

## Sustainability Action Plan - Equalities Impact Assessment

**Equalities Impact Assessments (EqIAs) make services better for everyone and support value for money by getting services right first time.**

EqIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for service users and staff. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010. They help us make good decisions and evidence how we have reached them.

An EqIA needs to be started as a project or programme starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. A full EqIA must be completed before any decisions are made or policy agreed so that the EqIA informs that decision or policy. It is also a live document; and will be regularly reviewed and updated alongside the delivery of the Sustainability Action Plan.

## 1. Description of proposal

|  |  |
|--|--|
| Is this a: (Please tick all that apply)<br><br>New policy / strategy / function / procedure / service <input type="checkbox"/> | Review of Policy / strategy / function / procedure / service <input checked="" type="checkbox"/> |
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|  |  |
|--|--|
| Budget Saving <input type="checkbox"/><br><br>If budget saving please specify value below: | Other <input type="checkbox"/><br><br>If other please specify below: |
|--|--|

- Our vision is to become one of London’s most sustainable boroughs, and as such have set ourselves an ambitious target of becoming a net zero borough no later than 2042, and as a council by 2030. As part of these ambitions, Barnet declared a Climate and Biodiversity Emergency in May 2022. Our journey to net zero comes under the ‘Planet’ pillar in Our Plan for Barnet 2023-2026.
- The Sustainability Action Plan works across seven externally facing themes:
  - Housing and Buildings
  - Renewable Energy
  - Transport
  - Natural Environment and Biodiversity
  - Sustainable Consumption and Waste
  - Business and Skills
  - Place and Partnerships

As well as two internal council-facing themes:

  - Staff, Policy, and Supply Chain
  - Investments
- For each of our themes and commitments, there are a range of equalities considerations that must be monitored regularly to ensure that delivering the programme does not disadvantage certain groups and communities.
- Underpinning these themes and commitments are a wide variety of actions.

## 2.Supporting evidence

What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis

| Protected group | What does the data tell you <sup>1</sup> ?<br>Provide a summary of any relevant demographic data about the borough’s population from the <a href="#">Joint Strategic Needs Assessment</a> , or data about the council’s workforce   | What do people tell you?<br>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.   |
|-----------------|---|--|
| Age             | <ul style="list-style-type: none"> <li>• The number of residents aged 0-19 years has increased by 38% to 96,600 since 2011, now making up a quarter of the population.</li> <li>• In the 2021 Census, 56,100 residents (14%) were aged over 65, an increase of 18% over the previous ten years.</li> <li>• 26,300 were aged over 75 years old, an increase of 10.9% or 2700 people since 2011.</li> <li>• One-in-ten older residents lived alone.</li> <li>• Between the 2011 and 2021 censuses, the average (median) age of Barnet increased by two years, from 35 to 37 years of age. This area had a higher average (median) age than London in 2021 (35 years) but a lower average (median) age than England (40 years).</li> <li>• Working age adults (20-64 years) represented 61% of the population.</li> <li>• Around 83,400 residents aged five years and over were school children or full-time students.</li> <li>• Compared to London overall, Barnet has a greater proportion of the population aged 0-15 and those aged 40 and over.</li> </ul> <p>Different age groups will be impacted by both the impacts of climate change and climate change mitigations differently and will consider that in our delivery.</p> | <ul style="list-style-type: none"> <li>• Over a quarter of Barnet’s resident are aged 0-19, with the population of children and young people in the borough set to grow by 3% by 2025 (Barnet Young People's Perception Survey 2019).</li> <li>• The proportion of young working age people aged 20 to 39 living in Barnet is lower compared to London (Barnet Young People's Perception Survey 2019).</li> <li>• Between 2020 and 2035, the estimated number of people aged 65 and over in Barnet living with a life-limiting long-term illness is projected to increase by 50% (Social Value Policy 2021-2025).</li> <li>• According to London Council’s September 2023 poll on resident’s views on climate change, 90% of people across all age groups reported being motivated to combat climate change<sup>1</sup> although those exhibiting larger increases in concern over the past 12 months were in age groups 16-24, 25-34, and 35-44 as opposed to older age groups.</li> <li>• Those aged 25-34 and 35-44 were the most motivated to help prevent climate change.</li> <li>• The high proportion of young people in Barnet and the engagement of these younger age groups with climate related issues means they are a key demographic to include in the council’s journey to net zero. Barnet’s Citizen’s Assembly was accompanied by a Young People’s Assembly to give young people a platform to express their views and a School’s Strategy is being developed to further engage younger people.</li> </ul> |

<sup>1</sup> [Londoners' views on climate change in 2023 | London Councils](#)

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|                                   |   |  |
|-----------------------------------|---|--|
| <p><b>Disability</b></p>          | <ul style="list-style-type: none"> <li>49,679 (12.8%) residents self-identified as having a disability that either limited their day-to-day activities a little (7.1%) or a lot (5.7%). This is 1.4% lower than the average of all local authorities in London and a 1.2% decrease from the 2011 Census. The highest levels of disability are found in Ducks Island and Underhill (16.0%), Hadley Wood (15.6%), Fallow Corner (14.6%), North Finchley (14.5%) and High Barnet and Hadley (14.1%) (note that the Census uses the old ward boundaries).</li> <li>26.3% of households in Barnet have one or more people disabled under the Equality Act (2010). This is a 2.1% decrease compared to the 2011 Census and is 0.3% below the 2021 Census average of all local authorities in London.</li> <li>7.9% of Barnet’s population provide unpaid care. Barnet has the second highest percentage of its population providing 19 hours or less unpaid care per week (4.5%) of all local authorities in London, with only Bromley having a higher percentage (4.6%). Barnet is 0.7% above the 2021 Census average of all local authorities in London (3.8%).</li> </ul> <p>Despite having a slighter lower average of disabled residents compared to other London authorities, Barnet has a high number of unpaid carers. Disabilities take many forms and may affect how residents respond to actions of the sustainability programme modifying how residents navigate their local areas, enact a behavioural change, and engage in learning.</p> | <ul style="list-style-type: none"> <li>17% of Barnet’s population said they had a disability (RPS 2021-2022).</li> <li>14% of people have a limiting long-term illness in Barnet (Local Insight 2022).</li> <li>89% of respondents without a disability reported themselves to be in good or very good health while 28% of residents with a disability, placed themselves in the same category (RPS 2021-2022).</li> </ul> |
| <p><b>Gender reassignment</b></p> | <ul style="list-style-type: none"> <li>In Barnet, about 280,000 residents aged 16 and over (90.9%) answered “Yes”, and 2,550 residents (0.8%) answered “No” to the question “Is the gender you identify with the same as your sex registered at birth?”.</li> </ul> <p>About 25,000 residents (8.2%) did not answer the question.</p>   | <p>Limited data available.</p>   |

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|  |  |   |
|--|--|---|
| <p><b>Marriage and Civil Partnership</b></p> | <ul style="list-style-type: none"> <li>In Barnet, the percentage of adults who had never been married or in a civil partnership increased from 37.2% in 2011 to 38.4% in 2021.</li> <li>The percentage of adults who were married or in a civil partnership in Barnet increased slightly from 47.0% to 47.2%, while the percentage of adults who had divorced or dissolved a civil partnership increased from 7.1% to 7.4%.</li> </ul>   | <p>Limited data available.</p>  |
| <p><b>Pregnancy and Maternity</b></p>        | <ul style="list-style-type: none"> <li>Barnet has a higher fertility rate of 61.8 births per 1000 women compared to the London fertility rate of 57.7. Exposure to air pollution<sup>2</sup> and climate hazards such as extreme heat<sup>3</sup> during pregnancy can lead to adverse pregnancy outcomes such as low birth and premature delivery.</li> </ul>   | <ul style="list-style-type: none"> <li>77% of parents reported becoming more worried about climate change compared to 62% of non-parents as recorded by the London Councils September 2023 survey. This correlates with higher concern expressed by younger people for whom there will be a disproportionate impact from climate change in the future and for whom parents are likely to take on an associated concern for.</li> </ul>  |
| <p><b>Race / Ethnicity</b></p>               | <p>57.7% of Barnet’s population come from a white background (compared with 64.1% in 2011), followed by 19.3% from an Asian background (compared with 18.5% the previous decade), 7.9% from a black background, 5.4% from a mixed background, and 9.8% from the "Other" category ("Arab" or "Any other ethnic group"), up from 4.9% in 2011. The 4.9 percentage-point change was the largest increase among high-level ethnic groups in this area. Residents identifying as white British made up 36.2% of the population. 221,293 of Barnet’s residents (56.8%) were born in the UK. Residents born outside of the UK increased by 21.3% to 168,050. There are large differences in the population of ethnic groups between neighbourhoods in Barnet:</p> | <p>Colindale, Burnt Oak and West Hendon have increasingly diverse populations that are more than 50% from black, Asian, and minority ethnic backgrounds. 14.4% of people have no people in the household with English as a main language (<a href="#">Home   Barnet Open Data</a>)</p> <p>The increasing diversity of Barnet’s residents means communication about infrastructure and service improvements must be accessible to all groups and meet a diverse range of needs.</p> <p>Black, Asian and minority ethnic populations are more likely to reside in areas that are more polluted with less access to green space due to historical social inequalities placing these groups at higher risk of deprivation and fuel poverty<sup>4</sup>.</p> |

<sup>2</sup> [Royal College of Obstetricians and Gynaecologists Position Statement Outdoor Air Pollution and Pregnancy](#)

<sup>3</sup> [Protecting maternal, newborn and child health from the impacts of climate change: call for action \(who.int\)](#)

<sup>4</sup>

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|                                  |  |   |
|----------------------------------|--|---|
|                                  | <ul style="list-style-type: none"> <li>• 74% of the population in High Barnet and Hadley identified as white compared to 36% in Colindale West and South.</li> <li>• 37% of the population in Colindale West and South and 23% in Edgware Park identified as Asian.</li> <li>• 24% of the population in Grahame Park identified as black, 23% as Asian and 7% as mixed ethnicity.</li> </ul> <p>77.1% of residents aged over three years old stated that English was their main language, with 95.9% of the population identifying themselves as being proficient in the English language. Over 90 languages are spoken, including Romanian by 3.0 % of residents, Persian or Farsi (2.3%), Polish (1.5%), Gujarati (1.4%), Portuguese (1.0%) and Arabic (1.0%).</p> |   |
| <p><b>Religion or belief</b></p> | <p>The most common religion is Christianity. 36.6% of the population self-identified as Christian, 14.5% as Jewish, 12.2% as Muslim and 5.7% are Hindu. 20.2% of residents described themselves as having no religion. Barnet is home to London’s largest Jewish community. Again, there are large differences between neighbourhoods with, for example, 53.1% of residents of Golders Green North and 44% in Hendon Park describing themselves as Jewish and 27.1% of people in Brent Cross and Staples Corner as Muslim.</p>   | <p>Barnet’s religious diversity also presents a significant opportunity for the council to engage with members of the religious community via the spaces and faith leaders whom they place trust in.</p>  |
| <p><b>Sex</b></p>                | <p>As of 2019, Barnet’s population was estimated to be 389,3300 people. There is a slightly greater proportion of females (51.6%) in Barnet than males (48.4%). 90.9% of residents answered that their gender identity matched their sex registered at birth while 0.8% answered that their gender identity did not match their sex registered at birth. 8.2% did not answer the question.</p>   | <p>55% of female residents reported feeling safe in their local area after dark compared to 75% of male residents<sup>5</sup>. As women are disproportionately more likely to have safety concerns, this is likely to influence their method of travel and may remain a barrier against using public transport and active travel.<sup>6</sup></p> |

<sup>5</sup> [Decision Matrices Project Board Update June 13 \(amazonaws.com\)](#)

<sup>6</sup> [FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review \(publishing.service.gov.uk\)](#)k

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|                                  |   |   |
|----------------------------------|---|---|
|                                  |   | <p>Due to wider societal pressures and the expectations of gender roles, women are often seen to encourage climate resilience through the prioritisation of their families and communities when making decisions related to resources <sup>7</sup>. Women also have higher risk of developing stress-related disorders in the aftermath of climate hazards<sup>8</sup></p>  |
| <p><b>Sexual Orientation</b></p> | <p>CENSUS 2021 data showed that 87.27% of Barnet’s residents identify as straight or heterosexual, 1.25% identified as gay or lesbian, 1.06% identified as bisexual, 0.36% identified as pansexual, 0.05% identified as asexual, 0.03% identified as queer, 0.04% identified as all other sexual orientations and 9.94% did not answer. In total, 8,633 residents (2.8%) identified with a LGB+ orientation (gay or lesbian, bisexual or other sexual orientation).</p>   | <p>Limited data available.</p>  |
| <p><b>Socio-economic</b></p>     | <p>In addition to the protected characteristics identified under the Equalities Act, in developing the Sustainability Action Plan we have recognised the impact of the strategy for groups with different socio-economic levels, which must be considered as part of the individual policies, projects and programmes which are taken forward beneath the strategy. Relevant data related to this includes:</p> <ul style="list-style-type: none"> <li>• Employment - In Barnet, the percentage of employed residents fell from 71.4% in 2011 to 64.6% in 2021. However the COVID-19 pandemic is likely to have inflated unemployment levels in 2021 meaning the data reflects the exceptional economic climate of 2021 and not long term downward trends of economic activity. During the same period, the regional percentage increased from</li> </ul> | <ul style="list-style-type: none"> <li>• Employment - 62% of residents surveyed said they were employed, 20% said they were retired and 18% said they were otherwise not in paid work. Non-working residents, owner occupiers, residents of no religion, individuals with a disability, and those living in areas of higher deprivation were all less likely to be satisfied (RPS 2021-2022). London Councils noted that 73% of respondents reported that the cost of living crisis made it more difficult to take preventative action against climate change. The cost of living crisis disproportionately affects the most deprived households and deprioritises sustainability concerns in favour of other pressing daily needs for residents.</li> <li>• Housing and deprivation: Concern over cost was identified as the most significant barrier to Londoners insulating their homes, replacing gas heating with lower carbon options, and installing solar panel. As part of the Grantham Institute’s 2023 focus group survey on the co-benefits of</li> </ul> |

<sup>7</sup> [Women are key to tackling the effects of climate change | World Economic Forum \(weforum.org\)](https://www.weforum.org)

<sup>8</sup> [GENDER AND CLIMATE CHANGE: A CLOSER LOOK AT EXISTING EVIDENCE \(2016\)](#)

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58.6% to 59.4% (CENSUS 2021). Residents classified as being ‘economically inactive due to retirement’ had the largest increase with 14.9% of Barnet’s population being retired. Of the overall population, reasons for economic inactivity were retirement (14.9%), student status (7%), looking after a home or family (6%), and long-term sickness or a disability (3%). Unemployment stood at 4.4%, within the top third in the country. The highest unemployment rate was in 6.8% at Colindale East. 10% more men (65.4%) resident in Barnet were in employment compared to the 55.4% of women. Unemployment is associated with lower income households which are less financially resilient, at risk of fuel poverty, and at greater need of council assistance.

- Housing and deprivation - Grahame Park (50.6%), Burnt Oak and Watling Park (31.0%), Ducks Island and Underhill (29.0%), Mill Hill Broadway (27.5%), and Brent Cross and Staples Corner (27.4%) had the highest percentage of residents in socially rented accommodation. Burnt Oak and Watling Park (66%), Brent Cross and Staples Corner (64%), Grahame Park (62%), Mill Hill Broadway (60%), West Hendon (58%), and Hendon Central (58%) recorded the highest number of households having at least one dimension of deprivation. The council has more direct influence over social housing stock managed through Barnet Homes to retrofit and increase energy efficiency (thus lowering resident energy bills).

climate change<sup>9</sup>, increasing the affordability of heating homes and improving energy security were perceived to be the most important co-benefits of combatting climate change compared to community cohesion and job creation. Lower income groups expressed the highest levels of support for the affordability of heating homes, correlating with those at highest risk of fuel poverty.

The co-benefits of our journey to net zero are not confined to decreases in carbon and solely financial benefits. Co-benefits that increase quality of life include the emotional and mental benefits of an improved natural environment as well as the health benefits of cleaner air<sup>10</sup>.

<sup>9</sup> [How do UK citizens perceive the co-benefits of climate action?](#)

<sup>10</sup> [The UK National Ecosystem Assessment \(NEA\)](#)

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- Car Ownership - The percentage of households in Barnet owning at least one car or van (70.1%) declined by 1.2%. Brent Cross and Staples Corner (53.3%), Childs Hill (53.9%), Colindale (55.4%), Golders Green South (58.4%), and Hendon Central (59.1%) had the lowest rates of car ownership.

### 3. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

| Protect ed charact eristic | For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any).<br>Is there an impact on service delivery? Is there an impact on customer satisfaction?<br>Click the appropriate box on the right to indicate the outcome of your analysis.  | Positive impact                     | Negative impact          |                          | No impact                |
|----------------------------|---|-------------------------------------|--------------------------|--------------------------|--------------------------|
|                            |   |                                     | Minor                    | Major                    |                          |
| Age                        | <p>In developing and implementing the individual policies, projects and programmes which supports the overarching Sustainability Action Plan Strategy, we will ensure that all initiatives taken forward appropriately consider this protected characteristic. The following have been identified as key considerations:</p> <ul style="list-style-type: none"> <li>• Our data indicates that there are higher concentrations of older residents towards the east of the borough in Woodhouse and East Finchley, who will be more susceptible to increased heat risk and other extreme weather conditions. These areas are characterised by older homes which are less suited to periods of heatwaves and draught.</li> <li>• The west side of the borough was also categorised as having high climate risk by a research initiative conducted by Bloomberg and the Mayor of London. 7,766 (13.4%) of pensioners are living in poverty.<sup>11</sup> The highest rates are found in Colindale North (38.0%), Burnt Oak (25.8%), Cricklewood (23.5%), East Finchley (22.7%) and West Hendon (21.2%). These factors need to be considered in extreme heat management and plans to use water sustainably. Increasing temperatures are also likely to modify current transmission risks of vector-borne disease, the effects of which disproportionately affect older age groups.</li> <li>• Similarly, air pollution from motor vehicles has a significant impact on younger people who are closer to the car exhaust level and who have lungs that are still developing. The effects of air pollution on health are well established with impacts on lung development in children, heart disease, stroke, cancer, exacerbation of asthma and increased mortality.<sup>12</sup> Initiatives such as School Streets will reduce noise pollution and improve the learning environments for children.</li> <li>• Older adults are also known to be particularly sensitive to air pollution. In addition, older people are also more likely to live with dementia and will benefit from reduced noise pollution, through delivery of initiatives including School Streets. Older people who are able to increase their active travel may see benefits to their mobility and health.</li> </ul> <p>We will seek to mitigate this through delivering initiatives targeted at older residents that will reduce the risk of vulnerability to extreme weather/ emergencies, and ensuring that any warm/cool spaces created are accessible to all residents and that information reaches the identified groups in order to minimise the risk of relevant groups being excluded from the benefits of the project.</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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|----------------------------|---|-------------------------------------|--------------------------|--------------------------|-------------------------------------|
|                            |   |                                     | Minor                    | Major                    |                                     |
| <b>Disability</b>          | <p>In developing and implementing the individual policies, projects and programmes which supports the overarching Sustainability Action Plan Strategy, we will ensure that all initiatives taken forward appropriately consider this protected characteristic. The following have been identified as key considerations:</p> <ul style="list-style-type: none"> <li>• Some disabled people have health issues that require them to use more water than the average person therefore efforts to manage water sustainably should take this into account.</li> <li>• Waste reduction campaigns must consider disabled residents for whom the use of disposable plastic products is preferred due to accessibility</li> <li>• Pedestrian enhancements could be of particular benefit to people with a disability in terms of navigating the urban environment, including but not limited to those using walking aids, a wheelchair or a mobility scooter.</li> <li>• Disabled people could also be disproportionately impacted by the introduction of new street furniture and infrastructure (such as signage or cycleway wands) which may affect their accessibility if infrastructure is not suitably positioned.</li> <li>• Active travel schemes/ initiatives to reduce cars on the roads and availability of parking will disproportionately impact disabled people who are likely to use cars more frequently.</li> <li>• Actions in the strategy relating to Business &amp; Skills commitments to developing green skills and training for residents must make adjustments for participants who need them.</li> </ul> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| <b>Gender reassignment</b> | No impacts have been identified in this characteristic however the council's Equalities, Diversity, and Inclusion (EDI) Strategy should be embedded in all individual policies, projects and programmes which support the overarching Sustainability Action Plan Strategy as appropriate as these are taken forwards.   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

<sup>11</sup> Defined as pensioners in receipt of Pension Credit (2022).

<sup>12</sup> <https://www.gov.uk/government/publications/chief-medical-officers-annual-report-2022-air-pollution>

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| Protect ed character istic            | For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any).<br>Is there an impact on service delivery? Is there an impact on customer satisfaction?<br>Click the appropriate box on the right to indicate the outcome of your analysis.  | Positive impact                     | Negative impact          |                          | No impact                           |
|---------------------------------------|---|-------------------------------------|--------------------------|--------------------------|-------------------------------------|
|                                       |   |                                     | Minor                    | Major                    |                                     |
| <b>Marriage and Civil Partnership</b> | No impacts have been identified in this characteristic however the council's Equalities, Diversity, and Inclusion (EDI) Strategy should be embedded in all individual policies, projects and programmes which support the overarching Sustainability Action Plan Strategy as appropriate as these are taken forwards.   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>Pregnancy and Maternity</b>        | In developing and implementing the individual policies, projects and programmes which supports the overarching Sustainability Action Plan Strategy, we will ensure that all initiatives taken forward appropriately consider this protected characteristic. The following have been identified as key considerations: <ul style="list-style-type: none"> <li>Active travel - Parents and carers with prams will benefit from a better walking environment and reduced traffic flows when crossing roads, especially in the vicinity of schools. Pregnant residents and those with young children may rely on private cars, private vehicles for hire, or taxis more for their local trips and so may be inconvenienced by longer journeys.</li> <li>Health Risk - Extreme weather conditions are more likely to impact children, disabled individuals and pregnant women who are more susceptible to illness. These factors need to be considered in extreme heat management and plans to use water sustainably.</li> </ul> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |

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|----------------------------|--|-------------------------------------|--------------------------|--------------------------|--------------------------|
|                            |  |                                     | Minor                    | Major                    |                          |
| <b>Race/ Ethnicity</b>     | <p>In developing and implementing the individual policies, projects and programmes which supports the overarching Sustainability Action Plan Strategy, we will ensure that all initiatives taken forward appropriately consider this protected characteristic. The following have been identified as key considerations:</p> <ul style="list-style-type: none"> <li>Based on research from Bloomberg/the Mayor of London, the highest climate risk is concentrated in the west of the borough, particularly around the Childs Hill and Burnt Oak/Colindale wards. This aligns closely with areas of high income deprivation, Black, Asian and Minority Ethnic population, and areas of deficiency in access to public open space. With two thirds of new homes expected in the west of the borough, it is important that these homes are future proofed against the increased risks related to a changing climate.</li> <li>Changing infrastructure/services will also need to be communicated to residents with lower English proficiency using clear and accessible language with signposting towards appropriate channels to request support from the council.</li> </ul> <p>We will seek to mitigate by ensuring communication around projects is inclusive to all communities and accessible in a range of language and draws upon local community networks including faith groups. This communication could include community consultation and co-creation where appropriate (e.g residents with limited English proficiency).</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Religion or belief</b>  | <p>In developing and implementing the individual policies, projects and programmes which supports the overarching Sustainability Action Plan Strategy, we will ensure that all initiatives taken forward appropriately consider this protected characteristic. The following have been identified as key considerations:</p> <ul style="list-style-type: none"> <li>Encouraging active travel and public transport uptake over private car use must also include improved safety measures as religious minorities suffer disproportionate concern over safety. This could include better street lighting along roads and installation of potential cycle lanes in busier areas.</li> </ul>   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Sex</b>                 | <p>In developing and implementing the individual policies, projects and programmes which supports the overarching Sustainability Action Plan Strategy, we will ensure that all initiatives taken forward appropriately consider this protected characteristic. The following have been identified as key considerations:</p>   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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|---------------------------|--|--------------------------|--------------------------|--------------------------|-------------------------------------|
|                           |  |                          | Minor                    | Major                    |                                     |
|                           | <ul style="list-style-type: none"> <li>Encouraging active travel and public transport uptake over private car use must also include improved safety measures as women suffer disproportionate concern over safety. This could include better street lighting along roads and installation of potential cycle lanes in busier areas.</li> </ul> |                          |                          |                          |                                     |
| <b>Sexual Orientation</b> | No impacts have been identified in this characteristic however the council's Equalities, Diversity, and Inclusion (EDI) Strategy should be embedded in all individual policies, projects and programmes which support the overarching Sustainability Action Plan Strategy as appropriate as these are taken forwards.                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

### 4. Assessing impact

Are there any other vulnerable groups that might be affected by the proposal?

|   | Positive impact | Negative impact |       | No impact |
|---|-----------------|-----------------|-------|-----------|
|   |                 | Minor           | Major |           |
| <p><b>Socio-Economic</b></p> <p>In addition to the protected characteristics above, we have also identified that the individual policies, projects and programmes will impact socio-economic groups in areas of higher deprivation differently across the borough. As a result, in developing and implementing the individual policies, projects and programmes which supports the overarching Sustainability Action Plan Strategy, we will ensure that all initiatives taken forward appropriately consider this group. The following have been identified as key considerations:</p> <ul style="list-style-type: none"> <li>Fuel Poverty - 15,188 (10.4%) of households in Barnet are estimated to be living in fuel poverty<sup>13</sup>. The highest levels of fuel poverty are found in Burnt Oak (17.6%), Colindale South (17.1%), Cricklewood (15.1%), West Hendon (13.3%) and Colindale North (12.6%). Properties with the lowest performing EPC Ratings will be paying the highest in energy costs. These tend to be located around our council estates and in older, larger homes. In the east of the borough, East Finchley and Woodhouse wards are also considered to be at a high risk.</li> <li>Deprivation to outdoor space - 20% of households in Barnet do not have access to private outside space, compared to 21% across London and 12% in England.<sup>14</sup> The highest proportion of households without access to gardens are found in Hendon Central (36%), Childs Hill (35%), Colney Hatch (31%) and North Finchley (31%). Across London, lower income and black residents are least likely to have access to a garden. Ethnic minority Londoners and those living in more deprived neighbourhoods are also more likely to have poor access to high quality local green spaces. Improving nature and biodiversity through tree planting and prioritising biodiversity in the construction of new developments will increase access to greenspaces across the borough.</li> <li>Air Quality and Health Risk - recorded air quality levels are worse across our radial connection in the west and east of the borough, and in areas of development. Overlaying this data with age and socio-economic knowledge highlights the risk towards older or more deprived residents. A significant co-benefit of reducing carbon emissions through transport and renewable energy strategy is the reduction of air pollution and its associated health risks.</li> <li>Climate Risk - Low-income residents might struggle to find cool spaces during a heatwave (due to homes with worse insulation and no access to AC). Large family households require more water than other households, and large families disproportionately live on low incomes. Air quality mapping of nitrogen dioxide (NO<sub>2</sub>) for Barnet suggests higher air pollution in more deprived parts of the borough and along main roads, although this is improving in most locations.</li> </ul> <p>We will seek to mitigate this by ensuring retrofit programmes prioritise those most at risk of fuel poverty, consider the impacts of the cost of living crisis on lower-income residents, implementation of the transport strategy in an accessible way, and improving communication to residents and communities around the impacts of climate risk</p> | ☒               | ☐               | ☐     | ☐         |

## 5. Cumulative impact

Considering what else is happening within the council and Barnet could your proposal contribute to 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

Currently there is not cumulative impact from the policies, projects and programmes that has been determined, however this will be regularly reviewed and updated alongside the updating of the Sustainability Action Plan. All individual policies, projects and programmes related to the Sustainability Action Plan which are taken forward should consider Equalities impacts as part of their management (i.e. through completion of individual Equalities Impact Assessments and as part of standard council governance project management methodology). Further work will also be undertaken to explore inequalities issues in relation to sustainability and environmental issues. This will include consideration of the experiences of residents with services, such as waste collection and recycling, street cleanliness, tree-planting and access to electric vehicle charging points.

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<sup>13</sup> Based on the Low Income Low Energy Efficiency (LILEE) fuel poverty metric (2022)

<sup>14</sup> [ONS Access to gardens and public green space in Great Britain \(2020\)](#)

## 6. Outcome of the Equalities Impact Assessment (EqIA) <sup>2</sup>

Please select one of the following four outcomes

**Proceed with no changes**

The EqIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

**Proceed with adjustments**

Adjustments are required to remove / mitigate negative impacts identified by the assessment

**Negative impact but proceed anyway**

This EqIA has identified negative impacts that are not possible to mitigate. 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

**Do not proceed**

This EqIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

**Reasons for decision**

The strategy considers the needs of all groups as part of the council's Equalities, Diversity and Inclusion agenda. With a key component being that all residents should be able to access council services in a way that suits them, it will have a positive impact on those with protected characteristics who may have particular needs when dealing with the council. As a result, there is no expected negative impact on any group and the strategy should go ahead.

## Key Information

### Our duties under the Equality Act 2010

The following principles explain what we must do to fulfil our duties under the Equality Act when considering any new policy or change to services. They must all be met or the EqIA (and any decision based on it) may be open to challenge:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately
- **Timeliness:** the duty applies at the time of considering proposals and before a final decision is taken
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and must influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that anyone who provides services on our behalf complies with the equality duty.
- **Review:** the equality duty is a continuing duty – it continues after proposals are implemented/reviewed.
- **Proper Record Keeping:** we must keep records of the process and the impacts identified.

The council has a legal duty under this Act to show that we have identified and considered the impact and potential impact of our activities on all people with 'protected characteristics'. This applies to policies, services (including commissioned services), and our employees.

**Age:** People of all ages, but consider in particular children and young people, older people and carers, looked after children and young people leaving care. Also consider working age people.

**Disability:** When looking at disability, consideration should be given to people with different types of impairments: physical (including mobility), learning, aural or sensory (including hearing and vision impairment), visible and non-visible impairment. Consideration should also be given to: people with HIV, people with mental health needs and people with drug and alcohol problems. People with conditions such as diabetes and cancer and some other health conditions also have protection under the Equality Act 2010.

**Gender Reassignment:** In the Act, a transgender person is someone who proposes to, starts or has completed a process to change their gender. A person does not need to be under medical supervision to be protected. Consider transgender people, transsexual people and transvestites.

**Marriage and Civil Partnership:** consider married people and civil partners.

**Pregnancy and Maternity:** When looking at pregnancy and maternity, give consideration to pregnant women, breastfeeding mothers, part-time workers, women with caring responsibilities, women who are lone parents and parents on low incomes, women on maternity leave and 'keeping in touch' days.

**Race/Ethnicity:** Apart from the common ethnic groups, consideration should also be given to Traveller communities, people of other nationalities outside Britain who reside here, refugees and asylum seekers and speakers of other languages.

**Religion and Belief:** Religion includes any religion with a clear structure and belief system. As a minimum you should consider the most common religious groups (Christian, Muslim, Hindu, Jews, Sikh, Buddhist) and people with no religion or philosophical beliefs.

**Sex/Gender:** Consider girls and women, boys and men, married people, civil partners, part-time workers, carers (both of children with disabilities and older cares), parents (mothers and fathers), in particular lone parents and parents on low incomes.

**Sexual Orientation:** The Act protects bisexual, heterosexual, gay and lesbian people.

**Other relevant groups:** You should consider the impact on our service users in other related areas.

We use this template to do this and evidence our consideration. You must give ‘due regard’ (pay conscious attention) to the need to:

- **Avoid, reduce or minimise negative impact:** if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately.
- **Promote equality of opportunity:** by
  - Removing or minimising disadvantages suffered by people with a protected characteristic
  - Taking steps to meet the needs of these groups
  - Encouraging people with protected characteristics to participate in public life or any other activity where participation is disproportionately low
  - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **Foster good relations between people who share a protected characteristic and those who don’t:** e.g. by promoting understanding.

**EqIAs should always be proportionate to:**

- The size of the service or scope of the policy/strategy
  - The resources involved
  - The size of the likely impact – e.g. the numbers of people affected and their vulnerability
-