any negative impacts are uncovered, these will be accompanied with risk mitigations as required.			

Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Route Map focusses on key vulnerable groups. Individual sex is not a category that is specifically targeted through the Route Map, although it may be the case that a particular sex represents a greater proportion of vulnerable groups than others. Where any negative impacts are uncovered, these will be accompanied with risk mitigations as required.			
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Route Map focusses on key vulnerable groups. Sexual orientation is not specifically targeted through the Route Map, although it may be the case that sexual orientation is reflected in the identification of vulnerable population groups. Where any negative impacts are uncovered, these will be accompanied with risk mitigations as required.			

Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Route Map focusses on key vulnerable groups. Individual religions and beliefs are not specifically targeted through the Route Map, although it may be the case that some religions/ beliefs represent a greater proportion of vulnerable groups than others. Where any negative impacts are uncovered, these will be accompanied with risk mitigations as required.</p>			
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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"/>	Rural communities are increasingly impacted from climate change due to the more limited transport connections and lack of amenities in rural villages and towns. Rural settlements also tend to have higher population of elderly people than urban areas, who are typically more vulnerable. The Route Map aims to support areas of Oxfordshire that are more exposed to the impacts of climate change.			
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct impact on the armed forces as a defined group has been identified.			
Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Climate change will disproportionately impact people with disabilities, the very elderly and very young who are typically more			

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
				vulnerable and less able to adapt to extreme weather events. The Route Map includes measures that are focussed on supporting vulnerable population groups, including through working with those who provide care for vulnerable members of society.			
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Areas of deprivation are typically more vulnerable to the impacts of climate change, as they typically have lower adaptive capacity and fewer resources to counter the impacts of flooding and other weather events. Areas of deprivation will therefore be the focus of several of the actions in the Route Map.			

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider 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
Staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Climate change can be expected to impact the majority of the Oxfordshire population, including OCC staff. The Route Map includes an OCC-specific component that includes actions around workforce productivity (e.g. during heatwaves) as well as improving the resilience of a range of OCC assets to climate change, including the buildings where staff work.			
Other Council Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through providing clear guidance on where future action is needed across OCC service areas, staff can be expected to be better equipped to accommodate changing requirements for their service areas as a result			

Additional Wider 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
				of climate change from having the Route Map in place.			
Providers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through providing clear guidance on where future action is needed across OCC service areas, staff and other providers can be expected to be better equipped to accommodate changing requirements for their service areas as a result of climate change from having the Route Map in place.			
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Route Map can be expected to improve the economic, social and environmental well-being of Oxfordshire relative to if no action on climate adaptation is taken.			

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

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	06.02.25
Person Responsible for Review	Tom Layzell, Climate Adaptation Lead
Authorised By	Sarah Gilbert