

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: Haringey Climate Change Adaptation and Resilience Action Plan

Service Area:

Public Health

Officer Completing Assessment:

Angharad Shambler

Equalities Advisor:

Elliot Sinnhuber

Cabinet meeting date (if applicable):

9th December 2025

Director/Assistant Director

Dr Will Maimaris

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).

Climate change is already impacting Haringey and its residents. Climate-related risks and impacts such as severe weather can affect anyone, but some

people are more likely to be affected than others. Some protected characteristics (such as Age & Disability) and other health inequalities 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 i.e. living in areas with high air pollution, flood risk, type of housing. The Climate Change Adaptation and Resilience Action Plan (CCARA Plan) sets out Haringey Council's response to these risks and impacts. In addition to the Council's emergency plans (e.g. Severe Weather Plan, Multi-agency Flood Plan), and net zero commitments, this plan will focus specifically on adaptation (how we prepare for) and improve our climate resilience (how we respond to climate impacts). The plan has four objectives: 1) Building intelligence and adaptive capacity, 2) protecting vulnerable residents and staff, 3) supporting external partners and 4) managing overheating and flood risks.

The decision being considered is the approval of this plan for implementation.

Overall, this plan will mainly have positive equality impacts, however, there is a need to directly reflect the consideration of protected characteristics (particularly those that also make someone more vulnerable to the impacts of climate change) in the plan's actions. Next steps include implementation of actions, continued engagement with protected groups and continuous monitoring of risks/impacts affecting our borough/residents.

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.

There has not been a formal consultation for this draft plan, however, the plan was developed following engagement with residents, activists and business owners.

We engaged with residents on the issue of Climate Change, Adaptation and Resilience during previous London Climate Weeks (multiple events). The engagement events did not consult with any protected groups in a targeted way, but those groups that were engaged with/attended the events included individuals who shared the protected characteristics.

We have also engaged with staff and partners on the impacts of severe weather caused by Climate Change, through the Council's Severe Weather Preparedness Group. Feedback has been gathered directly by those who attend this group, as well as through digital surveys sent out to internal staff and external partners i.e. commissioned service providers (Public Health, Adult Social Care).

Feedback from the community and staff groups has informed the development of this plan.

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

Feedback from the community has been to build on existing successes from climate change and carbon reduction projects, but to also highlight the need that the impacts of climate change continue to happen despite progress, and thus, there needs to also be a focus on adaptation and resilience.

Key takeaways from engagement events included the need for a dedicated plan focusing on adaptation, published data and information on heat and flood risk, and the need to communicate risk in a sensitive, but effective way, that reaches those most vulnerable to the impacts of climate change.

Protected characteristics of Age (young children and babies or elderly people) and those diagnosed with severe mental illness and/or live with physical disabilities are disproportionately impacted by climate-related impacts due to physiological vulnerability, reduced adaptive capacity, and increased exposure to environmental stressors. Young children and babies have underdeveloped thermoregulation systems, making them more susceptible to heat stress and dehydration. Older adults are more likely to have chronic health conditions and reduced mobility, which heightens their risk during extreme weather events such as heatwaves and flooding.

Individuals with severe mental illness may experience heightened distress during climate-related emergencies and are less likely to seek help or respond to public health messaging. Those with physical disabilities may face barriers to accessing cool spaces, evacuating during emergencies, or receiving timely health interventions.

These vulnerabilities are compounded in areas of high deprivation, where poorer housing quality is evidence, poorer access to healthcare, and lack of cooling infrastructure (open spaces/parks), and social support may be limited.

Finally, people who speak a first language other than English are disproportionately impacted by climate-related impacts due to barriers in accessing timely, accurate, and culturally appropriate information and instructions. The draft Action Plan presented for approval includes targeted actions for specific sections of the community that are most impacted by climate change, to reduce negative impacts during severe weather incidents and to support them to adapt to a changing climate i.e. young children, those with health conditions.

Furthermore, specific actions within this plan, where possible, will be co-produced with residents (i.e., improving resources that communicate risk).

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>.

Please consider how the proposed change will affect people with protected characteristics.

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%)

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

- **Haringey JSNA- Focus on Heatwaves :**
[haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf](https://www.haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf)
- **State of the borough**
- **Haringey borough profile, ward profiles and community profiles**
- **Census 2021**
- **Haringey's population and future challenges**
- **UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)**

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?

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

- a) **Yes. Whilst the plan is universal and targets the whole borough, the plan also notes that young people (which make up 21% of the population) and older people (people of 65+ years make up 10% of the population) are deemed more vulnerable to, and are adversely affected by, climate-related impacts and their ability to respond to these impacts. Compared to the population distribution of Haringey as a whole, these groups would be disproportionately affected by targeted actions in this plan.**
- b) **Yes. Evidence demonstrates, and this plan acknowledges, that the effects of climate change, specifically overheating, disproportionately affect young children and older people. This is due to the impact increased temperatures have on the body, worsened by lack of thermo-regulation (babies/young children) and pre-existing health conditions (more prevalent in older age), leading to higher risks of direct health impacts and difficulty in responding to a severe weather incident. The highest proportion of excess deaths during heat-periods in Haringey in 2022 came from those living in care homes. Furthermore, whilst Haringey is at higher-risk of extreme heat/flooding due to its geographic characteristics, there are some wards that are at higher-risk than others, and this includes wards where younger people are over-represented. Young people (specifically children under 5 years) are over-represented in certain wards of Haringey, mainly in the East of the borough i.e., Northumberland Park, Tottenham Hale, White Hart Lane, Bruce Grove, which have a higher climate and heat risk. The targeted focus of this plan on areas of increased risk, will provide a benefit to the young people in these areas.**

Potential Impacts

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

Positive. Our analysis indicates that young and older people are more vulnerable to the negative health impacts of climate change. This action plan will have positive impacts on health for older and younger people by supporting them and/or their carers to be better prepared to respond to the impacts of climate change, and the effects this may have on their health (for example, through information, alerts and other relevant communication). Actions within this plan will also encourage improved information and intelligence on how different age groups are affected by climate change, and improved processes and infrastructure in settings where these groups would be over-represented (i.e. schools, nurseries, residential care homes).

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

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

- **Haringey JSNA- Focus on Heatwaves :**
haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
- **State of the borough**
- **Haringey borough profile, ward profiles and community profiles**
- **Census 2021**
- **Haringey's population and future challenges**
- **UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)**

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?

a) Yes. Whilst the plan is universal and targets the whole borough, the plan also notes that people in Haringey with a physical or learning difficulty (who represent just over 14% of the population) and people diagnosed with severe mental illness (1.7% of the Haringey population), are deemed more vulnerable to, and are adversely affected by, climate-related impacts and their ability to respond to these impacts. Compared to the population distribution of Haringey as a whole, these groups are likely to be disproportionately affected by over-representation in this plan.

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/articles/disabilityinenglandandwales/2021)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.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://www.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>

b) Yes. Evidence demonstrates that people with a severe mental illness are particularly vulnerable to the impacts of severe weather and the incidence of severe weather itself, as incidents can exacerbate pre-existing mental health conditions, and people with symptoms of mental ill health are less likely to seek help from formal sources. Furthermore, people with a disability caused by a chronic health condition (for example, Diabetes and Stroke), and/or who are housebound and/or have mobility issues (day-to-day activities are limited a lot) are also more vulnerable to severe weather (a climate-change related impact). Areas most-at risk to extreme heat (Northumberland Park, South Tottenham, Bruce Castle, and White Hart Lane) all have a higher proportion of residents claiming disability living allowance and personal independent payments, particularly South Tottenham and Northumberland Park.

Potential Impacts

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

Positive. Our analysis indicates that this action plan will lead to positive health outcomes for individuals with disabilities.

We note that ongoing engagement with Disability Action Haringey, mental health professionals and service users, and other relevant networks on relevant communications and engagement for people with varying physical disabilities would be beneficial. Engaging with these groups on the implementation of cool spaces will also be important to mitigate impacts on equality and health.

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%

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

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

- Haringey JSNA- Focus on Heatwaves : haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
- State of the borough
- Haringey borough profile, ward profiles and community profiles
- Census 2021
- Haringey's population and future challenges
- UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)
- [Climate change-related disasters & the health of LGBTQ+ populations - ScienceDirect](#)

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?

a) **No. There is no evidence that members of this group would be disproportionately affected by the proposal due to over-representation, as this is a universal plan and the target population is the whole borough. Members of the gender reassignment group are not likely to be disproportionately affected by the proposal due to over-representation (as this group make up less than 1% of the population).**

b) **Uncertain. In the UK, there is limited evidence on the 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 future engagement activities.**

There is some evidence that LGBTQ+ people are more likely to live and work in climate-related risk-prone areas due to social, economic and structural factors that limit economic opportunities. Some evidence also highlights that LGBTQ+ people may have poorer mental health, and more health conditions, that increase the impacts climate change may have on their health.

Potential Impacts

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

Neutral. Our findings do not lead us to believe that there will be any negative 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 characteristics. All communications will ensure that this community is not excluded, and we will seek advice and guidance from the Haringey LGBTQ+ network (and other appropriate organisations/stakeholders) on the

appropriateness of severe weather risk communications for this community, and in the education we provide to internal/external staff.

We also note that there may be higher representation from this community in inclusion groups (sex workers, people experiencing homelessness), and higher prevalence of mental health conditions, and therefore, we will seek advice from experts who work in these teams when implementing relevant actions in the plan (particularly around communications and education).

The plan itself focuses on passive, low-cost, ways to reduce risk to health, and does not rely on a certain level of income.

Overall, we are unsure how the plan will impact on this protected group, however, we feel there may be a positive impact on health through risk-awareness communication methods.

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%)

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

- Haringey JSNA- Focus on Heatwaves : haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
- State 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)

- Haringey borough profile, ward profiles and community profiles
- Census 2021
- Haringey's population and future challenges
- UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)

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?
-
- a) **No. 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. There is no evidence that members of this group would be disproportionately affected by the proposal due to over-representation, as this is a universal plan and the target population is the whole borough**
 - b) **No. There is no evidence suggested that members of this group would be disproportionately affected by this proposal due to specific needs. Moreover, the plan itself focuses on passive, low-cost, ways to reduce risk to health, and does not rely on a certain level of income (which may be reduced in single households).**

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

Neutral – it is not expected that this group will be positively or negatively impacted by this decision as a result of their protected characteristic.

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

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

⁹ Births by Borough (ONS)

Live Births in Haringey 2021: 3,376

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

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haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
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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?
-
- a) **No. The borough profile states that in 2021 there was roughly 3,376 live births. There is no further evidence on number of women who are pregnant each year. There is no evidence that members of this group would be disproportionately affected by the proposal due to overrepresentation, as this is a universal plan and the target population is the whole borough.**
 - b) **Yes. Whilst the plan is universal and targets the whole borough, the plan also notes that pregnant women are deemed more vulnerable to, and are adversely affected by, climate-related impacts and their ability to respond to these impacts. This is due to physiological changes that make women more susceptible to heat-related stress, dehydration and other health complications. Furthermore, areas of highest heat risk (Northumberland Park) have the highest birth rate, at 83 births per 1,000 women aged 15 to 44.**

Potential Impacts

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

Positive. Pregnant women, and very young children or babies, are considered in an at-risk group for severe weather, and therefore the action plan may focus more on this population (in terms of communication and education), compared with populations not as high risk. Northumberland Park will also be a focused area due to it being an area of highest heat risk, and this is the area in the borough with highest birth rate. Furthermore, pregnant women are over-represented in social housing. This action plan will look at the feasibility of retrofitting council-owned housing stock (due to ability to impact more easily here compared with private-rented sector or those that own their own homes).

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

White: 57.0% in total

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)

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

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

- **Haringey JSNA- Focus on Heatwaves :**
haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
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- **Haringey's population and future challenges**
- **UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)**

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?
-
- a) **No. There is no evidence that members of this group would be disproportionately affected by the proposal due to over-representation, as this is a universal plan and the target population is the whole borough**
 - b) **Yes. There is some evidence that members of this group would be disproportionately affected by this plan due to their needs.**

Geography: Neighbourhoods in the east of the borough rank much more highly on the index of income deprivation, and therefore may have poorer housing quality, more likely to be impacted by severe weather. This corresponds with the east of the borough also seeing higher overheating and surface water flood risk. 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 are known to be of high-heat risk. 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 NO₂ concentrations above 80 µg/m³

Homelessness: 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. Homelessness increases vulnerability to climate-related impacts due to increase exposure to extreme weather, limited access to appropriate shelter and other related health inequalities.

Languages: Furthermore, when considering ethnicity, it is important to consider that there are 180+ languages spoken in Haringey. In boroughs of highest heat risk, first languages other than English spoken include Turkish, Kurdish, Somali, Polish, Bulgarian, and Romanian. English proficiency is also poorer in the east of the borough.

Potential Impacts

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

Positive. This multi-agency plan will involve working with inclusion health teams such as those working with families in temporary accommodation and people rough sleeping and experiencing homelessness (of which people of BAME communities are disproportionately affected), to improve awareness of risk and resilience to severe weather.

There is a higher density of BAME communities in east of borough, which corresponds with highest risk areas, prioritised by this plan.

Due to the variation of ethnic groups and languages in the borough, it will be important to consider the cultural appropriateness and translations of communications to non-english speakers, and ensure information is cascaded appropriately. We will work with our interfaith forum, Haringey Health Champions and VCS partners to do this effectively.

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%

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

- **Haringey JSNA- Focus on Heatwaves :**
haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
- **State of the borough**
- **Haringey borough profile, ward profiles and community profiles**
- **Census 2021**
- **Haringey's population and future challenges**
- **UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)**

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?
-
- a) **No. There is no evidence that members of this group would be disproportionately affected by the proposal due to over-representation, as this is a universal plan and the target population is the whole borough**
 - b) **Yes. There is some evidence that members of this group would be disproportionately affected by this plan due to their needs.**

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

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), which are areas with the highest heat risk.

In the east of the borough (Seven Sisters/Tottenham) there is a density of people of Jewish and Orthodox Jewish religion. Jewish residents may be disproportionately affected by this proposal if communications are not tailored appropriately (i.e. for reach and accessibility).

Potential Impacts

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

Positive. Our analysis indicates that this action plan will lead to positive health outcomes for individuals of different religions.

Due to the variation of religious groups in the borough, it will be important to consider the religious appropriateness of communications and channels for cascading information. We will work with our interfaith forum, Haringey Health Champions and VCS partners to do this effectively.

4h. Sex

Data

Borough profile ¹³

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

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

¹³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/censuses/census-2021)

- Haringey JSNA- Focus on Heatwaves :
haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
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- Haringey's population and future challenges
- UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)
- [How do the jobs men and women do affect the gender pay gap? - Office for National Statistics](#)
- [Inequalities In Men's Health: Why Are They Not Being Addressed? | The King's Fund](#)

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?
- a) **Yes. There would be a marginal over-representation from Females, as this is a universal plan which aims to support the whole borough population, and over half are Females (51.8% compared to 48.2% males).**
- b) **Yes. There is some evidence that members of this group would be disproportionately affected by this plan due to this group's needs.**

Males are more likely than females to engage in manual labour jobs, particularly skilled trades such as farming, construction, mechanics and electricians. This puts men at higher risk of heat-related impacts due to occupation. In terms of health disparities, Men are more likely to be diagnosed with, and experience premature death from cardiovascular disease, lung cancer and liver disease. These health conditions put someone at higher risk of severe weather and climate-related health impacts. Furthermore, 3 in 4 suicides are by men. Mental health is linked to negative outcomes from severe weather. Men are more likely than women to work in highly paid occupations, and therefore may be able to pay for retrofitting for severe weather, and/or better health care.

For females, pregnancy puts a women at higher risk of negative outcomes from severe weather events.

Potential Impacts

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

Positive. This plan has been developed with a public health lens, focusing on those at higher risk. It is clear that across both men and women there are characteristics that would make them high-risk, and therefore targeted by the actions in this plan to reduce the impacts of climate change.

Furthermore, the plan itself focuses on passive, low-cost, ways to reduce risk to health, and does not rely on a certain level of income (which may be reduced in single households).

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%

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

- **Haringey JSNA- Focus on Heatwaves :**
haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf
- State of the borough
- Haringey borough profile, ward profiles and community profiles
- Census 2021
- Haringey's population and future challenges
- UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)
- [Climate change-related disasters & the health of LGBTQ+ populations - ScienceDirect](#)

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/sexual-orientation)

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?
-
- a) **Yes. Straight/Heterosexual people are likely to be disproportionately affected by the proposal due to over-representation, as this is a universal plan and the target population is the whole borough. Members of this group represent 83.4% of the Haringey population.**
 - b) **Yes. There is some evidence that members of this group would be disproportionately affected by this plan due to this group's needs. Generally, in the UK, there is limited evidence on the specific climate-related impacts for LGBTQ+ groups 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 future engagement activities. There is some evidence that LGBTQ+ people are more likely to live and work in climate-related risk-prone areas due to social, economic and structural factors that limit economic opportunities. Some evidence also highlights that LGBTQ+ people may have poorer mental health, and more health conditions, that increase the impacts climate change may have on their health.**

Potential Impacts

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

Neutral. Our findings do not lead us to believe that there will be any negative 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 characteristics. All communications will ensure that this community is not excluded, and we will seek advice and guidance from the Haringey LGBTQ+ network (and other appropriate organisations/stakeholders) on the appropriateness of severe weather risk communications for this community, and in the education we provide to internal/external staff.

We also note that there may be higher representation from this community in inclusion groups (sex workers, people experiencing homelessness), and higher prevalence of mental health conditions, and therefore, we will seek advice from experts who work in these teams when implementing relevant actions in the plan (particularly around communications and education).

The plan itself focuses on passive, low-cost, ways to reduce risk to health, and does not rely on a certain level of income.

Overall, we are unsure how the plan will impact on this protected group, however, we feel there may be a positive impact on health through risk-awareness communication methods.

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

This is a universal plan, which aims to support residents and communities to adapt to climate change, so the target population is the whole borough population.

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

- **Haringey JSNA- Focus on Heatwaves :**
haringey.gov.uk/sites/default/files/2024-06/jsna-heatwaves.pdf

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 \(www.gov.uk\)](#)

- State of the borough
- Haringey borough profile, ward profiles and community profiles
- Census 2021
- Haringey's population and future challenges
- UKHSA Adverse Weather and Health Plan Supporting Evidence: [Adverse Weather and Health Plan: Supporting evidence](#)

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?
-
- a) **Yes. There is an over-representation of people with lower socio-economic status in areas targeted by this plan. The most deprived wards and low-income housing in Haringey are most concentrated in the east of the borough, where climate risk (overheating, air pollution and surface water flood risk) is highest.**
 - b) **Yes. More deprived communities often lack the financial resources, appropriate infrastructure and adaptive measures to cope with climate-related impacts and shocks.**

Potential Impacts

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

Positive. The actions in this plan are targeted at the areas in Haringey with the highest climate-risk, and therefore would also target areas of highest deprivation.

The plan itself focuses on raising awareness of risk, and passive, low-cost, ways to reduce risk to health, and does not rely on a certain level of income.

5. Key Impacts Summary

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

Our analysis has demonstrated that this plan should have a positive impact on all protected characteristics, with the exception of Gender re-assignment, Sexual Orientation and Marriage and Civil partnership which have neutral impact. This plan focuses on improving awareness, responses and resilience to severe-weather related impacts, targeting groups most at risk. There is a clear

correlation between those at-risk of severe-weather impacts and those with individual or intersectional protected characteristics.

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?

Haringey's Climate Change Adaptation and Resilience Action Plan acknowledges that individuals may embody more than one protected characteristic, which can compound their vulnerability to climate-related impacts such as extreme heat, flooding, and poor air quality. The intersection of these characteristics can amplify risk and reduce adaptive capacity, particularly in areas of high deprivation.

For example:

- **Older adults from ethnic minority backgrounds living in deprived areas may face increased health risks due to pre-existing conditions, poor housing quality or at increased risk of homelessness, and limited access to healthcare or cooling infrastructure.**
- **Young children in low-income households where English is not the first language may be less likely to receive or understand public health messaging during severe weather events.**
- **People living with Disabilities who also experience socioeconomic disadvantage may struggle to access safe spaces or emergency services during climate-related incidents.**
- **LGBTQ+ residents, particularly those who are homeless or in insecure housing, may be disproportionately exposed to environmental hazards and less likely to engage with mainstream services due to stigma or exclusion.**
- **Women, especially those who are pregnant or single parents, may face increased burdens during climate emergencies due to caregiving responsibilities and reduced financial resilience.**

These overlapping characteristics mean that a one-size-fits-all approach is insufficient. The plan therefore includes actions to:

- **Co-produce communications with affected groups.**
- **Translate and culturally tailor messaging.**
- **Engage with networks representing intersectional communities.**
- **Prioritise interventions in wards with high concentrations of intersecting vulnerabilities.**

This intersectional lens ensures that the plan not only meets the Public Sector Equality Duty but also delivers equitable and effective climate resilience for all residents.

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

We will continue to engage with relevant groups as we develop actions i.e. communications, to ensure that what is developed is appropriate and accessible (both in use and reach).

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?

The overall impact of this plan is positive.

The proposal could result in direct/indirect discrimination based for those with the following protected characteristics: sexual orientation, gender re-assignment, race, religion, in relation to how climate-change related risk is communicated, and the appropriateness of the recommended actions to take. However, there has already been actions taken to ensure that we engage with relevant residents, groups, networks and forums on the appropriateness and accessibility of communications regarding severe-weather risk, and this will be continued/regularly reviewed as part of this plan.

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 potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative

impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them **Y/N**

N

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 **Y/N**

Y

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. **Y/N**

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:

1. Changed the description of Objective 2 in the plan to include acknowledgement of those with protected characteristics that may be disproportionately affected (disability, sexual orientation, gender re-assignment, race and religion).
2. Changed Objective 2.01.

Action #	Action Description	Notes
2.01	Develop and deliver a yearly public-facing communications plan, following co-production methods with young people, those with protected characteristics that may be disproportionately affected , our VCS and residents, to raise awareness of health impacts of severe weather and how the council is progressing their net zero and adaptation action plans	Ensuring communications are culturally/religiously sensitive, available in multiple languages, and cascaded through wide or appropriate networks, at appropriate times. Focus on residents/groups most at-risk.

3. Changed Objective 2.04:

2.04	Continue improving awareness and educating health and care professionals (HCPs) on who is at higher risk of health impacts in severe weather (including those with protected	Primary care has been current focus. Need to explore secondary care, pharmacists and other healthcare services- with
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	characteristics that may be disproportionately affected) and how to support them, and identify further opportunities for HPCS to engage with patients on this topic	support of ICB. Further opportunities include discussing heat risk in long-term condition reviews
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4. Changed Objective 2.06:

2.06	Delivering yearly training to Voluntary and Community Sector organisations, Early Years, Schools, Adult & Children's social care managers, Health Champions and other appropriate networks that support those with protected characteristics that may be disproportionately affected, on the impacts of severe weather on the health of these groups, and how to support them	Champions include Haringey Health Champions, One Your Health Ambassadors, ABC Parent Champions and other relevant groups identified.
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5. Changed Objective 2.07:

2.07	Hold at least one yearly engagement activity with residents, that focuses on climate adaptation and resilience, to improve literacy, identify community-led action, and remind of key health risks, advice and guidance.	Include updates on the progress against this plan. Previous activities have been in Green Week. Ensure that residents who are at higher risk/with protected characteristics that may be disproportionately affected are invited/engaged through these activities.
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Lead officer: **Angharad Shambler**

Timescale: **Changes will be made before key-decision**

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?

This will be undertaken as part of monitoring progress (every 6 months) against the action plan, governed by the Wellbeing and Climate Board. The EQIA will be reviewed at the half-way point (June 2028).

We will continue to engage with relevant groups and communities, through direct actions within the plan (community engagement; communications) on climate-related impacts, and depending on the feedback received, this may trigger an early revision of the EQIA

Date of EQIA monitoring review: Mid-way point (June 2028)

8. Authorisation

EQIA approved by (Corporate Director/Director)

Date

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.