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:	⦿ Cabinet ○ Portfolio holder ○ Other (state)	
Title of Proposal	Climate Change Strategy Services Review	**Date EqIA created** 07/12/18
Name and job title of completing/lead Officer	Saeed Atlas- Corporate Energy Manager	
Directorate/ Service responsible	Community/Environment	
Organisational approval		
EqIA approved by Directorate Equality Task Group (DETG) Chair		**Name:** Dave Corby ☒ **Tick this box to indicate that you have approved this EqIA** **Date of approval 08/12/18**

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?

This proposals sets out harrow Council's climate change strategy and action plan over the period 2019 – 2024, providing a clear framework of action for the council and its business partners.

Climate change has the capacity to devastate populations and damage economies. So for humanitarian, environmental and business reasons, it is essential that we as a local authority take action to reduce the impact of climate change in Harrow. This proposal will mitigate current effect of climate change on Harrow resident's health and quality of life. The key improvement areas which are relatively low and medium costs provide relatively large benefits include; measures that target:

- Energy efficiency improvements in existing buildings,● Decentralised generation of heat or electricity such as renewables and investment in high quality district heating networks,
    - Transport and Electric Vehicle charging infrastructure,
    - Sustainable planning and development, ensuring new developments are highly efficient and incorporate low carbon heating solutions,
- More efficient waste management

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

The proposal will improve the health and wellbeing of our residents by improving the air quality across the borogh.

There is no evidence that any of the protected characteristics will be particularly adversely impacted by the proposals.

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

No potential negative impacts identified for members of the public.

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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 — Minor	Negative impact — Major	No impact
Age	The resident population of Harrow according to the 2017 Mid year estimate 248,880. Data by age for the whole borough was as follows:	☒	☐	☐	☐

Age Group	Total	Percentage
0-4 year olds	17,713	7%
5-17 year olds	45,239	18%
18-24 year olds	13,371	5%
25-49 year olds	90,079	36%
50-59 year olds	31,044	12%
60-74 year olds	33,249	13%
75-89 year olds	16,099	6%
90 years old And over	2,086	1%

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	Borough's population in three broad age groups 	0-14 (children),	49,052	20%
15-64 (working age)	161,411	65%
65+ (older people),	38,417	15% | The factors that make people vulnerable to the impacts of climate change are most acute amongst particular groups, typically older people. Older people are physiologically at most risk of health impacts from extreme heat and cold.This policy helps to mitigate effect and risk of climate change on people with this category.				
Disability	6,380 people in Harrow were recipients of Employment and Support Allowance (ESA) and Incapacity Benefits in August 2015, 4.0% of the total resident population - In general, climate change related health impacts may affect people with disabilities more than others. Many people with disabilities experience high rates of social risk factors that contribute to poor health, such as poverty, unemployment, and lower education. People with limited incomes may not be able to afford air conditioning in their home during heat waves, increasing their risk of heat stroke. This strategy helps to mitigate effect and risk of climate change on people within this category.	☒	☐	☐	☐
Gender reassignment	No data available to demonstrate that this group would be disproportionately affected	☐	☐	☐	☒

Marriage and Civil Partnership	No data available to demonstrate that this group would be disproportionately affected.	☐	☐	☐	☒
Pregnancy and Maternity	Air pollutants can cause respiratory illness in pregnant women and also lead to low birth weight or pre-term birth. This proposal will mitigate current effect of climate change on people with this category	☒	☐	☐	☐
Race/ Ethnicity	The GLA's 2011 Census Ethnic Diversity Indices show that Harrow is ranked 7th nationally for ethnic diversity. Diversity indices measure the number of different/distinct groups present in the population and the sizes of these distinct groups relative to each other. Census data (2011) shows the ethnic breakdown for Harrow to be as follows: 	Ethnic Group	Total	Percentage
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White British	73,826	31%
White Other	27,165	11%
Mixed	9,499	4%
Asian or Asian British	101,808	43%
Black or Black British	19,708	8%
Arab and Other Group	7,050	3% | The proposed strategy would have a positive impact on this characteristic	☐	☐	☐	☒
Religion or belief	Harrow enjoys the Country's highest density of Gujarati Hindus and Sri Lankan Tamils, alongside significant Muslim, Jewish & Christian communities. The Greater London Authority (GLA) Diversity Indices rank Harrow seventh	☐	☐	☐	☒

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highest nationally for ethnic diversity and second for religious diversity.

The 2011 Census showed the following religions in Harrow:

Religious breakdown	%
Christianity (All denominations)	37%
Hinduism	25%
Islam	12%
Atheist/Agnostic	10%
Not stated	6%
Judaism	4%
Other	2%
Sikh	1%
Buddhism	1%

No data available to demonstrate that this group would be disproportionately affected.

Gender	The 2011 Census showed that there were 118,000 males and 121,000 females in Harrow. No data available to demonstrate that this group would be disproportionately affected.	☐	☐	☐	☒
Sexual Orientation	No data available to demonstrate that this group would be disproportionately affected.	☐	☐	☐	☒

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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?
☐ Yes   No ☒
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
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

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
N/A				
N/A				

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

No negative impact has been identified. This proposal will have a minor positive effect to mitigate current effect of Climate Change on public 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

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