



Oxfordshire County Council
Equalities Impact Assessment

CAGPOL Grant

03 02 26

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Section 1: Summary details

Directorate and Service Area	Waste Management Environment and Highways
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	CAGPOL Grant funding
Is this a new or existing function or policy?	existing
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>Climate change impacts everyone, and the CAG network is an open, inclusive network looking to engage with all parties. They are actively working to increase representation where membership does not match the demographics of Oxfordshire.</p> <p>Climate change and its consequences can disproportionately impact marginalised communities, so specific work is being undertaken through this funding to engage with deprived areas, building skills and developing environmental enterprises to keep money in the local area.</p> <p>The impacts of climate change can cause climate anxiety, showing positive examples of where it can be tackled and giving people opportunities and inspiration to take part.</p>
Completed By	Rachel Burns
Authorised By	Roger Seed
Date of Assessment	3/2/26

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>	<ol style="list-style-type: none"> 1. The Community Action Group (CAG) project is a network of over 117 grassroots community groups working on waste, energy, transport, biodiversity and food. They hold over 8,000 events and activities a year, with over 120,000 attendees, and brought almost £6m in funding and income to the county in 2024/25, as well as all the unmeasurable social benefits of thriving, connected communities. 2. OCC has fully funded this network since 2001, firstly through a contract with Resource Futures (RF; a consultancy), and then, after a dedicated Community Interest Company was established, directly with Community Action Groups Project (Oxfordshire) Limited (CAGPOL). The contract is for 'support services' to the network and includes insurance support and practical resources to help groups as well as 3 FTE staff members to advise, signpost, provide training and communications and help groups apply for funding. 3. To help us meet our climate aspirations, in the 2022/23 budget papers OCC committed to increasing support for the CAG network. Public Health have now joined the grant to maximise the synergies and continue their work on community gardening
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>Increased funding will enable more activities to be carried out, helping to enact more behaviour change and helping to meet the climate aspirations of the council.</p> <p>Supporting the CAG network is part of the range of activities being carried out under the Climate Action Framework. Empowering and supporting communities to deliver local change can be a powerful way of engaging with those who may not traditionally interact with council communications and deliver wider benefits such as increased community cohesion.</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>CAG carry out an annual survey of their members and feedback from events held.</p> <p>CAG strategy and proposal was developed in conjunction with members</p> <p>Climate, waste, biodiversity, and public health teams have all been sighted on the proposals and, where appropriate signed off on the activities</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>Increased funding enables more work to be carried out, increasing the outputs and enacting more change. The need to respond to the changing climate has been identified through the acknowledging of the climate emergency and associated climate action framework and other reports.</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"/>	Climate change impacts everyone, and the CAG network is an open, inclusive network looking to engage with all parties. They are actively working to increase representation where membership does not match the demographics of Oxfordshire.		Rachel Burns, OCC. Katherine Chessom, CAG	
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Climate change impacts everyone, and the CAG network is an open, inclusive network looking to engage with all parties. They are actively working to increase representation where membership does not match the demographics of Oxfordshire. Climate change and its consequences can disproportionately impact marginalised communities, so specific work is being undertaken through this funding to engage with deprived areas, building skills and developing environmental enterprises to keep money in the local area.		Rachel Burns, OCC. Katherine Chessom, CAG	
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>				

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"/>	The impacts of climate change can cause climate anxiety, showing positive examples of where it can be tackled and giving people opportunities and inspiration to take part.		Rachel Burns, OCC. Katherine Chessom, CAG	
Other Council Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The CAG project is routed in waste management, but their activities can positively impact the work of many other services, these are being engaged with as part of this funding agreement, increasing the ability of the CAG project to help reach KPIs.			
Providers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	CAGPOL is a local social enterprise supporting Oxfordshire residents and employing local people.			
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>				

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	Upon grant expiry/renewal
Person Responsible for Review	Grant manager at OCC
Authorised By	Roger Seed