

# Diversity impact assessment

<b>TITLE</b>
Climate Change Action Plan (2025-2028)
<b>DATE</b>
30 July 2025
<b>LEAD OFFICER</b>
Bob Dimond, Head of Sport, Greenspaces and Climate Response
<b>1 Summary description of the proposed change</b>
<p>The Council's first Climate Change Action Plan was approved by the Cabinet in June 2021 and updated in 2022.</p> <p>The refreshed Climate Change Action Plan (20225-2028) builds on the achievements delivered to date through the previous iterations and continues to provide a framework to reduce carbon emissions, to achieve net zero by 2050, and increase resilience against the impacts of climate change for both Medway Council and Medway "the Place". The four-year period of the plan aligns with the One Medway Council Plan.</p>
<b>2 Summary of evidence used to support this assessment</b>
<p>The plan addresses five priority areas, based on Medway's greatest sources of emissions and opportunities for delivering the most impactful actions. These areas are:</p> <ul style="list-style-type: none"> <li>• Knowledge and Empowerment</li> <li>• Clean, Efficient and Equitable Energy</li> <li>• Sustainable Travel and Transport</li> <li>• Resource Efficiency</li> <li>• Green and Resilient Medway</li> </ul> <p><b>Evidence Supporting the Assessment:</b></p> <p><u>Greenhouse Gas Emissions Data:</u> In 2023, the domestic sector was responsible for the highest proportion of total emissions in Medway at 35.31%, followed by transport at 34.52% (Department for Energy, Security and Net Zero).</p> <p><u>Local Government Leadership:</u> Acting on climate change is not a statutory requirement. However, the Local Government Association suggests local authorities, through their policies and partnerships, have a strong influence over more than a third of emissions in their area. Many residents and businesses look to the council for leadership on climate action. A number of actions in the proposed Climate Change Action Plan reflect this either through the implementation of strategy or supporting Medway's communities.</p> <p><u>Community Feedback and Consultation:</u> The proposed Climate Change Action Plan has been shared with the Community Climate Working Group and Member Climate Working Party and feedback received. During 2024, over 400 people responded to an online survey and questions in our Citizen's Panel survey about the proposed aims and priorities for the refreshed plan.</p> <ul style="list-style-type: none"> <li>• 78-80% of respondents agreed with the proposed aims of the plan.</li> </ul>

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- 79-84% of respondents agreed with the proposed priorities for the plan.

## 3 What is the likely impact of the proposed change?

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	No	n/a
Marriage/civil partnership	No	No	n/a
Pregnancy/maternity	No	Yes	Yes
Race	No	Yes	Yes
Religion/belief	No	Yes	Yes
Sex	No	Yes	Yes
Sexual orientation	No	No	n/a
Other (eg low income groups)	No	Yes	Yes

## 4 Summary of the likely impacts

Scientific evidence states if no action is taken to respond to the climate emergency everyone will be adversely impacted but particularly protected characteristic groups. For example, the effects of climate change will result in hotter summers which will lead to health and wellbeing risks particularly for vulnerable members of the community such as the very young or elderly.

Measures to tackle climate change, such as those in the action plan, will limit these threats and have wider positive benefits for example increased fitness from cycling and walking and improved health as a result of reduced car journeys and better air quality.

It is anticipated delivery of the Action Plan will result in a range of improved outcomes and will help Medway to become a clean, green, safe place for connected communities in accordance with the aim of the One Medway Council Plan.

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Further DIA's will be undertaken for individual projects in the action plan as required.

## 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

The proposed action plan is a framework for responding to the climate emergency. Individual projects within the plan will be subject to the Council's formal processes meaning that adverse impacts on any protected characteristic groups will be sought to be minimised and opportunities to improve equality enhanced.

We will continue to engage and understand the opinions of Medway's residents and communities through established working groups and survey opportunities as well as carrying out targeted engagement each year as set out in the Climate Change Communication and Engagement Strategy.

The plan includes an objective to have Climate Action Ward Improvement Plans (CAWIP's) for each ward in Medway by 2028. These Member-led plans provide an opportunity to understand the opinions of Medway's residents, ensuring the CAWIP's respond to local need.

## 6 Action plan

Action	Lead	Deadline or review date
Engagement with the Community Climate Working Group and Member Climate Working Party	Climate Response Team	Q4 2025/26
Communication and engagement programme through the roll out of annual Comms and Engagement Strategy	Climate Response Team/ Communications Team	Q4 2025/25

## 7 Recommendation

To proceed with the change, by adopting and implementing the proposed refreshed Climate Change Action Plan.

## 8 Authorisation

### Assistant Director

Mark Breathwick, Culture and Community

### Date of authorisation

30 July 2025