

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	<i>Policy on the release of sky lanterns, helium balloons and the unauthorised use of fireworks on council owned or managed land</i>
Lead officer:	<i>Jodie Gutteridge Corporate Policy & Performance Lead Nick Kingham Corporate Projects manager</i>
Approved by:	
Date completed:	<i>01/02/2023</i>
Scheduled date for review:	<i>If applicable. Please provide a reason if it does not need to be reviewed.</i>

Please note that the Corporate Policy & Diversity and Public Health teams require at least **5 working days** to provide advice on EqHIAs.

Did you seek advice from the Corporate Policy & Diversity team?	Yes / No
Did you seek advice from the Public Health team?	Yes / No
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	Yes / No

Please note that EqHIAs are **public** documents and must be made available on the Council's [EqHIA webpage](#).

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	<i>Policy on the release of sky lanterns, helium balloons and the unauthorised use of fireworks on Council owner or managed land.</i>		
2	Type of activity	<i>New Policy</i>		
3	Scope of activity	<i>Introducing a new policy on banning the release of sky lanterns, the release of helium balloons and the unauthorised use of fireworks on Council owned or managed land in line with the Council's Climate Change Action Plan and ambition to be carbon neutral by 2040 or sooner</i>		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>either</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes	<i>Please use the Screening tool before you answer this questions</i>	
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:	<i>Please provide a clear and robust explanation on why your activity does not require an EqHIA. This is essential in case the activity is challenged under the Equality Act 2010.</i> <i>Please keep this checklist for your audit trail.</i>		

Completed by:	<i>Jodie Gutteridge Corporate Policy & Performance Lead</i>
Date:	<i>01/02/2022</i>

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:

The risks and dangers associated with the release of sky lanterns, helium balloons and the unauthorised use of fireworks are becoming more widely known. Although these items are legal to manufacture and sell, there have been increasing calls to ban their sale and use by organisations such as the Royal Society for the Prevention of Cruelty to Animals (RSPCA), the Civil Aviation Authority (CAA), the Local Government Association (LGA) and the National Fire Chiefs Council, among others.

The UK government has, to date, not banned the use of sky lanterns or helium balloons. To date, 188 local councils have banned the use of sky lanterns on their land. Locally, this includes Redbridge and Essex County Council.

A briefing note on the release of sky lanterns was prepared following a number of representations from local residents.

As part of the Council's commitment to listen to the community a consultation was launched on the Council website to seek views on the banning of sky lanterns, mass balloon released and unauthorised firework displays on council owned and managed land.

From this consultation it shows that the majority of residents agree that they should all be banned and so a policy outlining this ban has been produced.

**Expand box as required*

Who will be affected by the activity?

There is a small proportion of residents in Havering who may be affected by the banning of sky lanterns, mass helium balloon release and the unauthorised release of fireworks on council owned and managed land. These include those residents who use them as a way of celebration in their culture / religion, as a way of showing their grief or in memory of a family member.

The refusal of permission for customers and residents using council facilities, i.e. South Essex Crematorium, Upminster, Hornchurch, Romford, Rainham Cemeteries and Langtons House, who wish to release helium balloons, sky lanterns or fireworks or fix helium balloons to a permanent memorial in memory of their loved one may trigger an emotional response. These potential negative impacts will be mitigated by an update of rules and regulations in licences and hiring terms on our website and any relevant literature.

Bereavement and Registration service will see a reduction in complaints by those users who see this practice as a threat to wildlife, an eyesore and a form of littering. Grounds maintenance work will be positively impacted by reduced litter picking, wildlife conservation concerns and dealing with the effects of debris in the lakes. The reduction of this practice will also have a positive effect on efforts to ensure that Bereavement Services current 'Charter for the Bereaved' status remains at Gold.

**Expand box as required*

Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:

Positive

Neutral

Negative

✓

Overall impact:

Sky lanterns and fireworks are not suitable for use by persons under 18 years of age, and Havering has a growing population of children, which means less people eligible to purchase sky lanterns and fireworks.

Havering has a large older population and a low proportion of working-age adults, showing that there is only a small number of residents this policy may impact on, however this age bracket tends to attend more funeral ceremonies, although you do not usually see fireworks at funerals there are occasions where helium balloons are left at gravesides and sky lanterns are released as a way of remembrance.

Helium balloons are able to be purchased by anyone or any age, however they are usually only purchased in bulk for parties. With our increasing population of under 18's could potentially means more parties, with more helium balloons. However it is envisioned, if helium balloons are used at parties, a mass balloon release will not usually occur.

By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because of their age.

**Expand box as required*

Evidence:

The number of children aged 0-17(under 18 population) in Havering is 58,550. The number of people aged under 18 has increased by 15.2%.

Havering still has one of the highest proportions of older people aged 65+ in London

The combined impact of having both a large older population and now a large (and growing) young population is that Havering now has the lowest proportion of working-age adults in London

All usual residents	262,057	100.0
Aged 4 years and under	16,491	6.3
Aged 5 to 9 years	16,862	6.4
Aged 10 to 15 years	18,971	7.2
Aged 16 to 19 years	11,363	4.3
Aged 20 to 24 years	14,106	5.4
Aged 25 to 34 years	36,233	13.8
Aged 35 to 49 years	52,844	20.2
Aged 50 to 64 years	49,081	18.7
Aged 65 to 74 years	23,993	9.2
Aged 75 to 84 years	15,142	5.8
Aged 85 years and over	6,971	2.7

Source: ONS - 2021 Census (TS007)

*Expand box as required

Sources used:

<https://www.skylanternsonline.co.uk/instructions-for-use/>

Census 2021 Briefing #2

https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10

*Expand box as required

Protected Characteristic - Disability: Consider the full range of disabilities; including physical, mental, sensory and progressive conditions

Please tick (✓) the relevant box:

Positive

Overall impact:

Havering has a small number of residents who are classed as disabled under the equality act.

Neutral

✓

By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because of their disability.

Negative

*Expand box as required

Evidence:

All usual residents	262,052	100.0
Disabled under the Equality Act: Day-to-day activities limited a lot	16,609	6.3
Disabled under the Equality Act: Day-to-day activities limited a little	21,840	8.3
Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited	14,935	5.7
Not disabled under the Equality Act: No long term physical or mental health conditions	208,668	79.6

Source: ONS - 2021 Census (TS038)

*Expand box as required

Sources used:

Census 2021 -

https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10

*Expand box as required

Protected Characteristic - Sex/gender: Consider both men and women											
<i>Please tick (✓) the relevant box:</i>		Overall impact:									
Positive		<i>Havering has a very similar split of males and females.</i>									
Neutral	✓	<i>By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because of their gender / sex.</i>									
Negative											
<i>*Expand box as required</i>											
Evidence:											
<table border="1"> <tbody> <tr> <td>All usual residents</td> <td>262,052</td> <td>100.0</td> </tr> <tr> <td>Female</td> <td>135,668</td> <td>51.8</td> </tr> <tr> <td>Male</td> <td>126,384</td> <td>48.2</td> </tr> </tbody> </table>			All usual residents	262,052	100.0	Female	135,668	51.8	Male	126,384	48.2
All usual residents	262,052	100.0									
Female	135,668	51.8									
Male	126,384	48.2									
Source: ONS - 2021 Census (TS008)											
Gender identity the same as sex registered at birth		196462									
Gender identity different from sex registered at birth but no specific identity given		528									
Trans woman		228									
Trans man		212									
Non-binary		60									
All other gender identities		39									
Not answered		12201									
Source: ONS Census 2021 estimates that classify usual residents aged 16 years and over in England and Wales by gender identity.											
<i>*Expand box as required</i>											
Sources used:											
Census 2021 - https://www.ons.gov.uk/datasets/TS070/editions/2021/versions/1											
https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10											
<i>*Expand box as required</i>											

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		<i>Havering has a diverse population, with lots of different cultures and backgrounds. Some cultures have different beliefs which a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, may have an impact on a residents because of their ethnicity / race.</i>
Neutral		
Negative	✓	
<i>*Expand box as required</i>		

Evidence:

After England, the most common countries of birth recorded for Havering residents are Romania (increased from 459 to 5,393), India (increased from 2,301 to 4,603) and other non-EU European countries (increased from 864 to 4,233).

Seven of the top ten wards in London where diversity increased the most were in Havering.

White: Gypsy or Irish Traveller	259
White: Roma	433
Other ethnic group: Arab	809
Mixed or Multiple ethnic groups: White and Black African	1535
Asian, Asian British or Asian Welsh: Chinese	2011
Mixed or Multiple ethnic groups: White and Asian	2344
Black, Black British, Black Welsh, Caribbean or African: Other Black	2597
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	2644
White: Irish	2894
Mixed or Multiple ethnic groups: White and Black Caribbean	3224
Asian, Asian British or Asian Welsh: Other Asian	4390
Other ethnic group: Any other ethnic group	4465
Asian, Asian British or Asian Welsh: Bangladeshi	4774
Black, Black British, Black Welsh, Caribbean or African: Caribbean	4832
Asian, Asian British or Asian Welsh: Pakistani	5683
Asian, Asian British or Asian Welsh: Indian	11292
Black, Black British, Black Welsh, Caribbean or African: African	14138
White: Other White	19496
White: English, Welsh, Scottish, Northern Irish or British	174232

Source ONS: Census 2021 estimates that classify usual residents in England and Wales by ethnic group.

**Expand box as required*

Sources used:

- Census 2021 – Briefing #2
- ONS CENSUS 2021 estimates by ethnic group
- https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10

**Expand box as required*

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓) the relevant box:

Positive

Neutral

Negative

✓

Overall impact:

Havering has a high proportion of Christian, residents with no religion or non-stated religion according to the Census 2021 results. Havering does have a high proportion of Muslim residents and a significant number of Hindu, Sikh, Buddhist and Jewish residents also. There are some celebrations where sky lanterns, balloon releases and firework displays are used. These include:

- Pavarana the Theravada Buddhist tradition of launching sky lanterns
- Eid Al Adha – the end of Ramadan

- Some weddings to mark the joining of families
- In memory of a loved one

By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, may have an impact on a residents because of their religion faith. This will only affect them if they would like to hold this on council owned or managed land i.e. cemeteries, park and green spaces. In these occasions alternative options will be highlighted.

**Expand box as required*

Evidence:

Christian	136765
Buddhist	1092
Hindu	6454
Jewish	1305
Muslim	16135
Sikh	4498
Other religion: Alevi	55
No religion: Agnostic	87
No religion: Atheist	35
No religion: Free Thinker	0
No religion: Humanist	23
No religion: No religion	80090
No religion: Realist	0
Other religion: Animism	3
Other religion: Baha'i	23
Other religion: Believe in God	4
Other religion: Brahma Kumari	1
Other religion: Chinese Religion	1
Other religion: Church of All Religion	0
Other religion: Confucianist	0
Other religion: Deist	2
Other religion: Druid	3
Other religion: Druze	0
Other religion: Eckankar	0
Other religion: Heathen	8
Other religion: Jain	105
Other religion: Mixed Religion	56
Other religion: Mysticism	0
Other religion: Native American Church	1
Other religion: New Age	0
Other religion: Occult	1
Other religion: Other religions	251
Other religion: Own Belief System	4
Other religion: Pagan	179
Other religion: Pantheism	6
Other religion: Rastafarian	14
Other religion: Ravidassia	33
Other religion: Reconstructionist	8

Other religion: Satanism	21
Other religion: Scientology	1
Other religion: Shamanism	22
Other religion: Shintoism	3
Other religion: Spiritual	83
Other religion: Spiritualist	96
Other religion: Taoist	8
Other religion: Theism	1
Other religion: Thelemite	2
Other religion: Traditional African Religion	6
Other religion: Unification Church	0
Other religion: Universalist	1
Other religion: Valmiki	2
Other religion: Vodun	0
Other religion: Wicca	37
Other religion: Witchcraft	1
Other religion: Yazidi	0
Other religion: Zoroastrian	14
Religion not stated	14512

Source: ONS Census 2021 estimates that classify usual residents in England and Wales by religion

**Expand box as required*

Sources used:

Census 2021 - <https://www.ons.gov.uk/datasets/TS031/editions/2021/versions/1>

https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10

**Expand box as required*

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

<i>Please tick (✓) the relevant box:</i>		Overall impact: <i>By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because of their sexual orientation.</i>
Positive		
Neutral	✓	
Negative		

**Expand box as required*

Evidence:

Straight or Heterosexual	191007
Gay or Lesbian	1993
Bisexual	1540
Pansexual	436
Asexual	56
Queer	21
All other sexual orientations	46
Not answered	14631

Source: ONS Census 2021 estimates that classify usual residents aged 16 years and over in England and Wales by sexual orientation.

**Expand box as required*

Sources used:

Census 2021 - <https://www.ons.gov.uk/datasets/TS079/editions/2021/versions/1>

https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10

**Expand box as required*

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

Please tick (✓) the relevant box:

Overall impact:

Positive

Although there is only a small number of residents in Havering who identify differently from the sex registered at birth, there is also a number of trans women, Trans men and non-binary residents living in Havering.

Neutral

✓

Negative

By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because they may have undergone gender reassignment.

**Expand box as required*

Evidence:

Gender identity the same as sex registered at birth	196462
Gender identity different from sex registered at birth but no specific identity given	528
Trans woman	228
Trans man	212
Non-binary	60
All other gender identities	39
Not answered	12201

Source: ONS Census 2021 estimates that classify usual residents aged 16 years and over in England and Wales by gender identity.

**Expand box as required*

Sources used:

Census 2021 - <https://www.ons.gov.uk/datasets/TS070/editions/2021/versions/1>

https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10

**Expand box as required*

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership

<i>Please tick (✓) the relevant box:</i>		Overall impact: <i>By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because of their marital status.</i>
Positive		
Neutral	✓	
Negative		

**Expand box as required*

Evidence:

All usual residents aged 16 and over	209,730	100.0
Never married and never registered a civil partnership	77,340	36.9
Married or in a registered civil partnership	98,547	47.0
Married	98,296	46.9
In a registered civil partnership	251	0.1
Separated, but still legally married or still legally in a civil partnership	4,018	1.9
Divorced or civil partnership dissolved	16,411	7.8
Widowed or surviving civil partnership partner	13,414	6.4

Source: ONS - 2021 Census (TS002)

**Expand box as required*

Sources used:

https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10

**Expand box as required*

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave

<i>Please tick (✓) the relevant box:</i>		Overall impact: <i>A new celebration in the UK consist of gender reveal parties. At some parties pink or blue balloons are released to show the anticipated gender of the expected child. The council will be highlighting in their agreement at any of their owned or managed venues where a gender reveal party may take place that mass balloon releases are prohibited and will highlight alternative options.</i> <i>By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because they are pregnant or on maternity / paternity leave.</i>
Positive		
Neutral	✓	
Negative		

**Expand box as required*

Evidence:	<i>*Expand box as required</i>
Sources used:	<i>*Expand box as required</i>

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		Overall impact: <i>By writing a policy to ban, sky lanterns, mass balloon releases or unauthorized firework displays, will not have an impact on a residents because of their socio-economic status.</i>	<i>*Expand box as required</i>
Positive			
Neutral	✓		
Negative			

Evidence:

The proportion of households in Havering experiencing at least one dimension of deprivation has increased by 4%(1250 households), however the proportion of households experiencing multiple dimensions of deprivation has decreased.

According to the Census, compared to the London (51.9%) and England (51.6%) average Havering has a marginally higher proportion of households living in deprivation (52.7%)

**Expand box as required*

Sources used:

Census 2021 – Briefing #2

**Expand box as required*

Health & Wellbeing Impact: Please use the Health and Wellbeing Impact Tool on the next page to help you answer this question.
 Consider both short and long-term impacts of the activity on a person’s physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity?

<i>Please tick (✓) all the relevant boxes that apply:</i>		Overall impact: <i>Havering has a small number of residents with Fair, Bad or very bad health.</i> <i>The release of sky lanterns, helium balloons and firworks has an impact on the environment, including air quality, noise levels, Hazards (through littering) and the landscape. All of which can cause harm to a persons health.</i>
Positive		
Neutral		

Negative	✓	<p style="text-align: right;"><i>*Expand box as required</i></p> <p>Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>																		
<p>Evidence:</p> <hr/> <table border="0"> <tr> <td>All usual residents</td> <td>262,052</td> <td>100.0</td> </tr> <tr> <td>Very good health</td> <td>130,764</td> <td>49.9</td> </tr> <tr> <td>Good health</td> <td>89,013</td> <td>34.0</td> </tr> <tr> <td>Fair health</td> <td>30,642</td> <td>11.7</td> </tr> <tr> <td>Bad health</td> <td>8,941</td> <td>3.4</td> </tr> <tr> <td>Very bad health</td> <td>2,692</td> <td>1.0</td> </tr> </table> <hr/> <p style="text-align: center;">Source: ONS - 2021 Census (TS037)</p> <p style="text-align: right;"><i>*Expand box as required</i></p>			All usual residents	262,052	100.0	Very good health	130,764	49.9	Good health	89,013	34.0	Fair health	30,642	11.7	Bad health	8,941	3.4	Very bad health	2,692	1.0
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3. Health & Wellbeing Screening Tool




Will the activity/service/policy/procedure affect any of the following characteristics? Please tick/check the boxes below
 The following are a range of considerations that might help you to complete the assessment.

Lifestyle YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Personal circumstances YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Access to services/facilities/amenities YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
<input type="checkbox"/> Diet <input type="checkbox"/> Exercise and physical activity <input type="checkbox"/> Smoking <input type="checkbox"/> Exposure to passive smoking <input type="checkbox"/> Alcohol intake <input type="checkbox"/> Dependency on prescription drugs <input type="checkbox"/> Illicit drug and substance use <input type="checkbox"/> Risky Sexual behaviour <input type="checkbox"/> Other health-related behaviours, such as tooth-brushing, bathing, and wound care	<input type="checkbox"/> Structure and cohesion of family unit <input type="checkbox"/> Parenting <input type="checkbox"/> Childhood development <input type="checkbox"/> Life skills <input type="checkbox"/> Personal safety <input type="checkbox"/> Employment status <input type="checkbox"/> Working conditions <input type="checkbox"/> Level of income, including benefits <input type="checkbox"/> Level of disposable income <input type="checkbox"/> Housing tenure <input type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input type="checkbox"/> to Employment opportunities <input type="checkbox"/> to Workplaces <input type="checkbox"/> to Housing <input type="checkbox"/> to Shops (to supply basic needs) <input type="checkbox"/> to Community facilities <input type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input type="checkbox"/> to Training and skills development <input type="checkbox"/> to Healthcare <input type="checkbox"/> to Social services <input type="checkbox"/> to Childcare <input type="checkbox"/> to Respite care <input type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Economic Factors YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Environmental Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Social contact <input type="checkbox"/> Social support <input type="checkbox"/> Neighbourliness <input type="checkbox"/> Participation in the community <input type="checkbox"/> Membership of community groups <input type="checkbox"/> Reputation of community/area <input type="checkbox"/> Participation in public affairs <input type="checkbox"/> Level of crime and disorder <input type="checkbox"/> Fear of crime and disorder <input type="checkbox"/> Level of antisocial behaviour <input type="checkbox"/> Fear of antisocial behaviour <input type="checkbox"/> Discrimination <input type="checkbox"/> Fear of discrimination <input type="checkbox"/> Public safety measures <input type="checkbox"/> Road safety measures	<input type="checkbox"/> Creation of wealth <input type="checkbox"/> Distribution of wealth <input type="checkbox"/> Retention of wealth in local area/economy <input type="checkbox"/> Distribution of income <input type="checkbox"/> Business activity <input type="checkbox"/> Job creation <input type="checkbox"/> Availability of employment opportunities <input type="checkbox"/> Quality of employment opportunities <input type="checkbox"/> Availability of education opportunities <input type="checkbox"/> Quality of education opportunities <input type="checkbox"/> Availability of training and skills development opportunities <input type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input type="checkbox"/> Amount of traffic congestion	<input checked="" type="checkbox"/> Air quality <input type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input checked="" type="checkbox"/> Noise levels <input type="checkbox"/> Vibration <input checked="" type="checkbox"/> Hazards <input type="checkbox"/> Land use <input type="checkbox"/> Natural habitats <input type="checkbox"/> Biodiversity <input checked="" type="checkbox"/> Landscape, including green and open spaces <input type="checkbox"/> Townscape, including civic areas and public realm <input type="checkbox"/> Use/consumption of natural resources <input type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input type="checkbox"/> Solid waste management <input type="checkbox"/> Public transport infrastructure

4. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>		Proceed with implementation of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u>		COMPLETE SECTION 5: Complete action plan with measures to mitigate the and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level		Stop and remove the activity or revise the activity thoroughly . Complete an EqHIA on the revised proposal.

5. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise **negative** impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any **negative** equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Ethnicity / Race	Negative	A standard clause is to be inserted in the licences and hiring terms and conditions which sets out clearly that the release of sky lanterns, the release of helium balloons and any unauthorised firework displays on Council owned or managed land and premises is prohibited and alternative options will be highlighted.			
Religion / Faith	Negative				
Health	Negative	By Banning the sky lanterns, balloon releases and unauthorized fireworks on council land will help address the health implications from their release.			

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

6. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review:

Scheduled date of review:

Lead Officer conducting the review:

**Expand box as required*

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

Appendix 1. Guidance on Undertaking an EqHIA

This Guidance can be deleted prior to publication.

What is it?

The Equality & Health Impact Assessment (EqHIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service, whilst at the same time ensuring a person's chance of leading a healthy life is the same wherever they live and whoever they are. We want to ensure that the activities of the Council are 'fit for purpose' and meet the needs of Havering's increasingly diverse communities and employees. This robust and systematic EqHIA process ensures that any potential detrimental effects or discrimination is identified, removed, or mitigated and positive impacts are enhanced.

When to Assess:

An EqHIA should be carried out when you are changing, removing or introducing a new service, policy, strategy or function; for simplicity, these are referred to as an "activity" throughout this document. It is best to conduct the assessment as early as possible in the decision-making process.

Guidance: Equality & Health Impact Assessment Checklist

The Checklist in Section 1 asks the key questions,

4a) Are you changing, introducing a new, or removing a service, policy, strategy or function?

4b) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?

4c) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?

- If the answer to ANY of the questions 4a, 4b or 4c of the Checklist is 'YES' then you must carry out an assessment. e.g. Proposed changes to Contact Centre Opening Hours
'YES' = you need to carry out an EqHIA
- If the answer to ALL of the questions, 4a or 4b of the Checklist is NO, then you do not need to carry out an EqHIA assessment. e.g. Quarterly Performance Report
'NO' = you DO NOT need to carry out an EqHIA. Please provide a clear explanation as to why you consider an EqHIA is not required for your activity.

Using the Checklist

The assessment should take into account all the potential impacts of the proposed activity, be it a major financial decision, or a seemingly simple policy change. Considering and completing this EqHIA will ensure that all Council plans, strategies, policies, procedures, services or other activity comply with relevant statutory obligations and responsibilities. In particular it helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#) and its public health duties under the [Health and Social Care Act 2012](#).

Having Due Regard

To have due regard means that in making decisions and in its other day-to-day activities, the Council must consciously consider the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- Reduce inequalities in health outcomes

Combining Equality and Health Impact Assessment:

[Equality Impact Assessments \(EIAs\)](#) provide a systematic way of ensuring that legal obligations are met. They assess whether a proposed policy, procedure, service change or plan will affect people different on the basis of their 'protected characteristics' and if it will affect their human rights. Currently there are **nine protected characteristics** (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/faith, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/ maternity/paternity.

An activity does not need to impact on all 9 protected characteristics – impacting on just one is sufficient justification to complete an EqHIA.

[Health Impact Assessments \(HIAs\)](#) consider the potential impact of any change or amendment to a policy, service, plan, procedure or programme on the health and wellbeing of the population. HIAs help identify how people may be affected differently on the basis of where they live and potential impacts on health inequalities and health equity by assessing the distribution of potential effects within the population, particularly within vulnerable groups. 'Health' is not restricted to medical conditions, or the provision of health services, but rather encompasses the wide range of influences on people's health and wellbeing. This includes, but is not limited to, experience of discrimination, access to transport, housing, education, employment - known as the 'wider determinants of health'.

This [Equality and Health Impact Assessment \(EqHIA\)](#) brings together both impact assessments into a single tool which will result in a set of recommendations to eliminate discrimination and inequality; enhance potential positive impacts and mitigate where possible for negative impacts. In conducting this EqHIA you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups with **protected characteristics** (this includes staff delivering your activity), **socio-economic status** and **health & wellbeing**. Guidance on what to include in each section is given on the next pages.

Guidance: What to include in background/context

In this section you will need to add the background/context of your activity, i.e. what is the activity intending to do, and why?

Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes. Please include a brief rationale for your activity and any supporting evidence for the proposal. Some questions to consider:

- What is the aim, objectives and intended outcomes?
- How does this activity meet the needs of the local population?
- Has this activity been implemented in another area? What were the outcomes?
- Is this activity being implemented as per best practice guidelines?
- Who were the key stakeholders in this activity?

*Note that the boxes will expand as required

Guidance: Who will be affected by the activity?

The people who will be affected may be

Residents: pay particular attention to vulnerable groups in the population who may be affected by this activity

Businesses/ manufacturing / developers / small, medium or large enterprises

Employees: e.g. Council staff for an internal activity, other statutory or voluntary sector employees, local businesses and services

*Note that the boxes will expand as required

Guidance: What to include in assessing a Protected Characteristic e.g. AGE

Please tick (✓) the relevant box:

Positive

Neutral

Negative

Overall impact: In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.

It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.

*Note that the boxes will expand as required

Evidence: In this section you will need to document the evidence that you have used to assess the impact of your activity.

When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.

It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.

- If you have identified a **positive impact**, please note this.
- If you think there is a **neutral impact** or the impact is not known, please provide a full reason why this is the case.
- If you have identified a **negative impact**, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the **Action Plan**.
- **Please ensure that appropriate consultation with affected parties has been undertaken and evidenced**

Sources used: In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:

- Service specific data
- Population, demographic and socio-economic data. Suggested sources include:
 - o Service user monitoring data that your service collects
 - o [Havering Data Intelligence Hub](#)
 - o [Office for National Statistics \(ONS\)](#)

If you do not have any relevant data, please provide the reason why.

*Note that the boxes will expand as required

Guidance: What to include in assessing Health & Wellbeing Impact:

Please tick (✓) all the relevant boxes that apply:

Positive

Neutral

Negative

Overall impact: In this section you will need to consider and note whether the proposal could have an overall impact on, or implications for, people's health and wellbeing or any factors which determine people's health. **It is important to use the Health Impact Tool to ensure a full range of all health impacts are considered.**

How will the activity help address inequalities in health?

Include here a brief outline of what could be done to enhance the positive impacts and, where possible, mitigate for the negative impacts.

*Note that the boxes will expand as required

Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box

Yes No

Evidence: In this section you will need to outline in more detail how you came to your conclusions above:

- What is the nature of the impact?
- Is the impact **positive** or **negative**? It is possible for an activity to have **both positive and negative impacts**. Consider here whether people will be able to access the service being offered; improve or maintain healthy lifestyles; improve their opportunities for employment/income; whether and how it will affect the environment in which they live (housing, access to parks & green space); what the impact on the family, social support and community networks might be
- What can be done to mitigate the negative impacts and/or enhance the positive impacts?
- If you think there is a **neutral impact**, or the impact is not known, please provide a brief reason why this is the case.
- What is the likelihood of the impact? Will the impact(s) be in weeks, months or years? In some cases the short-term risks to health may be worth the longer term benefits.
- Will the proposal affect different groups of people in different ways? A proposal that is likely to benefit one section of the community may not benefit others and could lead to inequalities in health.

Please use the Health & Wellbeing Screening Tool, immediately below, as a guide/checklist to assess the potential wider determinants of health impacts.

This tool will help guide your thinking as to what factors affect people's health and wellbeing, such as social support, their housing conditions, access to transport, employment, education, crime and disorder and environmental factors. It is not an exhaustive list, merely a tool to guide your assessment; there may be other factors specific to your activity.

Some questions you may wish to ask include:

- Will the activity impact on people's ability to socialise, potentially leading to social isolation?
- Will the activity affect a person's income and/or have an effect on their housing status?
- Is the activity likely to cause the recipient of a service more or less stress?
- Will any change in the service take into account different needs, such as those with learning difficulties?
- Will the activity affect the health and wellbeing of persons not directly related to the service/activity, such as carers, family members, other residents living nearby?

- If there is a short-term negative effect, what will be done to minimise the impact as much as possible?
- Are the longer-term impacts positive or negative? What will be done to either promote the positive effects or minimise the negative effects?
- Do the longer term positive outcomes outweigh the short term impacts?

*Note that the boxes will expand as required

Sources used: In this section you should list all sources of the evidence you used to assess the impact of your activity. This could include, e.g.:

Information on the population affected

- Routinely collected local statistics (e.g. quality of life, health status, unemployment, crime, air quality, educational attainment, transport etc.)
- Local research/ Surveys of local conditions
- Community profiles

Wider Evidence

- Published Research, including evidence about similar proposals implemented elsewhere (e.g. Case Studies).
- Predictions from local or national models
- Locally commissioned research by statutory/voluntary/private organisations

Expert Opinion

- Views of residents and professionals with local knowledge and insight

*Note that the boxes will expand as required

Guidance: Outcome of the Assessment

On reflection, what is your overall assessment of the activity?

The purpose of conducting this assessment is to offer an opportunity to think, reflect and **improve** the proposed activity. It will make sure that the Council can evidence that it has considered its due regard to equality and health & wellbeing to its best ability.

It is not expected that all proposals will be immediately without negative impacts! However, where these arise, what actions can be taken to mitigate against potential negative effects, or further promote the positive impacts?

Please tick one of the 3 boxes in this section to indicate whether you think:

1. all equality and health impacts are adequately addressed in the activity – proceed with your activity pending all other relevant approval processes
2. the assessment identified some negative impacts which could be addressed – please complete the Action Plan in Section 4.
3. If the assessment reveals some significant concerns, this is the time to stop and re-think, making sure that we spend our Council resources wisely and fairly. There is no shame in stopping a proposal.

*Note that the boxes will expand as required

Guidance: Action Plan

For each protected characteristic/health & wellbeing impact where an impact on people or their lives has been identified, complete one row of the action plan. You can add as many further rows as required.

State whether the impact is Positive or Negative

Briefly outline the actions that can be taken to mitigate against the negative impact or further enhance a positive impact. These actions could be to make changes to the activity itself (service, proposal, strategy etc.) or to make contingencies/alterations in the setting/environment where the activity will take place.

For example, might staff need additional training in communicating effectively with people with learning difficulties, if a new service is opened specifically targeting those people? Is access to the service fair and equitable? What will the impact on other service users be? How can we ensure equity of access to the service by all users? Will any signage need changing? Does the building where the service being delivered comply with disability regulations?

Guidance: Review

Changes happen all the time! A service/strategy/policy/activity that is appropriate at one time, may no longer be appropriate as the environment around us changes. This may be changes in our population, growth and makeup, legislative changes, environmental changes or socio-political changes.

Although we can't predict what's going to happen in the future, a review is recommended to ensure that what we are delivering as a Council is still the best use of our limited resources. The timescale for review will be dependent on the scale of the activity.

A major financial investment may require a review every 2-3 years for a large scale regeneration project over 10-15 years.

A small policy change may require a review in 6 months to assess whether there are any unintended outcomes of such a change.

Please indicate here how frequently it is expected to review your activity and a brief justification as to why this timescale is recommended.

