

### RAG Rating Key

	More positive equalities impacts than potential negative impacts, negative impacts could be easily mitigated - PSED still needs to be paid due regard but unlikely to require intensive analysis of impacts.
	Potential negative equalities impacts could outweigh the positive impacts if not adequately addressed within the proposal or mitigated .
	Significant negative impacts, high risk. Significant changes would be needed to the proposal or very effective mitigating actions must be identified that substantially reduce the impact or impact unknown at this stage

RAG Rating	EIA Needed	Has EIA?	Notes	Action No.	Action	Responsibility (Service)
HW	Yes				<b>Saffron Lane - phase 2 housing development</b>	
			Should have EIA at design stage.	2.01	Build 38 new A-rated energy efficient and low-carbon council houses.	Housing
ADv	Yes	Maybe	Potential positives from improving homes, need to limit disruption. Should already have had EIA.	2.02	<b>Loft insulation programme</b> Continue to invest £100k per year to upgrade loft insulation in council housing.	Housing
ADv	Yes	Maybe	Potential positives from improving homes, need to limit disruption. Should already have had EIA.	2.03	<b>Boiler replacements programme</b> Continue to invest £3.2M per year in our ongoing programme to replace boilers in council housing with modern, energy-efficient A-rated condensing boilers with heating controls.	Housing
HW	Yes	Maybe	Potential positives from improving homes, need to limit disruption. Should already have had EIA.	2.04	<b>LED communal lighting upgrade programme</b> Continue to invest at least £150k per year to replace lighting in communal areas on council housing estates with energy-efficient LEDs, until all areas completed.	Housing
ADv	Yes	Maybe	Potential positives from improving homes, need to limit disruption. Should already have had EIA.	2.05	<b>Storage heater upgrades</b> Carry out a feasibility study, secure funding and develop a programme to replace older electric storage heaters, in council housing properties where a wet heating system is not suitable, with more efficient modern equivalents with better controls.	Housing
ADv	No			2.06	<b>District heating - Beatty Avenue</b> In collaboration with Engie, give consideration to upgrading the biomass plant at Beatty Avenue in order to reduce the reliance on top up heat provided from gas boilers in winter months.	Housing
ADv	Yes	Maybe	Potential positives from improving homes, need to limit disruption. Also need to be useable by all residents. Should already have had EIA.	2.07	<b>Heat metering - technical survey</b> Assess the feasibility of installing heat meters in council housing connected to the district heating network. Heat meters will allow for tenants to be charged for the heat they actually use, encouraging efficiency.	Housing
ADv	Yes	Yes		2.08	<b>External wall insulation</b> Carry out a feasibility study, secure funding and develop a programme to install external wall insulation on more council housing.	Housing
HW	Maybe		Potential positives from improving homes, need to limit disruption but external so should be much reduced.  May also need to consider payments for excess power.	2.09	<b>Solar PV</b> Carry out a feasibility study, secure funding and develop a programme to install solar PV panels on council housing, looking at both individual houses and larger blocks with communal areas. PVs on larger blocks could provide electricity to help power lighting, laundries and lifts in communal areas.	Housing
HW	Yes		Risk of rent increases, so will need full EIA.	2.10	<b>Private rented housing - energy efficiency and affordable heating</b> Continue to enforce national minimum standards for energy efficiency and affordable heating of private rented housing and consult on the introduction of a Selective Licensing Scheme for parts of the city that have a high proportion of privately rented properties in poor condition.	Environmental Health
ADv	Yes	Maybe	Potential positives from improving homes especially as targeted to most vulnerable, but need to limit disruption. Should already have had EIA.	2.11	Leicester's Warm Home Scheme - heating and insulation upgrades Continue to run this scheme to help vulnerable residents by replacing faulty or broken heating appliances and improving insulation levels. By fitting energy efficiency measures, there will be savings in energy usage, lower heating bills and a reduction in carbon emissions.	Sustainability
ADv	Maybe	Maybe	Continuing work so should have already considered. To check	5.01	<b>Green BELLE – SME support programme</b> Deliver phase 2 of the programme to support small and medium sized businesses with measures to save energy, cut costs and reduce carbon emissions. As part of the project, identify SME tenants in the council's Business Centres and Estate Shops who could apply to the scheme.	Sustainability

HW	Maybe		Need to consider how to remove barriers to engagement from business owners with protected characteristics.	5.02	<b>Growth Hub - business gateway</b> Provide a single point of contact through the business gateway for companies to access support and advice. Direct enquiries about carbon reduction, energy saving, waste and other climate-related issues on to appropriate sources of help such as Green BELLE.	LLEP - responsible for delivery Economic Development (LCC) - accountable body for the project
ADv	Maybe		Similar to 5.02, could be addressed together.	5.03	<b>Growth Hub - business workshops</b> Address climate change issues and opportunities for businesses, including energy efficiency, renewable energy, resource efficiency and waste reduction in the Growth Hub programme of workshops.	LLEP - responsible for delivery Economic Development (LCC) - accountable body
HW	Yes		Need to be accessible, may already have been considered in design.	5.04	<b>Pilot House - Redevelopment</b> Redevelopment of a complex of former factory buildings to create much-needed low-carbon office space and units for start-up and growing businesses.	Capital Projects
ADv	Yes		Need to be accessible, may already have been considered in design.	5.05	Ian Marlow Centre redevelopment Explore redevelopment options for the former Ian Marlow Centre as future employment use focusing on fabric performance and sustainable energy generation throughout the specification.	Development Team
ADv	No		Need to consider how to remove barriers to engagement from business owners/employees with protected characteristics.	5.06	Climate Emergency Plans for Local Organisations Engage with local businesses and organisations of all types and sizes to encourage them to develop their own action plans for the climate emergency. This includes providing guidance on how small organisations can do so and developing a space online to share and publicise plans.	Sustainability
ADv	No		Ongoing, only comms so could consider barriers to engagement. Check with team.	4.01	<b>Metal Matters' recycling campaign</b> Deliver a communications campaign focusing on recycling of metals. The 'Metal Matters' campaign aims to increase the capture of recyclable metals in the orange recycling bags and communal bins. Recycling metal helps save energy and reduce carbon emissions in comparison to producing items from virgin materials.	Waste Management
ADv	Maybe		Ongoing, only comms so could consider barriers to engagement. Check with team.	4.02	<b>Organic waste</b> Promotion of organic waste reduction at home, through home composting.	Waste Management
ADv	Maybe		Ongoing, check with team.	4.03	<b>Reuse shop</b> The development of the Reuse shop and Reuse shop contract with a third sector partner to maximise the reuse and recycling of items donated for the social benefit of Leicester residents.	Waste Management
ADv	Maybe		More detail needed, could be implications from bin design and access. Equalities should be monitored as part of pilot.  May be ongoing so check with team.	4.04	Recycling improvement project for flats Deliver phase 1 and phase 2 of this project which supports residents to improve segregation of recyclable from non-recyclable materials, focusing on flats with persistent contamination issues. The project will look for new and innovative ways to help engage residents, increase recycling and reduce contamination in the recycling bins. Reducing contamination is key to ensure that good recycling can be processed and not rejected, this will in turn help reduce carbon emissions.	Waste Management
ADv	No		Ongoing, only comms so could consider barriers to engagement. Check with team.	4.05	Communications campaign to improve segregation of recyclable materials Develop a multi stream media campaign to educate and engage residents about why it is important to put the right waste in the right bin. This will focus on key contaminants which residents often get wrong.	Waste Management
HW	Yes		Significant potential implications from large changes to system.	4.06	Waste and Recycling Strategy Development of a new waste and recycling strategy for Leicester. Supported by investigation into potential options for the development of the services provided and how these will link to the new government strategy and legislation.	Waste Management
ADv	No		Unlikely to be significant implications, accessibility should be part of advice given.	4.07	Waste and recycling advice for developers Produce updated planning advice to help better support the planning process and ensure residents have access to appropriate waste and recycling facilities.	Waste Management
ADv	No		Any implications should be covered in 4.06.	4.08	Influence on future waste policy Lobby central Government to provide the policy framework and resourcing needed to substantially reduce waste, and to scale up reuse, recycling and composting, consistent with the need for rapid decarbonisation in a climate emergency.	Waste Management
HW	Maybe	No	May be benefits in terms of health inequalities, need to ensure are accessible for all including design and location.  Ongoing, check with team as HW has not yet seen.	4.09	<b>Public realm drinking water</b> The provision of free re-fill points across the City Centre	Capital Projects
HW	No		Need to consider accessibility of comms, but not a full EIA.	4.10	<b>Food for Life award - communications plan</b> A communications plan to be developed in conjunction with Food for Life and Education Catering to promote the positive aspects of the Silver "Food for Life Served Here" award recently achieved by Education Catering to parents, schools, the council and the wider community.	Food for Life Partnership supported by Education Catering
ADv	Yes		Depending on changes to menu, could be significant impacts based on dietary needs, religion etc.	4.11	<b>School meals</b> Create a strategy and project plan to seek funding for a programme of climate emergency actions for school meals. Project to cover food and packaging waste, energy use and engagement with pupils, parents and other stakeholders to look at opportunities for more plant based meals.	Sustainability with Education Catering and Public Health

ADv	No		Decisions made on back of roadmap could have very significant impact on city. Roadmap won't need own EIA, but actions resulting may.	1.01	<b>Carbon neutral roadmap for the city</b> Develop one or more possible decarbonisation pathways for the city to inform the planning of actions, monitoring of progress and engagement with partners, including seeking more support from central Government.	Sustainability
ADv	No		Need to consider accessibility, in training design, should already be covered in resources. Also internal only so limits impacts.	1.02	<b>Carbon Literacy training - decision makers</b> Provide 'carbon literacy' training to key decision-makers in the council.	Sustainability
ADv	No		Board has already been set up, and does not require EIA.  May be best to review Terms of Reference to ensure Equalities considered.	1.03	<b>Climate Emergency Board</b> Establish a Climate Emergency Board of senior council officers to be accountable to the City Mayor and his team for the council's response to the climate emergency, including delivery of actions.	Sustainability
ADv	No		More a change to an ongoing piece of work, and all reports are already subject to Equalities Implications separately.	1.04	Climate implications of council and Executive decisions Build on the current system for including climate change implications in Executive Decision Reports by introducing a council-wide approach to considering and addressing climate change implications and opportunities from the outset as projects are developed, budgets and changes to services are planned, and in all other decision-making – with this approach reflected in reports.	Sustainability
ADv	No		Need to advocate for work to address equalities as part of this.	1.05	Lobby central Government Lobby central Government to introduce the policy, resourcing and other measures needed in support of local action to decarbonise and adapt the city, and to address poverty. Press for these changes through the most appropriate channels and encourage partner organisations to do the same.	Sustainability, working with the Strategy, Quality and Performance Service in Social Care and Education, and supported by other services.
HW	Maybe		Implications likely to come from accessibility, and ensuring all included in comms.  EIA needed if some sort of new platform is procured to deliver.	1.06	Climate change communications Plan and implement an ongoing programme of communications about the climate emergency, including regular information about steps that the public and local businesses can take to do their bit.	Sustainability, supported by the Communications Team, Press Team and other services.
ADv	No		Could be used as solution to potential negatives from action 1.06, to identify and avoid barriers and feed into an EIA.	1.07	Community engagement Carry out a review of how the council can use its existing channels of communication with Leicester's communities, through our existing services and projects, and our links with partner organisations, to engage with the public, local groups and organisations about what we can all do about climate change.	Sustainability
ADv	No		Shouldn't be any significant implications of encouraging declarations.	1.08	<b>School climate emergency declarations</b> Raise the profile and advise schools who wish to declare a climate emergency.	Sustainability
HW	No		Accessibility and reasonable adjustments need to be considered in design of programme, schools also subject to PSED.	1.09	<b>Carbon Literacy training - schools</b> Deliver a carbon literacy programme to schools in Leicester.	Sustainability
HW	No		Incorporates range of existing programmes, unknown if any already have or need EIAs, but HW has stated doesn't need an EIA overall.	1.10	<b>Eco-Schools</b> Expand the programme to deliver student-led actions to reduce schools' environmental and carbon impact, and to increase student and parent awareness.	Sustainability
ADv	No		Details scarce, will definitely need to consider equalities in terms of accessibility and representation in TOR, unlikely to need full EIA.	1.11	<b>Establish a Leicester Young People's Climate Emergency Board</b>	Sustainability
ADv	Maybe		Depends on nature of strategy, as with other actions may be that things within require EIAs separately.	1.12	Energy Strategy Develop a strategy to guide all our work on energy, to ensure a joined-up approach which aligns with our aims and objectives for addressing the climate emergency, poverty, inequality, the need for economic recovery and our other strategic priorities.	Strategy & Business Management
HW	Yes		Potential for significant negative impacts, in the event that equalities isn't carefully considered throughout. The red rag rating reflects that this likely to require significant on-going attention, however those working on the local plan are engaged with the equalities team and have been working on ensuring that the duties under the Equality Act 2010 and particularly the PSED are paid due regard. Some elements of the local plan are likely to require individual EIAs.	6.01	<b>Local Plan</b> Completion of the Local Plan consultation process and adoption of Leicester's new Local Plan. This process will involve: - a public consultation on the draft Local Plan and any major changes/revisions to this draft - submission of the draft Local Plan to the Secretary of State and Planning Inspectorate - an Independent Public Examination of the draft Local Plan - adoption of the new Local Plan by Full Council. The adopted Local Plan will include policies relating to the Climate Change Strategy and Action Plan, including those covering Climate Change and Flooding, The Natural Environment and Transportation.	Planning Policy
ADv	No		Evidence should consider Equalities, but action itself should not present significant impacts so separate EIA unlikely to be needed.	6.02	<b>Local Plan - Sustainable Construction Policy evidence base</b> Produce technical evidence which considers strengthening policies relating to sustainable design and construction for new developments. This will look at energy and water efficiency standards for new residential and commercial developments in Leicester's new local plan. The evidence and policy formulation will need to take into account recent and expected changes to Government policy, in particular it's response to the recently concluded Future Homes Consultation which will have a very significant effect upon building efficiency standards policy.	Planning Policy

ADv	No		Should come under action 6.01. The local plan is subject to an assessment of which areas require an EIA and a decision will be made on this by the service area with support from the Equalities Team	6.03	<b>Local Plan - Strategic Sites</b> Ensure large strategic sites proposed in the new local plan, and owned by Leicester City Council, contribute towards mitigating and adapting to climate change. This includes early consideration of opportunities to incorporate appropriate landscaping, tree planting and biodiversity protection and enhancement (either on or off site).	Development Team
HW	Yes		Accessibility needs to be key design consideration in new development in relation to range of protected characteristics, including elderly, disabled and pregnant.	6.04	<b>Ashton Green - low carbon homes</b> Secure, as part of future land sales, a scheme of low carbon homes at Ashton Green.	Development Team
HW	Yes		Accessibility needs to be key design consideration in new development in relation to range of protected characteristics, including elderly, disabled and pregnant.	6.05	<b>Low carbon regeneration scheme</b> Design and develop an exemplar low-carbon, social housing led regeneration scheme on land owned by the Council.	Development Team
HW	Yes		Accessibility needs to be key design consideration in new development in relation to range of protected characteristics, including elderly, disabled and pregnant.	6.06	<b>Western Park low carbon housing scheme</b> Secure a sustainable housing development on land sold by the council at Western Park.	Asset Strategy with Sustainability
ADv	No		Significant implications seem unlikely, although planning of workshop should ensure that it is accessible to all.	6.07	<b>Continued Professional Development (CPD) - low carbon solutions</b> Develop our understanding of Modern Methods of Construction and existing market solutions for low carbon development.	Development Team
ADv	No	No	Already written, HW had input, embeds EIAs in design process.	6.08	Leicester Street Design Guide Deliver summary guidance on Connecting Leicester public realm improvements, introducing a Healthy Street assessment methodology and updating Development Guidance to achieve consistency, sustainability, equity and low-carbon solutions.	Transport Strategy
ADv	Maybe		Impacts should be limited, unless leads to price rise. Check with DW.	6.09	<b>District Heating - network extension</b> Enable / sponsor network extension projects through regular liaison with the University of Leicester, Leicester Royal Infirmary, other One Public Estate partners and the Strategic Partnering Board.	Contract Management Team
ADv	No		Impacts should be limited, unless leads to price rise. Check with DW.	6.10	<b>District heating - future decarbonisation</b> Secure proposals from Engie for future decarbonisation of the LDEC network.	Contract Management Team with Sustainability Service
ADv	No		Impacts should be limited, unless leads to price rise. Check with DW.	6.11	<b>District Heating - 'green gas'</b> Review the feasibility and benefits of utilising 'green gas' to generate hot water in the district heating network, taking into account affordability for the heat poor.	Contract Management Team
ADv	Maybe		Already developed, but HW not seen. Impacts limited, reduced flood risk positive. Check with HW.	6.12	<b>Sustainable Drainage Systems (SuDS) Technical Guide</b> Approve and adopt the Technical Guide for SuDs (sustainable urban drainage schemes). Actively work alongside and support developers to ensure that the new guide is implemented.	Planning with Flood Risk and Drainage Team
ADv	No		Impacts seem limited, and reducing flood risk in developments should benefit those most vulnerable to flooding impacts. Part of planning, so own EIA not needed.	6.13	<b>Sustainable drainage - new developments</b> Respond to planning applications for all new developments, including single dwellings and large extensions, promoting the use of sustainable drainage. For development on brownfield sites, encourage measures to achieve a 50% reduction in runoff.	Flood Risk and Drainage Team
ADv	No		Impacts limited, just need to consider how register can be accessible to all, and any barriers.	6.14	<b>Flood risk assets</b> Maintain a register of flood risk assets, to help ensure that they are maintained and protected.	Flood Risk and Drainage Team
ADv	No		Impacts limited, just need to consider how register can be accessible to all, and any barriers.	6.15	<b>Drainage system mapping</b> Map and record all Ordinary Watercourses and sustainable drainage systems to ensure that they are protected from removal or damage that may reduce their effectiveness in reducing flood risk.	Flood Risk and Drainage Team, with Parks and Open Spaces and Transport Strategy.
ADv	No		Impacts should be limited, but process will also need to look at costs and benefits in terms of equalities.	6.16	<b>Climate change cost-benefit assessments of flood measures</b> Introduce a process to consider the wider carbon costs or benefits, such as the 'embodied' carbon emissions from construction materials, when planning and delivering flood risk management schemes.	Flood Risk and Drainage Team, and other partners involved with the projects.
ADv	No		HW to check, as no previous involvement.	6.17	<b>Leicester Royal Infirmary - surface water flood alleviation scheme</b> Undertake a feasibility study for the scheme.	Flood Risk and Drainage Team, working with Leicester Royal Infirmary and Severn Trent Water.
ADv	No		HW to check, as no previous involvement.	6.18	<b>Western Park Strategic Sustainable Urban Drainage Scheme (SuDS)</b> Undertake a feasibility study for the scheme.	Flood Risk and Drainage Team, working with Parks and Open Spaces and Severn Trent Water.

ADv	No		HW to check, as no previous involvement.	6.19	<b>Gilroes Brook flood alleviation scheme</b> Undertake a feasibility study for the scheme.	Flood Risk and Drainage Team, working with Parks and Open Spaces and Severn Trent Water.
ADv	No		HW to check, as no previous involvement.	6.20	<b>Hol Brook flood alleviation scheme</b> Undertake a feasibility study for the scheme.	Flood Risk and Drainage Team, working with Severn Trent Water and Leicestershire County Council.
ADv	No		HW to check, as no previous involvement.	6.21	<b>Evington Brook flood storage area</b> Undertake a feasibility study for the scheme.	Flood Risk and Drainage Team working with the Leicestershire Golf Club and Severn Trent Water.
ADv	Maybe		Should be limited, but individual works may need EIA, check with team.	6.22	<b>Flood mitigation measures - River Soar corridor</b> Work with stakeholders and partners such as the Environment Agency to support strategic interventions to further mitigate flooding within the city. Continue work to deliver the scheme at Everards Meadows as part of the ongoing programme of environmental improvements along the River Soar to increase flood capacity, reducing flood risk and increasing biodiversity along the riverside. Identify and seek additional funding to further this programme of work.	Development Team, with Planning (Nature Conservation) and Flood and Drainage.
ADv	Maybe	Maybe	Need to ensure that these are accessible and take account of protected characteristics.  May be ongoing, could already have.	6.23	<b>Property-level flood action plans</b> Provide information and support to help local businesses and residents become more resilient to flood events by developing their own flood action plans.	Flood Risk and Drainage Team, working with Communications Team and Emergency Management.
ADv	Maybe		Need to ensure workshops all accessible, as schools also in PSED, but shouldn't need full EIA.	6.24	Schools workshops about the water environment Community engagement through Eco Schools and the "Sea Starts Here" campaign. Deliver workshops and projects in schools to increase awareness about the impacts of climate change, litter and waste (in particular single use plastics) on the water environment, and what we can do to protect it.	Flood Risk and Drainage Team working with DMU Local and the Environmental Education Co-ordinator in Sustainability.
ADv	Maybe		If new policies are developed may need to consider an EIA.	6.25	<b>Planning - Green Infrastructure</b> Use existing, or introduce new, planning policies which encourage the provision of green infrastructure and maximising the benefits it has to mitigate and adapt to a changing climate. Applying these policies in discussions and negotiations on relevant planning applications as part of the development management, and compliance and monitoring regimes, where appropriate.	Planning
ADv	Maybe		If new policies are developed may need to consider an EIA.	6.26	<b>Planning - Biodiversity</b> Take opportunities to protect and enhance biodiversity and the natural environment in ways which mitigate and adapt to a changing climate. This involves updating guidance relating to climate change as part of the new biodiversity action plan, and, following the details of the forthcoming Environmental Bill, an approach to achieving a net gain in biodiversity using the planning process, which includes new policies and protection/enhancement sites in the new local plan.	Planning
ADv	No		Unlikely to be significant impacts, and is ongoing work so EIA shouldn't be needed.	6.27	<b>Tree Preservation Orders (TPOs)</b> Seek to retain TPO trees within applicable powers and guidance, or secure appropriate replacements should their loss be justifiable.	Planning Development Management
ADv	Yes		New scheme, needs to be accessible to all, should have EIA and use LCC guidance on volunteers and equalities.	6.28	<b>Volunteer Tree Wardens</b> Develop and introduce a new scheme to recruit and train volunteer Tree Wardens, to aid tree inspections, reporting and monitoring of tree stock.	Parks and Open Spaces
ADv	Maybe		Should be fewer implications than wider scheme, but accessibility still needs to be considered. Check with team.	6.29	<b>Tree planting in school grounds</b> Develop a project proposal with Trees for Cities to implement tree planting opportunities in school grounds.	Sustainability
ADv	No		Shouldn't be any significant impacts.	6.30	Bee Roads Project Deliver a programme of wildflower planting and maintenance to increase the value of the city's road verges for pollinators and biodiversity. In so doing, to support species, some of which may be under increased threat as a result of climate change.	Planning and Parks and Open Spaces
ADv	Maybe		Unclear if such events need own EIAs, but planning and design of summit should consider equalities and accessibility to all.	6.31	Healthy Cities Summit Deliver an international Healthy Cities Summit in Leicester showcasing Leicester Public Realm Improvements. Highlighting Connecting Leicester and best practice in Street Design Guidance, Bike Share and low-carbon solutions.	Transport Strategy

ADv	No		Similar to citywide roadmap implications very unclear, could cover very wide range of potential programme so could be widespread implications.  However likely to be the same as this action plan, where EIA not needed on whole thing but for actions within it.	7.01	<b>Carbon neutral roadmap for the council</b> Develop a 'roadmap' of actions which could reduce the council's carbon emissions from its estate and operations, to enable us to be carbon neutral by or before 2030.	Sustainability, working with a number of other sections of the council.
ADv	No		Surveying council buildings should not have a major impact. Accessibility needs to be considered, but as generally as a separate part of future projects.	7.02	<b>Energy Surveys - Operational Estate</b> Undertake a full suite of energy surveys to establish the energy and carbon saving potential and identify actions.	Operations, EBS
ADv	No		Impacts likely small, wider works planned anyway.	7.03	<b>Carbon savings from planned and responsive maintenance - Operational Estate</b> Develop a policy and process, based on the energy hierarchy, to respond to energy and carbon reduction opportunities in the planned and responsive maintenance programme, taking account of energy survey results.	Operations, working with Sustainability
ADv	Yes	Maybe	Could be significant implications from changes to working practices. Check with team if equalities considered.	7.04	<b>Agile working</b> Create new 'touchdown spaces' across the council's operational estate and introduce mobile technology to enable staff to work between site visits and meetings without the need to travel back-to-base.	Operations, EBS
ADv	No		Should take into account accessibility for internal staff, but unlikely that full EIA needed for this as is relatively small internal project.	7.05	<b>Training Programme for Estates and Building Services</b> Develop and implement a programme of training for EBS staff. Training to include carbon and climate adaptation implications of EBS services, opportunities through different job roles and low carbon technologies and standards as relevant to each service area. Training to include industry best practice guidance and materials.	Operations and Strategy and Business Management, EBS
ADv	No		Part of planned maintenance, and should improve school conditions.	7.06	<b>Minor works energy efficiency measures</b> Works with a total value of £1.8m to replace heating systems, boiler controls and windows at the following schools and children's homes: Alderman Richard Hallam, Avenue Primary School, Barleycroft Primary School, Evington Valley Primary School, Herrick Primary School, Linden Primary School, Marriott Primary School, Rolleston Primary School, Spinney Hill Primary School, St Barnabas Primary School, Wolsey House Primary School, Beaumont Lodge Primary School, Caldecote Primary School, Ellesmere College, Evington Valley Primary School, Fosse Primary School, Inglehurst Infant School, Netherhall Children's Home, Shattisbury Junior School.	Hard FM
ADv	Maybe		Capital programmes should not be disruptive to pupils or disproportionately impact specific groups, but Equalities need to be considered in case there are unanticipated impacts of any of these works.  Unlikely to need EIA, but may need to check with team first.	7.07	<b>Climate Emergency Schools Capital Fund</b> Deliver a holistic £400k capital investment programme to reduce energy use and generate renewable energy, including solar panels (PVs) and LED lighting replacement, supported by Salix Finance.	Sustainability with Hard FM
ADv	Maybe		Service focuses on providing information to school staff so limited impacts. Behavioural support might need to be considered for accessibility issues, could be part of wider schools workshops EIA?	7.08	<b>Built Environment Services for Schools (BESS) Energy</b> Expand this school support programme to provide behavioural support to reduce energy use, cut costs and reduce carbon emissions in more schools.	Sustainability with Soft FM and Hard FM
ADv	Maybe		Unclear what implications might be, check with team.	7.09	<b>Power to Change - Next Generation</b> Support Green Fox Community Energy Cooperative to create and deliver an innovative, holistic business model to provide an ultra-low carbon solution for schools, working with the Attenborough Learning Trust Multi-Academy Trust.	Sustainability
ADv	No		Internal guidance toolkit, so impacts should be limited, but accessibility should be considered to ensure all are able to use it.	7.10	<b>Climate toolkit for capital projects</b> Develop and implement a procedure, guidance and targets to address climate change in all capital projects. To include: - procedure and guidance for assessing the climate implications and carbon reduction options for any capital project, based on the Energy Hierarchy - corporate minimum requirements for carbon reduction and energy efficiency, and aspirational target(s) to be considered, at a whole building level - Authority's Requirements: where appropriate, technical standards and minimum requirements for individual building components and construction/demolition activities.	Sustainability with Capital Programmes, Capital Projects, Development Team and Housing
ADv	No		Implementation of 7.10, also should be few implications.	7.11	<b>Capital projects programme management - climate considerations at gateway stages</b> Build in a requirement to use the climate toolkit to address climate implications in each capital project from the outset, ensuring that proposals cannot progress to approval without proper consideration of carbon reduction, based on the Energy Hierarchy, as well as climate adaptation opportunities and requirements - with appropriate measures costed and confirmed to meet agreed targets and performance standards.	Sustainability with Capital Programmes, Capital Projects, Development Team and Housing
ADv	Maybe		Similar to action 7.10, but is a tool for wider use, so likely to need wider consideration of accessibility.	7.12	<b>Capital projects - carbon tracker</b> Develop and implement a system for recording carbon reduction and climate adaptation targets and measures agreed for all capital projects and council-supported development schemes, and for tracking their progress to implementation - enabling oversight of climate outcomes by managers and senior decision-makers.	Sustainability with Capital Programmes, Capital Projects, Development Team and Housing

ADv	No		Equalities should be considered elsewhere in these processes as standard, such as through report implications.	7.13	<b>Oaklands School expansion</b> Oaklands expansion to be put forward as a net zero building.	Capital Programmes
ADv	No		Equalities should be considered elsewhere in these processes as standard, such as through report implications.	7.14	<b>Demolition of Goscote House</b> Achieve a high recycling rate for demolition waste from this project to reduce the climate and environmental impact.	Capital Programmes
ADv	No		Equalities should be considered elsewhere in these processes as standard, such as through report implications.	7.15	<b>Demolition of 12-20 Cank Street/Market Square</b> Achieve a high recycling rate for demolition waste from this project, to reduce the climate and environmental impact.	Capital Programmes
ADv	No		Implications should be limited, and is long ongoing scheme so should have considered.	7.16	<b>Public Lighting</b> Replace 562 illuminated traffic bollards (which are on LCC cable network) with non-illuminated reflective self-righting bollards at an estimated cost of £98,500.	Public Lighting
ADv	No		Implications should be limited, and is long ongoing scheme so should have considered.	7.17	<b>Traffic signals</b> Retrofit of traffic signals with LEDs to reduce electricity consumption and carbon emissions at an estimated cost of £150,000.	Traffic management Service (Area Traffic Control)
ADv	Maybe		Could have significant implications for staff. Already written so should have considered but HW has not seen and will check.	7.18	<b>Business Travel Policy</b> Introduce a Business Travel Policy, which includes the aim of minimising the environmental impact of business travel by the council.	Human Resources with Fleet Service
ADv	Maybe	Maybe	Could be implications in terms of ensuring we have sufficient disability-adapted vehicles.  Part of ongoing work, so should have already been considered, should check.	7.19	<b>Council fleet - introduction of ultra-low emission vehicles</b> Continue to decarbonise our fleet, purchasing 19 new electric cars, vans and scooters in 2020/21. 15 will replace existing, mainly diesel, vehicles while 4 are additions to the fleet and are expected to mainly replace staff travel in their own cars. The replacement programme will continue year-on-year.	Fleet Service
ADv	No		Implications would be linked to action 7.20, but are unlikely to be significant.  Review regarding check on 7.20.	7.20	<b>Electric vehicle charging - council fleet</b> Plan for and install EV charge points in the Operational Estate to enable charging of EVs in the council fleet.	Operations, EBS
HW	No		Implications limited, but should consider usability by staff with disabilities.	7.21	<b>Grounds Maintenance Machinery</b> Trial a selection of electric battery-powered grass mowing machines and hand-held machinery including: trimmers, leaf blowers and hedge cutters. We will complete an analysis of their capability and costs, to decide whether they currently offer a viable option to replace our petrol hand-held machinery. If the trial is a success, we will begin replacing the rest of our hand-held machinery over a 4-year period from 2021-22.	Parks and Open Spaces
ADv	No		Should be no significant implications and EIA should not be needed.	7.22	<b>Grassland Strategy - relaxed mowing</b> Increase the area of mature grassland under a 'relaxed mowing' regime (fewer cuts per season), to improve biodiversity while reducing carbon emissions from the use of grounds maintenance machinery.	Parks and Open Spaces
ADv	Maybe	Maybe	Action involves application of existing pieces of work that should have already considered equalities. Actual implications should be limited, perhaps consider opportunity cost of securing environmental social value instead of other outcomes?  Check on EIA with teams.	7.23	<b>EBS Operations - Supply Chain Decarbonisation</b> Use the procurement process and supplier engagement to drive down carbon emissions and waste from services provided by external suppliers and from goods, based on the council's Sustainable Procurement Guidance and Social Value Charter.	Contracts and Business Development
ADv	No		May be some implications from engagement side of work, ensuring that no barriers to engagement.  As with other actions based around communication full EIA unlikely to be needed, but Equalities needs to be considered.	7.24	<b>Workplace Waste Strategy</b> Develop a strategy to drive down waste from corporate offices which goes to landfill by applying the waste hierarchy: reduce, reuse, recycle/compost, then energy-from-waste. Look at when zero waste-to-landfill could be achieved.	Operations, EBS
ADv	No		Whilst there are likely to be significant implications of pension investment, they should be dealt with by existing processes.	7.25	<b>Pension Scheme - Responsible Investment Plan</b> Through the City Council's representatives on the Leicestershire County Council Local Pension Committee, support steps being taken via the Responsible Investment Plan 2020 to address the climate risks of investments held by the Leicestershire County Council Pension Scheme. Encourage the management of funds to positively influence the approach to climate change being taken with regards to investment decisions.	Leicester City Council representatives on the Local Pension Committee (jointly with other Committee members)
ADv	Yes		May lead to significant changes, need to ensure no negative impacts. Published, need to check I had EIA.	3.01	<b>Covid-19 Transport Recovery Plan including Cycling &amp; Walking Pop-Up Programme</b> A co-ordinated recovery strategy across all transport areas and a rapidly deployed programme of cycling and walking pop-up schemes delivering road space reallocation, light segregation and pavement widening in local shopping centres.	Transport Strategy
ADv	Maybe		Continuing work so should have already considered. To check	3.02	<b>Cycling and walking</b> Delivery of safe, high quality cycling and walking infrastructure - expanding and connecting existing provision across the city.	Transport Strategy
ADv	Yes		Will likely need EIA to ensure system is accessible to all people.	3.03	<b>Cycling and walking - E-Bike Hire</b> Deliver e-bike hire scheme.	Transport Strategy

ADv	No		Same as 4.06?	3.04	<b>Cycling and walking - Street Design Guide</b> Completion of new, updated design guide for use by council & developers	Transport Strategy
ADv	Maybe		Unsure, best option would be to check process for existing P&R sites.	3.05	<b>Public Transport - Park and Ride</b> New Park and Ride site at Beaumont Leys.	Transport Strategy
ADv	Maybe		Don't believe would need specific EIA, as bus lanes been added before should be an existing process for Equalities.	3.06	<b>Public Transport - Bus Lanes</b> New bus lanes and bus priority measures.	Transport Strategy
ADv	Yes		Might need an EIA, as bus service changes could have significant impact on users.	3.07	Public Transport - Bus Services and Schedules Improved and rationalised bus services and schedules on key routes with targeted ticketing initiatives forming the basis of future delivery of a proposed branded "Metro" bus network covering key city routes.	Transport Strategy
ADv	No		No major implications.	3.08	<b>Public Transport - Bus Engine Standards</b> Euro VI standard engines as a minimum across the Leicester Bus fleet.	Transport Strategy
ADv	No		Implications should be limited, although need to ensure grant programme accessible.	3.09	<b>Public Transport - ULEV Grants</b> Grants to encourage uptake of ULEV's / hybrid in taxis and fleets	Transport Strategy
ADv	No		No major implications.	3.10	<b>Public Transport - Park and Ride Electrification</b> Electrification of Park and Ride sites.	Transport Strategy
ADv	Maybe		Details scarce. Adding new bus route could be a positive, unclear if EIA needed.	3.11	<b>Public Transport - Electric Shuttle Bus</b> City centre electric shuttle bus	Transport Strategy
ADv	Maybe		Details scarce. Depends on proposals, making it harder to pay in other ways could be large negative, so EIA may be needed.	3.12	<b>Public Transport - Smart Bus Ticketing</b>	Transport Strategy
ADv	Maybe		Limited impacts, but need to consider how to make signage usable by all. Not sure if EIA would be needed.	3.13	<b>Public Transport - Information Signs</b> Smart "Live Bus" information signs	Transport Strategy
ADv	Maybe		Unclear if ongoing. If new work need to consider making accessible to all. May need EIA.	3.14	<b>Behavioural Change - Business Engagement</b> Business engagement: promoting sustainable transport within businesses and delivering personal travel planning.	Transport Strategy
ADv	Maybe		Unclear if ongoing. If new work need to consider making accessible to all. May need EIA.	3.15	<b>Behavioural Change - Schools Engagement</b> Promoting sustainable transport through engagement with schools.	Transport Strategy
ADv	Maybe		Ongoing programme, needs to be accessible, should already have been considered.	3.16	<b>Behavioural Change - Adult Cycle Training</b>	Transport Strategy
ADv	Maybe	Maybe	Ongoing programme, needs to be accessible, should already have been considered.	3.17	<b>Behavioural Change - Bikeability</b> Bikeability - delivering cycle training in primary schools.	Transport Strategy
ADv	Maybe		Can't see any equalities impacts, should have been considered for previous cameras.	3.18	<b>Network Management and Enforcement - Bus Lane Cameras</b> Maximising the potential and sustainability of our existing transport network through appropriate traffic regulation and enforcement. Bus lane enforcement cameras.	Transport Strategy
ADv	Maybe	Maybe	Impacts may depend on details, such as where and how enforced. Impacts, should have been considered for previous enforcement.	3.19	<b>Network Management and Enforcement - Parking Enforcement</b> Increased parking enforcement.	Transport Strategy
ADv	Maybe		Unclear what actually involved, need to check.	3.20	<b>Network Management and Enforcement - Red Routes</b> Roll-out of a programme of Red Routes to improve bus journey times and service reliability.	Transport Strategy
ADv	Maybe	Maybe	Ongoing work, all equalities issues should have been considered.	3.21	<b>Network Management and Enforcement - 20mph Zones</b> Rolling programme of area based 20mph schemes incorporating traffic calming and road safety improvements where appropriate	Transport Strategy
HW	Yes		Potential negatives from costs being passed on to staff, and impacts dependent upon actions regarding accessible parking spaces which would possibly need mitigation. EIA definitely required.	3.22	<b>Workplace Parking Levy</b> Consult on the introduction of a levy on workplace parking designed to promote sustainable travel choices and provide a ring-fenced funding stream to invest in a range of sustainable travel projects and initiatives.	Transport Strategy
ADv	No		Depends on the measures within, some of them may need individual EIAs.	3.23	<b>Air Quality</b> Package of air quality improvement measures to meet EU NO2 targets. (Package also expected to deliver carbon savings.)	Transport Strategy
ADv	No		Ongoing programme, needs to be accessible, should already have been considered.	3.24	<b>Air Quality - Clean Air Day</b>	Transport Strategy
ADv	Maybe	Maybe	Various parts of engagement need to consider equalities. Part of larger programme of Eco-Schools work, so may already have done, check with team.	3.25	<b>Air Quality - Eco Schools Air Quality Education</b>	Transport Strategy
ADv	No		Implications should be limited, EIA likely not needed.	3.26	PV panels fitted to Newarke St & Haymarket car parks & St Margaret's Bus Station	Transport Strategy
ADv	Maybe	Maybe	Could have positive impact in terms of enabling EV use by broader groups in society, but need to ensure all able to use and informed. To check if EIA already done.	3.27	EV charge points installed off street and in high density residential areas	Transport Strategy



ADv	No		Should be no significant implications and EIA should not be needed.	3.28	Vehicle to Grid - demonstration project to feed excess EV battery power back into City Hall network.	Transport Strategy
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