

Public Engagement Strategy for Climate Change

Equality Impact Assessment

September 2021

Equality Impact Assessment

Title of Policy	Public Engagement Strategy for Climate Change
Summary of aims and desired outcome of Policy	<p>A statutory requirement of the Climate Change (Scotland) Act 2009 is for the Scottish Government to prepare and publish a public engagement strategy setting out the steps they intend to take to inform people in Scotland about the climate change targets and encourage them to contribute to the achievement of those targets.</p> <p>Following the passage of the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019, Scotland has set a statutory target for net-zero greenhouse gas emissions by 2045, with interim emissions reductions of 75% (by 2030) and 90% (by 2040).</p> <p>This move follows the First Minister’s recognition of a global climate emergency in 2019. In response, the Scottish Government set out the initial action it would take, as part of the Programme for Government 2019-2020.</p> <p>The previous public engagement strategy was published in 2013 and focused strongly on individual behaviour change. Following a review of the strategy in 2018 it was deemed no longer fit-for-purpose given the changing policy context and the current draft strategy was published in December 2020.</p> <p>The draft strategy focuses more on a collective, whole-societal approach to tackling climate change, recognising that the systemic shift requires a transformation of our daily lives. This follows independent advice from the UK Committee for Climate Change that over 60% of the measures needed to reach net zero will require some degree of behavioural or societal change.</p>
Directorate:	Directorate for Energy and Climate Change
Division:	Domestic Climate Change Division
Team:	Public Engagement and Behaviour Change Unit

Background to the strategy

1. The Climate Change (Scotland) Act 2009¹ makes it a statutory requirement for the Scottish Government to prepare and publish a public engagement strategy setting out the steps they intend to take to inform people in Scotland about the climate change targets and encourage them to contribute to the achievement of those targets.

¹ [Climate Change \(Scotland\) Act 2009 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2009/27/section/1)

2. In April 2019, the First Minister declared that we are facing a global climate emergency. The Committee on Climate Change (CCC) published advice² in May 2019 recommending a new emissions target for Scotland of net-zero greenhouse gases. The CCC's report states that public engagement and support will be particularly vital for the switch to low-carbon living, and that "people should understand why and what changes are needed, to see a benefit from making low-carbon choices and to access the information and resources required to make the change happen".
3. In response, later that year, the Scottish Parliament passed the Climate Change (Emissions Reduction Targets) (Scotland) Act³ to set a net-zero target for 2045 and increase the targets for 2030 [to a 75% reduction] and 2040 [to a 90% reduction] from 1990 levels.
4. Given the changing policy context, the review of the previous public engagement strategy found that it was no longer fit-for-purpose to deliver the transformational societal change required to reach net zero emission by 2045. This current strategy – the Public Engagement Strategy for Climate Change ("the strategy") – is the third public engagement strategy and shifts from focusing on individual or household behaviour change to the societal transformation needed to reach net zero.
5. The vision of the strategy is that everyone in Scotland recognises the implications of the climate emergency, fully understands and contributes to Scotland's response, and embraces their role in the transition to a net zero and climate ready nation.
6. Through these measures, the Scottish Government expects that:
 - people are aware of the action that all of Scotland is taking to address climate change and understand how it relates to their lives;
 - people actively participate in shaping just, fair and inclusive policies that encourage mitigation of and adaptation to climate change; and
 - taking action on climate change is normalised and encouraged in households, communities and places across Scotland.
7. The strategy also sets out seven guiding principles for engaging with the Scottish public. Our public engagement activity will be **positive** and uplifting, clearly setting out the benefits of climate action; it will **put people first** and respond to people's concerns; it will be **participative** to encourage positive social norms and dispel negative misconceptions; it will be **just** and fair, ensuring we deliver a just transition to net zero; it will be **inclusive** and accessible to all, reflecting diversity in our transition; it will be **evidence-based**, drawing on a wide range of credible sources, to deliver real and lasting social

² [Net Zero - The UK's contribution to stopping global warming - Climate Change Committee \(theccc.org.uk\)](https://www.theccc.org.uk)

³ [Climate Change \(Emissions Reduction Targets\) \(Scotland\) Bill - Bills \(proposed laws\) - Scottish Parliament | Scottish Parliament Website](https://www.scottish.parliament.uk/bills)

transformation; and it will be **open and transparent**, ensuring people can see and understand our actions and performance, placing the values of an Open Government at the heart of our approach.

8. The draft strategy was open to consultation from December 2020 to March 2021, and received 178 responses from individuals and organisations. Analysis of the consultation showed that people agreed in general with the strategy's approach and framework set out above, but were looking for more detail on the specific activities and initiatives mentioned and how they would contribute to achieving the strategic objectives.

The Equality Impact Assessment (EQIA)

9. Equality is about creating the kind of society that we want to live in – one without prejudice and discrimination, free from sectarianism and hate crime, where people have the opportunity to achieve their potential, to contribute to the economy and to fully participate in society. The EQIA allows us to look at how this strategy impacts on people and is an opportunity to promote equality. The EQIA helps us to meet our legal duty under Section 5 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
10. This EQIA is being undertaken on the introduction of the strategy. The objectives of this report are to assess:
 - positive and negative impacts across protected characteristics;
 - the scale of the impact (low, medium, high);
 - the anticipated duration of the impact;
 - specific different impacts to a particular protected characteristic; and
 - whether any impacts could be mitigated by an amendment to the strategy.
11. This EQIA has considered the potential impacts of the strategy on the protected characteristics under the Equality Act 2010 of age, disability, sex, sexual orientation, gender reassignment, race, religion or belief, marriage and civil partnership, and pregnancy and maternity.
12. Evidence of the impact of the strategy was gathered through ready available sources including: published data, consultation feedback and engagement with specialist equality organisations. The team engaged with organisations (both equality and non-equality) through a series of webinars to encourage responses to the strategy consultation and via email during after the consultation phase.
13. The EQIA has helped the Scottish Government to consider the potential impacts of the strategy on people who share the protected characteristics stated above, including where these characteristics intersect.
14. No significant gaps were identified in relation to the proposals, with the exception of the protected characteristics relating to race and religion, gender

reassignment and sexual orientation, where there is fairly limited data available to suggest whether the strategy would have any impact on individuals.

15. It was assessed that the strategy will provide an overall positive, or no impact, on those with protected characteristics. The EQIA has not identified any strategy provision, should the strategy be implemented as proposed, that would either directly or indirectly have a discriminatory impact on any of the protected characteristics in relation to equalities.
16. The EQIA will be kept under annual review, with any new evidence analysed as it becomes available to monitor the ongoing impact of the strategy on those with protected characteristics.

The Assessment Process

17. In line with requirements of the 2012 Regulations, the Scottish Government undertook a three-stage process in developing the EQIA:
 - Stage 1: Framing
 - Stage 2: Data and evidence gathering, involvement and consultation
 - Stage 3: Assessing the impacts and identifying opportunities to promote equality

Stage 1

18. A framing exercise was carried out by the Scottish Government to consider issues that might arise from a policy. The framing exercise raised a number of points:
 - The impacts of climate change will affect everyone's day-to-day lives, and some population groups more than others;
 - The need for a just transition to net zero, where all partners (governments, trade unions, businesses, communities, regions, individuals) have a voice in planning the transition to net zero and a role in delivering it;
 - The need for everyone to fully understand the causes and impacts of climate change and how they relate to their lives; and
 - That public engagement is key to ensuring the whole societal effort required for Scotland to reach net zero.
19. As such, at the completion of Stage 1, the Scottish Government was of the view that a full EQIA was required.

Stage 2

20. At Stage 2, the Scottish Government considered evidence about the potential impacts on people in regards to the following protected characteristics:

- Age
 - Disability
 - Sex
 - Sexual orientation
 - Gender reassignment
 - Race
 - Religion or belief
 - Marriage and civil partnership
 - Pregnancy and maternity
21. As previously mentioned, the Scottish Government consulted with various groups during the consultation process in 2021, with 178 responses to the consultation exercise from individuals and organisations, covering a range of sectors and interests. The Scottish Government also held an equality webinar with invited equality organisations which included representatives of the protected characteristics listed above.
22. The Scottish Government has also gathered quantitative and qualitative data from:
- The Scottish Government Equality Evidence Finder⁴;
 - The Scottish Household Survey 2019⁵;
 - BEIS Public Attitudes Survey; and
 - A range of published academic research papers.
23. The results of the evidence gathering and consultation highlighted a number of key points for consideration:
- The need to be mindful of the views and needs of different protected characteristics within our public engagement activity and messaging;
 - The need to ensure that all people are able to access the strategy, understand the content and understand how it relates to them;
 - The need to ensure that all people (including those with protected characteristics) can participate in the design of climate change policies that affect them; and
 - The need to work collaboratively with equality organisations, not just in the development of the strategy, but throughout its five year implementation to consider the impact on protected characteristics of various strategy activities.

Stage 3

24. The Scottish Government proceeded to assess the impacts of the strategy, and to identify the opportunities to promote equality that it provided.

⁴ www.equalityevidence.scot

⁵ [Scottish household survey 2019: annual report - gov.scot \(www.gov.scot\)](http://www.gov.scot/publications/scottish-household-survey-2019-annual-report/pages/100.aspx)

25. The results of this assessment are at **Annex A**.

Conclusion and Mitigating Actions

<p>Have positive or negative impacts been identified for any of the equality groups?</p>	<p>The EQIA has identified a range of potentially positive impacts on the introduction of the Public Engagement Strategy for Climate Change on the following protected characteristics – age, sexual orientation, race, religion and belief, and pregnancy and maternity.</p> <p>One negative impact has been considered in widening the equality of opportunity between women and men, given women are already more concerned with climate change and, due to confirmation bias, are therefore more likely to engage with messaging. Despite not mentioning men specifically, the strategy will mitigate this by embedding ‘just’ and ‘inclusive’ as its guiding principles, ensuring participation across all people.</p> <p>These are detailed at Annex A.</p>
<p>Is the policy directly or indirectly discriminatory under the Equality Act 2010?</p>	<p>There is no evidence that the policy is directly or indirectly discriminatory under the Equality Act 2010.</p>
<p>If the policy is indirectly discriminatory, how is it justified under the relevant legislation?</p>	<p>N/A</p>
<p>If not justified, what mitigating action will be undertaken?</p>	<p>N/A</p>

26. For many of the protected characteristics considered in **Annex A**, we would envisage the strategy having a positive impact, provided it is implemented well and in line with Scottish Government expectations. Equally, we would expect the strategy to have a negative impact on these groups if implemented poorly.
27. The EQIA has helped to inform the development of all aspects of the strategy and is being taken into consideration during the preparation of the strategy’s implementation plan over the next five years.
28. The specific input of equality organisations through consultation and engagement has been valuable in raising the overall awareness and understanding of the key issues affecting a wide range of diverse groups and individuals.

Stage 3: Assessing the impacts and identifying opportunities to promote equality

Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination, harassment and victimisation			X	<p>In climate change messaging there is the risk that it could be seen as criticising or blaming older age groups for being part of the generation who have caused or contributed most to the changing climate (more so than younger age groups).</p> <p>We also recognise the need to tailor communications and messages for children and young people so that they are more easily understood. We also acknowledge the need to communicate clearly and without jargon to all ages, given relatively low climate literacy rates across all age groups. The UK average literacy level is that of a 9 year old⁶, and so all messages should be developed as if talking to someone this age with no prior knowledge.</p> <p>Evidence shows that climate distress is greater amongst younger age groups (45% of 16-24 year olds feel anxious about the environmental crisis compared to 34% of adults in general)⁷. We have committed to mitigating climate distress through positive and realistic messaging and signposting to relevant resources.</p> <p>Latest Scottish Household Survey data shows that adults aged 75 and over were least likely to see climate change as an immediate</p>

⁶ [What do adult literacy levels mean? | National Literacy Trust](#)

⁷ Survey conducted by Censuswide in June 2019 with representative sample of 2000 adults (aged 16+) in UK, commissioned by Triodos Bank
<https://www.triodos.co.uk/articles/2019/how-is-the-environmental-crisis-making-us-feel>

			<p>and urgent problem, compared to other age groups (56%, compared with 67%-72%). However, evidence shows that older age groups can be most vulnerable to the impact of climate change and associated policies, particularly older people, lower income households and tenants⁸.</p> <p>The strategy has been developed in such a way that it will not create unlawful discrimination related to age.</p>
Advancing equality of opportunity	X		<p>Involving children and young people in climate change messaging, policy design and action (e.g. through the Youth Assembly) is a positive impact of the strategy. It meets implementation of United Nations Convention on the Rights of the Child (particularly that the child's view must be considered and taken into account in all matters affecting him or her).</p> <p>Working with children and young people, for example through focus groups for marketing campaigns, would require a Protecting Vulnerable Groups (PVG) license.</p> <p>Older people are less likely to have access to the internet (38% of 75+ in Scotland use the internet compared to 87% of all adults⁹), meaning that they have less opportunity to engage with the elements of the 'communicating climate change' objective that are delivered online. This will be mitigated by communicating through various different channels, including more traditional channels (e.g. television, radio, printed media etc.), and not relying solely on online communication.</p>

⁸ Preston et al (2014) [Climate change and social justice: an evidence review \(jrf.org.uk\)](http://jrf.org.uk)

⁹ [Scottish household survey 2018: annual report - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Promoting good relations among and between different age groups			X	<p>We acknowledge that age is not necessarily an indication of pro-environmental behaviours. Some evidence shows that individuals are more likely to report this type of behaviour as age increases¹⁰, while other evidence suggests that students and retirees are more likely to show this type of behaviour¹¹, or that it depends on the type of behaviour (e.g. transport, purchasing, diet). Also, environmental behaviours are strongly linked to circumstances over the life course e.g. young people and older people are more likely to use public transport and less likely to be car owners/users, young people have less control over home heating and energy use and are less likely to be home owners etc.</p> <p>Therefore, the strategy has been developed in such a way that it will not promote good or bad relations between different age groups.</p>
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¹⁰ McFall & Garrington (2011) https://www.basw.co.uk/system/files/resources/basw_115614-1_0.pdf

¹¹ Lynn (2014) <https://www.iser.essex.ac.uk/research/publications/working-papers/iser/2014-19.pdf>

Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination, harassment and victimisation			X	The strategy itself does not create unlawful discrimination related to disability.
Advancing equality of opportunity			X	<p>Whilst the policy itself will have neither a positive nor a negative impact on advancing equality of opportunity for disabled people, we do have a responsibility to ensure that our climate change messaging combats discrimination and showcases positive role models wherever possible. Our messaging on climate change will be designed to be inclusive and tailored to its audience, and that our engagements and products reflect their diverse audience.</p> <p>According to statistics¹², poverty rates are higher in families where there is a disabled individual compared to one without. Given that climate change is more likely to disproportionately effect those in poverty (as they are more exposed to risk or/and have less adaptive capacity), building an understanding of climate change within the disabled community is of key importance.</p> <p>Some disabled individuals, alongside some of their able counterparts, require information in different formats if we are to avoid them being excluded from our campaign. Our strategy sets out an inclusive approach with use of a variety of channels and methods to reach individuals. Going forward, we will need to ensure that language is kept clear and accessible, tailored where</p>

¹² [Poverty and Income Inequality in Scotland 2017-20 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

				possible, and provided in a wide array of formats to reach different disabled groups.
Promoting good relations among and between disabled and non-disabled people			X	<p>There are numerous barriers which disabled communities face. We intend to make sure that disabled communities are equally considered in our communication strategies so that information is accessible for them, and that we do not unknowingly cause stigmatisation or guilt.</p> <p>In order to deliver this we will regularly engage with the relevant organisations including Inclusion Scotland and the Disability Alliance as we implement our plan. Where possible and appropriate, we will aim to incorporate disability within the main message.</p>

Do you think that the policy impacts on men and women in different ways?

Sex	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination			X	The strategy has been developed in such a way that it will not create unlawful discrimination related to gender.
Advancing equality of opportunity		X		<p>An analysis of peer-reviewed studies finds that women and girls often face disproportionately high health risks from the impacts of climate change when compared to men and boys. Out of the 130 climate and health studies analysed, around 68% (89) found that women were more affected than men.¹³ These were not limited to physical health risks, with studies indicating that women are much more likely to experience mental health disorders such as PTSD, anxiety and depression in the aftermath of experiencing extreme weather events¹⁴. However, men face a higher risk of suicide than women following extreme weather events.^{15 16}</p> <p>Research has also shown a negative correlation between levels of gender inequality and climate action¹⁷ and a positive correlation</p>

¹³ Sellers, S. (2016). "Gender and Climate Change: A Closer Look at Existing Evidence", *Global Gender and Climate Alliance*. Available: <http://wedo.org/wp-content/uploads/2016/11/GGCA-RP-FINAL.pdf>

¹⁴ Berry, H. L; Waite, T. D; Dear, K. B. G; Capon, A. G; and Murray, V. (2018). "The case for systems thinking about climate change and mental health", *Nature Climate Change*, 8: pp282-290. Available: <https://doi.org/10.1038/s41558-018-0102-4>

¹⁵ Alston, M. (2012). "Rural male suicide in Australia", *Social Science & Medicine*, 74(4): pp515-522. Available: <https://doi.org/10.1016/j.socscimed.2010.04.036>

¹⁶ Kennedy, J; and King, L. (2014). "The political economy of farmers' suicides in India: indebted cash-crop farmers with marginal landholdings explain state-level variation in suicide rates", *Globalization and Health*, 10, 16. Available: <https://doi.org/10.1186/1744-8603-10-16>

¹⁷ Andrijevic, M; Crespo Cuaresma, J; Lissner, T; Thomas, A; and Schleussner, C.F. (2020). "Overcoming gender inequality for climate resilient development", *Nature Communications*, 11: 6261. Available: <https://doi.org/10.1038/s41467-020-19856-w>

				<p>between gender inequality and CO₂ emissions across 14 European countries.¹⁸</p> <p>Various recent Scottish Government surveys show that women are more likely to be concerned about climate change and view it as an immediate threat. Due to confirmation bias, people tend to gravitate towards information which supports what they already believe or challenge information which goes against that. As women are already more engaged on the issue, they're more likely than men to be receptive to messaging, hence further widening the equality of opportunity.</p> <p>There is a scarcity of research on climate change effects for non-binary people, who might also be particularly vulnerable.¹⁹</p>
Promoting good relations between men and women			X	The strategy is unlikely to impact on the promotion of good relations between men and woman.

¹⁸ Koengkhan, M; and Fuinhas, J.A. (2021). "Is gender inequality an essential driver in explaining environmental degradation? Some empirical answers from the CO₂ emissions in European Union countries", *Environmental Impact Assessment Review*, 90. Available: <https://doi.org/10.1016/j.eiar.2021.106619>

¹⁹ Van Daalen, K; Jung, L; Dhatt, R; and Phelan, A.L. (2020). "Climate change and gender-based health disparities", *The Lancet Planetary Health*, 4(2): pp44-45. Available: [https://doi.org/10.1016/S2542-5196\(20\)30001-2](https://doi.org/10.1016/S2542-5196(20)30001-2)

Do you think that the policy impacts on people because of their sexual orientation?

Sexual Orientation	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination			X	The strategy has been developed in such a way that it will not create unlawful discrimination related to sexual orientation.
Advancing equality of opportunity	X			<p>The Scottish Household Survey shows no significant difference in the proportion of respondents who identified as gay/lesbian/bisexual/other and the proportion of respondents who identified as heterosexual who visited the outdoors once a week or more²⁰.</p> <p>The strategy promotes the use of trusted messengers within their groups, communities or spheres of influence. Some groups (including people of different sexual orientation, as well as gender reassignment, race, religion etc.) may be less likely to trust authority and respond positively to government messaging. Therefore, engaging with trusted messengers in different communities can help mitigate this and ensure equality of communication and participation opportunities.</p>
Promoting good relations	X			There is a lack of evidence around LGBTQ+ communities and climate change messaging. There are links here to intersectionality/feminist theory and geographic research that emphasises importance of agency and empowerment through self-empowering spaces in the local environment. The strategy's focus on trusted messengers and positivity therefore has good potential to

²⁰ www.equalityevidence.scot

				create opportunities for empowerment, in the same way as relevant for other protected characteristics.
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Do you think your policy impacts on people with the protected characteristic of gender reassignment?

Gender Reassignment	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination			X	The strategy itself does not create unlawful discrimination related to transgender people.
Advancing equality of opportunity			X	<p>Whilst the policy itself will have neither a positive nor a negative impact on transgender people, we do have a responsibility to ensure that our climate change messaging combats discrimination and showcases positive role models. Our messaging on climate change will be designed to be inclusive and tailored to its audience, and that our engagements and products reflect their diverse audience.</p> <p>In 2013, the Scottish Government Equality Outcome Evidence Review²¹, though noting severe limitations in data size, highlighted evidence demonstrating that transgender people were more likely to be living on lower incomes (and therefore potentially more vulnerable to the harmful impacts of a warming planet). Ensuring messaging reaches this community is therefore key. There is also evidence²² that transgender people are more likely to suffer discrimination and to lack trust and faith in those in authority as a result. This strategy promotes the use of trusted messengers, which will be particularly key to deliver messages within the transgender community.</p>
Promoting good relations			X	There are numerous barriers which transgender communities face. We intend to make sure that transgender people are equally considered in our communication strategies so that information is

²¹ [Scottish Government Equality Outcomes: Lesbian, Gay, Bisexual and Transgender \(LGBT\) Evidence Review - gov.scot \(www.gov.scot\)](http://www.gov.scot/Resource/0044/0044_0001.pdf)

²² [The-Scottish-LGBT-Equality-Report.pdf \(equality-network.org\)](http://equality-network.org/The-Scottish-LGBT-Equality-Report.pdf)

				<p>accessible for them, and that we do not unknowingly cause stigmatisation or guilt.</p> <p>In order to deliver this we will regularly engage with the relevant organisations such as Inclusion Scotland and LGBTQ+ organisations as we implement our plan. Where possible and appropriate, we will aim to incorporate positive messaging about LGBTQ+ communities within the main message.</p>
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Do you think the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination			X	The strategy has been developed in such a way that it will not create unlawful discrimination related to race.
Advancing equality of opportunity	X			<p>There is potential, if implemented poorly, for the strategy to negatively impact equality of opportunity for minority ethnic groups. However, we anticipate that our three key objectives will advance equality of opportunity.</p> <p>Given that an estimated 1.4% of people in Scotland do not speak English and 7.4% do not speak English at home²³, we acknowledge that there will be a limit to the information they can access and the government messaging they will understand. In addition, climate breakdown disproportionately affects minority ethnic communities – they are more likely to be living in deprived areas which, in turn, are disproportionately impacted by air pollution.^{24 25}</p> <p>Despite this, there is a very low understanding among the British public, and among minority ethnic communities themselves, of the unequal impacts climate change has.²⁶ Evidence indicates that</p>

²³ Scotland's Census <https://www.scotlandscensus.gov.uk/census-results/at-a-glance/languages/>

²⁴ Fecht, D; Fischer, P; Fortunato, L; Hoek, G; de Hoogh, K; Marra, M; Kruijze, H; Vienneau, D; Beelen, R; Hansell, A. (2015). "Associations between air pollution and socioeconomic characteristics, ethnicity and age profile of neighbourhoods in England and the Netherlands", *Environ Pollut*, 198: pp201-210. Available: <https://doi.org/10.1016/j.envpol.2014.12.014>

²⁵ IPPR. (2020). *Faster, Further, Fairer: Putting People at the Heart of Tackling the Climate and Nature Emergency*, Interim report of the IPPR Environmental Justice Commission, Available: <https://www.ippr.org/files/2020-07/faster-further-fairer-ejc-interim-may20.pdf>

²⁶ Climate Outreach. (2020). *Communicating lifestyle change*. Available: <https://climateoutreach.org/reports/unep-communicating-lifestyle-change/#>

				<p>community initiatives can struggle to engage with a demographically representative mix of participants²⁷ and typically community groups in affluent areas achieve greater success than those in deprived communities.²⁸</p> <p>Therefore, we have made one of the core principles of our approach to public engagement that it is “just” – embedding the principles of social and climate justice within all that we do and ensuring that we engage with trusted messengers in recognition of the fact that the Scottish Government cannot achieve this alone. This partnership approach is a key component of the Scottish Government’s commitment to mainstreaming equality and human rights.²⁹ This should help to broaden participation and ensure that our approach delivers for all of Scotland.³⁰ This is in keeping with our second and third strategic objectives.</p>
Promoting good race relations			X	The strategy is unlikely to impact on the promotion of good race relations.

²⁷ Grossmann, M; and Creamer, E. (2017). “Assessing diversity and inclusivity within the Transition movement: An urban case study”, *Environmental Politics*, 1: pp161-182. Available: <https://doi.org/10.1080/09644016.2016.1232522>

²⁸ Grillanda, A; and Khanal, P. (2020). *Community and locally owned renewable energy in Scotland at June 2019: A report by the Energy Saving Trust for the Scottish Government*. Available: <https://energysavingtrust.org.uk/sites/default/files/Community%20and%20locally%20owned%20renewable%20energy%20in%20Scotland.%202019%20Report.pdf>

²⁹ Scottish Government. (2021). *Race Equality Action Plan: Final Report*. Available: <https://www.gov.scot/publications/race-equality-action-plan-final-report/pages/5/>

³⁰ Sealey-Huggins, L. (2018). “The climate crisis is a racist crisis: Structural racism, inequality and climate change”. In: Johnson, A; Joseph-Salisbury, R; and Kamunge, B. (eds) *The fire now: Anti-racist scholarship in times of explicit racial violence*, London: Zed Books. pp99–113

Do you think the policy impacts on people because of their religion or belief?

Religion or Belief	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination			X	The strategy has been developed in such a way that it will not create unlawful discrimination related to religion or belief.
Advancing equality of opportunity	X			<p>The strategy promotes the use of trusted messengers within their groups, communities or spheres of influence. Evidence³¹ shows a reported support for religious leaders as trusted messengers of environmental change. There are also reported links between religions and environmental philosophies and behaviours e.g. individual responsibility to keep the local area clean and adopt a healthy lifestyle in Sikhism, consumption of natural foods in Rastafarian communities³².</p> <p>Therefore, engaging with trusted messengers across different religious/belief/non-belief groups can help to ensure equality of communication and participation opportunities.</p> <p>In the strategy we will recognise that communities are not just physical communities. Religious communities tend to have a large voluntary movement and can have high immigrant populations. Direct engagement with these communities will have a positive impact.</p>

³¹ Clarke, L; and Agyeman, J. (2011). "Shifting the Balance in Environmental Governance: Ethnicity, Environmental Citizens and Discourses of Responsibility", *Political Science*. Available: [\[PDF\] Shifting the Balance in Environmental Governance: Ethnicity, Environmental Citizenship and Discourses of Responsibility | Semantic Scholar](#)

³² Ibid.

Promoting good relations	X			Different faith groups were not explicitly recognised within the draft strategy and the final strategy will look to recognise the value of religious organisations, through liaison with Inter Faith Scotland and expanding on current work with organisations like Eco-Congregations Scotland.
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Do you think the policy impacts on people because of their marriage or civil partnership?

Marriage and Civil Partnership³³	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination			X	The strategy itself does not create unlawful discrimination related to marriage or civil partnership.

Additional notes on marriage or civil partnership

Not covered in the table above is the recognition that climate change can cause anxiety and distress for a variety of different groups of individuals. Where opinions around climate change dramatically differ, it can cause tension or stress and this could be particularly difficult for those in a marriage, civil partnership or committed relationship where opinions or strengths of opinion differ with the potential to lead to strain on relationships or potential relationship breakdowns. For example, where individual views differ e.g. from simple issues such as joint actions to tackle household climate change, to core beliefs and opinions e.g. procreation). In addition, evidence³⁴ reports that single people are more likely to report pro-environmental behaviours at home, but less likely in relation to purchasing and transport, than married or cohabiting people.

This strategy therefore needs to consider those experiencing climate distress. We have therefore included a specific section on climate distress and signposted towards resources and support through the Net Zero Nation website. We will also collaborate with Climate Psychology Alliance to ensure our messaging is aligned.

³³ In respect of this protected characteristic, a body subject to the Public Sector Equality Duty (which includes Scottish Government) only needs to comply with the first need of the duty (to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, education etc. do not apply to that protected characteristic. Equality impact assessment within the Scottish Government does not require assessment against the protected characteristic of Marriage and Civil Partnership unless the policy or practice relates to work, for example HR policies and practices.

³⁴ Lynn (2014) <https://www.iser.essex.ac.uk/research/publications/working-papers/iser/2014-19.pdf>

Do you think that the policy impacts on women because of pregnancy and maternity?

Pregnancy and Maternity	Positive	Negative	None	Reasons for your Decision
Eliminating unlawful discrimination			X	The strategy has been developed in such a way that it will not create unlawful discrimination related to pregnancy and maternity.
Advancing equality of opportunity	X			<p>There is a clear positive correlation between parenthood and levels of climate distress.³⁵ Upcoming research from the University of St. Andrew’s shows there is evidence that new and expecting mothers in Scotland feel a sense of guilt, anxiety, and loneliness due to climate change – both for bringing a child into a world where they’ll experience hardships in the future as a result and, more immediately, due to the carbon footprint that having a baby involves; further, some women are choosing not to have children solely due to the climate crisis and the very reasons outlined above.³⁶</p> <p>Through effectively engaging the public, recognising that learning about climate change can induce distress in individuals, and setting out to empower individuals to not only understand what is being done, but to actively participate and act on the climate crisis – the strategy should mitigate these issues. We are promoting awareness of the climate emergency for parents and providing advice on how</p>

³⁵ Ekholm, S; and Olofsson, A. (2016). “Parenthood and Worrying About Climate Change: The Limitations of Previous Approaches”, *Risk Analysis* 37(2): pp305 – 314. Available: <https://doi.org/10.1111/risa.12626>

³⁶ Yet to be published. A webinar from the Principal Investigator detailing the initial findings of this research is available here: https://media.ed.ac.uk/id/1_otenn1pw

			<p>best to engage with children and young people effectively regarding these.³⁷</p> <p>Research also shows that maternity can change a person’s entire outlook, as the new child becomes the central focus in a person’s life³⁸ and while climate friendly behaviours may be adopted – these are predominantly motivated by health considerations.³⁹ Our commitment within the strategy to communicating the co-benefits of climate action should, therefore, ensure that our messaging is attuned to the needs and priorities of pregnant women and new mothers, acting as an incentive rather than a barrier to climate action.</p> <p>Furthermore, there is a significant body of evidence pointing to the negative health effects of climate change on pregnant women and neonates – increasing infant mortality, birth complications, and miscarriage rates as well as being a significant predictor for a range of health conditions in new-borns.^{40 41} We are committed to raising awareness of not only the benefits of climate action, but the risks associated with our changing climate more broadly. Communication of these allows for appropriate mitigating action to be taken.</p>
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³⁷ Resources for parents on how to talk to your children about climate change are available through Parent Club: <https://www.parentclub.scot/articles/talking-your-children-about-climate-change>

³⁸ Burningham, K; Venn, S; Christie, I; Jackson, T; and Gatersleben, B. (2014). "New motherhood: a moment of change in everyday shopping practices?", *Young Consumers*, 15 (3): pp 211 - 226. Available: <https://doi.org/10.1108/YC-11-2013-00411>

³⁹ Schäfer, M; Jaeger-Erben, M; and Bamberg, S. (2012). "Life Events as Windows of Opportunity for Changing Towards Sustainable Consumption Patterns?", *J Consum Policy*, 35: pp.65–84. Available: <https://doi.org/10.1007/s10603-011-9181-6>

⁴⁰ Dehdashti, B; Bagheri, N; Amin, M.M; Hajizadeh, Y. (2020) "Impacts of climate changes on pregnancy and birth outcomes: A review", *Int J Env Health Eng*, 9: p24. Available: https://doi.org/10.4103/ijehe.ijehe_40_20

⁴¹ Rylander, C; Odland, J.Ø; Sandanger, T.M. (2013). "Climate change and the potential effects on maternal and pregnancy outcomes: an assessment of the most vulnerable – the mother, fetus, and newborn child", *Global Health Action*, 1 (6). Available: <https://doi.org/10.3402/gha.v6i0.19538>

Promoting good relations			X	The strategy is unlikely to impact upon the promotion of good relations with regard to pregnancy and maternity.
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Authorisation of EQIA

Please confirm that:

This Equality Impact Assessment has informed the development of this policy:

Yes No

Opportunities to promote equality in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Removing or minimising any barriers and/or disadvantages;
- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life)
- Fostering good relations, tackling prejudice and promoting understanding.

Yes No

If the Marriage and Civil Partnership protected characteristic applies to this policy, the Equality Impact Assessment has also assessed against the duty to eliminate unlawful discrimination, harassment and victimisation in respect of this protected characteristic:

Yes No Not applicable

Declaration

I am satisfied with the equality impact assessment that has been undertaken for the Public Engagement Strategy for Climate Change and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

Name: Lisa Bird

Position: Deputy Director, Domestic Climate Change Division

Authorisation date: 09/09/2021