

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:	Abridged version of Annual Carbon Report 2025 and community engagement to create new format
Service Area:	Climate Action Team
Officer Completing Assessment:	Alice Tsoi / Suzanne Kimman
Equalities Advisor:	Diptasri Basu
Cabinet meeting date (if applicable):	16th of March 2026 (Full Council)
Corporate Director	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).

The Fifteenth Annual Carbon Report (ACR) 2025 will be published as an abridged version and a wider community engagement to co-design future reporting formats will be undertaken in summer 2026 with the aim to publish the revised format as the 16th ACR in March 2027.

The proposed changes were to incorporate the feedback from the Climate, Community Safety and Environment Scrutiny Panel, provided in December 2024 and July 2025. Improvements were recommended to make the report more concise, visually accessible, and enhancing clarity of climate messages.

The abridged version of the ACR fulfils the requirements of the council's Constitution by reporting the progress of reducing carbon emissions. While this report begins the transition towards a more inclusive and transparent approach, it is a document merely for data reporting with no direct impacts on equality. Therefore, this EQiA focuses on the community engagement to ensure equality is well considered in the process of developing a new ACR format.

The engagement will target two categories of community groups: those that actively engage with the climate agenda, and those that would be less likely to have the knowledge on climate change, and that may also represent a larger proportion of people from protected groups. The latter community groups may be located in the eastern wards of the borough which represent higher numbers of households that represent protected groups like Black, Asian and minority ethnic, age, disabilities, or groups that specifically represent certain protected groups, such as faith or religious groups.

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 objectives are to improve the accessibility of the ACR by exploring a new format and to make the climate messages relevant to the communities to encourage them to take climate action.

The purposes of the engagement are to find out the following information:

- The key barriers for community to access the ACR
- Any particular ways to communicate the messages within the ACR
- If any particular groups find it hardest to access the ACR
- The topics that are most relevant to the community
- If any particular topics more relevant to the minority groups / people with protected characteristics

The engagement plan is being developed at the time of writing this report. Currently it has been envisaged community engagement will include:

- Co-design workshop with the Haringey Climate Partnership
- Exploration of a webpage hosting information from the ACR to allow for the translation of information, and specifically including an interactive way of showing borough-wide and council carbon emission performance data (with Power BI data)
- To set up a survey on Commonplace and advertise it by tapping into existing community engagement networks such as Haringey Climate Forum, Youth Advisory Board, Haringey Community Collaborative, and Connected Communities
- In-person engagement in locations more accessible to underrepresented groups and tapping into Eco-school events representing younger age groups.

Throughout every step of the engagement plans, efforts will be made to identify any underrepresented groups in climate issues. This will be used to inform the ongoing development of the engagement 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

Key findings will be provided once engagement activities have been completed.

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%)

Target Population Profile

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

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, May 2025.

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, 2025).

The highest expected growth in the 2018-based population projections (to 2030) is the 65+ groups, with 65–84 year-old population growing by 30%, and 85+ growing by 18.5%. The greatest proportional population increase will be among older people in Black, Asian and minority ethnic groups. Despite the large increase in the 65+ groups, it is projected to account for only 13% of Haringey's population in 2030 and the working age population will remain the largest population overall (State of the Borough, 2025).

The over 65+ population will see an increased concentration in the West of the Borough. While the proportion of residents aged under 18 is not expected to change substantially, it will remain most concentrated in the East of the Borough (State of the Borough, 2025).

Potential Impacts

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

The groups affected by climate change are not expected to have changed since the EqlA was undertaken for the Haringey Climate Change Action Plan. The ACRs have previously reported on projects that have benefitted parts of the community in improving resilience to climate change impacts, or improved the ability for people to help reduce their emissions. EqlAs will have been prepared for those projects.

The engagement activities are expected to have a neutral to minor positive impact. It is an opportunity to raise awareness of the impacts of climate change and the routes to take action, whilst also seeking feedback. It is intended that future ACRs might reach a wider audience, and help with the ability to raise awareness and encourage behaviour change.

Although no official data has been collected, the community groups active in engaging climate issues may represent a larger population at working age or over 65 located in the western wards of the borough. The network of community groups active within this sphere has increased with the Haringey Community Carbon Fund grantees benefitting groups all over the borough, but with a larger proportion in eastern wards. The engagement plan aims to bring positive impacts by addressing the age-group 0-17, which may have been underrepresented, through consultation via an eco-school event.

The adoption of an interactive web platform might create digital barrier to the older age group to accessing the webpages. The engagement plan will seek feedback from the older age group through community groups such as Haringey Over 50s Forum and alternative formats will be also explored. However, web platforms also provide more positive opportunities compared to PDF reports for access by screen readers, will comply with web publishing requirements for accessibility, allow for the translation of text to other languages for population groups who have limited to no knowledge of English.

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 engagement will seek to understand how the proposed format can be more accessible to people with different disabilities.

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, May 2025.

Detail the findings of the data.

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

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

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

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

- 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. 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, 2025).

Potential Impacts

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

The proposed change in ACR format will have a potential positive impact, allowing more people to access the ACR.

Engagement activities such as the Haringey Climate Partnership will aim to be fully accessible, and attendees will be asked to inform us of any necessary adaptations beforehand.

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 and State of Borough, May 2025 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?

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

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

Further data will be provided.

Potential Impacts

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

Our initial findings do not lead us to believe that there will be specific impacts for this protected group. However once details of the data have been reviewed, further potential impacts will be assessed.

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?

Further details will be provided.

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?

Further details will be provided.

Potential Impacts

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

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

Our initial findings do not lead us to believe that there will be specific impacts for this protected group. However once details of the data have been reviewed, further potential impacts will be assessed.

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

Further details will be provided.

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?

Further details will be provided.

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?
- c) Further details will be provided.

Potential Impacts

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

Our initial findings do not lead us to believe that there will be specific impacts for this protected group. However once details of the data have been reviewed, further potential impacts will be assessed.

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

⁹ Births by Borough (ONS)

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

- English/Welsh/Scottish/Norther 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, State of Borough, May 2025, Haringey ward profile data.

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/census2021/ethnicgroup)

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 data from the census 2021 has shown a distribution of 31.9% White British, 22.1% Other White were the dominant ethnic groups in Haringey. Around 17.6% of residents in Haringey are from Black ethnic groups and one in eleven are Asian (8.7%) (State of the Borough, 2025).

Haringey has an ethnically diverse population with 65.1% of the Haringey population are from Black, Asian, Other White and minority ethnic groups compared to 60.9% in London (State of the Borough, 2025).

29.7% of Haringey residents do not speak English as their main language, and of those whose main language is not English, one in four (24%) either do not speak English well or do not speak it at all (State of the Borough, 2025).

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. Efforts will be made to ensure that community groups across the borough, and specifically those who represent Black, Asian and minority ethnic groups, are consulted as part of the engagement plan.

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.

Language is a key barrier to processing information, particularly on the complexity of climate change and the technical terms used around carbon reduction. The proposed change to the ACR format will potentially improve data visualisation by using infographics, and the ability to use translation tools on web browsers, so this might have positive impacts for the community groups whose first languages are not English.

4g. Religion or belief

Data

Borough Profile ¹²

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%

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

- 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.

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

State of Borough, May 2025 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?

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 religion are more represented in the western wards.

Potential Impacts

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

Our initial findings do not lead us to believe that there will be specific impacts for this protected group. However once details of the data have been reviewed, further potential impacts will be assessed.

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.

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

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, May 2025.

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 population pyramid demonstrates a gender split of males 51.8% to females 48.2%, similar to London (State of the Borough, 2025).

Potential Impacts

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

Our initial findings do not lead us to believe that there will be specific impacts for this protected group. However once details of the data have been reviewed, further potential impacts will be assessed.

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?

Census data from the Office for National Statistics (ONS), 2021, State of Borough, May 2025.

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?

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

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

Further details will be provided.

Potential Impacts

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

Our initial findings do not lead us to believe that there will be specific impacts for this protected group. However once details of the data have been reviewed, further potential impacts will be assessed.

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?

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

Census data from the Office for National Statistics (ONS), 2021 and State of Borough, May 2025 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?

A third of people in Haringey's population lives in poverty and poverty rates are highest amongst families with children.

Potential Impacts

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

Educational attainment may be a barrier to the ability to process information, particularly on the complexity of climate change and the technical terms used around carbon reduction. The engagement plan seeks to find ways to communicate about climate change in a more accessible use of language.

The proposed change to ACR format aims to improve accessibility and to encourage communities to take climate action. There are co-benefits of taking climate actions along with cutting carbon emissions such as reduction in energy bills and increase in health benefits.

With the most deprived LSOAs more heavily concentrated in the east of the borough, efforts will be made to ensure that community groups across the borough, and specifically those who represent this protected group, are consulted as part of the engagement plan.

5. Key Impacts Summary

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

The initial findings are the proposed change in ACR format to improve accessibility would potentially bring positive impacts to age groups, groups with minority race and ethnicity backgrounds, socio-economic groups located in deprived areas or who have lower levels of educational attainment.

As these groups tend to be most concentrated in the eastern wards, efforts will be made to ensure that community groups across the borough, particularly in the eastern wards, are consulted.

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 by encouraging communities to take climate action through improving the accessibility of the ACR. The co-benefits of taking climate action would result in improved financial and social resilience, improved health and wellbeing and reduced fuel poverty for low-income, ethnic minority households, whose first language may not be English.

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.

Data will be collected throughout the engagement period to allow data gaps to be identified.

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 proposed change of ACR format.

Equality

The wider co-benefits from taking climate action will also reach persons protected under the Equalities Act, which will result in accessing information on grants, activities and behaviour changes that would lead to better quality of life, and in turn leading to wider, more equal opportunities.

Good relations

Yes, through the community engagement for the proposed change of ACR format 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 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 **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 **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?

We will update the EQIA once engagement has completed.

Date of EQIA monitoring review:

June – September 2026

8. Authorisation

EQIA approved by Zoe Robertson – Programme Director Wellbeing & Climate

Date **05/03/2026**

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.