

CABINET

**COUNCILLOR SOPHIE PORTER
HEALTHY COMMUNITIES & ACTIVE LIVES
PORTFOLIO HOLDER**

20 OCTOBER 26

REPORT NO. ED2617

KEY DECISION? NO

CLIMATE CHANGE ANNUAL REPORT 2025/26

SUMMARY AND RECOMMENDATIONS:

The purpose of this report is to inform Cabinet on the progress of the Climate Change Action Plan 2025-28 through the Climate Change Annual Report 2025-26, including an update on the introduction of Climate Change Impact Assessments.

Recommendation:

Cabinet is recommended to note:

- a. The progress made in delivering Climate Action within Rushmoor as detailed in the Climate Change Annual Report 2025-26, to support the Council's Climate Change commitments of becoming a carbon neutral Council and a greener and more sustainable borough.
- b. The introduction of the Climate Change Impact Assessments for Cabinet Decisions from August 2026.

1. INTRODUCTION

- 1.1. In June 2019, the Council declared a climate emergency with a motion unanimously passed by Council and pledged to make:

- The Council's operational emissions to be carbon neutral by 2030.
- A greener and more sustainable Rushmoor.

The Climate Change Strategy and Action Plan details how it is planned to make progress against these targets.

- 1.2. The Climate Change Annual Report 2025-26 (Appendix 1) sets out the progress made against the Council's Climate Change Action Plan 2025-28 over the 2025-26 municipal year, and outlines the positive impacts achieved through the projects that have been delivered.
- 1.3. This report also provides an update on the implementation of the Climate Change Impact Assessments, which are now required to be considered in Cabinet Reporting for Cabinet decisions. This aims to inform decision makers on the potential climate or environmental impacts of proposals.

2. BACKGROUND

- 2.1. The Climate Change Strategy was revised in March 2025, along with a refreshed Action Plan 2025-28. This was a revision of the Climate Change Action Plan 2023-2026.
- 2.2. The Climate Change Action Plan 2023-2026 was developed in an evidence-based way, with the actions linking back to the Council's two targets: The reduction in the Council's Operation Carbon Footprint, and to become a greener and more sustainable borough. The 2025-28 Action Plan built upon this.
- 2.3. When developing the approach to climate change action planning, independent advice was sought in order to seek recommendations for targeted actions, which could be achievable, taking into account financial and technological constraints.
- 2.4. The Action Plan 2025-28 contains ten priority actions. The Action Plan does not aim to summarise all activity that the Council is undertaking to support the climate change and biodiversity agenda, much of which is undertaken as business-as-usual activity following changes in recent years and progress already made. The Annual report, as set out in Action 10, allows for a range of associated activity to be reported on an annual basis.
- 2.5. A review and refresh of the Climate Change Action Plan will be undertaken in the next year, to assess progress and update priorities.

Consultation

- 2.6. Rushmoor Climate Community Group was launched in October 2024. One of the objectives of this group is to consult on policy and plans that the Council is undertaking relating to Climate and the environment where appropriate. The Council sought feedback on the previous Climate Change Action Plan (2023-26), and recommendations to be considered for the Climate Change Action Plan 2025-28.
- 2.7. As a result of the feedback gathered by the Rushmoor Climate Community Group, the changes to the plan were presented to the Policy, Project Advisory Board (PPAB). Similar feedback was sought from the committee, informed the final draft of the plan.
- 2.8. These recommendations were considered and incorporated into the plan.

3. ANNUAL REPORT 2025-26

Progress on the Climate Change Action Plan 2025-28

- 3.1. The Climate Change Annual Report 2025/26 (Appendix 1), details progress to date on the current Climate Change Action Plan, as well as other associated activity that has been undertaken by the Council over the last municipal year.

- 3.2. The Climate Change Action Plan 2025-28 is comprised of ten priority actions. Of these, two have not yet commenced, three are currently in progress, and five are ongoing, with initial delivery completed and further activity continuing.
- 3.3. Some actions, including the transition to renewable energy tariffs and lower carbon fleet alternatives, continue to be reviewed, and will be progressed further where appropriate, as set out in the plan. Delivery of these aspects of these actions will be subject to financial viability.
- 3.4. Two actions have yet to commence:
- **Action 4** (relating to single-use plastics): whilst some considerations are being made, no strategic work has been done, this will be picked up in 27/28.
 - **Action 5** (relating to Council's Carbon offsetting approach): work will be undertaken nearer to the 2030 target date to take into account best practice. Work on this action will also depend on the Local Government Reorganisation timeline, dependent on the approach of the potential new unitary authority.
- 3.5. Five actions within the plan are ongoing. This references where the most activity has been delivered. This includes work where initial delivery has been undertaken and ongoing work continues. Examples of this are community engagement initiatives such as the Rushmoor Climate Community forum, the Youth Climate Ambassador group, and the continuation of hosting an annual Eco Festival.

Youth Climate Ambassadors

- 3.6. The Youth Climate Ambassador (YCA) group was established in June 2025 to strengthen young people's involvement in local climate action. Eleven representatives from local secondary schools and colleges participated in seven monthly sessions during the 2025/26 academic year.
- 3.7. The YCAs gave feedback and their recommendations on Council and partner initiatives such as on the Eco Festival 2026 and an upcoming project, which were considered as part of the planning for these initiatives. The YCAs also planned a Climate Art Competition for the Eco Festival 2026 as part of these discussions.

Youth Climate Debate

- 3.8. Wavell School was invited to take part in the Council's first climate debate, which was held in the Council Chamber. This hosted 16 students who came to the Council for the afternoon to debate a climate change motion of their choosing: *"Fossil fuels are essential for the future of the UK"*. This gave students the opportunity to link their interest in the natural environment and climate action, alongside developing skills in critical thinking, persuasive argument and public speaking, as well as deepening their understanding of the democratic process.

Rushmoor Climate Community Group & Monthly Updates

- 3.9. The Rushmoor Climate Community (RCC) Group was established in October 2024. Three sessions were held in 25/26 where the group came together to hear updates on the Council's climate action, hear from other local residents and community groups, and gave feedback on future Council initiatives.
- 3.10. In response to the group's request for more regular communication, the Council introduced a monthly update covering Council activity, community contributions, events, volunteering opportunities, energy efficiency and grants. Ten updates were issued during 2025/26 and were also shared with Councillors and officers.

Rushmoor Eco Festival 2025

- 3.11. Previously known as the Eco Fair, the Rushmoor Eco Festival was renamed to reflect the expanded range of activities and opportunities the event offers. The Festival also moved from the Southwood Visitor Centre, to the West End Centre in Aldershot allowing the introduction of a programme of activities, shows and talks alongside the stalls.
- 3.12. A total of 17 stallholders attended the Festival, representing greenspace groups, charities and local businesses. They offered a variety of different activities, competitions and workshops so there was something for all ages. There were also locally made and sustainable products, promoting and encouraging sustainable living.
- 3.13. Action 10 of the Annual Report allows for additional activity to be captured. As well as this, there is also a commitment to publish the Council's Climate Action Scorecard and the Council's Operational Carbon Footprint.

Climate Action Scorecard

- 3.14. Climate Emergency UK publish Climate Action Scorecards for all Council's in the UK. This assesses Council's on the actions taken to mitigate and adapt to climate change.
- 3.15. The scorecard is based around seven themes, with multiple questions within each of these. There is set criteria for each question, which outlines how to achieve marks for each. Each question is weighted differently (e.g. low, medium, high), these are used to calculate an overall percentage.
- 3.16. In order to achieve marks for climate action, this activity had to have been undertaken between January 2020 - October 2024. Therefore, anything delivered after this cut-off isn't eligible for inclusion within this current scorecard.
- 3.17. The scorecards are marked in multiple ways, such as national datasets, FOI requests (Freedom of Information) and volunteer research. All information has to be publicly available information, therefore if something isn't available on The Council's website, then it cannot be awarded marks.

- 3.18. The following table presents a summary of the Climate Action Scorecards marks for Rushmoor Borough Council. Rushmoor has made positive progress in many categories, achieving a 10% increase compared to its score in 2023.

Climate action scorecard	2023	2025
Buildings & Heat	27%	45%
Transport	-10%	-4%
Planning & Land Use	9%	16%
Governance & Finance	11%	25%
Biodiversity	30%	27%
Collaboration & Engagement	57%	51%
Waste Reduction & Food	23%	42%
RBC's Total	21%	31%

Note: Transport has negative scoring questions, which have improved since 2023.

- 3.19. Additional progress has already been made in various areas since marking closed (Oct 2024), more information on this progress, as well as context and commentary as to why marks may or may not have been awarded. This document was published earlier this year and is referenced in the annual report.
- 3.20. The scorecards are not meant to act as a league table for local authorities, but rather as a way to understand where progress is being made and understand areas where future action could be taken. The average score for district Councils is 36% (ranging from 11-69%).

Carbon Footprint

- 3.21. The Council's Operational Carbon Footprint is Calculated annually using SUSTRAX MX, by Carbon Footprint Ltd.
- 3.22. The carbon footprint is comprised of three scopes and includes both direct and indirect emissions. The data that each scope encompasses within Rushmoor Borough Council's carbon footprint is shown in the table below.

Scope 1	Direct Emissions	Gas (Heating) & Council Owned Vehicles (Operational Fleet)
Scope 2	Indirect Emissions	Purchased Electricity
Scope 3	Indirect Emissions	Business Travel, Paper, Waste, Water & Supply Chain (Procured Goods & Services)

- 3.23. The carbon footprint is expressed as an absolute amount of tCO₂e. This is the amount of greenhouse gas emissions as represented by tonnes of carbon dioxide equivalence, meaning other greenhouse gases impact are quantified using carbon dioxide's warming effect as reference. The methodology that is used in SUSTRAX is aligned with the Greenhouse Gas Protocol and in relation to supply chain data; DEFRA recommended conversion factors.

- 3.24. Our carbon footprint is calculated using the SUSTRAX MX system, which uses updated conversion factors and additional WTT (well to tank) emissions than the previous SUSTRAX system. This has meant an increase in our total carbon emissions compared to previous calculations, though this is ensuring its as accurate as possible.
- 3.25. An estimate for Rushmoor Borough Council's Scope 1, Scope 2, and part of its Scope 3 emissions as follows:

	22/23	23/24	24/25
Scope 1	445.63	409.09	232.99
Scope 2	222.71	200.72	168.36
Scope 3	734.38	702.73	468.35
Total:	1402.72	1312.55	869.70

- 3.26. It should be noted these figures do not include all of Rushmoor Borough Council's Scope 3 emissions for our procured goods & services, which will be assessed further. The Council's operational carbon footprint will be reported in full following a verification of its emissions during the 26/27 year, which will include 25/26's emissions figures (There is a delay in reporting due to available data after the previous year had concluded). This will ensure there is informed decision making on future emission reduction measures and any residual carbon offsetting requirements in the future can be properly assessed with regard to its carbon neutrality target.

4. CLIMATE CHANGE IMPACT ASSESSMENTS

- 4.1. From August 2026, officers preparing Cabinet decision reports have been required to complete the CCIA screening process and, where indicated, a full assessment.

Background

- 4.2. A Sustainability Motion was agreed at Council in November 2024, where it was agreed that Climate Change Impact Assessments would be introduced for Council Decisions for new projects and proposals.
- 4.3. The Climate Change Impact Assessment (CCIA) is a practical tool to help the Council understand, assess, and respond to climate impacts across projects, ensuring environmental considerations are integrated into decision-making. Over time, this will help to embed climate action across the organisation.
- 4.4. This tool ensures that the impacts of a proposal are identified and understood. In relation to negative impacts, any relevant mitigation can be put in place to reduce these, where feasible. This can also highlight any positive outcomes in relation to climate change, the natural environment, or sustainability. It should

also be noted that not all impacts will be able to be mitigated due to factors such as financial viability or legal obligations.

- 4.5. Officers are not expected to be climate experts and guidance documents are available to aid completion. Training through an external provider was given to Senior Leadership, Service Managers and report writers, to build their knowledge and understanding on climate related impacts. This also provided general guidance on the CCIAs, when they are required and how to complete them.
- 4.6. Climate Change Impact Assessments are not to be done as an alternative to an Environmental Impact Assessment, which is a statutory requirement for (Sch 1/2) UK planning applications, or a Strategic Environmental Assessment, which is a statutory requirement for local plans and other planning policy documents.
- 4.7. The Climate Change Impact Assessments were developed for implementation after the Equalities Impact Assessments had been introduced and embedded. This phased approach was intended to avoid placing several new report-writing requirements on service managers and report writers at the same time.

Screener & Full Assessment

- 4.8. There is a two-step process to undertaking a climate change impact assessment. A screener is undertaken first, to enable officers to quickly establish if a full assessment is required. This screener considers whether the proposal will have an impact on the Council's operational carbon footprint, as well as wider impacts (both positive and negative).
- 4.9. The full assessment is split into eight categories:
 1. Energy
 2. Transport
 3. Natural Environment & Biodiversity
 4. Water
 5. Waste & Materials
 6. Social Value & Climate Justice
 7. Adaptation
 8. Other

It is unlikely that most proposals will address every category. The relevant categories are expected to become evident through the screening process.

- 4.10. Within the CCIA, there is space to detail the potential positive and negative impacts for each relevant category. There is additional space then to detail the mitigations or justifications for each of these impacts. Justifications might include financial feasibility, overriding need, legal obligations or no mitigation being available.
- 4.11. An overall impact is then given for each category. The rationale for each impact rating is given in the table below:

Impact Rating	Use when:
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Positive Impact	There are overall positive outcomes within this category.	The project includes improved environmental outcomes, reduces emissions, risks, or inequalities associated with climate change.
No Impact / No Cause for Concern	Not applicable: There are no expected implications arising from this project within this category OR No cause for concern.	There is no meaningful change to the baseline, no benefit or harm.
Medium Impact	Slight negative impact as a result of this project AND / OR shorter-term impact. (<i>Manageable and not long term</i>)	Impact is negative but: - Short term - Easily mitigated - Moderate in scale (affecting small area, or team) - Low-medium severity
High Impact	Significant negative impact as a result of this project AND / OR longer-term impact.	Impact is negative and is: - Longer-term or permanent - Cannot be mitigated - Larger scale (affecting services, large areas, borough wide) - High severity

- 4.12. Once all relevant categories have been completed, the assessment will automatically generate an overall impact rating for the project. This rating may be amended where it is not considered appropriate, provided that a clear justification is recorded.
- 4.13. An overview of the assessment should be included in the Climate Change Implications section within the Cabinet Report, and the full assessment (if required) should then be included as an appendix.

CCIAs completed to date

- 4.14. To date, seven screeners have been undertaken, of which two have progressed to a full assessment. A further three reports have included climate change implications, either before they were a mandatory requirement, or where no decision was needed as an outcome of the report.

5. IMPLICATIONS

Risks

- 5.1. The Council set out two targets when declaring a climate emergency in 2019, not achieving the targets as set out within the climate change strategy poses a

reputational risk to the organisation and this is reflected in the Council's corporate risk register.

- 5.2. The main risks to the Council achieving carbon neutrality for its operational emissions, are financial constraints affecting emission-reduction and future offsetting activity, limited organisational capacity to manage and deliver this work, and uncertainty arising from Local Government Reorganisation.

Legal Implications

- 5.3. There are no legal implications arising from the content of this report.
Legal commentary by Amanda Bancroft, Executive Head of Governance & Law (Monitoring Officer) 08/10/2026

Financial Implications

- 5.4. There are no direct budgetary or ongoing financial implications from this report.
Finance commentary by Peter Vickers, CFO s151 25/09/2026

Resource Implications

- 5.5. The coordination of delivery of the climate change action plan is supported by the Climate Change Officer.

Equalities Impact Implications

- 5.6. An equality impact check found that this recommendation would have a positive or neutral impact on people with protected characteristics. Therefore, a full assessment is not required. (See appendix 2).

Climate Change Implications

- 5.7. This report provides an update on progress in delivering the Climate Change Action Plan 2025-28 and is not making a proposal requiring a decision. A Climate Change Impact Assessment is therefore not required.
- 5.8. The purpose of the Climate Change Action Plan, and the activity reported within it, is to support positive climate outcomes through the reduction in the Council's operational emissions and contributing to becoming a greener and more sustainable borough.

6 CONCLUSIONS

- 6.1. Progress has been made across eight of the ten actions within the Climate Change Action Plan 2025-28. During 2025-26 this included the Council strengthening community and youth engagement, delivered the Rushmoor Eco Festival, and introduced Climate Change Impact Assessments for Cabinet decision reports.

- 6.2. Progress against all ten actions will continue to be monitored and included in future annual reporting. The Climate Change Action Plan will be reviewed and refreshed over the next year to ensure that progress is noted against existing actions and update priorities to ensure that it remains effective and achievable.
- 6.3. Cabinet is to note the progress made during the 2025-26 municipal year in delivering the Climate Change Action Plan 2025-28, showing the positive impact towards the Council's Climate change commitments.

LIST OF APPENDICES/ANNEXES:

1. Climate Change Annual Report 25/26
2. Equalities Impact Assessment Screener

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ANNUAL REPORT 2025-26



**CLIMATE CHANGE
ACTION PLAN 2025-28**



RUSHMOOR
Climate Community

FOREWORD

Climate change continues to be a challenge facing our communities, and taking meaningful action remains a priority for Rushmoor.

Our response is not only about reducing the Council's own environmental impact. It is also about working with our residents, businesses and partners to create a greener, healthier and more resilient borough.

This Annual Report highlights the progress we have made during 2025/26. Over the past year, we have continued to support active and sustainable travel, engage young people in conversations about climate and the environment, and work alongside our communities on practical environmental projects across the borough.

Importantly, climate considerations are also becoming more firmly embedded in the way the Council makes decisions. This matters because responding effectively to climate change cannot sit within one service or one programme of work, it needs to be part of how we think about the future of Rushmoor as a whole.

There is, of course, more to do. Meeting the challenges ahead will require sustained action, ambition and collaboration. The Council cannot achieve this alone, and our continued partnership with residents, community organisations, businesses and other public-sector partners will be essential.

I would like to thank everyone who has contributed to this work over the past year, our residents, volunteers, community groups, partners, councillors and council officers.

By continuing to work together, we can build on the progress already made and create a more sustainable, resilient and healthier future for everyone in Rushmoor.



CLLR SOPHIE PORTER

Deputy Leader and Portfolio Holder for
Healthy Communities and Active Lives
Rushmoor Borough Council

CLIMATE CHANGE ANNUAL REPORT 2025-26

CLIMATE EMERGENCY

The Council took the unanimous decision in June 2019 to address climate change locally, by declaring a climate emergency and agreed two targets:

- **Becoming a carbon neutral Council by 2030**
- **Becoming a greener & more sustainable borough**

CLIMATE CHANGE STRATEGY

The Climate Change Strategy & Action Plan outlines how we intend to make progress against these targets.

The Climate Change vision for Rushmoor is that Rushmoor Borough Council will seek to have a positive impact on future generations by working with businesses, communities, and organisations to protect and enhance Rushmoor's environment. Through direct action and by encouraging and supporting others, Rushmoor will address the challenges and opportunities presented by climate change.

Our strategy also highlights the important role the Council plays in tackling climate as a leader, facilitator, enabler and deliverer of services to Aldershot and Farnborough and beyond.

CLIMATE CHANGE ACTION PLAN 2025-2028

The Council's refreshed Climate Change Strategy & Action Plan 2025-2028 was approved by Cabinet in March 2025. The strategy sets out the Council's approach to addressing climate change and the action plan includes a programme of priority actions to be delivered over the three-year period.

This report sets out a progress update on the delivery of each of those actions, as well as other related activity that has been delivered over the last year.

CLIMATE CHANGE ACTION PLAN

2025-28

Action	Status	High level next steps
1 Consider opportunities arising to reduce gas consumption and increase renewable energy generation, including continued commitment to review the feasibility of transitioning electricity across the Council's sites to 100% renewable tariffs.	Work underway	A renewable energy generation project has taken place. This action will be continually reviewed and taken forward further when financially viable.
2 To continue to explore options for switching the Council's remaining vehicles to lower carbon alternatives, as well as exploring opportunities to work with contractors on the Council's broader fleet. To continue to support the improvement of access to electric vehicle charging facilities across the Borough.	Work underway	Contractor vehicle fleet options are currently being considered as part of the waste collection contract extension. The Council will support Hampshire County Council when this project progresses further.
3 To review processes for the Council's capital programme so that environmental impacts are incorporated into business case development and whole life cycle carbon assessments are undertaken. To develop and introduce Climate Change Impact Assessments (CCIA) for new Council projects and proposals.	Work underway	Climate Change Impact Assessments will be launched in August 2026.
4 Identify and reduce the use of single use plastics across all council buildings and events.	Not yet started	Whilst some considerations have taken place, no strategic work has started. This will be considered during 2027/28.
5 To develop the Council's offsetting approach with a view to ensuring that any offsetting undertaken by the Council has a local impact.	Not yet started	Commencement will depend on the Local Government Reorganisation timeline.

Action		Status	High level next steps
6	To continue to engage young people on climate change. This includes the ongoing Climate Trackers Scheme in partnership with Wonderseekers (Winchester Science Centre), as well as introducing a Youth Climate Ambassadors Group to increase the offering for young people in the Borough.	Ongoing	Continuation of the Youth Climate Ambassadors Scheme and to increase number of schools and colleges represented within this group.
7	To use the Council's communications channels (including through Member engagement) to promote opportunities for residents and local businesses to reduce their own carbon footprint, including promoting schemes to improve the energy efficiency of their home or business.	Ongoing	Continuation of relevant information to be disseminated and promoted through the appropriate channels.
8	Continue to engage with the wider community on climate change, to allow residents to find out more of how they can reduce their negative environmental impact. This includes the annual Eco Fair, development of the Rushmoor Climate Community Group and community initiatives.	Ongoing	Eco Festival 2026 will be held in September. Rushmoor Climate Community Group sessions and monthly updates will continue, with a focus on growing the membership.
9	To encourage and promote active travel, by removing barriers and promoting initiatives, which will also lead to improved health and wellbeing.	Ongoing	A greenspace map linking with health and wellbeing will be developed over the next municipal year (26/27).
10	To review, update and publish the Council's carbon footprint on an annual basis, publish an annual report detailing all that the Council has achieved in relation to its climate action plan and associated strategies (e.g. Green Infrastructure Plan). To publish the Council's Climate Action Scorecard, assessed by Climate Emergency UK, with commentary to provide context.	Ongoing	This will continue to be reviewed and updated.

BECOMING CARBON NEUTRAL BY 2030 (COUNCIL'S OPERATIONAL EMISSIONS)

ACTION 1

Consider opportunities arising to reduce gas consumption and increase renewable energy generation, including continued commitment to review the feasibility of transitioning electricity across the Council's sites to 100% renewable tariffs

Solar Panels were installed at Aldershot Pools & Fitness Centre. These have been funded through the government and Sport England's Swimming Pool Support Fund. Phase Two of this project will be completed in Autumn 2026, where solar panels will be installed on a canopy inside the Lido grounds, providing a shaded area to the customers, whilst increasing our solar yield.



As part of this funding, energy efficiency improvement projects at the Centre are also included. This involves installing two pool covers for the pools, which aid in retaining heat overnight and consequently reduce energy consumption at the Centre.



The Council's energy tariffs are being continually reviewed, to understand opportunities to switch to renewable tariffs where feasible.

ACTION 2

To continue to explore options for switching the council's remaining vehicles to lower carbon alternatives, as well as exploring opportunities to work with contractors on the council's broader fleet.

To continue to support the improvement of access to electric vehicle charging facilities across the borough

Rushmoor Borough Council's Vehicle Fleet

Last year the Council procured three new electric vehicles to replace the Place Protection fleet with electric alternatives. For the remaining vehicles, such as those used by our maintenance team, the Council will continue to assess options to evaluate the feasibility of transitioning to lower-carbon alternatives.



Working with contractors on the council's broader fleet.

The Council are currently exploring and reviewing options for lower carbon alternatives for refuse collection vehicles as part of a potential extension to the contract with the waste collection contractor.

Supporting the improvement of access to electric vehicle charging facilities across the borough

Hampshire County Council secured Local Electric Vehicle Infrastructure (LEVI) funding to support the expansion of electric vehicle charging infrastructure across the county.

In June, Hampshire County Council announced the award of a 15-year concession contract to Believ. The contract is currently in the mobilisation phase, with further details on the deployment programme expected in due course.

The primary focus of the contract is the installation of on-street electric vehicle charge points (EVCPs) in locations where residents do not have access to off-street parking. Rushmoor Borough Council will support the delivery of this programme where appropriate.

ACTION 3

To review processes for the Council's capital programme so that environmental impacts are incorporated into business case development and whole life cycle carbon assessments are undertaken. To develop and introduce Climate Change Impact Assessments (CCIA) for new Council projects and proposals

Climate Change Impact Assessments (CCIA) will become mandatory for Cabinet Reporting from August 2026. The CCIA is a practical, evolving tool to help the Council understand, assess, and respond to climate impacts of proposed projects, policies and decisions.

The introduction of CCIAs aims to build awareness of impacts relating to climate change and to ensure environmental considerations are integrated in the decision making process. Over time, this will help to embed climate action across the organisation.

The aims of using a CCIA within decision making:

- To support and inform decision makers
- By understanding the impacts of a project or proposal, these can be minimised, mitigated against, or modified to reduce these impacts
- Supporting the reduction of the Council's Operational Carbon Footprint
- Identifying and promoting positive environmental outcomes.

The assessment is split into eight categories:

1. Energy
2. Transport
3. Natural Environment & Biodiversity
4. Water
5. Waste & Materials
6. Social Value & Climate Justice
7. Adaptation
8. Other

To support the implementation of the CCIAs, staff training was delivered to the Senior Leadership team, Service Managers and report writers. The training aimed to provide a greater understanding of Climate Change and its impacts, as well as implications for local authorities and guidance for completion of the CCIAs.

ACTION 4

Identify and reduce the use of single use plastics across all council buildings and events

The Council are exploring and considering ways to reduce single-use plastics within the Princes Hall site. Wider work on this action will take place in the future.

ACTION 5

To develop the Council's offsetting approach with a view to ensuring that any offsetting undertaken by the Council has a local impact

The Council's approach to offsetting emissions will be developed further as we progress toward 2030. This will ensure that the most up-to-date opportunities and recognised best practice are taken into account.

BECOMING A GREENER & MORE SUSTAINABLE BOROUGH

ACTION 6

To continue to engage young people on climate change. This includes the ongoing Climate Trackers Scheme in partnership with Wonderseekers (Winchester Science Centre), as well as introducing a Youth Climate Ambassadors Group to increase the offering for young people in the Borough.

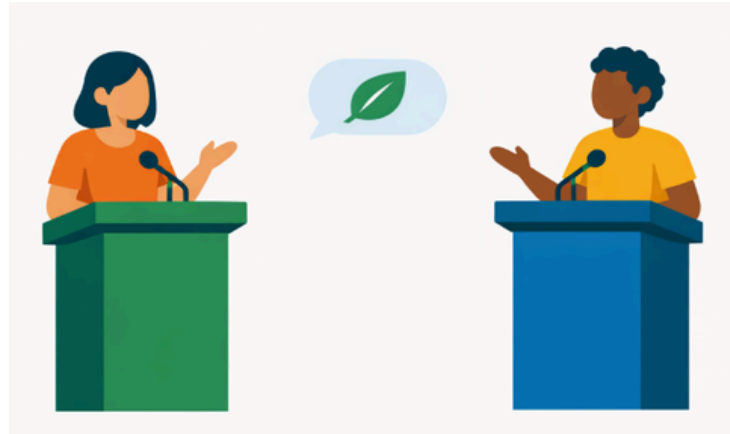
CLIMATE TRACKERS / CATERPILLAR CHAMPIONS

In addition to Climate Trackers, Wonderseekers have also worked with some of our year 2's on a scheme called Caterpillar Champions which focuses on biodiversity and lifecycles, aligning with STEAM (Science, Technology, Engineering, Art & Mathematics). Both of these strands use a repeat engagement model, to embed knowledge, understanding, and encourage critical thinking. For 25/26, this was funded through the Farnborough Airport Community Environmental Fund. A further update will be included in the Fund's Annual Report after the project has concluded.

CLIMATE DEBATE

The Council invited Wavell School to a Climate Debate, which was held in the Council Chamber, where they debated the Motion of **'Fossil Fuels are essential for the future of the UK'**. The motion was chosen by the school and were put into random teams, noting that some students would be debating for a side that didn't align with their personal views. The debate was moderated by Rushmoor's Mayor and the judging panel included the Portfolio Holder for Healthy Communities & Active Lives, the Council's Climate Change Officer and the schools English Teacher.

This gave students the opportunity to link their interest in the natural environment and climate change action, alongside developing skills in critical thinking, persuasive argument and public speaking, as well as deepening their understanding of the democratic process.



YOUTH CLIMATE AMBASSADORS

The Youth Climate Ambassador (YCA) group was introduced in June 2025, with monthly sessions held during term times, which highlights the importance of youth engagement within Climate action and in how we respond to the challenges and opportunities presented by climate change.

Each YCA received a welcome pack containing resources to help deepen their knowledge of sustainability and environmental topics, along with local resources and guidance for managing eco-anxiety.

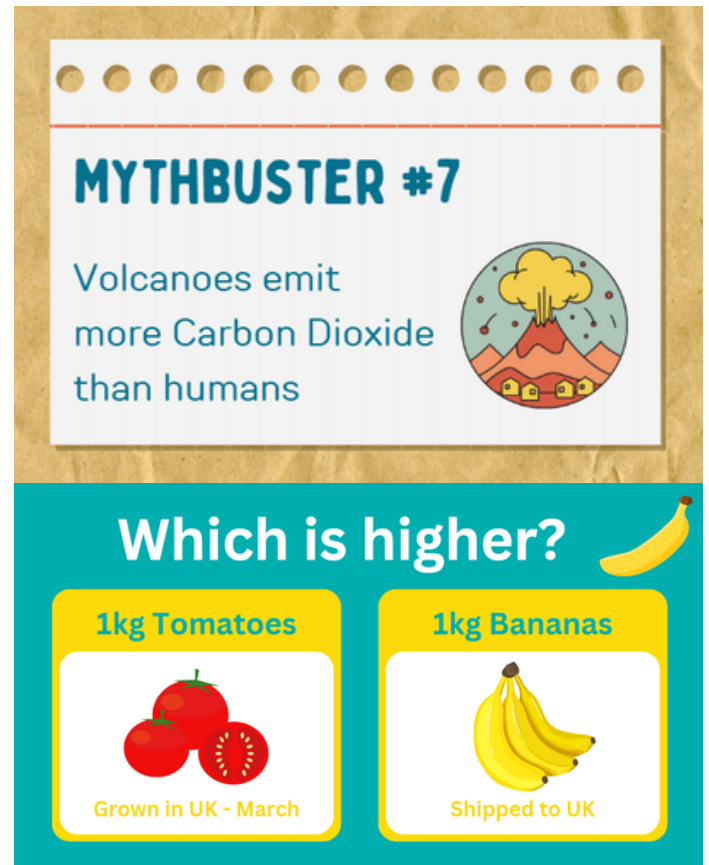
Some examples of the activities that the Youth Climate Ambassadors have undertaken in 2025-26:



COP30 session: An introduction to the purpose and function of the UN Climate COPs, followed by a practical climate-finance negotiation exercise in which participants adopted randomly assigned roles. This provided insight into the complexities of international geopolitics and supported the development of negotiation skills.

Climate Mythbusters: A critical-thinking exercise in which participants examined common climate misconceptions, categorising statements as either fact or myth. This was particularly valuable given the prevalence of climate-related misinformation online.

How bad are bananas?: Drawing on Mike Berners-Lee's book, this activity compared the carbon impacts of various actions, from everyday activities, such as an internet search to larger events such as football world cups or volcanic eruptions. It highlighted that assumptions are not always accurate and reinforced the importance of detailed analysis and critical thinking.



The group has given feedback on Council and partner climate events, such as the Rushmoor Eco Festival and Green Fringe Festival. They also shared valuable insights to an upcoming Council initiative around greenspace mapping, linking to health & wellbeing.

Our Youth Climate Ambassadors were invited to a session at Runways End Outdoor Activity Centre, where they got to take part in sustainable bushcraft activities to develop practical skills and outdoor learning.



ACTION 7

To use the Council's communications channels (including through Member engagement) to promote opportunities for residents and local businesses to reduce their own carbon footprint, including promoting schemes to improve the energy efficiency of their home or business.

Over the course of 2025/26 the following communications have appeared on the Council's communications channels:

Health & Wellbeing	- Local Trails - Mental Health - My Home Made Better
Travel	- Active Travel - Cycling in Rushmoor - RVS wellbeing Walks
Events & Groups	- Eco Festival - Eco Explorers - Rushmoor Repair Cafe - Plant Based Market - Warm & Welcome (Libraries)
Waste & Recycling	- Food waste - Walk this Waste - Electrical recycling - Binfluencers
Local Greenspaces	- Blackwater Valley Countryside Partnership - Rowhill Nature Reserve - Southwood Country Park - Wellesley Woodlands
Other	- Grants - Rushmoor Community in Bloom - Spring Flowers

In addition, the following has been shared with the business community within the Borough:

Sustainable Business Network

Rushmoor Borough Council contributes to the Sustainable Business Network (North Hants). Which supports the development of the Sustainable Business Network seminars to improve support and mentoring to SMEs on carbon reduction and sustainable business measures.

It is free to join and open to any local businesses in North Hampshire.

This is organised and run by Carbon Footprint Ltd. SME's can register to join the network for free and have access to the full video library of past sessions. [More information can be found here.](#)

2025/26 sessions have included topics such as:

- Simpler Recycling
- Retrofits to Cut Carbon
- Sustainable Procurement

ACTION 8

Continue to engage with the wider community on climate change, to allow residents to find out more of how they can reduce their negative environmental impact. This includes the annual Eco Fair, development of the Rushmoor Climate Community Group and community initiatives.

ECO FESTIVAL

The Eco Fair was rebranded to the Eco Festival to reflect the expanded range of activities and opportunities the event offers. The Festival also moved from the Southwood Visitor Centre, to the West End Centre in Aldershot allowing the introduction of a programme of activities, shows and talks alongside the traditional stallholders.

A total of 17 stallholders attended the Festival, representing greenspace groups, charities and local businesses. They offered a variety of different activities, competitions and workshops so there was something for all ages. There were also locally made and sustainable products, promoting and encouraging sustainable living.



Shows & Talks included:

- Nature Tales with Wonderseekers
- Wild-erful Warriors with Junk Jodie
- The Places that Link Us Project – Talk & Activity with Judita Vivas
- Water Testing Locally with Blackwater Valley Action for Rivers



RUSHMOOR CLIMATE COMMUNITY

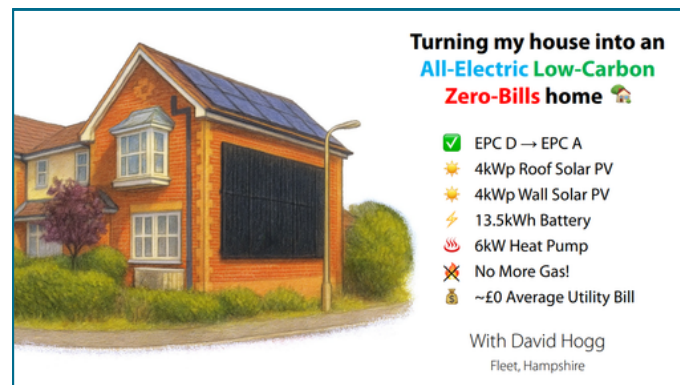
The Rushmoor Climate Community Group launched in October 2024. This is a forum for residents that live, work or volunteer within the borough to engage with the Council on climate, environmental and sustainability issues within Rushmoor.

Aims of the RCC Group are:

- To **ENGAGE** Rushmoor residents in caring for, protecting, and enhancing our natural environment
- To **CONSULT** and ask for opinions and feedback on Rushmoor Borough Council's existing policies and help shape and inform future policies and plans.
- To **NETWORK & SHARE** information & resources and form partnerships between people and organisations.
- To **CREATE** initiatives by and for residents
- To **RAISE AWARENESS** of climate, environmental and sustainability issues across the community and beyond

In the past year, the Rushmoor Climate Community group have given feedback on future areas of work, such as greenspace mapping and active travel resources.

At December's meeting, we welcomed local resident, David Hogg to give a presentation on his journey in 'Turning my House into an All-Electric Low-Carbon Zero-Bills home'.



This talk included their experience on the numerous measures that he has undertaken within their house.

A recording of this talk can be found on his [youtube channel here](#).

RUSHMOOR CLIMATE COMMUNITY MONTHLY UPDATES

The Rushmoor Climate Community (RCC) group expressed interest in staying better informed and to be able to share information within the group. After exploring ideas together, we now send out RCC Monthly Updates. These have been sent out monthly since May 2025.

These updates include the following information: News & Updates, Community Contributions, Events, Volunteering Opportunities, Energy Efficiency, Surveys & Consultations and Grants.

More information and to sign up to join and receive monthly updates and information on future meetings, please visit: rushmoor.gov.uk/climatecommunity.



ACTION 9

To encourage and promote active travel, by removing barriers and promoting initiatives, which will lead to improved health and wellbeing.

ACTIVE TRAVEL GRANT

The Council secured an Active Travel Grant from Hampshire County Council to deliver active travel initiatives in schools.

Balance Glide and Ride

This included the delivery of the Balance, Glide and Ride programme in Rushmoor schools, teaching children in Reception and Year One to learn to ride on a balance bike.

The delivery of balance bikes and helmets to four schools to encourage children to continue cycling on the balance bikes after the programme had ended.

As part of the sessions, there was a pupil with cerebral palsy, who couldn't join in. After contacting local bike initiatives and shops, a trike was kindly donated so he was able to join in - highlighting the value in working collaboratively in the community.



After School Cycling Club

The delivery of an afterschool cycling club at Farnborough Grange Infant school, with a family led ride during the school holidays.

WORK WITH HCC

Rushmoor Borough Council continue to work with Hampshire County Council's Active Travel team to encourage and engage in schools with active travel initiatives.

Bikeability

Hampshire County Council deliver the bikeability programme in Rushmoor Schools in year 6, alongside other initiatives.

OTHER INITIATIVES SUPPORTED

Grants were also awarded to the following initiatives that support cycling:

Adult confidence bike sessions - Balance, Glide & Ride (*Supporting Communities Grant Fund*).

V-Team - Recycling & employability project - The Source Young People's Charity (*Farnborough Airport Community Environmental Fund*).

BECOMING A GREENER & MORE SUSTAINABLE BOROUGH

ACTION 10

To review, update and publish the council’s carbon footprint on an annual basis, publish an annual report detailing all that the council has achieved in relation to its climate action plan and associated strategies (e.g. Green Infrastructure Plan). To publish the council’s Climate Action Scorecard, assessed by Climate Emergency UK, with commentary to provide context.

Action 10 of the Climate Change Action Plan states that the Annual Report will include updates of other relevant initiatives and projects delivered in the last year. These are detailed in the next section.

The Council’s Operational Carbon Footprint is Calculated annually using SUSTRAX MX, by Carbon Footprint Ltd. The carbon footprint is comprised of three scopes and includes both direct and indirect emissions.

An estimate for Rushmoor Borough Council’s Scope 1, Scope 2, and part of it’s Scope 3 emissions as follows:

	22/23	23/24	24/25
Scope 1	445.63	409.09	232.99
Scope 2	222.71	200.72	168.36
Scope 3	734.38	702.73	468.35
Total:	1402.72	1312.55	869.7

The carbon footprint is expressed as an absolute amount of tCO2e. This is the amount of greenhouse gas emissions as represented by tonnes of carbon dioxide equivalence, meaning other greenhouse gases impact are quantified using carbon dioxide’s warming effect as reference.

It should be noted these figures do not include all of Rushmoor Borough Council’s Scope 3 emissions for our procured goods & services, which will be assessed further. The Council’s operational carbon footprint will be reported in full following a verification of it’s emissions during the 26/27 year, which will include 25/26’s emissions figures.

COUNCIL CLIMATE ACTION SCORECARD

Climate Emergency UK publish Climate Action Scorecards for all Council's in the UK. This assesses Council's on the actions taken to mitigate and adapt to climate change.

The scorecard is based around seven themes, with multiple questions within each of these. There is set criteria for each question, which outlines how to achieve marks for each. Each question is weighted differently (eg. low, medium, high), these are used to calculate an overall percentage.

In order to achieve marks for climate action, this activity had to have been undertaken between January 2020 – October 2024. Therefore anything delivered after this cut off isn't eligible for inclusion within this current scorecard.

The scorecards are marked in multiple ways, such as National datasets, FOI's (Freedom of Information requests) and volunteer research. All information has to be publicly available information, therefore if something isn't available on our webpages, then it cannot be awarded marks. This document, will hopefully serve to understand where the Council is making progress against some of the questions where marks were not awarded.

For the complete scorecards and additional details on the criteria for achieving marks, please visit the [Climate Change Scorecard website](#).

The table presents a summary of the Climate Action Scorecard marks for Rushmoor Borough Council. Rushmoor has made positive progress in many categories, achieving a 10% increase compared to its score in 2023.

Additional progress has already been made in various areas since marking closed (Oct 2024), more information on this progress, as well as context and commentary can be found here: [Rushmoor's Climate Action Scorecard 2025](#).

Most district councils (including Rushmoor BC) will not be reassessed for 2027, due to Local Government Reorganisation.

Climate action scorecard	2023	2025
Buildings & Heat	27%	45%
Transport	-10%	-4%
Planning & Land Use	9%	16%
Governance & Finance	11%	25%
Biodiversity	30%	27%
Collaboration & Engagement	57%	51%
Waste Reduction & Food	23%	42%
RBC's Total	21%	31%

ASSOCIATED STRATEGIES & FURTHER CLIMATE ACTION

GREEN INFRASTRUCTURE STRATEGY

The Green Infrastructure Strategy for Rushmoor was adopted by the Council in July 2022. The Strategy includes a vision, objectives, and a number of broad priorities. In order to deliver these priorities, the Strategy identifies a number of potential projects. It is noted in the Strategy that these projects were identified as having potential, but their inclusion did not represent a commitment to delivery or assume that partnership working has been agreed.

Since the adoption of the Strategy, the Council has reviewed the potential projects and started to make progress on those considered to be of high priority. These included:

- PP3 – A biodiversity net gain off-site compensation scoping project.
- PP6 – Review of Potential SANG Sites
- PP7 – Carbon reduction through tree planting.

It is acknowledged that the current Green Infrastructure Strategy is now going out of date. The Planning Policy Team are in the early stages of preparing a new Local Plan.

To inform this, we need to gather and evaluate a significant amount of supporting evidence and data. Part of this will be a review of our GI Strategy.

The Council is intending to have a Strategy which is primarily map based and which is informed through structured conversations with relevant local stakeholders. The mapping will identify existing green infrastructure across Rushmoor and opportunities for creation of new, and restoration or enhancement of this existing network. Creation, restoration and enhancement can be worked into a suite of aspirational projects.

With regards to the existing Green Infrastructure Strategy, the Update given within the 2024/25 report is still appropriate to be rolled forwards to 2025/26. Many of these projects have been superseded and are no longer required in the form presented in the Green Infrastructure Strategy. The exception is tree planting project PP7. We have now planted all 194 trees and are into the watering and aftercare phase. Trees are establishing well with very few lost, despite the heatwave and drought weather.



WASTE & RECYCLING

PRINCES HALL

The addition of recycling bins throughout Princes Hall are now in place. This aims to ensure that waste streams are properly separated throughout the venue. This has been well received in the venue, ensuring waste streams are separated across the venue.



WALK THIS WASTE

The Walk This Waste trial was well received by residents who used it. Nine events were run between Dec 24 – June 2025. Across these events, 178 residents used the free service, bringing 333 bulky household items for disposal.



ELECTRICAL RECYCLING

The Council have rolled out new pink electrical recycling bins across the borough and have been a huge success. There has been approx. 17 tonnes collected for recycling.



TOWN CENTRES



ECO EXPLORERS

The Eco Explorers Club takes place in our Town Centres on the first weekend of every month between May-October. These free drop-in sessions feature interactive environmental-themed storytelling, alongside a hands-on activity focused on topics such as pollination, growing and gardening, global warming, green energy, plastic, recycling and wildlife. This attracts approximately 200 visitors each weekend.

More information: [Monthly Eco Explorers Club – Rushmoor Borough Council](#)

COMMUNITY GARDENING IN OUR TOWN CENTRES

We had over 75 people attend community gardening sessions across three dates to plant new beds in The Landing (Farnborough's new town square), and the new planters in Union Yard, Aldershot.

WORKING WITH PARTNERS

RUSHMOOR COMMUNITY IN BLOOM

Rushmoor Borough Council supports the Rushmoor Community in Bloom competition organised by Rushmoor Voluntary Services. In addition to providing grant funding towards the competition, the Council's Climate Change Officer supports within the planning team, as well as judging the Best Wildlife Friendly Garden category. Sustainability considerations are part of the judging criteria across all categories.

An awards event takes place in September, where winners are celebrated for their hard work and dedication throughout the borough. This initiative promotes pride in local communities and contributes to greening the area.

The competition continues to grow, and for 2026, additional categories were added for the schools competition including Design Your Own Garden. An additional event is held for schools, where representatives are invited to receive their awards.

More information:
[Rushmoor](#)
[Community in](#)
[Bloom 2026](#)



WARM HOMES - ENERGY EFFICIENCY

The Council Provides support to residents on energy efficiency measures, by sign posting to various initiatives. This is by done through Council support, as well as through other communications, such as the Rushmoor Climate Community Group and monthly RCC updates.

WARM HOMES LOCAL GRANT

Warmer Homes helps residents to make their homes more energy efficient.

Warmer Homes provide a range of fully-funded energy efficiency improvements for your home and is led by Portsmouth City Council, working in partnership with a consortium of 32 other local authorities. These improvements are funded by Warm Homes: Local Grant, which is administered by the Government's Department for Energy Security & Net Zero (DESNZ).

Residents could be eligible if:

- They have a total household income of £36k or less per year
- They receive means tested benefit
- Their Home has an EPC rating of D, E, F or G.
- They are a homeowner or private tenant

More information: [energy-efficiency home improvements | Warmer Homes](#)

HITTING THE COLD SPOTS

This service delivered by the Environment Centre provides advice to residents (particularly those who are vulnerable) on heating, insulation, energy bills, smart meters and switching energy tariffs. It also has a small budget to help residents with heating repairs and can provide portable heaters if a heating system breaks.

More information: [Hitting the cold spots](#)

MY HOME MADE BETTER

This service delivered by the Environment Centre provides free, impartial, tailored advice to residents in Hampshire.

They help homeowners:

- Make informed decisions based on their individual circumstances
- Explore energy independence
- Find ways to maintain comfortable temperatures all year round
- Find reputable installers in the local area.
- Find details of grants available and how to apply

More information: [My Home Made Better](#)

FURTHER ENGAGEMENT

BIO BLITZ

For Earth Day in April, staff were invited to join in a BioBlitz around the Council Office Grounds, to highlight how much biodiversity there is, even in unseemingly places. Whilst the BioBlitz ran throughout the work day, two targeted sessions were held with the Assistant Ecologist and Climate Change Officer.

The number of species in the grounds around the Council Offices:

- 54 plant species
- 11 tree species
- 9 bird species
- 1 mammal species
- 7 invertebrate species



LIBRARY EVENTS

The Council supported events at the libraries throughout the year including:

Green & Thrifty

As part of the Green & Thrifty programme, we attended a session at Farnborough Library to promote the Rushmoor Climate Community group and monthly newsletter, as well as promoting other related schemes and opportunities available to residents.

Warm & Welcome

We supported and attended a Warm and Welcome event at Aldershot Library, which aims to support those struggling with energy bills and cost of living.

FARNBOROUGH AIRPORT COMMUNITY ENVIRONMENTAL FUND

The Farnborough Airport Community Environmental Fund is a grant fund for community environmental improvement projects.

The airport pays a levy of £2 for every take-off or landing, or £5 (depending on the aircraft size). This money goes into the Farnborough airport community environmental fund, which the Council administers.

In 2025, the fund awarded 10 projects grants totaling £72.5k to projects such as community gardens, young people's education and active travel. More information can be found in the Annual Report 2025, which can be found here: www.rushmoor.gov.uk/airportfund.

Along with Farnborough Airport, we hosted a celebration event for those who received funding in 2024, to showcase the impact that the fund has had.

The event included presentations from three projects that were awarded funding in 2024.

Each shared the amazing work these groups are undertaking that is benefiting the local community and the positive impact that the funding has had on the surrounding environment.

TOTAL
AWARDED FOR
2025:

£72,513





CLIMATE CHANGE ACTION PLAN 2025-2028

ANNUAL REPORT 2025/26



climatechange@rushmoor.gov.uk



communitydevelopment@rushmoor.gov.uk



rushmoor.gov.uk/climatechange

The artwork featured on the front cover of this report comes from the talented young individuals who participated in our Climate Art for Action Competition 2026. This initiative was planned by our Youth Climate Ambassadors.



RUSHMOOR
Climate Community

Equality Impact Assessment: Screening Tool

The **Equality Impact Assessment (EIA) Screening Tool** should be completed for any new proposal, plan or project. It helps staff check if their proposal will positively, neutrally, or negatively affect residents, staff, or service users. If the impact is positive or neutral, a full EIA isn't needed.

A **full EIA** is required if the screening shows a negative impact on specific groups. We also advise that a full EIA should be completed when a [key decision](#) is being made. Key decisions are executive actions likely to:

- Significantly affect Council tax, budget balances, or contingencies.
- Have a major impact on communities across two or more Borough wards.
- Expenditure or savings over £100,000 qualify as significant, with a £250,000 threshold for property transactions.

Furthermore, for staff, we generally consider the impact on more than 25 people as significant, which would require a full EIA. If you're unsure, you can seek guidance from the Policy Team.

***After screening, if you identify the need for a full Equality Impact Assessment, you can use your existing answers as a foundation for the full assessment.**

Name of Project	Climate Change Annual Report 25/26
Reference number (if applicable)	
Service Area	Community & Partnerships
Date screening completed	16/09/2026
Screening author name	Sophie Rogers
Policy Team sign off	Martin Iyawe
Authorising Director/Head of Service name	Karen Edwards

1. Please provide a summary of the proposal

The aims of the Climate Change Action Plan are for the Council's Operational Emissions to be carbon neutral by 2030, as well as to create a greener more sustainable borough. This will seek to have a positive impact on the local community for all those that live, work and volunteer within. This will not just reduce emissions and benefit the natural environment but also create a healthier and more resilient borough.

Additionally, during 2025/26 the Climate Change Action Plan delivered a range of projects and initiatives including Youth Climate Ambassadors, Climate Community Group engagement, active travel initiatives, energy efficiency and warm homes signposting, decarbonisation activity and biodiversity improvements. The Annual Report provides an update on progress against the Climate Change Action Plan 2025-2028 and highlights benefits for residents, businesses and communities across the borough.

2. Who will the proposal impact? Please indicate Yes or No

Group of people	Impacted?
Residents	Yes
Businesses	Yes
Visitors to Rushmoor	Yes
Voluntary or community groups	Yes
Council staff	Yes
Trade unions	No
Other public sector Organisations	Yes
Others	Please specify: Schools, community organisations and partner agencies

3. What impact will this change have on staff? Please complete where relevant:

The Climate Change Action Plan will impact staff by increasing awareness of Climate and nature issues, as well as increasing resilience through engagement and training. The Climate Change Annual Report 25/26 details progress made in the last year against this plan. Staff also contribute to delivery of actions across service areas, helping embed climate considerations into day-to-day decision making.

4. What consultation or engagement will you be leading (with residents, staff, or other stakeholders) as part of this project?

During the process of drafting the Climate Change Action Plan 2025-2028 the Council consulted with elected members through PPAB, as well as consulting with the Rushmoor Climate Community Forum, which includes local residents and representatives from local community groups, charities and other organisations.

Some activity and initiatives that have come out of the plan have gathered feedback from the Rushmoor Climate Community Group, and the Youth Climate Ambassadors.

5. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Direct and indirect impacts

When completing this table, please consider both **direct and indirect impacts**, see helpful guidance.

Direct discrimination occurs when someone is treated less favourably than another person because of a **protected characteristic**. This includes:



- **Actual possession** of a protected characteristic.
- **Perceived possession** of a protected characteristic (discrimination by perception).
- **Association** with someone who has a protected characteristic (discrimination by association).

A valid comparison must show that someone without the protected characteristic would have been treated better in similar circumstances. It can still be direct discrimination even if the person treating you unfairly shares the same characteristic.

Note: Age discrimination may be lawful if it can be objectively justified. For other protected characteristics, direct discrimination is unlawful regardless of intent or justification.

Indirect discrimination happens when a **policy, rule, or practice** applies to everyone but puts people with a protected characteristic at a **particular disadvantage**. It occurs when:

- A policy is applied equally to all.
- It disadvantages a group sharing a protected characteristic.
- You are personally disadvantaged by it.
- The organisation cannot justify the policy as a proportionate means of achieving a legitimate aim.

If the policy can be objectively justified, it is not considered indirect discrimination.

For example: Closing public toilets may be an example of indirect discrimination, as it affects everyone but disproportionately disadvantages women, due to toilet frequency, alternative options and safety/hygiene factors.

Likely impact

For the groups identified earlier, tick the likely impact (both direct and indirect) on people with protected characteristics (e.g., age, disability, race, etc.):

- **Neutral:** No impact.
- **Positive:** Benefits people with protected characteristics.
- **Negative:** Harms people with protected characteristics.
- **Not Sure:** It's unclear how this affects people with protected characteristics, or more information is needed.

Rate the negative impact as **low**, **medium**, or **high**. Also, consider whether the proposal may be seen as controversial or negative by some groups. See the guidance for help.

Protected characteristic - Age

(for example, young people under 25, older people over 65)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		N/A		Engagement with Young people, such as through the Youth Climate Ambassadors, Climate debates, and events. Developing skills, aspirations and positive environmental stewardship. Relating particularly to Action 6. In Summary, the Action Plan supports climate education, participation and leadership opportunities for young people through schools-based programmes and youth engagement activity.

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>

Protected characteristic – Disability

(include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		N/A		Some climate-related initiatives may have positive indirect impacts for disabled residents, particularly where they improve home energy efficiency, reduce fuel poverty or improve access to information and support. The Climate Change Action Plan also promotes healthier and more resilient communities.

Protected characteristic - Gender reassignment and identity

(Include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning) *Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	N/A		No specific positive or negative impacts have been identified. Activities are open and accessible to all residents regardless of gender identity.

Protected characteristic - Marriage and Civil Partnership

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	N/A		No specific positive or negative impacts have been identified. The proposal does not affect residents differently based on marital or civil partnership status.

Protected characteristic – Pregnancy and Maternity

(Include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	N/A		No specific positive or negative impacts have been identified. However, wider benefits may arise

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
				through improved environmental quality and healthier communities.

Protected characteristic – Race or ethnicity

(include on the basis of colour, nationality, citizenship, ethnic or national origins)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		N/A		The Action Plan includes community engagement activities designed to reach a broad range of residents. Climate action and support initiatives are intended to benefit all communities across the borough

Protected characteristic – Religion or belief

(include no faith)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	N/A		No specific impacts have been identified. Community engagement opportunities are open to residents regardless of faith or belief.

Protected characteristic - Sex

(Under the Equality Act 2010 and following the 2025 Supreme Court ruling on 15 April 20205, a person's legal sex is defined as their biological sex as recorded at birth. Trans individuals are still protected from discrimination under the characteristic of gender reassignment.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	N/A		No specific positive or negative impacts have been identified. The Climate Change Action Plan is intended to benefit all residents equally.

Protected characteristic - Sexual Orientation

(Include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	N/A		No specific impacts have been identified. Activities associated with the Action Plan are open to all residents.

Protected characteristic - Other

(e.g. people on low incomes, people living in poverty, looked after children, people with care experience, people who are homeless, people with mental health problems, people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		N/A		Positive impact on those who by be on low incomes and/or who need cost of living support through schemes relating to areas such as energy efficiency and warm homes.

6. Screening Decision

Outcome	Yes or No
Neutral or Positive – no full EIA needed*.	Yes
Negative – Low Impact – full EIA at the service director’s discretion*.	No
Negative – Medium or High Impact – must complete a full EIA.	No
Is a full EIA required? Service decision:	No
Is a full EIA required? [Policy Team] sign off recommendation:	No
Flag for DPIA (will include engagement that collects personal data). [Policy Team]:	No
Flag for ethics (high risk / will involve engagement with vulnerable residents):	No

Once you've completed the screening tool and determined that the proposal is likely to have a positive or neutral impact on people with protected characteristics, the following can be included in the 'Equality Impact Assessment' part of the report. ***'An equality impact check found that this proposal would have a positive or neutral impact on people with protected characteristics. Therefore, a full assessment is not required.'***

Please send this completed EIA Screening Tool to Policy@rushmoor.gov.uk for quality checking by the policy team.

If required, please continue to the full assessment below.