

## London Borough of Hackney Equality Impact Assessment Form

The Equality Impact Assessment Form is a public document which the Council uses to demonstrate that it has complied with Equality Duty when making and implementing decisions which affect the way the Council works.

The form collates and summarises information which has been used to inform the planning and decision making process.

**All the information needed in this form should have already been considered and should be included in the documentation supporting the decision or initiative, e.g. the delegate powers report, saving template, business case etc.**

Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.

The form must be reviewed and agreed by the relevant Director, who is responsible for ensuring it is made publicly available and is in line with guidance. Guidance on completing this form is available on the intranet.

<http://staffroom.hackney.gov.uk/equalities-based-planning-and-decision-making>

### **Title of this Equality Impact Assessment:**

Climate Action Plan 2030

### **Purpose of this Equality Impact Assessment:**

To assess whether the approval of Hackney's first Climate Action Plan would have an impact on any protected groups in Hackney.

### **Officer Responsible: *(to be completed by the report author)***

<b>Name:</b> Ander Zabala	<b>Ext:</b> n/a
<b>Directorate:</b> Climate, Homes & Economy	<b>Department/Division:</b> Sustainability and Environment

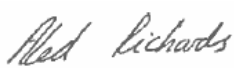
**Comment:**

I approve this EIA. The consultation on the draft Climate Action Plan (CAP) took place from November 2022 to January 2023. The consultation responses have been analysed, and the EIA has been updated and amended accordingly.

Section 149 of the 2010 Equality Act set out the three equality needs. The equality need that is most relevant to the proposal to deliver the CAP is the need to eliminate discrimination. This proposal does not amount to direct discrimination, as no individual is being treated less favourably by a reason of a protected characteristic.

The Council provides evidence that the proposal is proportionate and is so for the following reasons:

- It achieves a legitimate aim; to improve the lives of all protected groups and every resident in the borough whilst reducing our impact on the planet, currently facing a climate emergency;
- Protected characteristic groups should benefit the most from the goals of the CAP as they are most at risk from the impact of extreme weather, pollution, and poor air quality. Certain groups such as low-income residents, those in flats, older people, children, and people with respiratory and health conditions were identified as more vulnerable to the impact of climate change.

Signed: 

**PLEASE ANSWER THE FOLLOWING QUESTIONS:**

In completing this impact assessment you should, where possible, refer to the main documentation related to this decision rather than trying to draft this assessment in isolation. Please also refer to the attached guidance.

**STEP 1: DEFINING THE ISSUE**

**1.1. Summarise why you are having to make a new decision**

In response to the Climate Emergency Declaration in 2019 the Council produced a draft Hackney Climate Action Plan (CAP). The CAP is a demonstration of progress on the Climate Emergency declaration and includes a number of actions.

Hackney has made progress in reducing emissions over the last decade. Since 2010, emissions from buildings and road transport in Hackney have fallen by about 27%. Consumption emissions – from the things we all buy and use – have fallen by about 10–15% in the UK overall. Nevertheless, without faster action, driven by ambitious policies and targets, we won't be able to protect communities and ecosystems from the effects of climate change.

Since we declared a climate emergency, we have led some of the UK's most innovative work to tackle climate change: ending the dominance of motor vehicle traffic across large parts of Hackney; switching our energy supply to 100% renewable; and generating more renewable energy on our buildings. The Council's existing target for its own territorial

greenhouse emissions requires a 45% reduction by 2030 based on a 2010 baseline and 'net zero' by 2040. However, it has also been clear that where it can move faster it will endeavour to do so, regardless of the stated 'net zero' targets. As a result, in January 2022, the Mayor and Lead Member made a statement to Full Council outlining their ambition to rejoin the UK100 network. This followed earlier work to review 'net zero' targets set out within the original Climate Emergency declaration and to bring the Council in closer alignment with key stakeholders across London.

This is the Council's first holistic plan to address the climate and ecological crisis, bringing together the various strands into one overall document and as such is a key marker in consolidating our journey to net zero.

The CAP sets out an approach for tackling the climate emergency over the next three years. It provides a framework for everyone to take action to reduce greenhouse gas emissions and adapt to the change that is already occurring. It also links to objectives to improve community health and promote local nature recovery.

The CAP aims to:

- Outline what a greener Hackney could look like by 2030 based on a fair and just transition to net zero;
- Build a shared understanding of the problem we face as a borough – and how we can work together to reduce emissions and adapt to climate change;
- Help residents, businesses and other organisations to see their place in our shared response to climate change;
- Identify areas where local partners can collaborate on key strategic challenges;
- Outline initial proposals for monitoring and governance arrangements, as well as steps to support future stakeholder engagement requirements;
- Use the plan to shape agreements on how to work together to achieve shared goals.

The CAP sets out how little direct control the Council has of boroughwide greenhouse gas emissions although we have significant influence in a number of specific areas. Throughout the CAP, the emphasis is therefore on martialling the collective and collaborative response required, as well as stressing the need for a just transition. Everyone will be affected by climate change, but the effects will not be felt equally, with those who are least responsible often worst affected by the impacts. A number of factors that put people at greater risk of being negatively impacted by climate change. These included age (very young and very old); pre-existing health conditions; socioeconomic status (poverty); race and ethnicity, particularly as it intersected with the other characteristics.

Those who are least able to adapt to a changing climate are most likely to be negatively impacted. Access to finance impacts on the ability to adapt. In Hackney 28%<sup>1</sup> of children live in poverty and 9.6%<sup>2</sup> residents said they were disabled and limited a lot. Deprivation and a disability or illness limit residents' options to adapt homes and recover from climate events.

Climate events such as flooding, are likely to amplify existing inequalities. Climate change risk can intersect with existing inequalities, meaning that women, multi-ethnic groups, older and younger people, and disabled people are also more likely to be vulnerable to the

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<sup>1</sup> [Child Poverty, 2023](#)

<sup>2</sup> [ONS 2021](#)

impacts of climate change and climate policy. These factors are interconnected, and anyone with multiple vulnerabilities are more likely to experience worse health impacts.

One of the four key messages of the CAP is to deliver ‘A fair transition’. We need to ensure that those who are most vulnerable and affected by the climate emergency get the support they need. The risks of the climate emergency are not distributed equally; some communities, families and individuals are more vulnerable to the impacts of climate change.

Social justice and the just transition is rarely considered in central government climate plans and strategies. Support for vulnerable groups and those most affected by climate action and the physical impacts of the emergency is embedded in the proposed CAP.

The CAP and the Council must ensure that those who are most vulnerable and affected by the climate emergency get the support they need. Although there are many benefits to taking climate action, the risks of the climate emergency are not distributed equally. To be effective, actions must be designed with attention to those who might be negatively affected, and how.

The impact on the cross cutting aspects of social justice within the Borough have also been considered. Each theme in the CAP describes the main social justice principles.

- **Adaptation:** Protect those who are worst affected, involve everyone, and prioritise green infrastructure;
- **Buildings:** Tackle fuel poverty, overcome initial costs, remove legal barriers and track national changes;
- **Transport:** Consider and involve everyone and recognise cost barriers;
- **Consumption:** Acknowledge all dietary requirements and support accessible and affordable purchasing habits;
- **Environmental Quality:** Reduce exposure to poor air quality, increase access to green spaces and support community groups.

## 1.2. Who are the main people that will be affected?

Hackney is home to an estimated 259,200 people<sup>3</sup> and c23,000 businesses, with the population likely to grow to 291,555 people by 2030<sup>4</sup>. It is considered that because the scope of the CAP is borough-wide, all members of the public, residents, workers and visitors to the Borough as well as business and partner organisations will be potentially affected. The following table shows the relevance of the positive or negative impacts of the CAP on the following equality strands or protected characteristics groups:

	Age	Disability	Gender reassignment	Pregnancy & Maternity	Marriage & CP	Race	Religion or belief	Sex	Sexual Orientation
Relevance	High	High	Low	High	Low	High	Low	Medium	Low

**Table 1: Relevance of the CAP impacts on each of the protected groups**

<sup>3</sup> The 2021 Census estimates that Hackney has 106,081 households compared with 101,690 in 2011 which is an increase of 4.02%. This estimate is lower than expected as an estimate of Hackney’s households by the ONS in 2020 put the number of households at 114,395 (Ref: [Hackney Census 2021 - Briefing 2](#)). See also [Hackney Census 2021 - Briefing 1](#)

<sup>4</sup> [Greater London Authority, 2020](#)

### **a) Age** (*Relevance: High*)

Age is defined by reference to a person's age group. An age group can mean people of the same age or people of a range of ages. The Council is committed to promoting equality among people of all ages and valuing the contribution made by all citizens.

Hackney's median age is 32<sup>5</sup>. The median age for England was 40 and for London 35. The largest number of usual residents in Hackney (nearly 50% of the population) are aged from 22 - 45. This is younger than the average for England. The proportion of the population aged 30 is 43%. Only 8% of the population are aged 65 and over, compared to a national average of 19%.

For older people, the impacts of climate change, including increased extreme heat, is likely to increase vulnerability to ill health. Without intervention, some older people may find it harder to adapt to the changes that will be required. Taking action on climate change will be important for safeguarding the current wellbeing and future rights of younger people. Having appropriate skills for the future economy will be particularly important for those who are starting in employment and will continue to work for many years to come. It will be important that individual interventions seek to have positive impacts for older and younger people, and the overriding principle of social justice and fairness within the framework will protect people.

### **b) Disability** (*Relevance: High*)

According to the 2021 Census<sup>6</sup> 9.6% of the population of Hackney reported that they were disabled or limited a lot, noting that this figure is age standardised.

For some disabled people, the impacts of climate change, including increased extreme heat, may increase vulnerability to ill health. Some disabled people will find it harder to adapt to the changes that will be required and may be less able to access the support that exists unless it is designed with their needs in mind. At the same time, giving the support to be part of the transition and to take positive action is likely to be positive to the health of these same people. Climate anxiety is also a recognised health condition and increasingly forming part of long term mental health conditions such as OCD.

### **c) Gender reassignment** (*Relevance: Low*)

Out of the 209,467 usual residents in Hackney aged 16 or over, 187,007 (89.3%)<sup>7</sup> said their gender was the same as the sex registered at birth, 2,241 (1.1%) said their gender was different to their sex registered at birth. Hackney has the highest number and the highest proportion of usual residents who described a nonbinary+ gender identity out of any of the 32 London boroughs.

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<sup>5</sup>[Hackney Census 2021 - Briefing 2](#)

<sup>6</sup> [ONS 2021](#)

<sup>7</sup> [Hackney Census 2021 - Briefing 7](#)

#### **d) Pregnancy and maternity (Relevance: High)**

There were 4,377<sup>8</sup> live births in City and Hackney births to women in Hackney in 2014. The fertility rate for Hackney is 60.1 live births per 1,000 women of child-bearing age compared to 63.3 in London and 62.2 in England.

Climate change is having negative impacts on pregnant women and on birth outcomes due to increased exposure to heat, and linked air quality issues. Actions both within the plan and in the delivery plans and ongoing actions that will be developed under the framework that it creates are likely to have positive benefits for pregnant women and for their babies by improving factors such as air quality as well as by creating opportunities for people to be involved in acting on climate change.

#### **e) Marriage and Civil Partnership (Relevance: Low)**

In 2021, the percentages for various legal partnership statuses were as follows: 60%<sup>9</sup> single (never married or never registered a same-sex civil partnership), 26% married (opposite sex), 0.5% married (same sex), 0.2% in a registered civil partnership (opposite sex), 0.2% in a registered civil partnership (same sex), 3% separated (but still legally married or still legally in a civil partnership), 1.6% divorced or formerly in a civil partnership now legally dissolved, and 3% widowed or surviving partner from a civil partnership.

#### **f) Race (refers to ethnicity) (Relevance: High)**

Race refers to the equality group of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

53.1%<sup>10</sup> of Hackney residents identified their ethnicity within the 'White' category. The proportion of the population who identify as 'White' is far below the average for England as a whole (81%). The second most common high-level ethnic group in Hackney is 'Black', with 21.1% of Hackney residents identifying in this category. Hackney has a significantly higher proportion of residents who identify as 'Black' than the average for both London and England where the figures are 13.5% and 4.2% respectively.

The second most common ethnic identity in London and England is 'Asian'. Hackney's Asian population is 10.37% which is significantly less than the average for London (20.7%) but is more in line with the average for England (9.6%).

Ethnic Group	Hackney		London		England	
	2021	2011	2021	2011	2021	2011
Asian / Asian British	10.4%	10.5%	20.7%	18.5%	9.6%	7.8%
Black / Black British / African / Caribbean	21.1%	23.1%	13.5%	13.3%	4.2%	3.5%
Mixed or multiple ethnic groups	6.7%	6.4%	5.8%	5.0%	3.0%	2.3%

<sup>8</sup> [Hackney Council, 2023](#)

<sup>9</sup> [Hackney Census 2021 - Briefing 2](#)

<sup>10</sup> [Hackney Census 2021 - Briefing 5](#)

White	53.1%	54.7%	53.8%	59.8%	81.0%	85.4%
Other Ethnic Group	8.7%	5.3%	6.3%	3.4%	2.2%	1.0%

**Table 2: Ethnic Groups across Hackney, London, England**

People from Black and Global Majority communities are likely to be disproportionately impacted by climate change for a variety of reasons. Pre-existing health inequalities mean that some Black and Global Majority residents have worse health, which is likely to be impacted negatively by the changing climate, particularly respiratory and cardiovascular disease. These factors increase the negative impacts of climate change, in particular excess heat, as the urban heat island effect is felt more acutely where the natural environment is not able to provide a cooling effect, higher deprivation make it more difficult to effectively cool properties through natural ventilation or air cooling, and air pollution has worse impacts on health when combined with heat.

**g) Religion or belief** (*Relevance: Low*)

Hackney has considerably more people of the Jewish faith (6.7%)<sup>11</sup>, which equates to an estimated 17,426 people, compared with London (1.7%) and England, (0.5%). This community is largely made up of Orthodox, or Charedi Jewish people who mainly live in the North East of the borough. The 2021 Census did not distinguish between Orthodox, and Non-Orthodox Jewish people so all are categorised as 'Jewish' in the Census. Hackney has a considerably higher proportion of Muslims (13.3%) than England as a whole (6.7%) but slightly lower than the London average (15%).

**h) Sex** (*Relevance: Medium*)

There are proportionally more women living in Hackney than men, 52.2%<sup>12</sup> of the population is female and 47.8% male. The proportion of males under 20 is slightly higher than females, but there are higher proportions of females in all age groups over 55 years than males.

**i) Sexual orientation** (*Relevance: Low*)

Sexual orientation is defined as whether a person's sexual attraction is towards the opposite sex, their own sex or to both sexes. Out of a total of 209,467 usual residents in Hackney aged 16 or over, 166,695 people (79.6%)<sup>13</sup> identified as straight or heterosexual and 16,388 people (7.8%) identified as Lesbian, Gay, Bisexual or as another orientation (LGB+). 13% chose not to answer the question.

Hackney Census Briefing 7, 2021

**STEP 2: ANALYSING THE ISSUES**

**2. What information and consultation have you used to inform your decision making?**

**2.1. Strategic Officers Climate Group**

Following the refresh of the governance around the Environmental Sustainability Board, the Strategic Officer Coordination Group (SOCG) was established in July 2021. This initial

<sup>11</sup> [Hackney Census 2021 - Briefing 5](#)

<sup>12</sup> [Hackney Census 2021 - Briefing 1](#)

<sup>13</sup> [Hackney Census 2021 - Briefing 7](#)

meeting provided a broad update of the governance structure, set out SOCG terms of reference and focused on the development of the CAP working groups and other task and finish groups. The SOCG established a range of themes and council officers as lead to each of these: retrofit, low carbon development, renewable power, low carbon transports, consumption emissions, green economy, resilient and green, resourcing and financial and communications and engagement. This group set the direction for the CAP working groups, including key tasks, and setting timeframe for developing contents for the respective CAPs.

The SOCG included officers from Streetscene, Environmental Services, Energy, Planning, Communications, and Policy and Strategic Delivery.

Buro Happold was commissioned to develop Hackney's CAP document and related Implementation Plan (timeline of 3 years) for Hackney's thematic CAPs. They also delivered a public engagement programme on the CAP with communities of interest in October 2022.

## **2.2. Consultation**

Hackney Council consulted on the draft CAP. The consultation asked participants to help ensure the goals and objectives for tackling the climate crises are ambitious and achievable and consider the impact on and needs of Hackney's communities.

The draft CAP was made available for public consultation on the Council's Citizen Space engagement platform for a period of 10 weeks from November 1, 2022, to January 10, 2022. Paper surveys were also available upon request and at drop-ins. Participants had the option to complete the consultation using the summary or full version of the draft plan, with the summary provided alongside paper surveys. Additionally, a short social media survey was conducted on Citizen Space and promoted on Facebook and Instagram between December 2, 2022, and January 10, 2022, which invited respondents to share their views and take part in the full consultation.

In total, there were 644 people who responded to the various forms of feedback and engagement activities:

- 219 people responded to the consultation survey;
- 306 people responded to the short social media survey;
- 14 people gave feedback via email;
- 40 people participated in focus groups;
- 65 attended the Climate Action Plan drop-ins at libraries.

### **2.2.1. Respondents profile**

From those that answered the sections about themselves, the respondent profile is as follows: Over 94% of respondents shared their views as individuals, while over 6% represented organisations. There was an almost even split of female and male respondents, the majority being heterosexual, and 20% considered themselves to be disabled. The highest percentage of respondents, just over 19%, stated they would prefer not to answer their household annual income, of those who answered, the highest percentage, 15%, of respondents earned above £100,001. The postcode with the highest count was E5 0, and the most common ethnic group was White or White British. For this reason the Consultation and Sustainability Teams arranged separate focus groups with



older people, black and global majority and women groups (See 2.3.2). For more detail see below:

- **Individual and Organisation:** Under 94%, shared their views as an individual (Base: 205<sup>14</sup>). Over 6% of respondents stated that they were sharing their views on behalf of an organisation (14). The respondents who shared their views as an individual, 68%, stated that they live in Hackney (201). This is followed by “I work here” (54), “I commute through Hackney” (27), “I study here” (8), and “I am a visitor to Hackney” (6).
- **Voluntary and community sector:** 43%, who shared their views on behalf of an organisation were part of a Hackney voluntary and community sector (6). This is followed by “other” (4), national charity, small business (up to 49 employees), medium business (50-249 employees), and healthcare organisations (all 1 respondent).
- **Sex:** Over 48%, stated that they are female (98). This is followed by male (94), prefer not to say (8) and non-binary (8).
- **Sexual orientation:** Over 86% are heterosexual (142). This is followed by gay man (9), bisexual (9) and lesbian or gay woman (5).
- **Age:** Under 27%, were aged 45-55 (53). This is followed by 35-44, 55-64 and 65-74 (all 37 respondents), 25-34 (25), 75-84 (7) and 18-24 and 85+ (2).
- **Disability:** Over 80%, do not consider themselves to be disabled (159). Just under 20% of respondents stated that they are disabled (39).
- **Caring for someone:** 88%, do not regularly provide unpaid support caring for someone (171). Just over 12% of respondents stated that they do provide caring support (24).
- **Ethnicity:** Over 79% were White or White British (150). This is followed by other ethnic group (19), Asian or Asian British (8), Black or Black British (7) and mixed background (5).
- **Religion or belief:** 52.36%, stated that they are atheist/have no religious belief (100). This is followed by Christian (36), prefer not to say (24), other (8), secular beliefs (7), Jewish (5), Muslim (4), Buddhist (3), Charedi (2), Sikh (2).
- **Postcode:** The postcode with the highest count is E5 0 (21). This is followed by N16 5 (17), N4 2 (13), E8 2 (12), E8 3 (12), E5 9 (11), E8 4 (11), E9 7 (10), E9 6 (9), N16 0 (9), N16 7 (9). All other postcodes had a lower count.
- **Housing tenure:** Over 35% owned their home outright (68). This is followed by being bought on a mortgage (58), rented (local authority/Council) (21), rented (private) (20), rented (housing association/trust) (15), shared ownership (9) and don’t know (3).
- **Household income:** Over 19%, stated they would prefer not to answer (38). Of the respondents who answered, the highest percentage of respondents earned above £100,001 (20). This is followed by £40,001 to £50,000 (18), Below £10,000 (16), £30,001 to £40,000 (16), £50,001 to £60,000 (16), £10,001 to £20,000 (15), £20,001 to £30,000 (14), £60, 001 to £70,000 (14), £70,001 to £80,000 (12) and £90,001 to £100,000 (7).

### 2.2.2. Overall comments

The majority of respondents, over 77%, agree with the draft CAP (160). Some raised concerns and highlighted the need for further engagement with community groups and

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<sup>14</sup> Base number: Refers to the total number of respondents, hereafter numbers in brackets

disadvantaged groups (24), questioned how the CAP will be implemented and measured (18), stated that the CAP is not ambitious and/or detailed enough (17), emphasised the need for rapid action (12), or criticised the plan (12).

The level of concern about the impact of climate change in Hackney differs between the more detailed online consultation survey and the shorter version in social media (See Table 3). It can be assumed that those that took the time to complete the longer version are more motivated to complete it due to their interest in environmental views, and therefore their concern is higher. Ultimately, whilst the level of concern varies, both are high.

	Online Consultation	Social Media Version
<b>Very Concerned or Concerned</b>	84%	67%
<b>Neither</b>	4%	7%
<b>Not concerned or none at all</b>	11%	25%

**Table 3: The level of concern about climate change**

The majority of respondents agreed with the goals and objectives for each of the five themes (See Table 4).

	Goal and Objectives		Impact	
	Agreement	Disagreement	Positive	Negative
<b>Adaptation</b>	77% (163)	13% (127)	64% (136)	12% (25)
<b>Buildings</b>	77% (164)	7.5% (16)	61% (128)	10.5% (22)
<b>Transport</b>	72% (151)	19% (20)	64% (134)	17.5% (37)
<b>Consumption</b>	76% (162)	12% (25)	64% (133)	10% (21)
<b>Environmental Quality</b>	78% (163)	8% (17)	73% (150)	10% (20)

**Table 4: Respondents views on goals, objectives and their impacts on the five themes of the CAP**

A majority of respondents believed that the adoption of these goals and objectives would have a positive impact. This suggests that there is broad support for the CAP and its focus areas among the respondents. The highest percentage of respondents, just under 30%, stated that Buildings is the most important CAP priority (81). This is followed by Transport (68), Environmental Quality (60), Adaptation (32), and Consumption (30). Below the comments received on the goals and objectives and their impacts for each of the themes in the CAP:

## **Adaptation**

- *Comments on the goal and objectives:* Respondents generally support and agree with the Adaptation goals and objectives (35). However, some feel that more detail is needed (15) and emphasise the importance of trees, planting, and maintenance (15). Some respondents also feel that the goals are not ambitious enough and need to go further (11), while others stress the urgency of taking action (10) to address the negative effects of climate change.
- *Comments on their impact:* Highest response stated a positive impact or agreement with the goals (21), some stating an improvement in green spaces and environment (14), and others stating a need for more detail (14). Some respondents had a critical

response to the goals and objectives (12), with concerns about associated costs and negative impact. Other respondents commented on the risk of flooding (11), while it was also noted the need for home and building adaptations for improved living conditions and energy efficiency (1). Some respondents commented on the positive impact on health and wellbeing of individuals and communities (10).

## Buildings

- *Comments on the goal and objectives:* The vast majority of the comments were about their agreement with the goals and objectives related to addressing climate change (64), but some questioned how the goals would be achieved (19) and raised concerns about the cost and need for financial support (14). There were also comments about retrofitting and adapting buildings (19) and implementing solar panels (11). While some residents were enthusiastic about expanding solar panels, others questioned how the goals would be funded.
- *Comments on their impact:* They expressed concern about the high cost associated with the goals and objectives (21), but many also stated that the goals and objectives would have a positive impact on their household (19) by reducing energy use and costs (17) and improving the energy efficiency, insulation, and resilience of their homes (15). However, some respondents had a critical response (11) and stated that the goals and objectives would have a limited impact on private and social housing renters (10).

## Transport

- *Comments on the goal and objectives:* Walking and cycling had the highest number of comments (41) with respondents commenting about the need for more cycling infrastructure, pedestrianised areas, and safer roads for cyclists and pedestrians. Others want more support for the reduction of vehicle use (31), while others supported the reduction in the number of cars on the road, promoting electric vehicles and car sharing, and reducing the use of SUVs (31). Public transport comments aimed at the need for better access to public transport, particularly buses, and called for more focus on public transport in the CAP (28). There was also general agreement towards all or specific goals and objectives (22). Further responses were critical about LTNs (21), with comments on increases in traffic and disagreed with the implementation of the schemes. Others emphasised the need to take into account the needs of disabled people and vulnerable residents, particularly regarding accessibility (19). Other themes included the safety concerns related to dangerous driving, the safety of bikes, and theft (19), as well as the need to improve air quality by reducing transport emissions.
- *Comments on their impact:* Respondents believed the goals would improve air quality (23), make it easier to walk/cycle (20), have a negative impact on their household (19), have a positive impact (13), result in safer and cleaner streets (11), and improve health and wellbeing (10). Negative impacts related to businesses, income, costs associated with cars, traffic, and journey times, while positive impacts related to better public transport, greener methods of transport, and community benefits. They also commented on the positive effects of cleaner air on physical and mental health.

## Consumption

- *Comments on the goal and objectives:* Respondents generally agreed with the Consumption goals and objectives (43) and called for improvements to recycling facilities and initiatives to encourage repairing items (15). Some respondents gave general statements of disagreement (12), including objections to Council overreach in encouraging residents to adopt a plant-based diet. Respondents also stated that more detail was needed for certain aspects of this theme (10), such as reducing food poverty and reducing packaging waste.
- *Comments on their impact:* Some were supportive (15) and called for easier access to recycling and repair facilities, while others felt the impact would be limited (14) because they already take actions to reduce consumption. However, some respondents believed it would have a positive impact (11), benefiting health, the local environment, and reducing waste.

## Environmental Quality

- *Comments on the goal and objectives:* Generally expressed agreement (34) and highlighted specific areas of concern. These included air quality (25), the need for more green space, trees, and maintenance (23), improving biodiversity (20), and protecting water bodies such as the River Lea (18). Respondents recommended actions such as reducing air pollution, increasing access to green spaces, fostering biodiversity, and pressuring national bodies to protect water bodies.
- *Comments on their impact:* Respondents expressed that it would improve their health, wellbeing, and quality of life (21). They also stated that the positive impact (17) on the community and create job opportunities. Improving air quality (16) was seen as a significant benefit, making it safer to be outside. Respondents also emphasised the importance of investing in the environment, wildlife, and biodiversity (10), citing benefits such as increased planting, enhanced ecosystems, and the need to reverse biodiversity loss.

Overall, respondents recommended better education, communication and engagement with residents (63) and community groups (44), as well as education and engagement with children and young people (20). Suggestions included using accessible language and incentivising actions. Some respondents were critical of the CAP, calling for its “scrapping” (11) as their rights are being diminished and net zero is impossible. Others urged the Council to engage more with opposing views (10). Respondents also suggested that the Council promote transparency and lead by example (13).

An additional 14 respondents shared their views on the consultation by email sent to [consultation@hackney.gov.uk](mailto:consultation@hackney.gov.uk). Two organisations also submitted their comments through the consultation survey and have been included in the survey analysis above. There are several social justice comments that can be inferred from the respondents' comments on the Adaptation goals and objectives. The comments on protection of vulnerable residents, community preparedness, and support for neighbourhood networks and business forums suggest a concern for the well-being and resilience of the most vulnerable members of the community. The comments on community gardens and tree planting suggest a desire for accessible green spaces and the promotion of healthy living. The calls for resilient planning and conservation also suggest a concern for environmental justice, which often intersects

with social justice. Overall, the respondents' comments on the goals and objectives reflect a desire for a more equitable and sustainable community.

## 2.3. Engagement

### 2.3.1. Drop in sessions

From November to December 2022, the Sustainability and Environment Team delivered eight drop-in sessions at Hackney Libraries. In total, the team approached 65 residents. 51 conversations were held and 14 residents were given leaflets explaining the CAP and encouraged to complete the survey. Residents and stakeholders engaged with Council staff mostly on five themes: Buildings and retrofitting, waste and recycling, transport, awareness and education and LTNs. Other topics covered included pensions and investment, Haggerston ward photovoltaic panels, biodiversity, food growing and offsetting.

### 2.3.2. Focus Groups

Four focus groups were delivered with resident groups underrepresented in the consultation survey responses, and a total of 40 participants took part in focus group discussions.

**Two older adults groups:** They expressed concerns about buildings, particularly with regards to retrofitting properties and converting gas boilers and heaters to reduce emissions. Others were concerned about transport, including the cost of transitioning to electric buses and cars and the impact of road closures on taxis. Some participants emphasised the importance of air quality and reducing air pollution, while others suggested divesting from fossil fuels. All participants expressed concerns about climate change and its impact. Some described themselves as "very concerned." Some participants had a strong interest in taking action to address climate change and one was involved in green community groups. Another participant noted the disproportionate impact of climate change on the poorest countries.

The participants identified older people as a primary group of concern and expressed worries about fuel poverty and accessible transport. The idea of encouraging older people to cycle was discussed, with suggestions that the Hackney Cyclist Group could help with this. Safety was also a concern, particularly related to cyclists, e-scooter drivers, and reckless driving among delivery drivers.

The participants from second older focus groups discussed how Black residents in Hackney are more negatively impacted due to systemic racism and gentrification, with some feeling invisible and disadvantaged in terms of housing repairs and opportunities. Council repairs were identified as a primary issue for residents, including a participant who had experienced drainage issues for 25 years. Older people and children were also identified as groups more likely to be impacted, with discussions around the provision of food vouchers for children and the impact of LTNs on older people's ability to access healthcare.

**Black and global majority residents:** The group had a lot of debate over which theme to discuss, with some participants most concerned about Consumption and others about Buildings or Transport. Those concerned with Consumption felt that individuals had the biggest responsibility to reduce emissions and discussed actions like recycling, reuse, and food consumption. The group concerned with Buildings discussed heating, insulation, fuel poverty, and the need for adaptable buildings. The Transport group talked about improving

public transport accessibility and bike schemes, with one participant criticising the Council's approach to cars. Two participants were concerned with Adaptation and Environmental Quality, with one noting the borough's lack of preparation for flooding and the other concerned about pollution and implementation of goals.

Participants identified several groups in Hackney that might be more vulnerable to the impacts of climate change, including older people, low-income residents, vulnerable residents, single parents, people with respiratory and health conditions, disabled residents, and children. They discussed the challenges of heating homes in winter, the mental health impact of cost of living and climate anxiety, and the need to address the cost of living crisis.

**Somali women:** The group expressed interest in discussing Consumption, with concerns about unhealthy food and recycling. Buildings were also a topic of interest, with questions about the transition away from gas boilers and interest in electric heating and solar panels. The impact of LTNs on traffic and noise pollution was also discussed in relation to Transport. In the discussion about whether the CAP goals might negatively impact other groups, participants identified people with health and respiratory conditions, including children with asthma, as well as low-income residents as groups more negatively impacted. The participants, many of whom were low-income themselves, talked about the challenges of high energy prices and rising costs, and called for more support for low-income residents.

The concerns and groups of concern are being repeated throughout the focus groups. Specifically, concerns about buildings, retrofitting properties, reducing emissions, transport, the impact of road closures, reducing air pollution, and divesting from fossil fuels are mentioned multiple times. The groups of concern include older people, Black and Global Majority residents, low-income residents, vulnerable residents, single parents, people with respiratory and health conditions, disabled residents, and children.

### 2.3.3. Pre-engagement sessions

Prior to the consultation, pre-engagement four workshops were delivered by Buro Happold on the five themes in the CAP. The pre-engagement workshops aimed to gather environmental 'community of interest' stakeholders' views on the actions that we should work towards over the next three years. Environmental 'community of interest' refers to local individuals and organisations with an interest or technical expertise in the CAP themes.

- **Cross-cutting theme:** The vision included better public awareness, education, and community involvement to improve environmental quality and adaptation, as well as embedding climate action into all council processes and seeking synergies across all themes of the CAP. Retrofitting vulnerable households and supporting small businesses to decarbonise their buildings were also priorities, but funding, collaboration, language barriers, and knowledge gaps were identified as significant challenges. The need for more communication and transparency from stakeholders about existing activities and plans was also highlighted.
- **Existing buildings:** The vision included increasing the use of community energy and district heating projects, exploring new financing mechanisms, and increasing the participation of school children in school retrofit processes. However, there are barriers and risks that need to be addressed, such as the impact of building typologies on retrofits and changes, the impact of tenure types on policy-making, and the challenges posed by disruptions and technical changes during retrofits. Solutions

were suggested such as deep retrofitting council houses, identifying the most energy-inefficient buildings, and engaging with social landlords to retrofit their properties.

- **Embodied carbon & planning:** The vision considered the whole-life carbon impact of buildings, including embodied carbon. It was also suggested greater reuse of materials and use of recycled materials in new builds, as well as efforts to tackle unnecessary demolition. Barriers and risks to implementing these ideas were also discussed, including the need for planning reform and a lack of information on low-embodied carbon materials. Suggestions for planning reform included new requirements for renewables and ground source heat pumps, and easier retrofit in conservation areas.
- **Adaptation:** Their visions included implementing nature-based solutions, technical strategies, and increasing community participation to reduce overheating and flooding, as well as promoting diversity in participation. The barriers and risks included information gaps, the need for more engagement with community groups, and the recognition that certain groups, such as those in flats, are particularly vulnerable to the effects of the climate crisis.
- **Biodiversity and environmental quality:** Participants expressed a need for nature-based solutions to reduce overheating and flooding, greater community engagement and access to biodiverse spaces, action on pollution management, and the need for more information and independence. However, there were some barriers and risks identified such as limited space for projects, policy gaps and institutional constraints at Hackney Council, and national planning policies that were perceived as a barrier to better local-level policies.
- **Consumption patterns and the local economy:** Participants wanted to adopt a circular economy model for goods and improve the affordability and availability of healthy, sustainable, and locally sourced food. They suggested the need for more organisations and services to enable the circular economy, such as reusables collection, tools for hire, fixing factories, and a mattress cleaning and reuse machine. The barriers and risks identified included skills shortages, inaccessibility of PAT testing, and space and funding shortages. Suggested solutions were training local people to repair, providing access to PAT testing equipment, and providing space and funding for repairing and reusing activities.
- **Materials, products and packaging:** Their vision included eliminating single-use plastic, increasing the use of recycled and reused materials, and designing products to last longer. Barriers and risks included transport emissions, lack of awareness about environmental impact, and institutional challenges in forming partnerships. Solutions suggested include expanding electric cargo bike networks and awareness campaigns for businesses.
- **Waste, recycling and composting:** Their vision included increasing access to composting, improving recycling and waste collection systems, and addressing barriers to behaviour change and legislative/organisational constraints. Specific proposals include increased compost production and availability, changes to refuse and recycling collections, and investment in local recycling and composting

infrastructure. Barriers to progress include a lack of understanding and interest in behavioural change, as well as legislative and organisational challenges.

- **Modes of transport:** Their vision included making public transportation affordable and accessible for everyone, promoting zero-emission vehicles, increasing car-sharing options, and creating more low-traffic neighbourhoods. However, financial and accessibility barriers, as well as a reluctance to change behaviour, pose challenges to achieving these goals. Participants suggested solutions such as expanding subsidies and rebates, upgrading transportation nodes, and promoting the benefits of alternative modes of transportation to encourage behaviour change.
- **Supporting infrastructure:** Suggestions included making public transportation affordable and accessible for everyone, increasing the number of low-traffic neighbourhoods, and improving sidewalk infrastructure. The section also highlights potential barriers and risks to these ideas, such as financial barriers and safety concerns for pedestrians. Additionally, there are proposals for better enforcement of road rules, cargo bike accessibility, and storage space for micro-mobility options.

#### **2.3.4. Social Justice**

Ultimately, social justice issues were mentioned in the consultation and engagement sessions. The respondents expressed concern for the most vulnerable groups and the need to mitigate the effects of climate change on them. Discussions centred around the disproportionate impact of climate change on women, people from ethnic minorities, climate refugees migrants, people with disabilities, and those with low income, poor housing conditions or homeless. Respondents highlighted social justice issues such as poverty and racial and class disparities as significant barriers to progress. Buildings and Transport were the most discussed themes, with twice as many comments than the rest, but respondents emphasised the interconnectedness of different issues and the need for affordable, accessible solutions.

It emphasised the importance of a comprehensive approach that involves the community in decision-making processes and considers various interrelated issues. They also highlighted the need for systemic change to address the root causes of climate change and hold polluters accountable. Respondents were concerned about the mental health impacts of climate change, such as climate anxiety and stress, and suggested that support and resources should be available to build resilience. They recognised the importance of raising awareness and educating the wider community about climate change and its impacts, and engaging people from diverse backgrounds. They also highlighted the need for a more inclusive approach that includes working-class and minority groups, as well as providing access to information, help, and support for adaptation and resilience. Finally, there were calls for education on sustainable options and for making green actions financially viable for everyone.

The pre-engagement sessions suggested solutions to address these barriers, such as providing subsidies and rebates to make public transportation more accessible and affordable. The focus groups discussed concerns about fuel poverty, accessible transport, systemic racism, gentrification, and the disproportionate impact of climate change on vulnerable groups. They also discussed the need to address the cost of living crisis, the mental health impact of cost of living and climate anxiety, as well as improving the affordability and availability of healthy, sustainable, and locally sourced food.



## 2.4. Other sources of information

The CAP shows the relationship between the CAP and wider plans and strategies that are interdependent:

- Poverty reduction framework;
- Inclusive economy strategy;
- Air Quality Action Plan 2021-2025;
- Green Infrastructure Strategy and Local Nature Recovery Plan;
- Transport Strategy 2025-2030;
- Reduction & Recycling Plan 2025
- Housing Strategy 2023-2028;
- Rebuilding A Greener Hackney: Emergency Transport Plan, 2020;
- Economic Development Plan;
- Hackney Parks and Green Spaces Strategy 2021-2031
- Sustainable Procurement Strategy;
- Parking and Enforcement Plan (PEP) 2021-2026;
- Previous years Air Quality Annual Status Reports;
- The Council's policies and approach to planning and development control;
- A Profile of Hackney, its People and Place;
- Local Nature Recovery Plan;
- Hackney Joint Health & Wellbeing Strategy 2022-2026;
- Net Zero Energy Strategy;
- Single Equality Scheme for Hackney 2018-2022;
- Hackney's Inclusive Economy Strategy 2019-2025;
- Sustainable Procurement Strategy 2018-2022.

## 2.5. Equality Impacts - Identifying the impacts

The equality groups that are included in this evidence base are the 'protected characteristics' as set out under the Equality Act:

- Age;
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Marriage and Civil Partnership;
- Race (this evidence base refers to ethnicity);
- Religion or belief;
- Sex;
- Sexual orientation.

### 2.5.1 What positive impact could there be overall, on different equality groups, and on cohesion and good relations?

Overall the CAP has positive impacts on all protected characteristics. All five themes aim to protect the groups by ensuring they are prepared for climate extreme events (heatwaves, cold snaps, drought and flooding), tackle fuel poverty, considering their transport needs whilst increasing active travel, increasing the consumption of affordable and sustainable

food and acknowledging religious dietary requirements, reducing exposure to poor air quality and increasing access to green spaces and support community groups.

The CAP recognises the importance of supporting vulnerable people to reduce risks posed by climate change and its impacts. See below the theme objectives from the CAP:

### **Adaptation**

- Ensure better advance warning of potential flood and heatwave events and signpost the support available;
- Partner and collaborate with climate resilience groups;
- Ensure borough-wide systems and processes are prepared for extreme events;
- Create a network of 'cool spaces' in existing buildings, streets and public spaces;
- Ensure new and existing buildings are both energy efficient and not prone to overheating during heatwaves;
- Build better understanding and raise awareness of the possible risks and impacts of overheating in Hackney;
- Expand the sustainable urban drainage network (SuDS), including increased urban greening;
- Ensure new buildings are flood resilient and don't contribute to increased surface water run-off;
- Ensure Hackney is fully integrated with cross-borough flood management schemes;
- Plant climate-resilient species, particularly in streets and civic spaces to support transport related objectives for increased walking and cycling;
- Tackle invasive species and new plant diseases in line with national protocols and guidance;
- Increase the number of Hackney businesses and jobs that contribute to the green economy, including through regeneration delivery programmes and procurement;
- Create green apprenticeships and training pathways, with a focus on disadvantaged groups;
- Ensure Hackney residents have the skills for and access to training and job opportunities linked to the green economy;
- Support Hackney businesses and partners to decarbonise;
- Attract new green businesses into the borough;
- Reskill, retrain and/or recruit staff to meet the needs of the climate emergency.

### **Buildings**

- Increase retrofits and energy monitoring in private buildings;
- Increase retrofits in conservation areas and heritage buildings where appropriate;
- Increase retrofits in Council buildings (owned or managed) and other public buildings;
- Deliver additional infrastructure that supports low carbon heating & hot water, including District Heat Networks;
- Replace gas boilers with heat pumps and other low carbon heat sources in public and private buildings and infrastructure;
- Prioritise maintenance, thermal upgrades and adaptive reuse instead of building demolition;
- Increase the reuse of construction materials and reductions in construction waste;
- Meet ambitious operational and embodied carbon planning requirements, as set out in the London Plan 2021;

- Embed higher operational and embodied carbon standards in future policy and design, considering alignment with UK Net Zero Building Standards, LETI and other relevant industry led best practice for developments;
- Increase the deployment of solar panels across public and private buildings;
- Increase the number of community and cooperative solar panel projects;
- Explore further opportunities for renewable energy;
- Increase the number of Hackney businesses and jobs that contribute to the green economy, including through regeneration delivery programmes and procurement;
- Create green apprenticeships and training pathways, with a focus on disadvantaged groups;
- Ensure Hackney residents have the skills for and access to training and job opportunities linked to the green economy;
- Support Hackney businesses and partners to decarbonise;
- Attract new green businesses into the borough;
- Reskill, retrain and/or recruit staff to meet the needs of the climate emergency.

### **Transport**

- Increase rates of walking and cycling;
- Expand cycling infrastructure and promote opportunities for green infrastructure on cycle corridors;
- Expand the EV charging network, both on street and in commercial and domestic settings;
- Reduce transport greenhouse gas emissions from Council, business and institutional vehicle fleets;
- Increase the use of car sharing and other types of shared mobility;
- Improve the accessibility of public transport;
- Research the feasibility and viability of introducing Road User Charging in Hackney;
- Reduce freight traffic;
- Increase the uptake of alternative delivery systems;
- Convert roadside parking spaces to public realm, SuDS and other uses;
- Expand the network of school and play streets;
- Plan for future changes that can reduce motor traffic;
- Increase the number of Hackney businesses and jobs that contribute to the green economy, including through regeneration delivery programmes and procurement;
- Create green apprenticeships and training pathways, with a focus on disadvantaged groups;
- Ensure Hackney residents have the skills for and access to training and job opportunities linked to the green economy;
- Support Hackney businesses and partners to decarbonise;
- Attract new green businesses into the borough;
- Reskill, retrain and/or recruit staff to meet the needs of the climate emergency.

### **Consumption**

- Increase repair and reuse of goods (electronics, clothing, furniture and more);
- Embed actions to reduce consumption related emissions into internal procurement and management processes for the Council, businesses and institutions;
- Raise the awareness of residents of the impact and diversity of consumption emissions and how moving towards a more circular economy benefits them;
- Reduce household waste arisings and improve recycling rates;
- Reduce business waste arisings and improve recycling rates;
- Maximise rates of food waste composting in households and businesses;

- Reduce food poverty and enable equitable access to healthy and more sustainable diets for all;
- Procure sustainable and healthy foods in Council , school, healthcare and leisure settings, and influence local businesses to do the same;
- Increase public awareness and understanding of healthy and more sustainable diets;
- Raise awareness of the environmental impact of finances;
- Increase opportunities for funding local emissions reduction projects;
- Continue to divest Council investment funds and pensions;
- Increase the number of Hackney businesses and jobs that contribute to the green economy, including through regeneration delivery programmes and procurement;
- Create green apprenticeships and training pathways, with a focus on disadvantaged groups;
- Ensure Hackney residents have the skills for and access to training and job opportunities linked to the green economy;
- Support Hackney businesses and partners to decarbonise;
- Attract new green businesses into the borough;
- Reskill, retrain and/or recruit staff to meet the needs of the climate emergency.

### **Environmental Quality**

- Reduce air pollution from development and construction;
- Reduce solid fuel burning and raise awareness of its contribution to air pollution;
- Improve awareness of the impact of air pollution on public health;
- Enhance habitats in managed green spaces to support biodiversity;
- Increase connectivity between green spaces by supporting others to create new habitats and green corridors;
- Support community groups and individuals to volunteer to benefit nature, drawing on their knowledge and expertise;
- Review Council operations and decision-making processes to meet the requirements of the 'biodiversity duty' within the Environment Act;
- Ensure all new development immediately adjacent to rivers, canals or waterbodies contribute to achieving good ecological status;
- Support Thames Water campaigns to reduce water consumption, whilst also lobbying them to reduce leakage levels and avert pollution discharges into local water bodies;
- Improve water body health through maintenance of surface water drains and promotion of sustainable urban drainage;
- Support Hackney businesses and partners to decarbonise;
- Attract new green businesses into the borough;
- Reskill, retrain and/or recruit staff to meet the needs of the climate emergency.

There are a number of factors that put people at greater risk of being negatively impacted by climate change. These included age (young and old), pre-existing health conditions, socioeconomic status (poverty), race and ethnicity, particularly as it intersected with the other characteristics. Table 5 states if the actions proposed in the CAP would have an overall positive impact on each protected group.

Key: Y: Yes; N: No.

A: Age; D: Disability; GR: Gender reassignment; PM: Pregnancy and maternity; MC: Marriage and Civil Partnership; R: Race; Re: Religion or belief; S: Sex; and SO:Sexual orientation

Theme	A	D	GR	PM	MC	R	Re	S	SO	Comments
Adaptation	Y	Y	Y	Y	Y	Y	Y	Y	Y	These groups, like all other residents, should benefit from ensuring that they are prepared for and resilient to the climate impacts, protecting the most vulnerable residents.
Buildings	Y	Y	Y	Y	Y	Y	Y	Y	Y	These groups, like all other residents, should benefit from removing gas boilers, adding solar panels and decreasing energy use and reducing fuel poverty.
Transport	Y	Y	Y	Y	Y	Y	Y	Y	Y	These groups, like all other residents, should benefit from reducing emissions from transport, improving air quality and helping residents live active and healthy lifestyles.
Consumption	Y	Y	Y	Y	Y	Y	Y	Y	Y	These groups, like all other residents, should benefit from changing what and how we buy, use and sell and from the positive impacts of generating a green economy.
Environmental Quality	Y	Y	Y	Y	Y	Y	Y	Y	Y	These groups, like all other residents, should benefit from maximising the potential for biodiversity in green spaces, reducing pollution and helping local ecosystems thrive.

**Table 5: Proposed actions per theme and the potential positive impact on each protected group**

Many people will identify with more than one protected characteristic. For example, young people may fall under the sexual orientation group, disability group, and the race groups. It is worth noting that respondents to the consultation mentioned the need to ensure the positive impacts of the CAP benefit other at-risk groups such as climate migrants and refugees and people needing information in other languages, however these groups will already fall in one or more of the protected groups.

In order to ensure these groups benefit from the positive impacts of the CAP, the Council needs to make sure that those who are on lower or negligible incomes are considered a high priority and that they are consulted and involved in climate action planning.

As the overall impact of the CAP is to reduce emissions and adapt to climate events, it is anticipated that all groups would experience a positive impact. The consultation exercise has also highlighted there is a broad agreement from residents that the goals and objectives of all the five themes in the CAP would have a positive impact. Over 65% positive impact in contrast to the 12% negative impact highlighted by some.

The following are the positive impacts stated by residents for each of the themes:

- **Adaptation:** Improving health and wellbeing of individuals and communities;
- **Buildings:** Reducing energy use and costs and improving the energy efficiency, insulation, and resilience of their homes;
- **Transport:** Reducing air pollution and traffic congestion results in cleaner air with positive impacts on physical and mental health. Creating a more positive attitude towards sustainable transport. Taking action to take the needs of disabled people and vulnerable residents can help promote a more inclusive and equitable system. Safer and cleaner streets, improve health and wellbeing;
- **Consumption:** Benefiting health and the local environment, improving the affordability and availability of healthy, sustainable, and locally sourced food;

- **Environmental Quality:** Improving their health, wellbeing, and quality of life, creating job opportunities. improving air quality and making it safer to be outside.

However, residents are aware that there are existing barriers to overcome in order to deliver the actions that will translate into these benefits in the CAP are:

- Collaboration;
- Language;
- Financial access;
- Knowledge gaps;
- Systemic racism and gentrification negatively impacting Black residents;
- Food poverty;
- Information gaps and the need for more engagement with community groups;
- Skills shortages and funding shortages;
- Lack of awareness about the environmental impact of transport emissions;
- Institutional challenges in forming partnerships;
- Lack of accessible green spaces;
- The high cost associated with Buildings;
- Transport accessibility for disabled people and vulnerable residents;
- Limited protection of vulnerable residents, community preparedness, and support for neighbourhood networks and business forums;
- Financial and accessibility barriers, as well as a reluctance to change behaviour.

### 2.5.2 What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

Table 6 states if the actions proposed in the CAP would have an overall negative impact on each protected group.

Key: Y: Yes; N: No.

A: Age; D: Disability; GR: Gender reassignment; PM: Pregnancy and maternity; MC: Marriage and Civil Partnership; R: Race; Re: Religion or belief; S: Sex; and SO: Sexual orientation

Theme	A	D	GR	PM	MC	R	Re	S	SO	Comments
Adaptation	N	N	N	N	N	N	N	N	N	There is no evidence found to show that these actions would have a potential impact on these characteristics.
Buildings	N	N	N	N	N	N	N	N	N	There is no evidence found to show that these actions would have a potential impact on these characteristics.
Transport	N	N	N	N	N	N	N	N	N	There is no evidence found to show that these actions would have a potential impact on these characteristics.
Consumption	N	N	N	N	N	N	N	N	N	There is no evidence found to show that these actions would have a potential impact on these characteristics.
Environmental Quality	N	N	N	N	N	N	N	N	N	There is no evidence found to show that these actions would have a potential impact on these characteristics.

**Table 6: Proposed actions per theme and the potential negative impact on each protected group**

The following are the negative impacts stated by residents for each of the themes:

- **Adaptation:** Concerns about associated costs such as council tax increases to pay for it and that resources could be better spent;
- **Buildings:** Concerns about associated costs and need for financial support, some responses stated that the goals and objectives would have a limited impact on private and social housing renter. Some residents already feeling invisible and disadvantaged in terms of housing repairs and opportunities and they don't believe the CAP will fix it;
- **Transport:** Critical views about LTNs and the impacts related to businesses, income, costs associated with cars, traffic, and journey times, promoting active travel and discouraging motor vehicle use could disproportionately affect those with mobility issues;
- **Consumption:** Objections to Council overreach in encouraging residents to adopt a plant-based diet;
- **Environmental Quality:** None.

### **STEP 3: REACHING YOUR DECISION**

#### **3.1. Describe the recommended decision**

Having due regard to the need to advance equality of opportunity involves considering the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

The adoption and implementation of the CAP should pay due regard to the equality considerations highlighted in this assessment, to ensure that the Council is compliant with its statutory obligations under the Equality Act 2010.

The Council will continue to consider the impact on all protected characteristics during the ongoing development and implementation of the climate actions should approval for the CAP be granted by Cabinet in 2023. Where appropriate it will undertake additional engagement with the community or more detailed equality analysis where the negative impacts on specific protected characteristics have been identified.

## **STEP 4 DELIVERY: MAXIMISING BENEFITS AND MANAGING RISKS**

### **4.1. Equality and Cohesion Action Planning**

Please list specific actions which set out how you will address equality and cohesion issues identified by this assessment. For example,

- Steps/ actions you will take to enhance positive impacts identified in section 4 (a)
- Steps/ actions you will take to mitigate against the negative impacts identified in section 4 (b)
- Steps/ actions you will take to improve information and evidence about a specific client group, e.g. at a service level and/or at a Council level by informing the policy team ([equality.diversity@hackney.gov.uk](mailto:equality.diversity@hackney.gov.uk))

All actions should have been identified already and should be included in any action plan connected to the supporting documentation, such as the delegate powers report, saving template or business case.

<b>No</b>	<b>Objective</b>	<b>Actions</b>	<b>Outcomes highlighting how these will be monitored</b>	<b>Timescales / Milestones</b>	<b>Lead Officer</b>
<b>1</b>	Prioritise protected groups to positively benefit from the CAP	Engage these groups in the CAP actions Seeks their views and implementation	Range of deliberative engagement methods	Oct 23 - March 24: Contract specification for delivery  March 24 onwards: Deliberative engagement delivery and evaluation	Sustainability and Environment
<b>2</b>	Monitor and evaluate progress of actions in underrepresented groups	Assess the effectiveness and inclusiveness of climate policies and initiatives within the Council Implementation Plan to ensure a fair and equitable transition for all community members.	Monitoring framework considers impact on social justice	Annually from July 2024	Sustainability and Environment