

LIVING HARROW: The London Borough of Harrow's Climate & Nature Strategy [draft for consultation] - Equality Impact Assessment (EqIA)

You will need to produce an Equality Impact Assessment (EqIA) if:

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity. You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process (outlined in appendix 1). Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Equalities and borough profile data, as well as other sources of statistical information can be found on the Harrow hub, within the section entitled: [Equality Impact Assessment](#) - sources of statistical information.

Equality Impact Assessment (EqIA)

Type of Decision:	<input checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
Title of Proposal	Living Harrow: The London Borough of Harrow's Climate & Nature Strategy [to approve draft for public consultation]	Date EqIA created: 13/2/23
Name and job title of completing/lead Officer	Nomusa Dube (Climate Programme Officer) / Matthew Adams (Assistant Director)	
Directorate/ Service responsible	Place Directorate	
Organisational approval		
EqIA approved by the EDI Team:	Name: Jennifer Rock Assistant Policy Officer EDI Team	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval: 28.03.23

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions
(to be completed **after** you have completed sections 2 - 5)

a) What is your proposal?

Fossil fuels are increasing the concentration of carbon dioxide in the earth’s atmosphere, causing global temperature rises and significant disruption to our climate. The most immediate consequences of this are extreme weather events including record-breaking heatwaves and flooding.

Harrow Council declared a climate emergency in July 2019, with an ambition to work towards carbon neutrality by 2030. This strategy establishes a framework of key action areas around which the Council and our communities can significantly reduce our combined greenhouse gas emissions, whilst also enabling the recovery of the natural world upon which we depend. The strategy also outlines the need to implement measures which allow Harrow and its residents to adapt to the effects of climate change. By doing so, we will play our part to leave Harrow a better place for future generations: stabilising our climate, promoting climate resilience, and allowing the regeneration of ecosystems that support us all.

This will be a just transition that restores pride in Harrow by realising the opportunities of new jobs and investment, improved health, wellbeing and education, and a thriving environment for local people. We will deliver our vision through the four key themes within this strategy to focus the resources of the borough on:

- **Theme 1: Clean Energy used Efficiently** - how we power and heat homes and buildings
- **Theme 2: Green Mobility** - how we get around
- **Theme 3: A Waste Free Economy** - the things we buy, use and dispose of
- **Theme 4: Healthy Places for Us and Nature** - a healthy, resilient local environment

b) Summarise the impact of your proposal on groups with protected characteristics

The strategy will have an impact on everyone who lives, works, and studies in Harrow, as well as those who visit the borough.

c) Summarise any potential negative impact(s) identified and mitigating actions

This EQIA has considered the potential impacts of the strategy on the protected characteristics under the Equality Act 2010 of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion or belief, sex, and sexual orientation.

Evidence of the impact of the strategy was gathered through ready available sources including: published and peer reviewed data.

Older and very young people and people with chronic or severe illnesses are most at risk of developing heat exhaustion, heatstroke and respiratory problems due to extreme temperature changes; ensuring that buildings and homes are adapted to future climate risk is identified as a key element to mitigating this.

Disabled people sometimes are less able to take advantage of active travel options due to their disability. It will therefore be important to ensure that those who require it still have access to low carbon vehicular transport options. Improvements to public travel and active travel infrastructure should also be undertaken so as to enable greater access for disabled people, e.g. step free access, and over time this will result in a more accessible public realm for the benefit of disabled people with mobility issues.

Air pollution has been linked to a range of adverse pregnancy outcomes, including preterm labour and low birthweight, which are themselves risk factors for conditions such as cardiovascular disease and diabetes in adulthood. Therefore, monitoring air quality and the reduction of fossil fuel transportation in the borough (which is the main cause of poor air quality) should have a positive impact particularly for this protected group.

The decline in urban green spaces in the UK will most severely affect Black, Asian and Multi Ethnic communities, who tend to rely more on urban green space and can have less access to outdoor space at home, such as a balcony or garden. This will be mitigated through promoting the benefits of local green spaces to residents, including the value of spending time outdoors to physical and mental wellbeing. Additionally, improving access, quality, and quantity of green spaces are therefore likely to have a particularly positive impact on Harrow's ethnic minority communities; thus, restoring pride in Harrow.

Language barriers may limit the extent to which non-English speakers can get involved in, and benefit from information campaigns, community engagement strategies, and emergency planning aimed at the public. Therefore, as a way to mitigate this, our messaging on climate change will be designed to be inclusive and tailored to its audience, so that our engagements and outputs can achieve a positive impact.

2. Assessing impact					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to borough profile data , equalities data , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on each group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>People over the age of 75, very young people and people with chronic or severe illnesses are most at risk. Climate change means heat waves are likely to become more common and during hot weather there is a risk of developing heat exhaustion, heatstroke and respiratory problems. Young children are more likely to over-heat as they sweat less, and are less able to adapt their own clothing and behaviour. Many excess deaths during heatwaves are among older people; their temperature regulation processes are less efficient, making them less able to cope with extreme temperature. Older people may also be more likely to experience effects such as dehydration and the worsening of existing health problems during heatwaves.</p> <p>The strategy aims to reduce both wider greenhouse gas emissions from consumption, and also territorial carbon emissions in the borough. This will help to slow global warming and thus reduces the likelihood and severity of future temperature extremes. Educating individuals on how to cope with temperature extremes will also help to reduce the unequal impact of these events on certain age groups. Ensuring that buildings and homes are adapted to future climate risk is identified as a key element to this, as is tree planting and other greenspace measures that will help reduce urban heating effects.</p> <p>According to the Office of National Statistics¹19.7%² of Harrow's residents are under 16. 64.9%¹ of Harrow's population are of working age (16 to 64) and 15.4% of Harrow's</p>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

¹ [Age - Census Maps, ONS](#)

² [Age - Census Maps, ONS](#)

residents are 65 or older. The average (median) age is 38 years, lower than many other places³.

In the winter older people are potentially at risk of having health issues associated with cold homes.

Investment in more energy efficient, warmer homes has a positive impact on older people's health and well being.

Older people sometimes are less able to take advantage of active travel options due to frailty. It will be therefore important to ensure that they still have access to low carbon vehicular transport options.

Younger people will benefit particularly from positive action to address climate change and nature recovery by helping to improve their future living conditions and economic prospects (e.g., investment in new green skills and jobs).

Figure 1: (Trends in age population of Harrow)



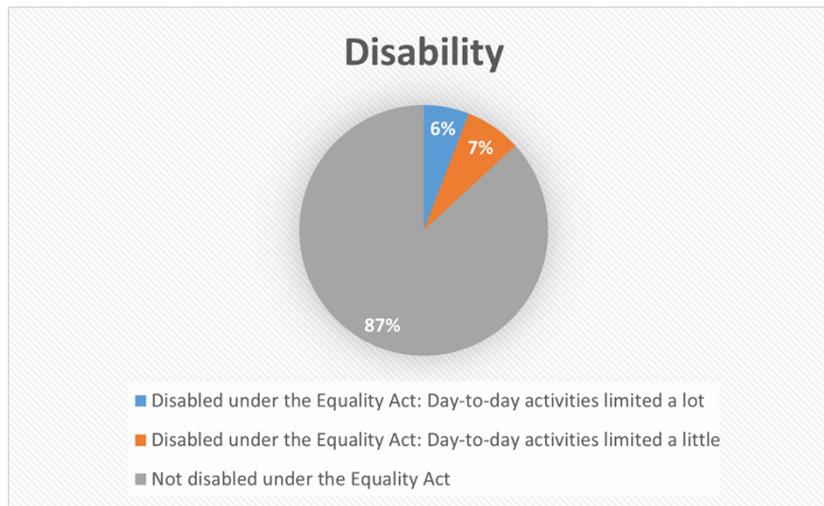
³ [future-of-an-ageing-population.pdf \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/future-of-an-ageing-population.pdf)

Disability

People with pre-existing physical or mental health issues are likely to be disproportionately affected during extreme weather events such as heatwaves or flooding. These groups may have a lower ability to act due to physical constraints, or they may be less aware of their circumstances and how to act. Some medications impair the body's ability to sweat or perform temperature regulation functions, making people more susceptible to the effects of heat. Individuals suffering from mental illnesses may be less likely to take effective precautions against extreme weather events, as well as to know what to do in response.

According to the Office of National Statistics 2021 Census, 5,9%⁴ of people in Harrow are disabled under the Equality Act limiting their day to day activities a lot. 7.3% of people are disabled and their day to day activities are limited a little and 86.8% of people in Harrow are not disabled under the Equality Act.

Figure 2: (total % of people impacted by disability)



The strategy seeks to reduce greenhouse gas emissions, which aid in slowing global warming and, as a result, the likelihood and severity of future temperature extremes. The strategy aims to promote active travel, in line with the Mayor's target of 80% of Londoners

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⁴ [Disability age standardised - Census Maps, ONS](#)

	<p>walking, cycling, or taking public transportation by 2041⁵. Incentives for active travel may have a negative impact on people with disabilities, who may be less able to travel by walking or cycling. Not all modes of public transportation are fully accessible to people with disabilities. Individuals with sensory impairments or learning disabilities may find information campaigns, community engagement strategies, and emergency planning less accessible.</p> <p>Disabled people sometimes are less able to take advantage of active travel options due to their disability. It will be therefore important to ensure that they still have access to low carbon vehicular transport options.</p> <p>Improvements to public travel and active travel infrastructure will however be undertaken so as to enable greater access for disabled people e.g., step free access, and over time this will result in a more accessible public realm for the benefit of disabled people with mobility issues.</p>				
Gender reassignment	<p>Not directly applicable.</p> <p>Whilst the strategy itself will have neither a positive nor a negative impact on transgender people, we do have a responsibility to ensure that our climate change messaging combats discrimination and showcases positive role models. Our messaging on climate change will be designed to be inclusive and tailored to its audience, so that our engagements and outputs reflect their diverse audience. There are numerous barriers which transgender communities face. We intend to make sure that transgender people are equally considered in our communication strategies so that information is accessible for them, and that we do not unknowingly cause stigmatisation or guilt.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	<p>The strategy itself does not create unlawful discrimination related to marriage or civil partnership.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>Pregnant women and their foetuses are more vulnerable to the health effects of climate change than the general population because: Climate-related hazards, such as extreme heat, flooding, and wildfires, have been linked to certain health problems, including anaemia, eclampsia, low birth weight, preterm birth, stillbirth, and even miscarriage.</p>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

⁵ [The Mayor's Transport Strategy - Transport for London \(tfl.gov.uk\)](https://tfl.gov.uk)

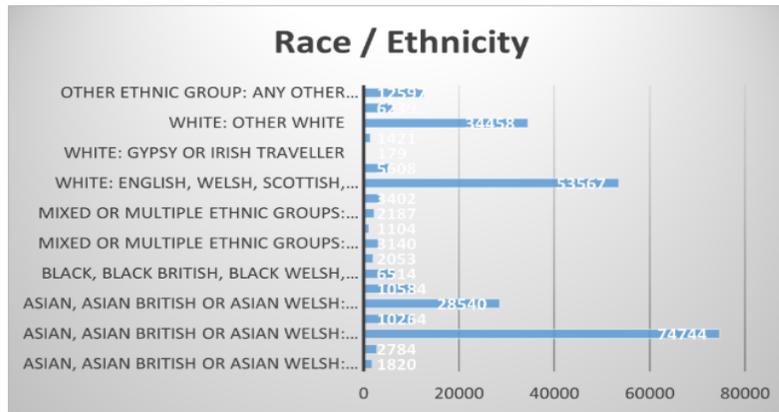
	<p>Pregnant women require consistent access to transportation and medical care, which can be disrupted by extreme weather events. Many biological and behavioural changes occur during pregnancy and the postpartum period, making women more susceptible to insect, food, and water-related illnesses. Some of these illnesses, which may become more common as a result of climate change, can also endanger maternal and foetal health. Pregnant and postpartum women are more likely to suffer from post-traumatic stress disorder (PTSD) and depression following natural disasters and extreme weather events.</p> <p>According to a study⁶, air pollution has been linked to a range of adverse pregnancy outcomes, including preterm labour and low birthweight, which are themselves risk factors for conditions such as cardiovascular disease and diabetes in adulthood. Exposure to pollution can also affect lung development and function, and is thought to contribute to the development of childhood asthma. Air pollution disproportionately affects socioeconomically disadvantaged populations in many countries.</p> <p>The strategy aims to reduce fossil fuel transportation in the borough which is the main cause of poor air quality and therefore should have a positive impact particularly for this protected group.</p>				
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⁶ <https://obgyn.onlinelibrary.wiley.com/doi/10.1111/aogs.14124>

**Race/
Ethnicity**

Harrow is in the top three of local authorities in London and the South East with the highest proportion of people (45.2%)⁷ identifying as Asian according to the data census 2021, after Redbridge (47.3%) and Slough (46.7%). Research suggests that particulate air pollution in the UK is concentrated in the poorest 20% neighbourhoods in England, and in areas with greater ethnic diversity (defined as those where more than 20% of the population is non-white). Several actions included in the strategy aim to reduce air pollution. According to Natural England, the decline in urban green spaces in the UK will most severely affect Black, Asian and Multi Ethnic communities, who tend to rely more on urban green space and can have less access to outdoor space at home, such as a balcony or garden, than white people.

Figure 3: (total numbers of different ethnic groups in Harrow)



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⁷ [Ethnic group - Census Maps, ONS](#)

Figure 4: (total % in London and South East)



Green space is linked with a range of positive effects, including reduced impact of deprivation, increased sense of community and reduced risk of health problems like depression and lung disease. Green areas also have substantive potential benefits for improving mental and physical health. Actions to improve access, quality, and quantity of green spaces are therefore likely to have a particularly positive impact on Harrow’s ethnic minority communities. 5.6%⁸ of residents in Harrow do not have English as their main language and cannot speak English well. This may limit the extent to which these groups can get involved in, and benefit from information campaigns, community engagement strategies, and emergency planning aimed at the public which may be less accessible for individuals whose first language is not English.

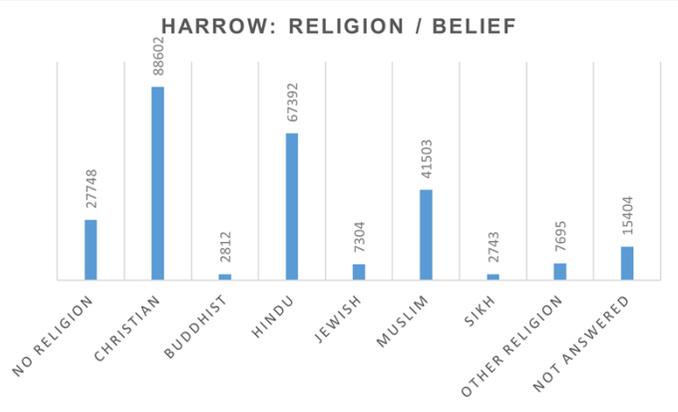
Religion or belief

Not directly applicable. However, figures from the Office for National Statistics suggest that 10.6%⁹ of people in Harrow are not affiliated with any religion. 33.9% of people in Harrow are Christian; 1.1% are Buddhist; 25.8% (Hindu); 2.8% (Jewish); 15.9% (Muslim); 1.1% (Sikh); 2.9% (Any other religion) and 5.9% did not answer.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

⁸ [Proficiency in english language - Census Maps, ONS](#)

⁹ [Religion - Census Maps, ONS](#)

	<p>In the strategy we will recognise that communities are not just physical communities. Religious communities tend to have a large voluntary movement and can have high immigrant populations. Direct engagement with these communities will have a positive impact in ensuring climate action is widely adopted across the borough.</p> <p>Some sensitivity on messaging around climate friendly diets is also needed to take into account cultural and religious dietary practices.</p> <p>Figure 4: (total number of people with different religious beliefs)</p>  <table border="1"> <caption>HARROW: RELIGION / BELIEF</caption> <thead> <tr> <th>Religion / Belief</th> <th>Number of People</th> </tr> </thead> <tbody> <tr> <td>NO RELIGION</td> <td>27748</td> </tr> <tr> <td>CHRISTIAN</td> <td>88602</td> </tr> <tr> <td>BUDDHIST</td> <td>2812</td> </tr> <tr> <td>HINDU</td> <td>67392</td> </tr> <tr> <td>JEWISH</td> <td>7304</td> </tr> <tr> <td>MUSLIM</td> <td>41503</td> </tr> <tr> <td>SIKH</td> <td>2743</td> </tr> <tr> <td>OTHER RELIGION</td> <td>7695</td> </tr> <tr> <td>NOT ANSWERED</td> <td>15404</td> </tr> </tbody> </table>	Religion / Belief	Number of People	NO RELIGION	27748	CHRISTIAN	88602	BUDDHIST	2812	HINDU	67392	JEWISH	7304	MUSLIM	41503	SIKH	2743	OTHER RELIGION	7695	NOT ANSWERED	15404				
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<p>Sex</p>	<p>According to data from 2021 Census, 50.7%¹⁰ of people in Harrow are female and 49.3% are male.</p> <p>According to UN Women¹¹, across the world women depend more on, yet have less access to, natural resources. In many regions, women bear a disproportionate responsibility for securing food, water, and fuel. Agriculture is the most important employment sector for women in low- and lower-middle income countries, during periods of drought and erratic rainfall, women, as agricultural workers and primary procurers, work</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																				

¹⁰ [Sex - Census Maps, ONS](#)

¹¹ [Explainer: How gender inequality and climate change are interconnected | UN Women – Headquarters](#)

	<p>harder to secure income and resources for their families. This puts added pressure on girls, who often have to leave school to help their mothers manage the increased burden. Furthermore, as climate change drives conflict across the world, women and girls face increased vulnerabilities to all forms of gender-based violence, including conflict-related sexual violence, human trafficking, child marriage, and other forms of violence.</p> <p>Gender inequalities have social, economic, political, and cultural implications for individuals responding to climate change. Examining gender is important because women, men, boys and girls, while hardly homogenous groupings, tend to have systematically different experiences in relation to climate change based on the inequalities associated with socially constructed gender roles¹².</p> <p>The strategy has been developed in such a way that it is not intended to create unlawful discrimination related to gender.</p>				
<p>Sexual Orientation</p>	<p>Not directly applicable</p> <p>As set out above in the context of gender reassignment, our messaging on climate change will be designed to be inclusive and tailored to its audience, so that our engagements and outputs reflect their diverse audience.</p> <p>There is a scarcity of research on climate change effects for non-binary people, who might also be particularly vulnerable¹³.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?</p> <p><input checked="" type="checkbox"/> Yes No <input type="checkbox"/></p>					
<p>If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below</p>					

¹² [GGCA-RP-FINAL.pdf \(wedo.org\)](#)

¹³ [Climate change and gender-based health disparities - The Lancet Planetary Health](#)

Overall, the reduction in greenhouse gases to reduce the severity of future climate change will disproportionately benefit a number of groups with protected characteristics (the young, elderly, disabled, and women) who are otherwise more vulnerable to those effects.

2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?

Yes No

If you clicked the Yes box, Include details in the space below

Certain climate actions (e.g., the move to electric vehicles, home improvements to energy efficiency and heat pumps, certain diet choices such as organic food) are less accessible for those on lower incomes. Generally, those in lower socio-economic groups also lack the financial means to mitigate the worst effect of climate change e.g., energy price fluctuation caused by international events, natural disasters e.t.c.). However, those on lower incomes in many cases already have a significantly lower carbon footprint individually than those on higher incomes. This is because those on higher incomes generally have greater levels of consumption - for example: multiple cars, greater numbers of flights and larger more energy demanding houses. Those on higher incomes therefore can have a greater opportunity to reduce their carbon footprint.

Since October 2021, the Council, utilising the Household Support Fund¹⁴ has distributed vouchers to low-income residents to assist with the cost of living, including energy costs. Families of children on free school meals have also been supported through school holiday periods with vouchers funded from the same scheme.

The Council website now includes information and advice for residents on support with the rising cost of living¹⁵. This includes information on additional benefits and payments available to mitigate rising energy costs, and signposting to energy efficiency advice.

Over Winter 2022/23 an ongoing network of Warm Hubs¹⁶ were made available to residents across the borough. These provide a warm and safe space for residents to use, and volunteers are available to give advice/signposting around cost of living and wellbeing concerns. The Council has worked with the local voluntary and community sector and partners to establish this network (e.g., Harrow Giving).

Socio economic issues and the ongoing cost of living crisis will continue to be a focus of the Council as it develops the implementation plan for its climate and nature recovery strategy.

¹⁴ [Household Support Fund – Harrow Council](#)

¹⁵ [Help with the cost of living – Harrow Council](#)

¹⁶ [Warm Hubs & Spaces - Harrow Giving](#)

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3. Actions to mitigate/remove negative impact				
Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.				
In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.				
State what the negative impact(s) are for each group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer
<p>Age - People over the age of 75, very young people and people with chronic or severe illnesses are most at risk of developing heat exhaustion, heatstroke and respiratory problems due to extreme hot weather. Furthermore, in the winter older people are potentially at risk of having health issues associated with cold homes.</p> <p>Older people sometimes are less able to take advantage of active travel options due to frailty.</p>	<p><u>Retrofit</u></p> <p>Ensuring that buildings and homes are adapted to future climate risks. Investment in more energy efficient, warmer homes has a positive impact on older people's health and well being. Priority support should be directed to those living in poor energy rated properties who are on lower incomes and this can include older people.</p> <p><u>Active Travel</u></p>	<p><u>Retrofit</u></p> <p>Continuing to monitor fuel poverty in Harrow and prioritising support accordingly.</p> <p><u>Active Travel</u></p> <p>To work with TFL to improve the electric bus network.</p>		

	To ensure that older people still have access to low carbon vehicular transport options.	Continue to invest our priority transport services for elderly vulnerable people (e.g., electrification of our adult social care minibuses)		
Disability - These groups may have a lower ability to act due to physical constraints, or they may be less aware of their circumstances and how to act. Medications impair the body's ability to sweat or perform temperature regulation functions, making people more susceptible to the effects of heat. Not all modes of public transportation are fully accessible to people with disabilities.	<u>Active Travel</u> To ensure improvements to public travel and active travel infrastructure will however be undertaken so as to enable greater access for disabled people e.g., step free access, and overtime this will result in a more accessible public realm for the benefit of disabled people with mobility issues.	<u>Active Travel</u> To work with TFL to improve the electric bus network. Continue to invest our priority transport services for disabled people (e.g., electrification of our social care minibuses)		
Pregnancy/Maternity - Air pollution has been linked to a range of adverse pregnancy outcomes, including preterm labour and low birthweight, which are themselves risk factors for conditions such as cardiovascular disease and diabetes in adulthood. Exposure to pollution can also affect lung development and function, and is thought to contribute to the development of childhood asthma.	<u>Reduced Emissions</u> To ensure the reduction of fossil fuel transportation in the borough which is the main cause of poor air quality and therefore should have a positive impact particularly for this protected group. To ensure greater access to low carbon public transport.	<u>Reduced Emissions</u> Reduction in the total number of fossil fuel vehicles in Harrow and improvements in air quality		
Race/Ethnicity - The decline in urban green spaces in the UK will most severely affect Black, Asian and Multi Ethnic communities,	<u>Community Engagement</u> To promote the benefits of local green spaces to residents, including the	<u>Community Engagement</u> Ensuring that local partners including faith and community		

<p>who tend to rely more on urban green space and have less access to outdoor space at home, such as a balcony or garden.</p> <p>5.6%¹⁷ of residents in Harrow do not have English as their main language and cannot speak English well. This may limit the extent to which these groups can get involved in, and benefit from information campaigns, community engagement strategies, and emergency planning aimed at the public which may be less accessible for individuals whose first language is not English.</p>	<p>value of spending time outdoors to physical and mental wellbeing.</p> <p>To improve access, quality, and quantity of green spaces are therefore likely to have a particularly positive impact on Harrow's ethnic minority communities; thus, restoring pride in Harrow.</p> <p>To ensure that our climate change messaging combats language barriers, discrimination and showcases positive role models. Our messaging on climate change will be designed to be inclusive and tailored to its audience, and that our engagements and outputs reflect a positive impact.</p>	<p>groups are aware of the opportunities available in Harrow and can communicate messaging to their communities.</p>		
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Additional Notes: Generally we will be looking to consult and engage with Harrow communities on the strategy during the summer of 2023 which will give residents the opportunity to comment on these issues so that the council can take responses into account before the strategy is approved.

¹⁷ [Proficiency in english language - Census Maps, ONS](#)

4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

Include details in the space below

Whilst there can be differential impacts as set out in this assessment, tackling climate change and ensuring the protection of the natural world are at the same time universal challenges that affect everyone irrespective of their protected characteristics. Similarly, all individuals have opportunities to take action in their daily lives and their own sphere of influence to reduce their emissions and impact on the planet. Wide and meaningful participation in this common, shared endeavour is a significant opportunity to help break down barriers and foster good relations between people from different groups.

5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Outcome 2

Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4

Outcome 3

This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.

Include details here