

Appendix 2

Proposed Refresh to the Asset Management Strategy: Climate Emergency Impact Assessment

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the effect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users' changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.

- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	A Home to be Proud of: A Refreshed Asset Management Proposal and Approach
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Equality analysis author	Paul Wood				
Strategic Director:	Michael Scorer				
Department	Housing and Modernisation	Division	Asset Management		
Period analysis undertaken	August 2021				
Date of review (if applicable)	N/A				
Sign-off	Dave Hodgson	Position	Director of Asset Management	Date	13 August 2021

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

Man-made climate change is already having an impact across the world, there is overwhelming evidence that the planet continues to heat, which threatens all who in, inhabit it. This threat is not even, and it is the poorest and most vulnerable who are most threatened. The effects can already be seen in Southwark with more extreme weather, greater flood risk and an impact on health of our residents. Carbon wherever it is produced in the world is contributing to this crisis and so every part of the world needs to play its part.

That is why Southwark Council has declared a climate emergency and committed to do everything it can to make the borough carbon neutral by 2030. The proposal from Asset Management commits the Division to exploring measures to reduce carbon emissions relating to Southwark's housing stock, including improved insulation, solar installations, and intelligent lighting systems, as well as the decarbonisation of the borough's district heating network.

The proposal makes clear that significant resident consultation and engagement will be carried out prior to the presentation of the full strategy to Southwark's

Cabinet in June 2022, to ensure that community-led decision making is at the heart of investment to make Southwark’s homes safer, secure, greener and places to be proud of.

Section 3: Overview of service users

2. Service users and stakeholders

Key users of the department or service	This Climate Emergency is expected to impact every resident of the borough in numerous ways. This will lead to policy changes in wide ranging areas including transport, housing and business. The proposal recognises that although all will feel the impacts of the climate emergency, it will be felt by particular groups more significantly.
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Section 4: Data – stock profiles and tenure

Stock tenure profile

Age	Owned or shared ownership	Rented from council (Local Authority)	Other social rented	Private rented or living rent free	All tenures
Age 24 and under	1.5%	4.3%	4.3%	12.0%	5.3%
Age 25 to 34	19.5%	14.2%	16.7%	46.9%	24.3%
Age 35 to 49	40.8%	35.1%	39.6%	30.1%	36.2%
Age 50 to 64	24.4%	26.3%	25.2%	7.5%	20.9%
Age 65 to 74	7.1%	9.9%	7.4%	1.8%	6.7%
Age 75 to 84	4.9%	7.3%	4.8%	1.1%	4.7%
Age 85 and over	1.7%	3.0%	2.1%	0.6%	1.9%
All ages	31.4%	31.2%	12.5%	24.9%	100%

The data on tenure and age in Southwark shows that 40.8% of owned or shared ownership HRP's are aged 35 to 49, whilst young people aged 24 and under account for only 1.5% of those who own their own home. The younger age bands (under 24 and 25-34) are heavily represented among the private rented sector.

Ethnic Group	Owned or shared ownership	Rented from council (Local Authority)	Other social rented	Private rented or living rent free	All tenures
White	37.9%	24.1%	10.5%	27.6%	100%
Mixed/multiple ethnic group	23.8%	32.4%	15.1%	28.7%	100%
Asian/Asian British	33.9%	20.4%	8.5%	37.2%	100%
Black/African/Caribbean/Black British	16.6%	52.2%	18.3%	12.9%	100%
Other ethnic groups	19.0%	36.7%	13.7%	30.6%	100%
All ethnic groups	31.4%	31.2%	12.5%	24.9%	100%

Source: Census 2011

There are significant variations across different ethnic groups and housing tenure, with a higher than average proportion of white residents living in owner occupied housing, a higher than average proportion of black residents living in council rented tenure, and a higher than average proportion of Asian/Asian British residents living in the private rented sector.

Stock type profile

The proportion of people living in flats in Southwark is 75%, significantly higher than nationally at 22% and in London 52%, however it is similar to the inner London level of 73%.

Within the Greater London area, Southwark has the eighth highest proportion of flats/maisonettes. Within the South East London sub-region, it has the highest proportion of flats/maisonettes.

In April 2019 Southwark Council had the 4th largest local authority rented stock in the country and the largest in London. Only Birmingham, Leeds and Sheffield had a larger LA rented stock.

Housing Stock by Property Type

Property Type	Percentage
FLAT TRADITIONAL BLOCK	80%
HOUSE ON ESTATE	7%
CONVERTED STREET PROPERTY	6%
STREET PROPERTY	4%
FLAT SHELTERED HOUSING	2%
FLAT INFILL BLOCK	1%

Housing Stock by Epoch of Construction

Property Archetype	Percentage
LOW RISE FLATS POST 1945	43%
HIGH RISE FLATS (6 STORIES PLUS)	25%
LOW RISE FLATS 1920 - 1944	13%
FLATS PRE 1920	8%
HOUSES POST 1945	7%
HOUSES PRE 1945	4%

Section 5: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated, it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The proposal has a positive impact on the protected characteristic of age in relation to eliminating discrimination, harassment and victimisation. This is	The proposal has positive health impacts on the protected characteristic of age in working to tackle the impacts of climate change

primarily achieved through ensuring that the age groups that are unequally affected by the impacts of climate change are provided with a meaningful and tangible involvement in the development of the proposal. Younger people are adversely affected by climate change because they will feel the heightened effects of future climate change alongside the current impacts. They are also less likely to be in positions of decision-making in relation to the climate and their homes. A potential negative impact of the proposal would be if it failed to fully engage with younger people. This includes producing material which is accessible to younger residents, those with learning difficulties or where English is not a first language.

that adversely affect specific age groups. These age groups are younger people (0 to 18 years) and older people (65 years or older). Evidence suggests that exposure to air pollution at a young age can hinder lung growth, inhibit brain development and increase the risk of conditions such as asthma. Alongside this, air pollution has shown to disproportionately affect people with existing heart or respiratory conditions, who are more likely to be older than average. As well as air pollution, heat stress may affect older people more than others. Some people aged 65 years and over may be at increased risk of heat-related illnesses. The evidence suggests that vulnerable groups, such as the very young, elderly and those with health issues are more affected by the climate. Older and younger people are also less likely to have the resource to make adaptations due to extremes of weather. Given these external factors, the proposal highlights the associated importance of exploring measures to improve air quality primarily within the home through investment in ventilation systems and through a specific strategy to combat damp. These measures will have a long-term positive impact on these age groups in particular.

<p>Disability - A person has a disability if s/he has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The proposal has a neutral impact on the protected characteristic of disability in relation to eliminating discrimination, harassment and victimisation. The proposal sets out to input views and expertise from across our community and we expect disabled people to be a part of this wider engagement process. However, the proposal recognises that the climate emergency disproportionately affects disabled people and priorities coming out of the full strategy must consider this.</p>	<p>The proposal has positive health impacts on the protected characteristic of disability in working to tackle the impacts of climate change that adversely affect disabled people. According to the UN environmental programme, compromised health makes disabled people more vulnerable to extreme climate events, ecosystem services loss, or infectious diseases. Those with disabilities are also more likely to have difficulties during required building evacuations. An Equalities Assessment will be carried out for every major works scheme and will fully assess the requirements and needs of any people with disabilities, in terms of building safety, block security and the space and layout of their home.</p>

<p>Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others Potential impacts (positive and negative) of proposed policy/decision/business plan Potential health impacts (positive and negative)</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The proposal has a positive impact on the protected characteristic of race in relation to eliminating discrimination, harassment and victimisation. The proposal recognises that racial groups are unequally affected by the impacts of climate change. The proposal highlights our commitment to continue to</p>	<p>The proposal has positive health impacts on the protected characteristic of race in working to tackle the impacts of climate change that adversely affect specific racial groups. It is well documented that the global south is disproportionately affected by climate change. The risk of floods,</p>

<p>meaningfully engage with people in all ethnic groups.</p> <p>Southwark is proud of its diverse community and significant Black, Asian and Minority Ethnic population.</p> <p>According to the 2011 census (the latest detailed figures available), 16.4% of the borough is Black African, 6.2% Black Caribbean and almost 3% Chinese.</p> <p>The proposal includes consideration of the formation of a Project Group to look at specific aspects of the development of the final strategy. This Group will be racially representative of the borough, and the Asset Management Division will ensure racial groups are meaningfully involved throughout the consultation and engagement process.</p>	<p>landslides and other natural disasters is much higher in countries with hot climates such as in the global south, and this has been exacerbated by man-made climate change. The impact of these disasters can sometimes significantly impact economies and lead to people needing to immigrate to places like Southwark. It is important to recognise that the impact of global natural disasters is very much felt within our communities, and we must listen, learn and partner this experience with our actions in the borough.</p> <p>By contributing to make Southwark carbon neutral, the proposal is attempting to tackle some of the local causes to the global issues that disproportionately affect people from the global south.</p>
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<p>Socio-economic disadvantage – although the Equality Act 2010 does not include socioeconomic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or families economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The proposal has a positive impact on the protected characteristic of socio-economic background in relation to eliminating discrimination, harassment and victimisation.</p> <p>The proposal and subsequent strategy will improve Southwark's homes and their surroundings, which will benefit the many residents with socio-economic disadvantage. The proposal commits to finding ways to contribute to reducing inequality.</p> <p>Work must also be done to mitigate against any adverse impacts of the proposal's priorities for people with a social-economic disadvantage. For example, the use of techniques such as green roofs and solar panelling in the borough. This work will require</p>	<p>The proposal has positive health impacts on the protected characteristic of socio-economic disadvantage in working to tackle the impacts of climate change that adversely affect specific socio-economic groups.</p> <p>An individual's income significantly impacts their experience of climate change and the resources they have available to adapt to the changing environment. According to the 2019 Indices of Deprivation study, Southwark ranked 43rd out of 137 local authorities in terms of socio-economic deprivation and almost a third of our residents live in communities ranked in the 20% most income deprived in England. According to the GLA, people living in deprived areas are more affected by poor air</p>

considerable resources, and we recognise that work will need to be done to ensure that this does not negatively affect people from a socio-economic disadvantage.

quality because these areas tend to be near busier roads. In contrast, 8% of our residents also live in communities ranked within the 20% least income deprived. This disparity in wealth emphasises that not every individual has capacity to act at the same rate or in the same way. For example, housing adaptations such as triple glazing and solar panels are understandably less of a priority for people on lower incomes than food and rent.

Simultaneously, people from a higher income are more likely to emit more carbon, with larger homes in need of greater heating and most disposable income for long haul flights. We must recognise this disparity in resource and its relationship with our fight against climate change. The proposal directly relates to issues that unequally impact people from a lower socio-economic background.

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan

Potentially, not tackling the adverse impacts of climate change can ultimately be relevant to the right to life enshrined in the Humans Rights Act. The impact on the environment and the risk this poses to the health and wellbeing of individuals is a fundamental component in the strands of the Asset Management Division's proposal and will continue to be considered as the work in this area progresses.

Information on which above analysis is based

The analysis of the need to tackle climate change is set out in the Council's climate change strategy.

Mitigating actions to be taken

Continued engagement with those in the community adversely affected by the impact of climate change and the continued consideration and development of plans taking account of any representations.