

APPENDIX D

Tackling the Climate Emergency Together: Equality 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 affect 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	Tackling the Climate Emergency Together
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Equality analysis author	Tom Taylor				
Strategic Director:	Caroline Bruce				
Department	Environment and Leisure	Division	Climate Change		
Period analysis undertaken	May 2021				
Date of review (if applicable)	N/A				
Sign-off	Chris Page	Position	Climate Change Director	Date	1 July 2021

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

1.1 Brief description of policy/decision/business plan

Manmade climate change is already having an impact across the world, there is overwhelming evidence that the planet continues to heat which threatens all who 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. Our climate change strategy sets out our approach, principles, partnerships and governance for tackling the climate emergency going forward.

The strategy will provide the required actions to reach carbon neutrality by 2030. To manage to constantly changing nature of the climate emergency, we have insured that our approach is iterative, with our strategy able to evolve as we move forward. This also

allows for continual long-term engagement with our communities. We will continue to have regard to the public sector equality duty throughout that ongoing iterative process.

Alongside other London Boroughs, we also demand urgent action now from government to retrofit London, invest in low carbon development, halve petrol and diesel road journeys, secure 100% renewable energy for London, reduce emissions from consumption and build a green economy. Our approach makes it clear that the council cannot achieve its climate emergency targets alone, and will need considerable buy-in from a variety of stakeholders.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	This strategy is expected to impact every resident of the borough in numerous ways. The strategy is expected to lead to policy changes in wide ranging areas including transport, housing and business. The strategy recognises that although the impacts of the climate emergency will be felt by all, it will be felt by particular groups more significantly.
Key stakeholders were/are involved in this policy/decision/business plan	The council published a draft strategy in July 2020. Since then has undertaken comprehensive public engagement including with stakeholder groups, online engagement, a climate conference, pop up events in parks and online consultation. The council commissioned a social engagement company to carry this out to ensure a breadth of engagement. The strategy sets out that once implemented, we will establish a citizens' jury which will be made up of a representative group of residents to do further scrutiny on the strategy.

Section 4: 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)
<p>The climate change strategy has a positive impact on the protected characteristic of age in relation to eliminating discrimination, harassment and victimisation. This is 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 delivery of the strategy.</p> <p>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, such as in government on policy development. A potential negative impact of the climate change strategy would be if it failed to fully engage with younger people.</p> <p>During our engagement on developing the strategy, we sought the views of young people via our young advisers. We made sure that engaging with young people was a specific priority of our approach, as detailed in our 'engaging with diverse voices' section of the strategy. Education, working closely with our schools and universities, will also be a key component of the delivery of the strategy.</p> <p>Going forward, young people will have a role in delivering our strategy as part of our citizens' juries. We will require our citizens' juries partner to recruit an age range representative of the borough, and bring in specific actions to ensure young people are meaningfully involved throughout the process.</p> <p>To deliver this, we are proposing that officers develop a range of toolkits and resources, which we can use to engage with residents, businesses and organisations. This includes producing material which is accessible to younger residents, those with learning difficulties or where English is not a first language.</p>	<p>The climate change strategy has positive health impacts on the protected characteristic of age in working to tackle the impacts of climate change that adversely affect specific age groups. These age groups are younger people (0 to 18 years) and older people (65 years or older).</p> <p>Researchers at Queen Mary University found that in the UK children were exposed to higher levels of pollution, particularly while walking to school and on the playground, and that the effects of this pollution were more serious on children than on adults. 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. The climate change strategy looks to directly combat poor air quality by prioritising the reduction of motor vehicles in the borough and finding more carbon efficient modes of travel. This will have a long term positive impact on these age groups.</p>

<p>Disability - A person has a disability if s/he has a physical or mental impairment which 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 climate change strategy has a neutral impact on the protected characteristic of disability in relation to eliminating discrimination, harassment and victimisation. The strategy 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. This includes as part of our Citizens' Juries, and iterative refreshes to the strategy.</p> <p>However, the strategy recognises that the climate emergency disproportionately affects disabled people and priorities coming out of the strategy must consider this. For example, the strategy promotes sustainable travel with petrol and diesel free roads. The impact of this priority on disabled people will depend on additional actions taken to ensure public transport is accessible and readily available for those with disabilities.</p> <p>Similarly, the strategy also prioritises the repurposing of existing buildings that are no longer fit for purpose or need modernising. To ensure no negative impacts on disabled people arise from this, additional actions must be taken to ensure repurposed buildings maintain an adequate level of accessibility.</p>	<p>The development of the climate change strategy has positive health impacts on the protected characteristic of disability in working to tackle the impacts of climate change that adversely affect disabled people.</p> <p>According to the UN environmental programme, compromised health makes disabled people more vulnerable to extreme climate events, ecosystem services loss, or infectious diseases. In a climate emergency disabled people may be more vulnerable to contracting infectious diseases because of underlying conditions, which often don't allow them to move and to independently access water and sanitation. For example, Hurricane Katrina was found to disproportionately impact 155,000 people with disabilities ranging from visual and physical impairments to learning disabilities. Those with disabilities are also more likely to have difficulties during required evacuations or migrations. In devastating events like hurricanes, floods and cyclones, disabled people, because of limited mobility or impaired senses, might have difficulty evacuating.</p> <p>With extreme weather events and disasters set to increase in a warming climate, more needs to be done to plan for and protect the most vulnerable in our societies.</p> <p>By emphasising and acting upon the climate emergency locally and cohesively in Southwark, the climate change strategy is attempting to decrease the rate in which extreme weather events and disasters occur. Additionally, the strategy recognises the need for an adaption strategy. This will focus on mitigation against factors that adversely impact disabled people.</p>

Gender reassignment – The process of transitioning from one gender to another	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The climate change strategy has a neutral impact on the protected characteristic of gender reassignment in relation to eliminating discrimination, harassment and victimisation. The strategy sets out to input views and expertise from across our community and we expect people in the process of transitioning from one gender to another to be a part of this wider engagement process. This includes as part of our Citizens' Juries, and iterative refreshes to the strategy.	The climate change strategy has neutral health impacts on the protected characteristic of gender reassignment. The strategy does not put forward actions of policies that specifically reference or primarily respond to issues relating to people in the process of transitioning from one gender to another.

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The climate change strategy has a neutral impact on the protected characteristic of marriage and civil partnership in relation to eliminating discrimination, harassment and victimisation. The strategy sets out to input views and expertise from across our community and we expect people from all relationship statuses to be a part of this wider engagement process. This includes as part of our Citizens' Juries, and iterative refreshes to the strategy.	The development of the climate change strategy has neutral health impacts on the protected characteristic of marriage and civil partnership. The strategy does not put forward actions of policies that specifically reference or primarily respond to issues relating to relationship statuses.

Pregnancy and maternity - 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.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The development of a climate change strategy has a neutral impact on the protected characteristic of pregnancy in	The climate change strategy has positive health impacts on the protected characteristic of pregnancy and maternity in

<p>relation to eliminating discrimination, harassment and victimisation. The development of the strategy sets out to input views and expertise from across our community and we expect people from all relationship statuses to be a part of this wider engagement process. This includes as part of our Citizens' Juries, and iterative refreshes to the strategy.</p>	<p>working to tackle the impacts of climate change that adversely affect pregnant people.</p> <p>Evidence shows that air pollution and heat exposure can have a significant impact on pregnancies. The Journal of the American Medical Association identified 57 studies since 2007 showing a significant association between the both these factors and the risk of pre-term birth, low birth weight and stillbirth. The review analysed 32m births tracked across 68 studies. Of those, 84% found air pollution and heat to be risk factors.</p> <p>The climate change strategy makes it clear that reducing air pollution is a key priority as part of our approach.</p>
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<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 climate change strategy has a positive impact on the protected characteristic of race in relation to eliminating discrimination, harassment and victimisation. The strategy recognises that racial groups are unequally affected by the impacts of climate change. The strategy highlights our commitment to continue to meaningfully engage with people in all ethnic groups and that we will take steps to improve empowerment in the borough so that all residents have the tools and abilities to make positive changes and be part of the climate change work.</p> <p>Southwark is proud of its diverse community and significant BAME population. According to the 2011 census (the latest detailed figures available), 16.4% of the borough in Black African, 6.2% Black Caribbean and almost 3% Chinese. The borough is also home to many other BAME residents, including those from countries as widespread as India, Pakistan, Columbia and Iraq.</p> <p>During our initial engagement on the climate change strategy, we took specific steps to mitigate against unrepresentative engagement in terms of racial groups. We</p>	<p>The climate change strategy 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 also recognises that different responses are required for different communities and specific actions needs to be taken with this in mind.</p> <p>It is well documented that the global south is disproportionately affected by climate change. The risk of floods, 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 acting to make Southwark carbon neutral, the strategy is attempting to tackle</p>

<p>worked with specific groups, such as the Somali Integration & Development Association, and ensured that public engagement (such as our HelloLamppost campaign) was easily accessible to multi-ethnic communities.</p> <p>Going forward, we will require our citizens' juries partner to recruit a jury membership that is racially representative of the borough, and bring in specific actions to ensure racial groups are meaningfully involved throughout the process.</p> <p>We are proposing that officers develop a range of toolkits and resources, which we can use to engage with residents, businesses and organisations. This includes producing material which is accessible to residents whose first language is not English.</p>	<p>some of the local causes to the global issues that disproportionately effect people from the global south. Additionally, the strategy recognises the need for an adaption strategy, which will work directly with those most affected by natural disasters to learn how we can best adapt Southwark in the face of a changing climate.</p>
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<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The development of a climate change strategy has a neutral impact on the protected characteristic of religion and belief in relation to eliminating discrimination, harassment and victimisation. The development of the strategy sets out to input views and expertise from across our community and we expect people from all religious backgrounds to be a part of this wider engagement process. This includes as part of our Citizens' Juries, and iterative refreshes to the strategy.</p>	<p>The development of the climate change strategy has neutral health impacts on the protected characteristic of religion and belief. The strategy does not put forward actions of policies that specifically reference or primarily respond to issues relating to religion and belief.</p>

<p>Sex - A man or a woman.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The development of a climate change strategy has a neutral impact on the protected characteristic of sex in relation to eliminating discrimination, harassment and</p>	<p>The development of the climate change strategy has neutral health impacts on the protected characteristic of sex. The strategy does not put forward actions of</p>

<p>victimisation. The development of the strategy sets out to input views and expertise from across our community and we expect men and women to be a part of this wider engagement process. This includes as part of our Citizens' Juries, and iterative refreshes to the strategy.</p>	<p>policies that specifically reference or primarily respond to issues relating to sex.</p>
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<p>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The development of a climate change strategy has a neutral impact on the protected characteristic of sexual orientation in relation to eliminating discrimination, harassment and victimisation. The development of the strategy sets out to input views and expertise from across our community and we expect people of different sexual orientations to be a part of this wider engagement process.</p>	<p>The development of the climate change strategy has neutral health impacts on the protected characteristic of sexual orientation. The strategy does not put forward actions of policies that specifically reference or primarily respond to issues relating to sexual orientation.</p>

<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 development of a Climate change strategy has a positive impact on the protected characteristic of socio-economic background in relation to eliminating discrimination, harassment and victimisation. The strategy will mean more jobs and opportunities relating to the Green New Deal and development of localised services. It will promote a just transition where the economic burden will fall on those who can most afford it so it is likely to reduce the divide. Lots of the actions set out in the strategy will improve our homes, our access to outside space, which currently disproportionately affect people with socio-economic disadvantage. The strategy focuses on the need for social justice and reducing social inequality. It also highlights</p>	<p>The Climate change strategy 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. 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 quality because these areas tend to be</p>

the needs to ensure we have cobenefits to climate work that also reduce inequality. Work must also be done to mitigate against any adverse impacts of the strategies' priorities for people with a social-economic disadvantage. For example, the strategy prioritises the use of techniques such as green roofs and solar panelling in the borough. It also references changing what we consume to use less carbon. Most of these actions require 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.

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 strategy 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 well being of individuals is a fundamental component in the strands of the climate change strategy 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
<p>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.</p> <p>Ongoing consideration of the right to life as a relevant factor in the ongoing development of the strategy and its plans.</p>

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	A representative and diverse engagement through citizen' juries	Requirements around ensuring our citizen's juries are fully representative of our borough have been written into the tendering process for our engagement partner. They will use specific quotas for jury membership reflective of the demographics of the borough (following the latest available data).	The first round of citizen's juries, starting this year. Approach to be assessed as we move forward.
2	Accessible publicity and information	We will be developing a communication plan to ensure that the content of the strategy reaches all our residents directly. We	Ongoing

		will also look at ways of making the strategy more accessible to children and those who speak English as a second language.	
3	Public transport that is accessible	We will work with partners such as TFL to ensure that groups are not unequally impacted by changes to public transport, particularly disabled people.	Ongoing
4	Measures for residents to reduce their carbon emissions, such as installing solar panels, are affordable	Schemes that make resident actions more affordable have been written into the strategy, such as making it easier for individuals to install solar panels.	Ongoing

5. Equality objectives (for business plans)

Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

5. Health objectives (for business plans)

Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

