

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	Revised Havering Climate Change Action Plan (HCCAP) 2024-27
Lead officer:	Michelle Giordmaina Climate Insight Programme Management Officer Insight, Policy & Strategy, Resources
Approved by:	Sandy Hamberger Assistant Director of Insight, Policy & Strategy Resources
Version Number	V0.1
Date and Key Changes Made	12 February 2024
Scheduled date for next review:	01 April 2025

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

Please submit the completed form via e-mail to READI@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 READI@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to [this Guidance](#) on how to complete this form.

About your activity

1	Title of activity	Revised Havering Climate Change Action Plan (HCCAP) 2024-27		
2	Type of activity	Revised action plan		
3	Scope of activity	In response to the Havering Council climate emergency declaration in 2023, the Climate Change Team has revised the HCCAP which sets out the intent to deliver the ambitious target of becoming carbon neutral by 2040.		
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 from different backgrounds?	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 question.</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:	N/A		

Completed by:	Michelle Giordmaina Climate Insight Programme Management Officer Insight, Policy & Strategy, Resources
Date:	12/02/2024

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

Background/context:

Climate change is already having an impact across the world, and there is overwhelming evidence that human activity is continuing to drive planetary warming which threatens all who inhabit the Earth. This threat is not evenly distributed, and it is the poorest and most vulnerable who are most threatened. The effects can already be seen in Havering with more extreme weather, greater flood risk and an impact on the health of our residents.

All carbon emissions – wherever they are produced in the world – are contributing to this crisis, and so every part of the world needs to play its part.

That is why Havering Council declared a climate emergency in 2023 and committed to do everything it can to make the borough carbon neutral by 2040. Our 2021 climate change plan set out our actions for tackling the climate emergency.

However, too much damage has already been done. Even if the world stops producing carbon and other greenhouse gases tomorrow, the increased carbon already in the atmosphere means the planet will continue to warm and it will take many thousands of years to return to pre-industrial temperatures.

While we need to redouble our efforts to reduce carbon and move to a net zero future, we also need to adapt for a warmer world and ensure we are resilient to the changes that are already happening. We also expect those changes to continue to intensify in the coming years.

With this in mind, we have revised the HCCAP to formalise our approach through a list of clear, defined and measurable actions that will focus on how we best prepare the borough and its residents for a changing climate. It builds on work already taking place to adapt the borough in the face of a changing climate, through work on flooding, overheating, biodiversity and many other areas.

Who will be affected by the activity?

The revised HCCAP will be used across the Council to inform its approach in reducing climate risk and to make the borough more resilient to the impacts of climate change. It is expected to lead to policy changes in wide-ranging areas including transport, buildings and public spaces. The HCCAP recognises that the impacts of climate change are already felt in the borough, and more will need to be done to protect the most vulnerable.

It will affect service users, the wider community, the workforce, Elected Members, voluntary sector, all residents, visitors and businesses.

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

<i>Please tick (✓) the relevant box:</i>		<p>Overall impact: Very Young and Elderly: The effects of extreme heat and extreme cold are more likely have a detrimental impact on their health and wellbeing. Their ability to adapt and react to extreme weather events (including displacement) may be affected.</p> <p>Young People: Climate change is expected to get more extreme with time, if unaddressed it will have a greater impact on young people throughout their lifetime.</p> <p>Older People: While literature examining the importance of access to natural environments and health is well-publicised, the impact this can have for an aging population cannot be underestimated. Accessible green infrastructure results in a range of positive health-outcomes for lower income, older populations in urban neighbourhoods.</p> <p>Tackling climate change through reducing emissions has the potential to benefit groups vulnerable to heat and air pollution.</p>
Positive	X	
Neutral		
Negative		

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)

Sources used:

Census 2021 Briefing #2

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

<https://www.ohchr.org/en/climate-change/impact-climate-change-rights-older-persons>

Protected Characteristic - Disability: Consider the full range of disabilities; including physical, mental, sensory, progressive conditions and learning difficulties. Also consider neurodivergent conditions e.g. dyslexia and autism.

Please tick (✓) the relevant box:

Positive

X

Neutral

Negative

Overall impact:

Having a small number of residents who are classed as disabled under the Equality Act. Climate change poses more of a risk to some people with disabilities because the effects of extreme temperatures and weather impact on displacement risks. Some people with disabilities are likely to have additional needs in reacting to extreme weather events.

Tackling climate change through reducing emissions has the potential to benefit groups vulnerable to heat and air pollution.

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)

Sources used:

Census 2021 -

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

<https://www.unhcr.org/uk/media/disability-displacement-and-climate-change#:~:text=Climate%20change%20may%20lead%20to,risks%20and%20barriers%20to%20inclusion>

Protected Characteristic – Sex / gender: Consider both men and women																
Please tick (✓) the relevant box:		Overall impact: Havering has a very similar split of males and females. Green spaces have clear benefits to our health and wellbeing. If a protected group is reticent to utilise green space due to perception of safety/fear, then it is important to address this through the new action plan.														
Positive																
Neutral	X															
Negative																
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					
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Female	135,668	51.8														
Male	126,384	48.2														
Source: ONS - 2021 Census (TS008)																
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Source: ONS Census 2021 estimates that classify usual residents aged 16 years and over in England and Wales by gender identity.																
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																

Protected Characteristic – Ethnicity / race / nationalities: Consider the impact on different minority ethnic groups and nationalities

<i>Please tick (✓) the relevant box:</i>		<p>Overall impact:</p> <p>Havering has a diverse population, with lots of different cultures and backgrounds.</p> <p>Minority ethnic communities disproportionately suffer from a lack of access to nature/the environment, and are more likely to live in areas with high air pollution. As such, elements of increasing inclusion within the Parks Strategy, and future work as part of the Air Quality Action Plan, will benefit this group. Further detail to be found within the associated strategy document.</p> <p>Minority ethnic communities are among those who will be hit the hardest by climate impacts. Poorer Londoners are more likely to live in housing that is not well adapted to high temperatures, meaning they are more vulnerable to heat, and more likely to live in areas vulnerable to flooding and less likely to have flood insurance.</p> <p>By acting on climate change, this plan aims to have overall positive impacts by indicating the Council’s part in reducing climate change. Actions within the plan are likely to have positive benefits for different minority ethnic groups by improving factors such as air quality as well as by creating opportunities for people to be involved in acting on climate change.</p>
Positive		
Neutral		
Negative	X	

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.

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

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

<i>Please tick (✓) the relevant box:</i>		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 no known specific impacts related to this protected group as relates to this action plan.
Positive		
Neutral	X	
Negative		

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'l	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

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

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

Please tick (✓) the relevant box:

Positive

Neutral

Negative

X

Overall impact:

There are approximately 4,000 people in Havering identifying as either gay, lesbian or bisexual. This a significant number but proportionately less than the London and England averages.

There are no known specific impacts related to this protected group as relates to this action plan.

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.

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

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

<i>Please tick (✓) the relevant box:</i>		Overall impact: 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. There are no known specific impacts related to this protected group as relates to this action plan.
Positive		
Neutral	X	
Negative		

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.

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

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

<i>Please tick (✓) the relevant box:</i>		Overall impact: There are no known specific impacts related to this protected group as relates to this action plan.
Positive		
Neutral	X	
Negative		

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

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are taking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		Overall impact: UK Health Security Agency (UKHSA) has said pregnant women are a key group at risk from hot weather. By acting on climate change, this plan aims to have overall positive impacts by indicating the Council's part in reducing climate change. Actions within the plan are likely to have positive benefits for pregnant women by improving factors such as air quality as well as by creating opportunities for people to be involved in acting on climate change.
Positive	<input checked="" type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence:		
Sources used:		
Adverse Weather and Health Plan: https://www.gov.uk/government/publications/adverse-weather-and-health-plan		

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

<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		<p>Generally communities considered to be socio-economically disadvantaged are more likely to be impacted by the effects of climate change and less likely to be able to adapt to climate change. Low income households are at a greater risk of fuel poverty which will be exacerbated by requirements to fit electric boilers and heat pumps which may increase household bills. Lower income households will not be able to afford the measures needed to comply with the targets in the delivery plan and will need support e.g. Home Upgrade Grant funding.</p> <p>The impacts of climate change will exacerbate year on year. It is increasingly accepted that delaying action on climate change will have additional costs in the long term. It is likely that efforts to mitigate and adapt to climate change will increase in the coming years as the climate starts to change and the pace of change in national policy, society and the economy continues to progress.</p> <p>By acting on climate change, this plan aims to have overall positive impacts by indicating the Council's part in reducing climate change. Actions within the plan are likely to have positive benefits for low income households by improving factors such as air quality as well as by creating opportunities for people to be involved in acting on climate change.</p>
Neutral		
Negative	X	

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%).

Sources used:

Census 2021 – Briefing #2

https://www.un.org/esa/desa/papers/2017/wp152_2017.pdf

Health & Wellbeing Impact: 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:
Positive	X	Havering has a small number of residents with Fair, Bad or

Neutral		very bad health.
Negative		<p>Tackling climate change through reducing emissions has the potential to benefit groups vulnerable to heat and air pollution.</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>
Evidence:		
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
Source: ONS - 2021 Census (TS037)		
Sources used: Census 2021 https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000016#section_10		

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 checked="" type="checkbox"/> NO <input type="checkbox"/>	Personal circumstances YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Access to services/facilities/amenities YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<input checked="" type="checkbox"/> Diet <input checked="" 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 checked="" 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 checked="" type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input checked="" 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 checked="" type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input checked="" 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 checked="" type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Economic Factors YES <input checked="" type="checkbox"/> NO <input 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 checked="" 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 checked="" type="checkbox"/> Business activity <input checked="" type="checkbox"/> Job creation <input checked="" type="checkbox"/> Availability of employment opportunities <input checked="" type="checkbox"/> Quality of employment opportunities <input checked="" type="checkbox"/> Availability of education opportunities <input checked="" type="checkbox"/> Quality of education opportunities <input checked="" type="checkbox"/> Availability of training and skills development opportunities <input checked="" type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input checked="" type="checkbox"/> Amount of traffic congestion	<input checked="" type="checkbox"/> Air quality <input checked="" type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input type="checkbox"/> Noise levels <input type="checkbox"/> Vibration <input type="checkbox"/> Hazards <input type="checkbox"/> Land use <input checked="" type="checkbox"/> Natural habitats <input checked="" type="checkbox"/> Biodiversity <input checked="" type="checkbox"/> Landscape, including green and open spaces <input checked="" type="checkbox"/> Townscape, including civic areas and public realm <input checked="" type="checkbox"/> Use/consumption of natural resources <input checked="" type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input checked="" type="checkbox"/> Solid waste management <input checked="" 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:

	<p>1. The initial screening exercise showed a strong indication that there will be no impacts on people and need to carry out an EqHIA.</p> <p>2. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u></p>		<p>Proceed with implementation of your activity</p>
<p>✓</p>	<p>3. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u></p>		<p>COMPLETE SECTION 5: Complete action plan with measures to mitigate the risks and finalise the EqHIA</p>
	<p>4. 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</p>		<p>Stop and remove the activity or revise the activity thoroughly. Complete an EqHIA on the revised proposal.</p>

5. Action Plan

The real value of completing an EqHIA comes from 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 mitigate or reduce any **negative** equality and/or health & wellbeing impacts, identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; if required, will amend the scope and direction of the change; 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
Age	Positive	<ul style="list-style-type: none"> Further integration of climate change into the Council's decision-making process, with a focus on services for protected characteristics – those on low incomes, young people, vulnerable people especially the young and the elderly, and people with additional learning, physical and mental needs. More effective community engagement resulting in ownership and a close working relationship with communities that are most impacted by climate change. 	<ul style="list-style-type: none"> Better collection of feedback and consultation at events through capturing equalities data in surveys. Individual projects and programmes will conduct equality impact assessments. Grant funding details passed on to residents as they become available. The HCCAP is reviewed 	By 01/04/25	
Disability	Positive			By 01/04/25	
Ethnicity	Positive			By 01/04/25	
Socio-economic Status	Negative			By 01/04/25	

Health & Wellbeing	Positive	<ul style="list-style-type: none"> • Champion improved outcomes for all protected characteristics through the work of the Green Forum. • Environmental information needs to be accessible and terminology used needs to encourage and not disincentivise people to take action. • Actions related to increased opportunities for walking and cycling have additional benefits of tackling obesity and encouraging healthy living. • Ensuring the most vulnerable benefit from adaptation should be a guiding principle. Adaptation action will help all residents prepare for, and recover from, climate events, such as flooding or extreme heat. 	<p>annually and an EqHIA will be reviewed alongside the action plan to ensure it is updated where required.</p>	By 01/04/25	
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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:

The EqHIA will be reviewed yearly, alongside the yearly reviewed of the HCCAP.

Scheduled date of review: 01 April 2025

Lead Officer conducting the review: Michelle Giordmaina

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