



Oxfordshire County Council
Equalities Impact Assessment

Climate Action Framework 2026 - 2030

17 November 2025

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Section 1: Summary details

Directorate and Service Area	Economy & Place (Climate Action)
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Climate Action Framework 2026-2030
Is this a new or existing function or policy?	New policy
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 Climate Action Framework 2026-2030 outlines the county council's commitment to carbon neutrality by 2030 and county-wide net zero as soon as possible in the 2040s, focusing on integrated climate action that benefits the environment, economy, and communities. It sets out priorities across sectors including built environment, transport, energy, nature, waste, council operations, and community engagement. It focuses on both climate mitigation (reducing carbon emissions) and adaptation (preparing for climate impacts).</p> <p>The Framework is designed to benefit all residents, with targeted support for vulnerable groups and deprived areas. All impacts of implementing the Climate Action Framework 2026-2030 are positive. No evidence of bias, discrimination, or unfair disadvantage has been identified; instead, the Framework seeks to reduce inequalities and ensure a fair transition for all.</p>
Completed By	Ursula Winyard / Aoife Dudley
Authorised By	Ariane Crampton
Date of Assessment	19 November 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>Climate Action is a key priority within OCC's Strategic Plan 2025 – 2028 under the 'greener' theme, encompassing both climate mitigation and climate adaptation. The Council has pledged to become carbon neutral by 2030 and to achieve a net zero Oxfordshire well ahead of 2050. The revised Climate Action Framework builds on significant progress since 2020, including collaborative working, strong leadership, and recognition as the top performing county council for climate action nationally. Despite these successes, climate change continues to pose urgent risks - such as flooding, droughts, and heatwaves - which disproportionately impact vulnerable groups and communities. The Framework integrates climate crisis response, nature recovery, adaptation, and waste reduction, aiming for a greener, fairer, and healthier Oxfordshire.</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>The Climate Action Framework 2026 - 2030 does not introduce new policies, but instead consolidates and clarifies the relationship between existing policies and programmes. It sets out a vision for future work, focusing on:</p> <ul style="list-style-type: none"> • Accelerating green skills development and supporting the transition to a low-carbon economy. • Targeting investment into green projects and nature-positive initiatives. • Supporting innovation and collaboration in the green economy. • Embedding systems-level thinking into decision-making to ensure climate action supports a thriving, inclusive local economy. • Scaling up home retrofit programmes, decarbonising transport, and improving energy infrastructure. • Enhancing climate resilience in the built and natural environment, with a focus on adaptation to extreme weather and flood risk. • Promoting community engagement, capacity building, and fair access to the benefits of climate action. • A fair transition <p>Acting on the climate emergency is the only viable course of action. Failure to mitigate the worst impacts of climate change and adapt to the locked-in impacts will have a negative impact on all residents, visitors and organisations in Oxfordshire.</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>Oxfordshire’s greenhouse gas emissions data shows 3,833 ktCO₂e was emitted in 2023. This equates to 5.1 tCO₂e per person which is above the national average. Research highlights the economic risks of failing to tackle climate change, with potential reductions in economic output if resilience is not improved.</p> <p>Since 2020, there has been a 5% reduction in greenhouse gas emissions for Oxfordshire, largely driven by decarbonisation of electricity and uptake of low-carbon technologies. Emissions from transport continue to make up the largest proportion of emissions overall. The council has delivered major projects, including LED streetlight upgrades, electric bus fleet rollout, home and estate retrofit programmes, and nature-based flood management schemes.</p> <p>The Framework is informed by national strategies and local evidence bases (e.g. Pathways to a Zero Carbon Oxfordshire). The three strategic principles of the Council’s 2025-2028 Strategic Plan - greener, fairer, healthier - are directly addressed by the Framework.</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>No alternative policies or frameworks have been considered. The urgency of the Climate Emergency requires immediate and direct action. “Doing nothing” is not an option, as the risks of inaction include worsening climate impacts, increased social and economic inequalities, and missed opportunities for health, wellbeing, and sustainable growth.</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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policies and strategies within this Framework are expected to have a positive impact on residents of all ages, particularly older people and children, who are more vulnerable to the effects of climate change such as heatwaves and flooding. The activities underneath the Framework will ensure that adaptation, mitigation, and resilience programmes are targeted to support vulnerable age groups, including through engagement with schools and care homes.			

Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Framework is designed to be inclusive and accessible, recognising that disabled residents may face greater risks from climate impacts, for example due to restrictions on mobility, and barriers to accessing services. Actions underneath the Framework such as improving access to sustainable transport, retrofitting housing, and community engagement will help to reduce inequalities and support disabled people to participate fully in climate action. The focus on a Fair Transition will help to mitigate this by distributing the impacts and benefits, hearing and involving disabled people, recognising diverse needs, and repairing harm from past injustices.</p>			
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>No direct impact on people who are undergoing, or who have undergone, gender reassignment has been identified.</p>			

Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct impact on people who are married or in a civil partnership has been identified.			
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pregnant residents and those with children may be at higher risk from climate impacts, for example due to higher sensitivity to extreme heat events, or potential reduced mobility during evacuation from a flooding event. Policies and strategies within this Framework focus on health, housing, and community resilience, such as via workshops, will help to reduce these risks and support wellbeing.			

Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>People of colour may experience the impacts of climate change more severely, due to systemic issues such as the fact that they are more likely to suffer from pre-existing economic and health inequalities, which can then be exacerbated by in impacts of climate change if not dealt with effectively. Policies and strategies within this Framework focus on a Fair Transition which will help to mitigate this by distributing the impacts and benefits, hearing and involving people of colour, recognising diverse needs, and repairing harm from past injustices.</p>			
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Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Women may experience the impacts of climate change more severely, for example due to being more likely to live in poverty, less likely to be involved in decision-making processes, and more likely to bear primary responsibility for caregiving. Policies and strategies within this Framework focus on a Fair Transition which will help to mitigate this by distributing the impacts and benefits, hearing and involving women, recognising diverse needs, and repairing harm from past injustices.</p>			
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>No direct impact on people of different sexual orientations has been identified. However, according to the 2021 census, a higher proportion of people with disabilities identify as queer, in which case the impacts, actions, and mitigations may overlap for people with disabilities.</p>			

Religion or Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>No direct impact on people who follow certain religions or belief systems has been identified. However, many religious communities enact environmental stewardship through diverse cultural practices, and we are committed to shaping our initiatives through their perspectives. For instance, the emphasis on vegetarian diets within Hinduism helps lower carbon emissions by reducing the environmental impact of the food supply chain.</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"/>	Policies and strategies within this Framework will benefit rural communities by improving access to sustainable transport, local energy projects, and flood resilience measures. Rural areas are more at risk from climate change due to isolation, limited transport connections, and a higher concentration of elderly residents. Over the long term, these actions will reduce emissions and the impacts of extreme weather events.			
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct impact on the armed forces has been identified.			
Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carers are more likely to be vulnerable to climate change because they support people with disabilities, who themselves face heightened			

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
				risks from climate impacts. When climate-related disruptions occur - for example, power outages - carers must manage not only their own safety but also the needs of those they care for. Therefore, the impacts, actions, and mitigations may overlap for people with disabilities.			
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policies and strategies within this Framework will benefit deprived communities by encouraging better access to resources and services, such as affordable housing, energy-efficient homes, and sustainable transport. Deprived communities are more at risk from climate change due to fewer resources for adaptation, such as fewer funds to increase heating during extreme cold weather events. Over the long			

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
				term, these actions will reduce emissions and the impacts of extreme weather events.			

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"/>	Embedding climate action principles will improve efficiency, reduce waste, and enhance productivity for staff. Policies and strategies within this Framework also support staff training and engagement, such as through the Carbon Literacy programme, which will build capacity and support wellbeing. Improvements to the working environment, such as building retrofits, will further benefit staff.			
Other Council Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policies and strategies within this Framework will improve efficiency and reduce waste across council services, making them easier to navigate and improving productivity. Collaboration and			

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
				sustainability standards will enhance service delivery.			
Providers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Work on supply chain emissions and ethical procurement is part of the Zero Carbon Council programme which sits underneath this framework. Providers who align with the Council's sustainability and ethical procurement goals will have a competitive edge, access new opportunities, and benefit from a supportive, forward-thinking partnership approach.			
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policies and strategies within this Framework will generate positive social value by encouraging climate action principles within the local community, supporting reuse and repair (which can reduce			

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

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
				costs), and regenerating natural systems. These actions will improve the local environment, public health, economic wellbeing, and community resilience.			

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	19 November 2026
Person Responsible for Review	Aoife Dudley
Authorised By	Ariane Crampton