

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Community Carbon Fund
Service Area:	Extension for Year 5 to Year 8
Officer Completing Assessment:	Carbon Management
Equalities Advisor:	Biplav Pageni
Cabinet meeting date (if applicable):	Diptasri Basu
Director	22 April
	Barry Francis

2. Executive summary

Please complete this section *after* completing the rest of the form and summarise:

- The policy proposal, its aims and objectives, the decision in consideration. Please focus on **the change** that will result from this decision.
- Results of the analysis: potential positive and negative equality impacts
- Mitigations that will be taken to minimise negative equality impacts (if relevant)
- Next steps (this may include: if/when the EQIA will be refreshed, planned consultation, future stages of the project).

This report proposes a strategy to spend the amount of £640,000 as part of an extension of the Haringey Community Carbon Fund over the next four years. The amount is allocated by the Carbon Offset Fund Allocation Strategy 2025-2029

(approved by Cabinet Feb 2025) financed through the collected carbon offset contribution through Section 106 obligations. This is an extension to the current four-year Haringey Community Carbon Fund programme (Years 1 to 4), initially approved by Cabinet in June 2021. This strategy will support the implementation of the community objectives of the Haringey Climate Change Action Plan (HCCAP), adopted in March 2021.

A total of £100,000 per funding year will be available to community groups, businesses, schools and individuals to deliver carbon reduction projects in the borough. A total of 60,000 per funding year has been allocated to spend on the advertisement, administration, and management of the fund. This includes supporting community groups and delivering co-engagement sessions to improve accessibility to underrepresented groups, which was one of the key feedback items from the online engagement. The key stakeholders would be any type of community group that would be eligible to apply for the grant; and any individuals or groups that are not otherwise eligible that can apply for microgrants. Bids will also need to demonstrate wider community benefits and equalities contribution within their proposed carbon reduction projects.

The spending strategy for the total of £640,000 will go to Cabinet for approval in April 2025. The decision to allocate the annual funding to specific carbon reduction bids will be delegated to the Assistant Director for Planning, Building Standards & Sustainability, where appropriate in consultation with the Cabinet Member for Climate Action, Environment, and Transport drawing on the advice of the Community Carbon Fund Allocation Panel.

Changes to the programme will include:

- **A higher allocation of funding per year** – this will allow more groups to receive funding.
- **Clearer indications on what indicative proportion of funding will be allocated to which types of projects** – this will provide clearer guidelines and expectations for applicants to focus their projects that deliver direct carbon savings through energy efficiency and low-carbon generation projects, and aim to apply for less funding for indirect carbon saving projects.
- **Climate resilience projects and scoring criterion** – this is intended to ensure that projects consider how they can improve the ability for communities to respond to climate change impacts and increase their resilience.
- **London Borough of Culture scoring criterion** – this will broaden the scope of carbon saving projects to enhance Haringey's local culture.
- **Carbon Literacy Training** – this will be available to organisations receiving over £1,000 and will equip their leaders with the tools and knowledge about climate change to deliver their engagement plans more effectively. This will not only upskill but also empower local leaders to raise awareness of climate change within their community groups.

- **HCCF Panel will be open for community members to show an interest in joining** – this will allow a broader range of community representatives to take part in the panel scoring and recommendation making.
- **Invitation for shortlisted applicants to do an “in person presentation” to the HCCF Panel** – will allow community groups to showcase their project in person, allow them to clarify their aims. It allows applicants to express themselves and communicate in a different way, which hopefully makes the application process more accessible to groups who are less skilled at bid writing. Groups will have the opportunity to indicate if this presentation is not accessible to them and officers will seek ways to accommodate their needs accordingly. Alternatively, the group will be represented by officers and they would not be disadvantaged in the scoring process.

3. Consultation and engagement

3a. 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? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

The proposed extension of the HCCF will continue the communication campaign. As part of this campaign, the advertisement of the fund and outreach activities will take place to make all community groups aware of the grant funding. This will target community groups that would be less likely to have the knowledge and/or experience to deliver carbon reduction projects, and that may also represent a larger proportion of people from protected groups. Such community groups may be located in the eastern wards of the borough which represent higher numbers of households that represent protected groups like BAME, age, disabilities, or groups that specifically represent certain protected groups, such as faith or religious groups.

The 2021 HCCAP engagement and the 2025 HCCF engagement feedback received from BAME residents was disproportionately low compared to the majority of White ethnic residents who had disclosed their ethnicity and responded. This means that further engagement through community groups is vital in ensuring that residents from other ethnic backgrounds are made aware of the risks of climate change and encouraged to reduce their emissions and adapt to climate change.

Information will continue to be provided in the form of easy-to-understand audio and visual guides about how to submit a bid and understand more about the type of carbon reduction projects they could implement and how to benefit the wider community. Advertisement of the fund could link in with other existing community funding programmes or delivery partners in Haringey, online and offline communication channels, utilise the Haringey Community Collaborative, and similar voluntary sector organisations, work with the Haringey Climate Forum, Youth Advisory Board and Connected Communities to reach community groups. Support will also be given to community groups in implementing their project through staff and a peer-to-peer

network. Spending sufficient resource on the advertisement phase will inspire the delivery of higher quality and diverse projects by different community groups.

The 2025 engagement feedback received from the respondents suggested to undertake co-engagement and more in-person engagement to make the funding more accessible to underrepresented groups. This is being addressed by having more funding available to manage and advertise the fund (from £15,000 to £60,000 per year) which will allow more targeted outreach. Our revised communication and engagement strategy has also set out that new audiences and networks will be identified to engage with directly, and various in-person events and locations were named in the engagement where officers will advertise the fund and answer questions directly. The overall target to allocate grants evenly across the borough to community groups and their community over the next four-year period will be continued to be monitored throughout. Where necessary, further targeted engagement and support will be provided to community groups to meet that target. The communication and outreach strategy will be reviewed annually based on the feedback received.

Where requested by community groups, guidance and forms will be made available in other languages or in paper format.

3b. 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

Discussions had been held with staff from various council service areas who have run similar grant funding schemes. Their suggestions have been incorporated into the proposals to improve the accessibility of the grant to community groups in terms of eligibility, the size of grants, support and capacity building requirements and decision making around the allocation of grants. An online engagement has been conducted to gather community feedback on the funding programme from 3 January to 2 February 2025. The engagement aimed to gather insights to shape the next phase: Year 5 to 8 of this funding programme. Respondents included diverse mix of residents, community groups, and businesses offering valuable recommendation to improve the fund's allocation strategy, scoring criteria, effectiveness and reach. Their recommendations have been incorporated into the proposed extension of the CCF.

As previous years, we have also included mechanisms to ensure an even geographic spread of grants over the next four-year period, yearly alterations on the community members of the Community Carbon Offset Fund Allocation Panel to increase representation. The Council had set out a criterion requiring projects to deliver long-term sustainability benefits and to contribute to Haringey's statutory equality objectives and demonstrable benefit of the project to the wider community in terms of promotion of carbon reduction and energy efficiency, and engagement, empowerment and reaching the community. This will be continued in the proposed extension and an additional criterion to demonstrate how projects will bring arts and culture to the heart of local communities in the Year 5 and 6, is also introduced.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

The proposal to fund community groups to deliver carbon reduction projects have brought a positive impact on our community groups as shown by the first four years of the programme. However, inequalities exist within Haringey and differ across its wards which may have an influence over what type of projects are delivered, where and who it will benefit.

4a. Age

Data

Borough Profile¹

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data from the Office for National Statistics (ONS), 2021 and State of Borough, December 2024.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

Haringey has a relatively large young population with 21% of the population being under 18 years old. Over two thirds of the Haringey population are of working age (69%), which will remain the largest population overall (State of the Borough, 2024).

The largest increase by age groups is found in older people among the Other White aged 65-85, Other Ethnic aged 85 plus, Black Caribbean aged 85 plus and

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/populationandhousehold/populationandhouseholdestimates/populationandhouseholdestimates)

Bangladeshi aged 85 plus groups. Despite the large percent increase, the population over 65 is projected to account for only 13% of Haringey's population in 2030, a total of 36,973 residents. The 65+ population is more concentrated in the West, where almost all areas have over 14% of the population 65+ (State of the Borough, 2024).

Residents over 65 are predominantly located in the western wards (over 10% of the population by ward), compared to around 0-10% of the population in the Harringay, Noel Park, Northumberland Park, Bruce Grove, Tottenham Green and Seven Sisters Wards. Between 5-14% of 65+ population is located in other eastern wards (State of the Borough, 2024)

Residents under 18 are most strongly represented (over 23% of the population by ward) in the Fortis Green, Alexandra, White Hart Lane, Northumberland Park, Bruce Grove, Tottenham Green and Seven Sisters wards (State of the Borough, 2024).

The over 65+ population will see increased concentration in the West of the Borough, while the proportion of residents aged under 18 is not expected to change substantially (State of the Borough, 2024).

Potential Impacts

The grant programme allows for young people, community groups, and schools to submit bids for carbon reduction projects that could specifically benefit Haringey's young population in terms of better-quality buildings to accommodate youth groups, better support for active and sustainable travel in the borough, and enhancement of skills to feed into future employment opportunities by being involved in positive and potentially innovative projects.

Older people would benefit from community grants being awarded to community groups they may be involved in or benefit from the resulting improvements and co-benefits. This includes positive physical and mental health outcomes from lower air pollution, insulated community buildings, increasing social participation from the wider community engagement that is expected as part of the carbon reduction projects, and better active and sustainable travel provisions. For instance, the air-source heat pump installation by Muswell Hill Methodist Church funded in Year 2 brought positive impact in children and elderly visitors who benefit from the meeting room being heated more efficiently, in time for when the room is required by these groups and the temperature adjusted more directly. Similarly, the LED retrofit project by Cypriot Community Centre indirectly positively impacted toddlers' group, young people, and elderly visitors, by lowering the centre's bills and securing the sustained provision of these services.

We will continue to ensure that this group is not subjected to any anticipated negative impacts due to their protected characteristic, during the assessment of bids.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data from the Office for National Statistics (ONS), 2021, State of Borough, December 2024 and HCCAP Engagement Report 2021.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Over 19,500 people 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; 1,090 people live with a learning disability; 15,700 adults have a moderate or severe hearing impairment; and almost 5,000 people have sight loss which impacts on daily life (State of the Borough, 2024).

From feedback received on the HCCAP, people with disabilities may continue to require private vehicle-based transport methods for travel requirements and may be less able to access public transport, the impact of which should be factored into carbon reduction project proposals.

Potential Impacts

Projects will be screened for their negative impacts on individuals with disabilities (and their households), ensuring that projects have considered the full impacts and have sought to mitigate any anticipated negative impacts in their proposals. This may include active travel projects, or the retrofit of community buildings, access to

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability-and-long-term-health-conditions/articles/disability-england-and-wales-2021)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18-plus)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18-plus)

⁵ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

and within buildings, ensuring wide and accessible public access and continued access to blue badge parking spaces.

It is considered that there will be an overall positive impact on individuals with disabilities, who would be able to benefit from improved thermal comfort in community buildings, potential improved access to and within buildings, and improved overall health outcomes due to improved air quality.

We will continue to ensure that this group is not subjected to any anticipated negative impacts due to their protected characteristic, during the assessment of bids.

4c. Gender Reassignment

Data

Borough Profile⁶

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data from the Office for National Statistics (ONS), 2021, State of Borough, December 2024 and LGBT Survey 2018.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

It is difficult to estimate the trans population in Haringey as estimates vary widely. The latest national estimates range from 65,000 to 300,000 (State of the Borough, 2024). 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.

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityenglandandwales/2021)

A recent Galop survey found that, nationally, 4 in 5 LGBT people have experienced hate crime related to their gender identity or sexual orientation in their lifetime (79%) (Galop Hate Crime Report, 2016)

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Our findings do not lead us to believe that there will be specific impacts among this group due to their protected characteristic. It is expected that there will be an overall positive impact on all individuals as a result of this proposal. Any community groups that represent this protected group will be made aware of the grant programme.

We will continue to ensure that this group is not subjected to any anticipated negative impacts due to their protected characteristic, during the assessment of bids.

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

Data

Borough Profile ⁷

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Borough Plan

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

⁷ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

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. People who are in a civil partnership will be treated the same as people who are married or not married.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Our findings lead us to believe that there will be no direct impacts for this protected group.

4e. Pregnancy and Maternity

Note⁸:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data

Borough Profile ⁹

Live Births in Haringey 2021: 3,376

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Haringey Joint Strategic Needs Assessment: Health of Mothers, Children and Young People Maternity

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

⁸ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

⁹ Births by Borough (ONS)

The highest number of births is in wards in the east of the borough. Wards in the east of Haringey tend to have higher proportion of low-birth-weight babies.

In particular, low birth weight is associated with poorer long-term health and educational outcomes. Women living in the east of the borough are least likely to be breastfeeding at 6-8 weeks.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Our findings lead us to believe that there will be no specific impacts for this protected group, although it is expected that there will be an overall positive impact on pregnant women's health as a result of this proposal. Any community groups that represent this protected group will be made aware of the grant programme. We will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic during the assessment of bids.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.¹⁰

Data

Borough Profile ¹¹

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: 7.0%

- White and Asian: 1.5%

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/ethnicgroup)

- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: 57.0% in total

- English/Welsh/Scottish/Northern Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data from the Office for National Statistics (ONS), 2021 and State of Borough, December 2024.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

The 2020 projection sets out a distribution of 32.9% White British, 26.6% Other White as the dominant ethnic groups in Haringey. Around 16.5% of residents in Haringey are from Black ethnic groups and one in ten are Asian (10.3%). (State of the Borough, 2024).

Northumberland Park has the smallest proportion of residents identifying as White British of all Haringey wards, at 16.6% (compared to a Haringey ward average of 34.7%), and the largest proportion of residents that are of Black ethnicity (at 40.3%), compared to a Haringey ward average of 18.8%.

By 2028, the ethnic groups with the highest expected growth are expected to have been the Other ethnic group and Other White, growing by 10% each, while Black Caribbean and Bangladeshi groups are expected to decrease by 12% and 8% respectively. The White British group will remain the largest population overall, followed by Other White and Black African. (State of the Borough, 2024).

30% of Haringey residents do not speak English as their main language, and of those whose main language is not English in Haringey, one in four (24%) either do not speak English well or do not speak it at all (State of the Borough, 2024).

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

People from minority race and ethnicity backgrounds are overrepresented in the eastern wards, where climate action groups are traditionally less active, and the impacts of climate change are more severe. 28 out of 36 successful projects from Years 1-4 have been or will be delivered in the east, with direct carbon savings and wider engagement therefore benefitting more people who represent BAME groups. Efforts will be made to ensure that community groups across the borough, and specifically those who represent BAME groups, are identified contacted, and that support to submit bids is provided.

Benefits in working with these groups have, in previously funded projects, helped some groups improve their understanding in energy bills and reducing their energy use at home and has resulted in follow-up energy efficient projects in Northumberland Park. It is expected that there will be wider socio-economic benefits to these groups in the form of reduced risk of fuel poverty and improved health and wellbeing from energy efficiency projects, active travel projects and improved air quality. Raising awareness of the need to reduce our carbon emissions through community groups will benefit the wider communities, especially where the first language may not be English.

We will continue to ensure that this group is not subjected to any anticipated negative impacts due to their protected characteristic, during the assessment of bids.

4g. Religion or belief

Data

Borough Profile ¹²

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

¹² Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

State of Borough, December 2024 and Haringey ward profile data.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Christian residents make up the predominant religion/faith group in Haringey (45%), followed by 25% of residents identifying as having no religion (State of the Borough, 2024).

Residents with no faith are more likely to live in the west of the borough (such as Stroud Green (43%), Crouch End, Muswell Hill and Alexandra wards). Muswell Hill also has the smallest proportion of Muslim residents (3%). White Hart Lane and Northumberland Park have the smallest group of people with no faith of 13% and one of the largest proportions of people identifying as Christian (51%) and Muslim (24%).

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

People with religions or faiths are more represented in the eastern wards, where climate action groups are traditionally less active, and the impacts of climate change are more severe. People with no faith are more represented in the western wards. Interest from various faith groups has been noted during the engagement in bid periods, but applications have only been received by Christian faith groups. Efforts will be made to ensure that community groups across the borough, and specifically those who represent other religious and faith groups, are contacted and supported to submit bids.

It is expected there will be wider socio-economic benefits to these groups in the form of reduced risk of fuel poverty and improved health and wellbeing from energy efficiency projects, active travel projects and improved air quality. For example, Muswell Hill Methodist Church were funded for a trial air source heat pump which reduced their emissions from the main gas system and made sure their space was well-heated before use which positively benefitted this protected characteristic.

Raising awareness of the need to reduce our carbon emissions through community groups will benefit the wider communities, especially where the first language may not be English. Delivering Carbon Literacy Training to the leaders of this faith groups receiving funding will benefit their wider audience. We will continue to ensure that

this group is not subjected to any anticipated negative impacts due to their protected characteristic, during the assessment of bids.

4h. Sex

Data

Borough profile ¹³

- Females: (51.8%)
- Males: (48.2%)

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data from the Office for National Statistics (ONS), 2021 and State of Borough, December 2024.

Detail the findings of the data.

- c) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- d) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

The population pyramid demonstrates a gender split of males 50.7% to females 49.3%, similar to London (State of the Borough, 2024).

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Women may benefit more from these carbon reduction projects as a result of being involved with community groups or through the wider community benefits. Depending on the specific bids, such benefits may include higher take-up of active travel among women, who are currently underrepresented among cyclists and may 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. Anyone may also benefit from improved thermal comfort in community buildings. Women may also benefit from improved skills and knowledge if they are directly involved in implementing the project.

¹³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityageandsexenglandandwales/2021)

We will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic during the assessment of bids or implementation of projects.

4i. Sexual Orientation

Data

Borough profile ¹⁴

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

ONS Annual Population Survey, 2013-15 and State of Borough, December 2024.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

4% of Haringey residents are gay or lesbian, representing the sixth largest gay and lesbian community in London (ONS Annual Population Survey, 2013-15). Based on 2019 mid-year estimates, this means that Haringey's gay, lesbian and bisexual community consists of over 8,900 gay and lesbian residents aged 16+, and over 4,400 bisexual residents aged 16+ (State of the Borough, 2024). The LGBTQ+ community is overrepresented in the young homeless population, 25% in Haringey and LGBT residents are more likely to experience hate crime or homelessness (State of the Borough, 2024).

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/articles/sexual-orientation-england-and-wales/2021)

Our findings do not lead us to believe that there will be specific impacts for this protected group, although it is expected that there will be an overall positive impact for all individuals as a result of this proposal. Any community groups that represent this protected group will be made aware of the grant programme. We will ensure that this group is not subjected to discrimination, harassment, and/or victimisation due to their protected characteristic during the assessment of bids.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁵
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁶
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁷

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁸
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁹
- 5.0% were qualified to level one only²⁰

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²¹

Target Population Profile

The proposal is open to everyone so target population is not applicable in this instance.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data from the Office for National Statistics (ONS), 2021 and State of Borough, December 2024.

Detail the findings of the data.

¹⁵ ONS – [ONS Claimant Count](#)

¹⁶ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁷ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁸ DfE – [GCSE attainment and progress 8 scores](#)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²¹ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

A third of people in Haringey's population lives in poverty and poverty rates are highest amongst families with children. Efforts will be made to ensure that community groups across the borough, and specifically those who represent these protected groups, are contacted and supported to submit bids.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Benefits in working with these groups have, in previously funded projects, helped some groups improve their understanding in energy bills and reducing their energy use at home and has resulted in follow-up energy efficient projects in Northumberland Park and waste reduction projects in Broadwater Farm.

It is expected that there will be wider socio-economic benefits to these groups in the form of reduced risk of fuel poverty and improved health and wellbeing from energy efficiency projects, active travel projects and improved air quality. Raising awareness of the need to reduce our carbon emissions through community groups will benefit the wider communities.

We will continue to ensure that this group is not subjected to any anticipated negative impacts due to their protected characteristic, during the assessment of bids.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

Discussions have been held with staff from various council service areas who have run similar grant funding schemes. Their suggestions have been incorporated into the proposals to improve the accessibility of the grant to community groups in terms of eligibility, the size of grants, support and capacity building requirements and decision making around the allocation of grants. We have also included mechanisms to ensure an even geographic spread of grants over the four-year period, alterations on the members of the Community Carbon Offset Fund Allocation Panel to increase representation. The Council has also set out a criterion requiring projects to deliver long-term sustainability benefits and to contribute to Haringey's statutory equality objectives. In line with the 2025 engagement feedback projects are required to demonstrate benefit of the project to the wider community in terms of promotion of carbon reduction and energy efficiency, and engagement, empowerment and reaching the community.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.
- Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?

Impacts from climate change are likely to be more pronounced on intersectional protected groups and on some socio-economic groups. This proposal is expected to benefit intersectional groups as well through the direct carbon reduction outcomes of projects, or the wider community engagement through improved understanding and engagement on the topic. This would result in improved financial and social resilience, improved health and wellbeing and reduced fuel poverty for low-income, ethnic minority households, and particularly women, whose first language may not be English, as a result of wider community engagement from carbon reduction projects.

This is only possible by undertaking robust and inclusive engagement of the bid advertisement and support to community groups to ensure a diversity in projects come forward that will benefit more than one protected group.

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this

The 2025 engagement showed majority of the respondents (35.3%) belong to the age group 60-74 years, while there was a gradual spread across other age groups (30s, 40s, 50s and 75+). However, no respondents were from the age group below 30 years. The proposal allows for young people community groups and schools to submit bids for carbon reduction projects that could specifically benefit Haringey's young population in terms of better-quality buildings to accommodate youth groups, better support for active and sustainable travel in the borough, and future employment opportunities in being involved in positive and potentially innovative projects.

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?

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

Discrimination

- No, there will be no discrimination as a result of advertising the grant programme or allocating the funding to community groups. Projects will be scored impartially and delivered with this in mind. Most of the protected groups experience the negative effects of climate change disproportionately due to insufficient progress in reducing emissions. They will benefit more from the implementation of carbon reduction projects by community groups.

Equality

- a) The wider co-benefits from the carbon reduction projects will also reach persons protected under the Equalities Act, which will result in better quality of life, leading to wider, more equal opportunities.
- b) Steps will be taken to reach community groups that represent or work with protected groups specifically, to ensure they will also benefit from community grants. Support will be provided to ensure these groups will have the capacity and knowledge to apply for and implement projects.
- c) Yes, these carbon reduction projects will enable larger parts of the community to become engaged in the climate change agenda and be empowered to reduce their emissions through direct engagement by community groups.
- d) The Delegated Authority Reports consider the equalities impacts of the decision on the submitted bids.

Good relations

- Yes, through the community ownership of carbon reduction projects and the associated wider engagement programme interaction will increase between groups who share a relevant protected characteristic and those who do not.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EQIA guidance

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no anticipated potential for discrimination or adverse impact. All opportunities to promote equality have been taken. Projects which are funded must be obliged to mitigate adverse impacts for protected groups when such impacts have been identified to them. **Adjust the proposal:** 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 **N**

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **N**

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:

N/A

Lead officer: **N/A**

Timescale: **N/A**

Please outline any areas you have identified where negative impacts will happen because 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 the:

N/A

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

A number of measures have been put forward to monitor the equalities impact of the CCF in the last four years and the same will be continued as a part of the proposal for the next four-year extension. These are the following:

- Every project that applies for grant funding must set out how the project will contribute to Haringey's statutory equality objectives and benefit the wider community.
- Every project will be scored against a set scoring criteria including equalities on the basis of the proposed project's ability to support wider community cohesion, empowerment, and Equalities, diversity and inclusion.

- Every project that receives grant funding will need to demonstrate the value they have added and what parts of the wider community they have engaged with going beyond their normal reach.
- In every funding year and over the period of the next four-year funding programme, the awarding of the grant will consider the diversity in protected and unprotected groups that will benefit from the bid projects. The Delegated Authority Reports also consider the equalities impacts of the decision on the submitted bids. The aim will be to support the wider community in Haringey and be inclusive to all the diversity that Haringey represents.

Date of EQIA monitoring review: 2027-2028

8. Authorisation

EQIA approved by Zoe Robertson, Programme Director for Wellbeing & Climate.
Date: 14 February 2025

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.