

## Appendix 4 - LBHF Equality Impact Analysis Tool

### Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

## General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed via retained HR.

## LBHF Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2024/5, Q1
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Air Quality Action Plan 2025-30</p> <p>Short summary: The council's Air Quality Action Plan 2025-30 (hereafter AQAP) is a statutory document produced by the council as part of its legal requirements as an Air Quality Management Area. The AQAP, which has been subject to public consultation and consultation with statutory stakeholders including the GLA, TfL, and the Environment Agency, covers a range of actions the council will take over the next five years to improve air quality across the borough.</p>
Lead Officer	<p>Name: Adam Webber            Position: Air Quality Policy and Strategy Lead            Email: adam.webber@lbhf.gov.uk            Telephone No: n/a</p>
Date of completion of final EIA	20 / 05 / 24

Section 02	Scoping of Full EIA								
Plan for completion	<p>Timing:</p> <p>Resources:</p>								
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Protected characteristic</th> <th style="width: 60%;">Analysis</th> <th style="width: 20%;">Impact: Positive, Negative, Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>Air pollution disproportionately affects various protected characteristic groups: this includes the elderly and the young. For example, air pollution is conclusively linked to asthma prevalence in young people, and the exacerbation of COPD</td> <td>POSITIVE</td> </tr> </tbody> </table>			Protected characteristic	Analysis	Impact: Positive, Negative, Neutral	Age	Air pollution disproportionately affects various protected characteristic groups: this includes the elderly and the young. For example, air pollution is conclusively linked to asthma prevalence in young people, and the exacerbation of COPD	POSITIVE
Protected characteristic	Analysis	Impact: Positive, Negative, Neutral							
Age	Air pollution disproportionately affects various protected characteristic groups: this includes the elderly and the young. For example, air pollution is conclusively linked to asthma prevalence in young people, and the exacerbation of COPD	POSITIVE							

		(amongst other adverse outcomes) in elderly populations.  As such, the actions in the AQAP will have a positive impact on this protected characteristic group.	
	Disability	Air pollution disproportionately affects various protected characteristic groups: this includes those with pre-existing health conditions, including those that identify as Disabled. Air pollution has been conclusively linked to the exacerbation of a variety of existing health conditions.  As such, the actions in the AQAP will have a positive impact on this protected characteristic group.	POSITIVE
	Gender reassignment	The actions in the AQAP will have a positive impact on the health and wellbeing of all those who live in, work in, or visit Hammersmith and Fulham. This means that one conclusion of this EIA would be to record a 'positive' impact on all groups. However, some protected characteristic groups are more disproportionately affected by air pollution than others: for this reason, with regard to relevance and proportionality, the impacts on this specific group are considered 'neutral'.	
			NEUTRAL
	Marriage and Civil Partnership	The actions in the AQAP will have a positive impact on the health and wellbeing of all those who live in, work in, or visit Hammersmith and Fulham. This means that one conclusion of this EIA would be to record a 'positive' impact on all groups. However, some protected characteristic groups are more disproportionately affected by air pollution than others: for this reason, with regard to relevance and proportionality, the impacts on this specific group are considered 'neutral'.	NEUTRAL
	Pregnancy and maternity	Air pollution disproportionately affects various protected characteristic groups: this includes those pregnant. There is an increasing body of evidence linking prenatal exposure to air pollution with fetal, infant, and child health outcomes.  As such, the actions in the AQAP will have a positive impact on this protected characteristic group.	POSITIVE
	Race	Air pollution disproportionately affects various protected characteristic groups: this includes those from Black, Asian and Multi Ethnic backgrounds. There is London-wide data that conclusively shows that Black Asian and Multi Ethnic and diaspora communities in London are exposed to and live in more polluted areas.  As such, the actions in the AQAP will have a positive impact on this protected	POSITIVE

	characteristic group.	
Religion/belief (including non-belief)	The actions in the AQAP will have a positive impact on the health and wellbeing of all those who live in, work in, or visit Hammersmith and Fulham. This means that one conclusion of this EIA would be to record a 'positive' impact on all groups. However, some protected characteristic groups are more disproportionately affected by air pollution than others: for this reason, with regard to relevance and proportionality, the impacts on this specific group are considered 'neutral'.	NEUTRAL
Sex	The actions in the AQAP will have a positive impact on the health and wellbeing of all those who live in, work in, or visit Hammersmith and Fulham. This means that one conclusion of this EIA would be to record a 'positive' impact on all groups. However, some protected characteristic groups are more disproportionately affected by air pollution than others: for this reason, with regard to relevance and proportionality, the impacts on this specific group are considered 'neutral'.	NEUTRAL
Sexual Orientation	The actions in the AQAP will have a positive impact on the health and wellbeing of all those who live in, work in, or visit Hammersmith and Fulham. This means that one conclusion of this EIA would be to record a 'positive' impact on all groups. However, some protected characteristic groups are more disproportionately affected by air pollution than others: for this reason, with regard to relevance and proportionality, the impacts on this specific group are considered 'neutral'.	NEUTRAL

**Human Rights or Children's Rights**

If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998?

Yes/ No

Will it affect Children's Rights, as defined by the UNCRC (1992)?

Yes/ No

**Section 03**

**Analysis of relevant data**

Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data

	and information and where possible, be disaggregated by different equality strands.
<b>Documents and data reviewed</b>	<p><b>Baseline data:</b></p> <p>Air pollution data: The London Air Quality Network; the London Atmospheric Emissions Inventory; H&amp;F’s own annual status reports on pollution</p> <p>Health impacts of pollution data: There are two key documents with many other sources that have also been considered. The UK Government’s guidance on this matter provides a useful overview <a href="#">Health matters: air pollution - GOV.UK (www.gov.uk)</a>; the Royal College of Physician’s ‘Every Breath We Take’ report is equally exhaustive <a href="#">Every breath we take: the lifelong impact of air pollution   RCP London</a></p> <p>Specific data for protected characteristics above that are considered to receive a ‘positive’ impact from the AQAP:  Age: See general sources above  Disability: See general sources above  Pregnancy and maternity: See general sources above, in addition Royal College of Obstetricians and Gynaecologists position paper on pollution and pregnancy <a href="#">outdoor-air-pollution-and-pregnancy-rcog-position-statement.pdf</a>  Race: <a href="#">Air Pollution and Inequalities in London - update 2023   London City Hall</a></p> <p><b>Consultation data:</b> two key pieces of public consultation data informed the AQAP</p> <ol style="list-style-type: none"> <li>1. A public consultation on the AQAP itself, running for 12 weeks, with 130 respondents.</li> <li>2. An Opinium led survey on perceptions of environmental policies including air quality focused policies, with in person surveys (two, with n. of 258 and 278) and an online survey (n. 1989)</li> </ol>
<b>New research</b>	None required

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	The public consultation received 130 responses, with feedback provided on all areas of the AQAP.
<b>Analysis of consultation outcomes</b>	A number of changes were made to the AQAP following the consultation feedback. This includes changes to the structure and layout of the overall Plan, to make it more accessible and user-friendly, and changes to specific actions with the ‘action plan’ section. A public consultation response document, including changes made to the AQAP following public consultation, will be published online alongside the AQAP.

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	The consultation (and the Opinion survey data) showed that all groups that responded want the council to take more action on air quality. There were no direct changes to actions related to protected characteristic groups highlighted by the public consultation responses; changes made to the AQAP following the consultation will have positive impacts on all groups that share protected characteristics.
<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	Changes made to the AQAP following the consultation will have positive impacts on all groups that share protected characteristics. These will be set out in detail in the public facing consultation response document.
<b>Section 07</b>	<b>Action Plan</b>
<b>Action Plan</b>	A public consultation response document, including changes made to the AQAP following public consultation, will be published online alongside the AQAP.
<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officers' sign-off</b>	Name: Bram Kainth Position: Strategic Director of Environment Email: bram.kainth@lbhf.gov.uk Telephone No:
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: 24 / 05 / 24 Key equalities issues have been included: Yes/No
<b>Opportunities Manager (where involved)</b>	Name: Yvonne Okiyo Position: Strategic lead for EDI Date advice / guidance given: 23/05/24 Email: yvonne.okiyo@lbhf.gov.uk Telephone No: