

## **EQUALITY IMPACT ASSESSMENT**

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

This is known as the **Public Sector Equality Duty**.

In addition, the Council complies with the Marriage (Same Sex Couples) Act 2013.

### **Section 1: Responsibility for the Equality Impact Assessment**

Name of proposal:	Haringey Climate Change Action Plan
Service area:	Carbon Management
Officer completing assessment:	Joe Baker / Suzanne Kimman
Equalities/ HR Advisor:	Jim Pomeroy
Cabinet meeting date:	March 2021
Director/Assistant Director:	David Joyce / Rob Krzyszowski

### **Section 2: Summary of the proposal**

*Please outline in no more than 3 paragraphs the proposal which is being assessed, the key stakeholders who may be affected by the policy or proposal, and the decision-making route being taken.*

The proposed decision is to adopt a Climate Change Action Plan for Haringey. The Plan sets out a set of detailed and deliverable actions to deliver a net zero-carbon borough by 2041.

The key stakeholders are Haringey residents and businesses as this plan sets out actions to be delivered by the Council as well as the borough. Those who are more vulnerable to the effects of climate change will be most impacted if this Action Plan is not fully implemented, such as people in uninsulated homes (overheating) or people with ground floor habitable rooms (flooding). Those who are likely to be impacted by measures in the Action Plan due to their personal circumstances may include households who have a particular housing status, do not have sufficient funds to support the carbon reductions required in private households or businesses or who travel by more polluting transport modes out of necessity.

The final Action Plan is being presented to Cabinet in March 2021, following a period of engagement on the draft Action Plan that took place between October 2020 and January 2021.

### Section 3: What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

*Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these*

*This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.*

#### Sex

**Service users:** There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

#### Gender Reassignment

**Service users:** There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

#### Age

**Service users:** BEIS Fuel poverty statistics Haringey Borough Profile.

#### Disability

**Service users:** Haringey Borough profile and Institute for Fiscal Studies (2018), 'Living standards, poverty and inequality in the UK: 2018'.

**Staff:** Haringey Corporate Employment Profile, [September 2019](#).

#### Race & Ethnicity

**Service users:** Haringey Borough Profile BEIS Ethnicity facts and figures Fuel Poverty data

#### Sexual Orientation

**Service users:** There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

#### Religion or Belief (or No Belief)

**Service users:** There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

#### Pregnancy & Maternity

**Service users:** There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

#### Marriage and Civil Partnership

There is no national or regional data available relating directly to fuel poverty. Haringey borough profile data has been utilised.

**Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?**

*Explain how you will overcome this within the proposal.*

### **Climate Change**

This strategy aims to reduce carbon emissions in the borough, but it is dependent on carbon emissions being reduced worldwide to deaccelerate the rate of the changing climate. This Action Plan seeks to mitigate rising temperatures in the summer and the increase of extreme weather events (including droughts, wind speeds, precipitation, and flooding). It will protect residents and businesses from increasing energy costs. Efforts need to be made to realise the local benefits of reducing emissions such as improving the quality of housing, improving air quality in poorer areas and reduce isolation currently experienced in car-dominated housing estates (such as Northumberland Park Estate).

Climate impacts and extreme weather events can affect anyone, but some people are more likely to be affected than others. Factors such as age and health can directly increase vulnerability to a changing climate. Social and economic inequalities can predispose groups to living in circumstances where they are more vulnerable to the effects of climate change (e.g. living in areas with high air pollution or flood risk).

### **Environmental Inequalities**

A changing climate can affect communities in different ways.

#### **Age**

Haringey has a relatively large child population with 20% of the population being under 16 years old. Over two thirds of the Haringey population are of working age (70.1%). However, the action plan acknowledges that older people are adversely affected by living in cold homes and looks to source funding to reduce demands on the health services. The 'depth' of fuel poverty increases with age, with those households where the oldest person is aged 60+ having the largest fuel poverty gap (BEIS 2016 / Annual Fuel Poverty Statistics 2015, DECC).

- Young and old people are less resilient to extreme weather, such as extreme hot, cold and windy weather
- Young and old people are more vulnerable to fuel poverty, which will also translate into the availability in choice for green energy providers
- Young and old people are more vulnerable to air pollution, as noted in the EqIA for Haringey's Air Quality Action Plan
- Young people will benefit from energy improvements to schools
- Older people may be perceived to have less access to cycle infrastructure improvements but will benefit from wider active travel improvements when overall vehicle journeys reduce, which mean those undertaking essential journeys can access their destinations more easily and there will be an overall reduction in air pollution
- Older people may be more excluded from using public transport due to limited step-free access and costs, and may be forced to use taxis

- Older people may need more practical to repair and retrofit their homes, particularly if indoor works are required
- As ill health is more prevalent in older age the older population are more likely to benefit from carbon reduction strategies (lower air pollution, thermal comfort, lower energy bills, better public realm).

This section was updated as a result of receiving comments from the Hornsey Pensioner Action Group.

### **Gender reassignment**

There is very little robust data on Haringey or the UK's trans population. However, it is estimated that there are between 200,000 and 500,000 people who identify as trans in the UK. According to the LGBT Survey 2018, younger trans people are more likely to identify as non-binary, with 57% of all trans respondents aged under 35 identifying as non-binary. The age at which transitioning is started tends to be younger, with 81% of people starting to transition at 34 or younger, compared to 19% transitioning at 35 and over. Of those who identify as trans in the UK the largest group are of White ethnicity, representing 90% of this group. Trans people report lower levels of pay and a lower likelihood of having been in paid work and these individuals will benefit from measures proposed within the strategy.

- There is no reason to believe that there are specific impacts for this protected group and we will try to ensure that discrimination, harassment, and victimisation is tackled based on this and any other protected group when the Council interacts with this group through engagement activities and home visits.

Respondents to the Draft Climate Change Action Plan engagement were asked to state their gender, not their sex. This gave respondents the freedom to define their gender. Respondents were not asked whether they identified as trans. Of those who stated their gender on the engagement website, 50% people identified as female, 44% as male, 2% preferred to self-describe and 2% preferred not to state this.

### **Sex**

With a greater number of women in the age 50+ group, and as the elderly are more likely to be affected issues such as fuel poverty, women are disproportionately affected by fuel poverty. The impact of air quality also appears to be larger on males in adulthood, with Haringey's under 75 mortality rate from respiratory disease higher among males than females (35.5 per 100,000 residents, compared to 18.2 for females) (Public Health Outcomes Framework, 2015-17).

- Older women may be more vulnerable to negative health impacts from air pollution, extreme weather events, access to health services during storms.

### **Disability**

Research has found that people living with a long-term condition aged 24-54 are 50 per cent more likely to be living in poverty than their able-bodied peers (Living standards, poverty and inequality in the UK, Institute for Fiscal Studies 2018). Over 19,500 people aged 16 to 64 in Haringey have a physical disability; this equates to approximately 10% of the population aged 16-64. 4,500 people have a serious physical disability; 15,700 adults have a moderate or severe hearing impairment; and almost 5,000 people have sight loss which impacts on daily life.

- People with long-term health conditions may be less resilient to extreme weather

- People with disabilities on fixed incomes may be more vulnerable to fuel poverty
- People with long-term health conditions are more vulnerable to the negative health effects of air pollution, as noted in the EqIA of Haringey's Air Quality Action Plan
- People with disabilities may continue to require private vehicle-based transport methods for travel requirements and may be less able to access public transport

Respondents to the Draft Climate Change Action Plan engagement were provided the option to state whether they had a disability. On the engagement website, 2% stated they have a disability and 2% did not want to disclose this. On the Carbon Priority Simulator 3% stated they do and 2% did not want to disclose this.

### **Race/Ethnicity**

In 2017, 10.9% of all households in England (2.53 million households) were in fuel poverty. In every year from 2003 to 2017, households in the White ethnic group were less likely to be in fuel poverty than those from the other ethnic groups (made up of all other ethnic groups combined). The Action Plan will therefore have a positive impact on non-white groups as these groups will benefit most from retrofit interventions and measures.

Across the country BAME households are disproportionately affected by an increase in statutory homelessness across the country. Among white households, homelessness increased by 9% between 2012 and 2017, while it increased by 48% among BAME households during the same time period.

The COVID-19 pandemic has impacted the BAME community more than White households, in terms of income, job losses and health impacts. This has made pre-existing issues such as fuel poverty and homelessness more pertinent for this group, and they may be more vulnerable from climate change than before. [Figures?]

BAME communities also tend to live in Haringey neighbourhoods that are more vulnerable to the causes and effects of climate change, such as air pollution, flooding, and extreme weather. Wards in which a larger BAME community lives include Bruce Grove (56%), Northumberland Park (61%), Tottenham Green (53%), Tottenham Hale (57%) and White Hart Lane (52%). These wards also see the highest amount of air pollution, with the largest air quality focus areas set around Tottenham High Road, Seven Sisters Road, Wood Green High Road; these areas have annual mean NO<sub>2</sub> concentrations above 80 µg/m<sup>3</sup>. Households living in these areas also have less access to green open spaces, which impacts their health and wellbeing and the ability to adapt to heatwaves.

BAME residents were underrepresented in the draft Action Plan engagement responses. Of those who stated their ethnic background on the engagement website, only 29% were not from a White ethnic background. This underrepresentation was also reflected in the Carbon Reduction Priority Simulator, whereby only 5% stated their ethnic background was mixed or 'other'.

### **Sexual orientation**

3.6% of residents in Haringey identify as Gay, Lesbian, Bisexual or another non-Heterosexual sexuality. Within this group just over half identify as Gay or Lesbian, just over one in four identify as Bisexual, and around one in seven identify as 'Other'.

- The LGBTQ+ community is overrepresented in the young homeless population, 24% nationally, often due to prior experiences of familial rejection and abuse (Albert Kennedy Trust 2017). This group will be more vulnerable to the effects of climate change through extreme weather events or flooding.
- There is no reason to believe that there are specific impacts for the wider protected group and we will try to ensure that discrimination, harassment, and victimisation is tackled based on this and any other protected group when the Council interacts with this group through engagement activities and home visits.

Respondents to the Draft Climate Change Action Plan engagement were not asked to disclose their sexual orientation.

### **Religion/Faith**

Christian residents make up the predominant group in all tenure types and are broadly as likely to social rent as they are to private rent or be owner occupiers. Those of no religion and Jewish residents are more likely to be homeowners. Muslim residents are overrepresented in the social rented market (which includes both council housing and housing association stock) and underrepresented as homeowners. Alongside this regional and national data suggests that Muslim residents are more likely to have no qualifications and less likely to earn LLW; with Buddhist and Muslim residents most likely to be unemployed.

Minority faith communities tend to live in Haringey neighbourhoods that are more vulnerable to the causes and effects of climate change, such as air pollution, flooding, and extreme weather. In Haringey, residents with no faith are more likely to live in the west of the borough (such as Stroud Green, Crouch End, Muswell Hill and Alexandra wards), and those with a religious belief are more likely to live in the east (with lowest group with no faith of 13% in White Hart Lane and Northumberland Park). 98% or more of all homes in the west of the borough have good access to nature, compared to an average of 69% of homes in the east (Haringey Ward Profiles 2017; Access to public open space and nature by ward, Greenspace Information for Greater London). This suggests that residents who have a religious belief are less likely to have access to green spaces and nature; these areas will see less impacts of flooding, air pollution and heat waves.

Residents with a faith or religion were underrepresented in the engagement feedback. Of those who responded to this question on the engagement website, 19% selected Christianity, 3% Jewish, 3% Other, 2% Hindu, 2% Buddhist, 1% Muslim.

### **Pregnancy/maternity**

Northumberland Park has the highest birth rate, at 83 births per 1,000 women aged 15 to 44. The lowest birth rate was in Muswell Hill. There is no known data on pregnancy and maternity relating to Housing and Place or fuel poverty.

- Pregnant women may be more vulnerable to negative health impacts associated with climate change. The negative health impacts of air pollution for pregnant women are noted in the EqIA for Haringey's Air Quality Action Plan.

Respondents to the Draft Climate Change Action Plan engagement were not asked to disclose a pregnancy or whether they have children.

## **Marriage/civil partnership**

According to the 2011 census, 1,191 residents were in a same-sex civil partnership and 33.3% of residents aged over 16 are married (ONS Census 2011). The data we hold across the key Borough Plan areas of Housing, People, Place, Economy and Your Council do not indicate any inequalities in the area of Marriage & Civil Partnership.

- We will continue to fulfil our commitments against this protected characteristic, and if any inequalities in this area emerge, we will take the necessary steps to address them.

Respondents to the Draft Climate Change Action Plan engagement were not asked to disclose their relationship status.

## **Covid-19 Impacts**

Covid-19 has had multiple effects among socio-economic groups in Haringey. This means Covid-19 has unequally affected socio-economic groups in Haringey, and as a result, also impacted on other protected groups more. Higher diagnosis rates in deprived areas may be due to worse overall population health before Covid-19, high proportions of workers in occupations that are more likely to be exposed, and/or more overcrowded housing. More deprived areas, mostly located in the east of the borough, have seen more severe impacts from Covid-19 in the following ways:

- Higher diagnosis and death rates in more deprived areas.
- In deprived areas women have been 133% more likely, and men 114% more likely, to die from Covid-19 (Health Foundation, 21st May).
- Men in low paid jobs were almost four times more likely to die from coronavirus than professionals, with 21.4 deaths per 100,000 people, compared with 5.6 among white collar male workers (ONS, 14th May)
- Higher rates of people having to shield in more deprived areas.
- People on lower incomes more likely to live in overcrowded housing and poor quality housing, making social distancing, self-isolation and general liveability more challenging.
- Higher rates of mental health deterioration, loneliness and need for emergency food provision due to the pressures of the pandemic and economic impact.
- A number of intersections of protected groups has also been noted:
  - BAME young people's mental health
  - BAME women hospitalisations from Covid-19, anxiety and support
  - BAME disabled people's health
  - Young women's financial situation and mental health
  - Socio-economically disadvantaged women higher exposure to Covid-19 and mental health
  - Disabled women's access to shops, perceived access to medicines, impacts from social isolation, stressed from work
  - Disabled older people high death rate and vulnerable to Covid-19 and other medical treatments
  - Disabled children's need for EHCP plans
  - LGBT+ disabled people's mental health, substance/alcohol use, safety concerns, access to health care and medicines

- BAME LGBT+ people's mental health, substance/alcohol use, safety concerns, access to health care and medicines
- LGBT+ people from religious or faith groups experienced difficulties to cope with the pandemic being able to come out to family members or their community
- Older LGBT+ people's access to health care and discrimination during care
- Young LGBT+ people's isolation, lack of support, experiences of homophobia, biphobia, transphobia and poor mental health.

This means more people in deprived areas will be more vulnerable to the impacts of Covid-19 and therefore more vulnerable to the impacts of climate change and fuel poverty. Disabled people are also more impacted by the borough's highways infrastructure and accessibility to local shops.

### **Climate Change Action Plan**

The objective of the Climate Change Action Plan is to reduce carbon emissions in Haringey and thereby mitigate the extent of climate change and its impact on Haringey. A large number of actions relate to the following policy areas and can therefore be expected to affect specific groups of Haringey residents:

#### **Haringey Council Buildings**

- Haringey Council staff are likely to be affected by actions that relate to Council buildings. In particular, members of staff with disabilities are likely to be affected by actions relating to staff parking. The most recent employment profile shows that 6.9% of Haringey Council staff declared having a disability. However, it is not known how many of these members of staff drive or rely on staff parking.
- Children and young people, among whom BAME communities are overrepresented, are likely to be affected by actions relating to school buildings.

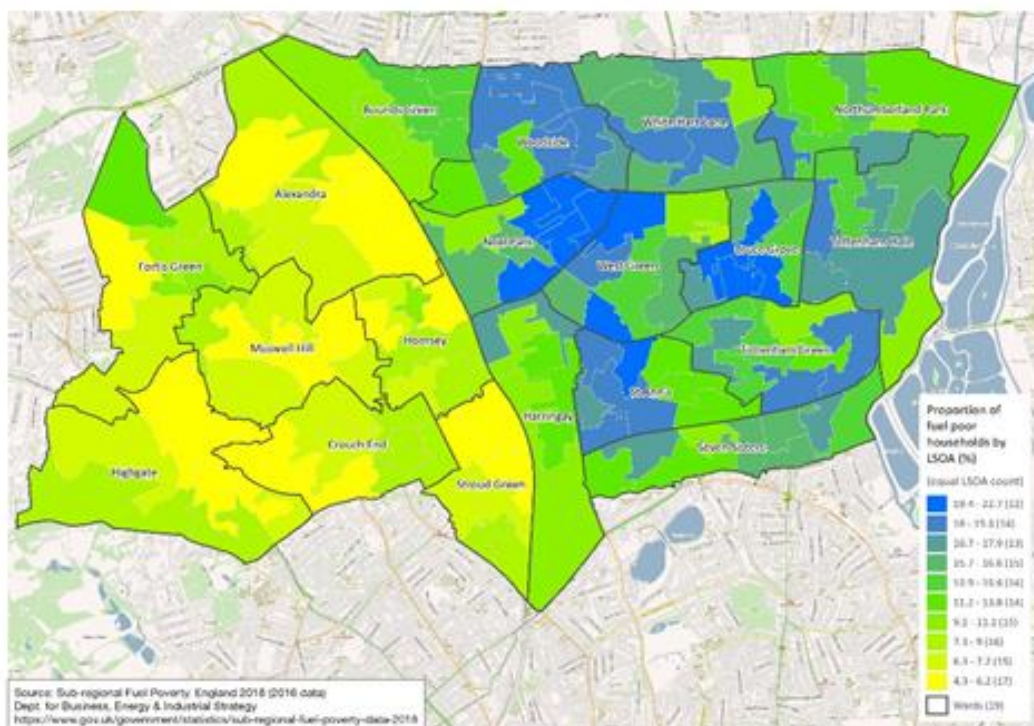
#### **Housing**

- In 2017 there were 15,189 households living in fuel poverty in Haringey i.e. 14.5% of the households in the borough. This is the 4<sup>th</sup> highest percentage in London and substantially above the London average (11.8%) (BEIS Fuel poverty sub-regional statistics 2017).
- Properties at most risk of fuel poverty are those (BEIS Fuel poverty sub-regional statistics 2017):
  - with an energy performance certificate (EPC) rating of E, F or G.
  - built pre-1944
  - in the private rented sector
  - fitted with an electricity pre-payment meter.
- Properties at most risk of overheating are:
  - Converted flats or newly built blocks of flats
  - Flats facing east/west/south and with a single aspect
  - Homes with no access to outside, shaded amenity space.
- In both situations the households most at risk include those with:
  - low incomes
  - on furlough or unemployed
  - elderly occupants
  - children under the age of 16



- too many occupants
- disabilities and/or suffering from a long-term illness, and,
- those confined to home during long periods of the day, which has increased during the coronavirus restrictions which require certain jobs to be undertaken from home, where possible.
- Fuel poverty is measured by the Low-Income High-Cost indicator. This ensures that residents qualify for support based on the energy efficiency of their home and their income. Use of property Energy Performance Certificate data will ensure that targeting covers anyone affected by fuel poverty, regardless of tenure, to improve the energy efficiency of their home, reduce the price they pay for energy and to refer them to support services specific to their needs.
- Social housing tenants in Haringey are likely to be affected by a number of the actions in the Climate Change Action Plan. In summary, women, older people, BAME communities, lone parent households, minority faith communities, and individuals with disabilities and/or long-term health conditions are overrepresented among social housing tenants relative to the population of the borough.
- Private-rented sector tenants are likely to be affected by a number of the actions. In summary, younger people, those with disabilities, lone parents, and BAME communities are overrepresented among PRS tenants.
- The unemployment rate has increased as a result of the pandemic, to 13.4% in Tottenham and 8.9% in Hornsey and Wood Green (December 2020). Tottenham also has the second highest portion of eligible employments furloughed by constituency in the UK, of 20%. In Hornsey and Wood Green, 16% of people were on furlough in December 2020.

At LSOA level, the proportion of households in fuel poverty is highest in the east of the borough particularly Noel Park and Bruce Grove wards. There are no LSOAs in



the west of the borough within the top quartile (greater than 16.8%). This is shown in figure 1.

*Figure 1. above shows the wards and the numbers of households in fuel poverty. It shows that homes in the west are less likely to be fuel poverty. The wards of Noel Park and Bruce Grove are particularly affected by high numbers of homes in Fuel Poverty.*

- The Action Plan promotes people-centred solutions to carbon reduction which could reduce inequality and promote fairness in the borough. It sets out to ensure that assistance schemes are communicated to all areas of the community with specific reference to groups who share the protected characteristics. This may include sections of the population that are not engaged fully in an active participatory citizenship process, do not have access to online information and events (which have been used more frequently during the coronavirus restrictions), and fail to access services, either through choice, or the design of the engagement process.

## **Transport**

We know that certain transport inequalities exist in Haringey. In summary, measures to promote active travel and improve air quality have potential to reduce inequalities that affect protected groups including children and young people and BAME communities. However, some groups may not be able to benefit from engaging in active travel, including people with mobility-related disabilities, some older people, young children and their carers, and pregnant women. These groups may be negatively impacted by reduction in private car use. All groups will benefit from improvements in public transport. The Action Plan will not promote a complete ban on the car due to the inequalities that exist.

### **4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?**

*Please outline which groups you may target and how you will have targeted them.*

The draft CCAP came out of the Haringey Zero by 2050 Commission, which published a report of its findings in October 2017. A group of built environment experts undertook a series of workshops, study tours and review sessions to inform the vision of a sustainable future they set for Haringey. After ARUP was appointed to undertake the technical-based work to reach to zero carbon by 2050, the Commission and key members of sustainable community groups commented on the proposed route map and actions. The consultation before publishing the draft CCAP did not consult with any protected groups in a targeted way, but those groups that were consulted include individuals who share the protected characteristics.

Following the publication of the draft CCAP in March 2020 at Cabinet, members of the public had the opportunity to comment on the plans. Targeted engagement was planned for the Summer, including a series of events, but this had to be moved to October through online engagement only due to the pandemic. Engagement took place through the following routes between October 2020 and start of January 2021 (with full results in Appendix 2 - Engagement Report):

- Citizen's Panel survey, which sought to include a representative group of respondents. It is acknowledged that the recruitment for the Panel had not yet been finalised, so the results are only considered indicative.
- Engagement website (Commonplace) sought to present website with information about the proposals and questions to obtain feedback using language in an accessible way.
- Carbon Priority Simulator Tool encouraged respondents to think and provide feedback about carbon reduction projects in a different way.
- Youth Advisory Board survey, sought to get better representation from young people, recognising that other engagement had attracted an older group of residents. This advertised a revised set of questions, designed with the YAB, and advertised through social media.
- Community groups were contacted directly via email.
- Advertisement happened via the Council's social media channels, such as Twitter and Instagram, and the Council's website on the front page and on the Going Green pages, and via a press release.
- Community groups helped advertise on their social media channels, such as Selby Trust and Haringey Climate Forum.
- A two-page spread was included in the December edition of Haringey People, distributed to all Haringey households.
- Posters were distributed to park cafes around the borough (who consented to displaying it), the limited libraries that were open during the engagement period, and Homes for Haringey properties.
- Specific advertisements were placed in the Schools bulletin, Partners Newsletter, and Business Newsletter.

Future consultation will need to target protected groups of residents more specifically, as well as businesses, to draw out issues and solutions that are more pertinent to protected groups. This will need to target protected groups on a geographic basis and through networks.

#### **4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics**

*Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?*

Feedback from the community has been to build on existing successes from carbon reduction projects, as recorded in Annual Carbon Reports. Over half of energy community grants were awarded to communities of which a majority people have a 'relevant protected characteristic'. This targeted effort is to be grown and the action plan aims to widen its community engagement. Events will be held targeting protected groups.

Further feedback from the engagement between October 2020 and January 2021 demonstrated that further consideration needs to be had for the needs and impacts

on disabled groups. This is important for the accessibility of pavements in shopping areas and other roads, and ability to travel by car as part of larger-scale projects such as Low-traffic Neighbourhoods and other walking and cycling projects.

Changes were made to the HCCAP under:

- Objective T2: Added to action on the presumption in favour of reallocating highway spaces, to include the re-prioritisation of crossings in favour of pedestrians.
- Objective T1: Clarify an action (scale up bike training and education); to target groups that are less represented amongst cyclists.
- Objective T1: Clarify an action; engage with disability groups and residents to understand the needs to make public spaces more accessible.
- Objective T2: Clarify an action; consult with road safety groups and other relevant organisations to ensure highway designs are safe.

Other feedback included the need to support young people in accessing the green job sector and learning the necessary skills.

- Objective E2: Added an action; Support local apprenticeships to carry out solar PV installation works.
- Objective Com3: Changed an action (delivery of a green hub); added clarity that it would accommodate retrofit installers, provide training on a large scale for young people, re-training for people entering into the green sector and training on heritage buildings.
- Objective Com3: Changed an action (advertise training and career opportunities); to advertise council-owned deep retrofit projects as training opportunities for local young people as paid work experience or apprenticeships.
- Objective Comm3: Added an action; Develop a low-carbon volunteer network to promote retrofitting in public and private sector, with volunteers receiving training.

Further, targeted engagement will be planned with businesses, community groups and residents. Specific engagement is planned with residents in the Tottenham Hale, Tottenham Green, Seven Sisters and Bruce Grove as part of forthcoming regeneration projects. This will target some of the more deprived areas of Haringey.

## **5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?**

*Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.*

### **5.1. Sex: Positive**

There will be a higher take-up of active travel among women, who are currently underrepresented among cyclists and will feel more confident to cycle as a result of infrastructure improvements. Where families feel safer to cycle to school with their children, women are also more likely to benefit from active travel improvements.

Insulating homes better will improve thermal comfort for women who are more likely to be sensitive to higher and lower temperatures, and particularly experience more discomfort than men in cooler conditions ('Thermal comfort and gender: a literature review, S. Karjalainen 2011).

Better access to a skills programme will enable more women to skill up in the carbon reduction sector.

## **5.2. Gender Reassignment: Unknown**

Our findings do not lead us to believe that there will be specific impacts for this protected group, but we will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic with the necessary training for frontline staff. If any inequity in treatment is identified, we will take steps to rectify this. All communications will ensure that this community is not excluded, and that the Council will work with installers to that the installers understand this groups needs and sensitivities.

## **5.3. Age: Positive**

Our analysis indicates that young and older people are more vulnerable than working age people to the negative health impacts of climate change. The Action Plan will result in positive health outcomes for older and younger people from lower air pollution, insulated homes, and more active travel. Young people will benefit from better access to green sector jobs.

## **5.4. Disability: Positive**

There will be positive health outcomes for individuals with disabilities from reduced overall car journeys and lower air pollution. Better public highways infrastructure will deliver wider and more accessible pavements and higher quality public realm, providing better access to local amenities and shops for some individuals with disabilities. This is dependent on ensuring that highways projects are inclusive of households with disabled people.

There is likely to be a positive impact for individuals with disabilities in terms of thermal comfort and reduced bills from retrofitted social housing.

There may be negative impacts from reduced parking availability overall, although blue badge parking will remain and will be prioritised for retention. The reduction in parking overall is a proportionate means to achieve a legitimate aim, namely reductions in air pollution and carbon emissions, with positive benefits for this group and greater benefits for other protected groups. It also ensures that necessary car journeys can be prioritised and will take less long.

Households with one or more members with a physical or mental disability are likely to be more impacted by retrofit works to be undertaken in homes. Strategies are being put in place to prioritise works to be undertaken on the outside of homes rather than inside, and where necessary, solutions will be sought to reduce the impact of retrofit works on those whose disabilities cause them to need to continue living in the home.

The Action Plan sets out an ambition to improve the energy efficiency of all households. It also aims to ensure all residents have access to cheaper energy



tariffs. This will improve the comfort of disabled residents, many of whom spend long periods of the day at home, whilst reducing energy bills.

#### **5.5. Race and Ethnicity: Positive**

BAME communities are overrepresented in social housing and the PRS. The Action Plan will result in improved social housing for these communities and reduce fuel poverty.

The eligibility criteria for any fuel poverty initiatives undertaken as a result of this strategy will not be based on race. However non-white ethnic residents are more likely to be in fuel poverty. Improving the energy efficiency, reducing damp and mould and improving the comfort of a home will have a positive impact on any home affected by fuel poverty.

#### **5.6. Sexual Orientation: Neutral**

Our findings do not lead us to believe that there will be specific impacts for this protected group, but we will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic with the necessary training for frontline staff. If any inequity in treatment is identified, we will take steps to rectify this. All delivery mechanisms and communications led by the Council and partner organisations will be designed to ensure that the needs of the LGBT community are reflected so that delivery agents, such as installers, reflect the needs and sensitivities of this community.

#### **5.7. Religion or belief or no belief: Neutral**

Our findings do not lead us to believe that there will be specific impacts for this protected group, but we will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic with the necessary training for frontline staff. If any inequity in treatment is identified, we will take steps to rectify this.

Improving the energy efficiency, reducing damp and mould and improving the comfort of a home will have a positive impact on any home affected by fuel poverty. This will be particularly important to those who are unemployed or on low incomes, and the evidence indicates that Muslim and Buddhist households are more likely to be unemployed.

#### **5.8. Pregnancy and maternity: Positive**

Pregnant women are overrepresented in social housing. The Action Plan will result in improved housing for these communities.

Some actions are fundamentally about the access to capital and single-person households may therefore have less access to funding and this will be exacerbated if the single parent has children too. Women constitute over 85% of single parents in Haringey.

Pregnant women (and their unborn child) will also benefit from better active travel infrastructure, especially locally, and benefit from reduced levels of air pollution.

### **5.9. Marriage and Civil Partnership: Neutral**

People who are in a civil partnership will be treated the same as people who are married.

### **5.10 Groups that cross two or more equality strands**

The Climate Change Action Plan will impact some wider socio-economic groups more than others which, in turn, may impact a few protected groups slightly more.

Levels of car ownership can be largely characterised by socio-economic background and ward. The poorest households on average live in eastern wards, tend to have good public transport accessibility levels (PTAL) despite examples of poor accessibility, have the lowest level of car ownership (most do not own a car at all), but are also exposed to the highest level of traffic and air pollution. The highest levels of car ownership are in western wards with lower PTAL.

- Raising parking charges and removing parking spaces will therefore not impact on the poorest households financially or in access terms (where they need their cars for night shifts etc). These households will benefit from improved indoor and outdoor air quality, better public transport connections and better active travel infrastructure.
- Lower to medium income households who do own cars are likely to be impacted by a rise in parking charges and are likely not to have the capital to invest in electric cars to qualify for lower charges and no ULEZ charges. These households may include those within BAME, single parent, religious and disabled protected groups. However, the reduction in parking overall is a proportionate means to achieve a legitimate aim, namely reduced air pollution and carbon emissions, with positive benefits for these groups and greater benefits for other protected groups.
- Higher income households, mostly located in the western wards, are likely to be able to afford the additional expense of parking charges on a regular basis and increases may not necessarily impact on their travel patterns. Reduced public parking spaces at local centres, amenities and public buildings may however impact on travel patterns more, which will have positive impacts on households in the borough who live close to these destinations and the road network. Behaviour change programmes and improvements to physical active and public transport infrastructure will enable further travel mode changes to be made.

The inequal impact of Covid-19 on deprived areas in Haringey has also impacted on other protected groups more. Although this means more people in deprived areas will be more vulnerable to the impacts of climate change and fuel poverty than before the pandemic, they will also benefit from delivering healthier, warmer homes through new build and retrofitting. Increasing accessibility of local areas for disabled people

This Action Plan covers actions that are the responsibility of the Council (for council-owned properties and within the remit of council staff), the community and the Government to enable people to take action.

- Under the Housing and Energy chapters, there is an emphasis on households not living in social housing to undertake deep retrofit works to their homes, including the installation of renewable energy. Costs associated with these works will vary per building, but are expected to be significant additional expenditure. Without financial support from the Government or GLA, and/or appropriate financial structures where energy efficiency works can be linked to the building not the occupiers/owners and the pay back spread out, most households will not be able to undertake these works independently. The Affordable Energy Strategy will target this specifically by providing guidance on available grants and technical assistance for the fuel poor, able-to-pay market.
- Under the Workplace chapter, businesses and industrial premises are expected to upgrade their properties to EPC B by 2035. Due to the large proportion of small to medium-sized enterprises in the borough, this cost will be more difficult to be balanced against other essential business overheads without public funding mechanisms.
- In all such cases, the occupiers will benefit from energy efficiency works to be undertaken saving the Council revenue funding which will allow more spending on other services to benefit protected groups.

With better public realm, there is more likely to be more social interaction which would lower the level of social isolation that predominantly older people feel (and those needing to stay at home for long periods of time), which in turn, could positively impact this group in terms of mental health.

### **Outline the overall impact of the policy for the Public Sector Equality Duty.**

Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?

Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
- b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
- c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low

Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

1. No, there will be no discrimination as a result. Projects will be delivered with this in mind. Most of the protected groups are experiencing the negative effects of climate change disproportionately due to insufficient progress reducing emissions and will benefit more from the implementation of the Climate Change Action Plan.
2. Improving energy efficiency across the housing stock will increase property values for owner-occupiers and lower energy bills for tenants and owner-occupiers so there will be more economic power and improved health in those groups. It will increase access to community infrastructure through better active travel and public transport



so those who are isolated from lack of access to car will be better connected to jobs and social infrastructure.

3. Yes, through the community ownership of energy companies and behaviour change programme interaction will increase between groups who share a relevant protected characteristic and those who do not.

### 6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

**No major change to the proposal:** No.

**Adjust the proposal:** Yes.

The EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below.

**Stop and remove the proposal:** No.

### 6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

**Impact and which protected characteristics are impacted:** *Active travel infrastructure is often designed with able-bodied pedestrians in mind.*

**Action:** *Objectives C2, T2 and T3 have been changed to consider the needs to physical disabilities in improving and increasing active and accessible travel infrastructure.*

**Lead Officer:** *Joe Baker, Head of Carbon Management*

**Timescale:** *Changed before the Action Plan is publicly published.*

**Impact and which protected characteristics are impacted:** *Protected groups may not be fully aware of community or government grants that are available.*

**Action:** *We will provide community grants ensuring that protected groups are targeted as a key part of this process, and we will communicate the availability of government and GLA grants with protected groups as well.*

**Lead Officer:** *Joe Baker, Head of Carbon Management*

**Timescale:** *On-going*

**Impact and which protected characteristics are impacted:** *By discouraging car ownership across the board, there would be an impact for those in need of cars, i.e. blue badge owners.*

Action: We have amended Objectives C2 and T3 to ensure that people with disabilities are not impacted negatively by parking changes or Low Traffic Neighbourhoods.

Lead Officer: Joe Baker, Head of Carbon Management

Timescale: Changed before the Action Plan is publicly published.

**Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.**

N/A

**6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:**

This will be undertaken as part of monitoring progress against the overall strategy and objectives of the Action Plan. Detailed monitoring will be undertaken in for equalities assessments for individual projects that are implemented as a result from the Action Plan.

## **7. Authorisation**

Approved by:

Date: