

# Equality Analysis (EA)

Financial Year  
**2019/20**

## Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose

*(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)*

See  
**Appendix A**

Current decision  
rating



### **LBTH Net Zero Carbon Plan**

In response to the LBTH Climate Emergency Declaration the sustainable development team have produced a Net Zero Carbon Plan which sets out the intent to deliver the ambitious target of becoming a net zero carbon council by 2025. The Net Zero Carbon Plan is a demonstration of progress on the LBTH Climate Emergency declaration and includes a number of actions for costed delivery plans to be produced.

### **Conclusion - To be completed at the end of the Equality Analysis process**

*(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)*

There is nothing in the Net Zero Carbon Plan which would adversely impact on any equalities target group. All sections of the community can benefit from reduced carbon emissions.

**Name:** Abdul J Khan  
(signed off by)

**Date signed off:**  
(approved)

Service area:  
Strategy, Regeneration & Sustainability

Team name:  
Sustainable Development Team

Service manager:  
Karen Swift

Name and role of the officer completing the EA:  
Jonathan Taylor, Sustainable Development Team Leader

## Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The science is clear Climate change is happening and needs to be urgently slowed down to avoid terrible consequences. The most recent international negotiations on Climate change concluded with the Paris Agreement in December 2015. This Agreement reaffirms global ambition to limit temperature rises to below 2°C and binds every country to produce national

plans to reduce emissions. The agreement also contains a further collective aspirational goal to reduce emissions in line with keeping the temperature increase to 1.5°C.

The Special Report on Global Warming of 1.5°C (SR15) was published by the Intergovernmental Panel on Climate Change (IPCC) in October 2018. It highlighted the urgency of the situation and the need for decisive action in the next 10 years.

National commitment - In May 2019, the Committee on Climate Change published its 'Net Zero report' and set out the ambitious aim of phasing out carbon emissions in the UK by 2050. The Government adopted the recommendation of this report and the Climate Change Act was amended in June 2019 to reflect this ambition: achieving net zero emissions by 2050. In addition, the Department for Business, Energy and Industrial Strategy (BEIS) has set the Buildings Energy Mission, with the objective of halving the energy use of new buildings by 2030.

Tower Hamlets declaration of climate emergency In March 2019, Tower Hamlets became one of the first councils in the country to declare a climate emergency. One of the associated commitments is for Tower Hamlets to aim to become a zero carbon or carbon neutral Council by 2025.

### **Section 3 – Assessing the Impacts on the 9 Groups**

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

**For the nine protected characteristics detailed in the table below please consider:-**

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available  
*(include information where appropriate from other directorates, Census 2001 etc)*  
- *Data trends – how does current practice ensure equality*

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

**Please Note -**

Reports/stats/data can be added as Appendix

| <b>Target Groups</b>             | <b>Impact – Positive or Adverse</b>  | <b>Reason(s)</b>  |
|----------------------------------|--|---|
|                                  | What impact will the proposal have on specific groups of service users or staff? | <ul style="list-style-type: none"> <li>• Please add a narrative to justify your claims around impacts and,</li> <li>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul> |
| Race                             | Positive   | No racial group will suffer adverse impacts from the proposals in the Net Zero Carbon Plan. Tackling climate change through reducing emissions has the potential to benefit groups vulnerable to heat and air pollution.  |
| Disability                       | Positive   | Tackling climate change through reducing emissions has the potential to benefit groups vulnerable to heat and air pollution.  |
| Gender                           | No differential impact   | No impact.  |
| Gender Reassignment              | No differential impact   | No impact.  |
| Sexual Orientation               | No differential impact   | No impact.  |
| Religion or Belief               | Positive   | No impact.  |
| Age                              | Positive   | Tackling climate change through reducing emissions has the potential to benefit groups vulnerable to heat and air pollution.  |
| Marriage and Civil Partnerships. | No differential impact   | No impact.  |
| Pregnancy and Maternity          | Positive   | Tackling climate change through reducing emissions has the potential to benefit groups vulnerable to heat and air pollution.  |
| Other Socio-economic             | No differential impact   | No Impact   |

|        |  |  |
|--------|--|--|
| Carers |  |  |
|--------|--|--|

## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes?                      No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

*Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.*

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?                       No?

How will the monitoring systems further assess the impact on the equality target groups?

The proposed Zero Carbon Team will consider equalities issues at least annually to assess whether there is a need for further improvement.

Does the policy/function comply with equalities legislation?  
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?                       No?

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

## Section 6 - Action Plan

As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.

| Recommendation  | Key activity  | Progress milestones including target dates for either completion or progress  | Officer responsible               | Progress |
|---|---|---|-----------------------------------|----------|
| <p><b>Example</b></p> <p>1. Better collection of feedback, consultation and data sources</p> <p>2. Non-discriminatory behaviour</p> | <p>1. Create and use feedback forms. Consult other providers and experts</p> <p>2. Regular awareness at staff meetings. Train staff in specialist courses</p> | <p>1. Forms ready for January 2010<br/>Start consultations Jan 2010</p> <p>2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.</p> | <p>1.NR &amp; PB</p> <p>2. NR</p> |          |

| Recommendation | Key activity | Progress milestones including target dates for either completion or progress | Officer responsible | Progress |
|----------------|--------------|--|---------------------|----------|
|                |              |  |                     |          |

## Appendix A

### (Sample) Equality Assessment Criteria

| Decision  | Action  | Risk   |
|---|---|--|
| As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.   | <b>Suspend – Further Work Required</b>                | Red<br>       |
| As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy. | <b>Further (specialist) advice should be taken</b>    | Red Amber<br> |
| As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.  | <b>Proceed pending agreement of mitigating action</b> | Amber<br>     |
| As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.  | <b>Proceed with implementation</b>                    | Green:<br>  |