

EQUALITY IMPACT ASSESSMENT (EIA)

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| POLICY/PROPOSAL: | Climate Adaptation and Resilience Framework |
| DEPARTMENT: | Inclusive Regeneration and Climate Action |
| TEAM: | Climate Emergency Team |
| LEAD OFFICER: | Gemma Clenshaw, Senior Climate Action Officer |
| DATE: | 11/12/2025 |

EIA Guidance is available online, please reach out to equality@brent.gov.uk for any further support.

SECTION A – SCREENING

1. Briefly and clearly describe the policy, proposal, change, or initiative, and its intended outcomes.

Brent's refreshed Climate Adaptation and Resilience Framework sets out the Council's approach to preparing for and responding to the impacts of climate change on residents, infrastructure, the local economy, and environment. It provides an evidence base to inform adaptation work, drawing on the latest climate science, local and regional data, and best practice. The Framework forms a key part of Brent's Climate and Ecological Emergency Programme and responds to the increasing risks posed by flooding, extreme heat, drought and water shortages, and unpredictable and interconnected climate risks.

The impacts of climate change are already being felt both globally and locally. The past ten years (2015-2024) have been the ten warmest years on record worldwide, and global temperatures are now approximately 1.2°C above pre-industrial levels. Without rapid and sustained reductions in greenhouse gas emissions, scientists expect that global warming could reach 1.5°C by the early 2030s and 2°C by the 2050s, with even higher levels possible by the end of the century. For Brent, this means hotter, drier summers and warmer, wetter winters, with more frequent and severe extreme weather events. These changes are expected to have significant and unequal impacts, particularly for those who are already vulnerable due to age, health, income, housing quality, or access to green space.

The Framework's intended outcomes are to reduce harm and disruption from climate impacts, especially for the most at-risk groups, to build resilience across council services, infrastructure, and the natural environment, and to address and reduce existing inequalities in climate risk. To achieve this, the Framework sets out four long-term strategic priorities:

1. Supporting people and communities
2. Adapting infrastructure, buildings and the built environment
3. Enhancing the natural environment
4. Embedding adaptation and resilience in local services and governance.

These priorities are supported by a first-year action plan, which outlines practical first steps to lay the foundations for longer-term change. The Framework also sets out a set of additional actions the council will seek to deliver in future if funding and resources allow. Any future projects will be shaped by the latest evidence and community insight, ensuring that resources are targeted where they are needed most and that adaptation is fair, inclusive, and responsive to local needs. The Framework also proposes trialing interventions through a place-based pilot, focusing initially on an area where climate risks and vulnerabilities

are greatest. The first-year action plan reflects what is currently achievable based on available funding and capacity, with a commitment to seeking further investment and building partnerships to expand delivery in future years.

2. Are there any groups who may be impacted by your proposal? For reference, Q4 lists all protected groups.

The Climate Adaptation and Resilience Framework will affect everyone who lives, works, studies, or visits the borough of Brent, including all protected groups listed in Q4.

Some groups are more likely to experience the health, social, and economic impacts of climate change, and are therefore likely to be more affected by the Framework. These include:

- Older adults, young children and babies.
- People with disabilities or long-term health conditions, who are more vulnerable to heat stress, poor air quality, and other climate-related health risks.
- Pregnant people.
- Low-income households, people living in poor-quality housing, and those with limited access to green space, who may be more exposed to environmental hazards and have fewer resources to adapt.
- People from ethnic minority groups, who are more likely to be impacted due to existing socio-economic and racial inequalities, such as lower incomes, poor-quality housing, less access to green space, and multiple disadvantages.
- Outdoor and manual workers, who may face unsafe working conditions during extreme weather events.
- People experiencing homelessness, who are particularly vulnerable due to lack of shelter and cooling.
- Carers, who may face additional challenges in protecting those they care for during climate-related disruptions.
- People experiencing digital exclusion or language barriers, who may struggle to access early warnings, support services, or participate in engagement activities.

The Framework is therefore particularly relevant to these groups and aims to address these inequalities through inclusive engagement and targeted adaptation measures that focus on those most affected by the climate emergency. Where specific actions are planned for a group, these are detailed in the action plan. Where no specific action is planned, the impact is considered neutral, but potential impacts are explained.

3. If not, provide an explanation as to why there are no impacts?

N/A

4. Mark with an "X" the potential impact of the policy or proposal on different groups. There could be both positive and negative impacts on one group.

| Characteristic | IMPACT | | |
|---|----------|--------------|----------|
| | Positive | Neutral/None | Negative |
| Age - People of different age groups. | X | | |
| Care Experience - People who have been in care for any period of their childhood. | | X | |
| Disability - People with physical, sensory, learning, and mental health disabilities, long-term conditions, and non-visible disabilities. | X | | |
| Gender reassignment - Transgender and non-binary people, including anyone who is proposing to, started, or who has completed a process to change their gender. | | X | |
| Marriage and Civil Partnership - Applies mainly in the workplace, people who are married or in a civil partnership. | | X | |
| Pregnancy and Maternity - People who are pregnant, on maternity leave, or new parents. | | X | |
| Race - People of different ethnicity, nationality, and skin colour. | | X | |
| Religion or belief - People of all faiths, and those with no religious belief. | | X | |
| Sex - Differences between men and women, including disparities in pay, career progression, and health outcomes. | | X | |
| Sexual Orientation - People who identify as lesbian, gay, bisexual, queer, asexual, or any other non-heterosexual identity. | | X | |
| Socio-Economic Status – People who are experiencing | X | | |

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| poverty or socio-economic disadvantage. | | | |
| Other relevant groups | | X | |

* Other relevant groups could include Carers, Refugees or Asylum Seekers, Veterans, among others. Review the EIA Guidance for more information.

5. Complete **each row** of the checklist with an "X".

| SCREENING CHECKLIST | | |
|--|------------|-----------|
| | YES | NO |
| Does the policy or proposal have implications for eliminating discrimination, advancing equality of opportunity, or fostering good relations among different groups? | X | |
| Does it relate to an area with known inequalities? | X | |
| Would it add, change, or remove services used by any groups listed in Q4? | X | |
| Does it have negative equality impacts on any groups listed in Q4? | | X |
| If you have answered YES to ANY of the above, proceed to section B. If you have answered NO to ALL the above, proceed straight to section C. | | |

SECTION B – IMPACTS ANALYSIS

6. Provide an overview of the data and evidence you have used for this analysis, including service user data where relevant. If there is little or no evidence, explain why, and note any plans to improve data collection in future, adding this to the Action Plan in Section E.

This analysis, as well as the Climate Adaptation and Resilience Framework, are informed by a wide range of data sources and evidence, with a particular focus on identifying vulnerable and protected groups most at risk from climate change. Key sources include:

- 2021 [Census data](#) for Brent, covering age, disability, ethnicity, religion, language, country of birth, household composition, economic activity, and housing tenure. The Brent ward profile tool also helped drill down into specific localities.
- Public Health England and Office for National Statistics (ONS) data on health inequalities, prevalence of long-term illness or disability, and fuel poverty.
- Indices of Multiple Deprivation (IMD 2019 and 2025).
- The 2023 [Health Effects of Climate Change \(HECC\)](#) report which highlights the disproportionate impacts of climate change on vulnerable populations.
- Heat vulnerability mapping, including the [GLA/Bloomberg Climate Risk Maps](#), which combine environmental exposure data (e.g. temperature or air quality) with social vulnerability indicators (e.g. age, income, ethnicity, English proficiency, housing type). This mapping identifies areas in the borough with high concentrations of at-risk groups, such as older adults, young children, people with disabilities, low-income households, and ethnic minority communities.
- Evidence from national and regional climate risk assessments and adaptation strategies, including the UK Climate Change Risk Assessment and London Climate Resilience Review.
- Peer-reviewed research and guidance on climate vulnerability and equalities from bodies such as the NHS, UK Health Security Agency, Trade Unions Council, and the GLA.
- The [Climate Just webtool](#).
- Internal workshops and engagement with council departments (e.g. Public Health, Housing, Emergency Planning, etc.) to help identify climate risk impacts and solutions based on service-level experience.

Data Gaps and Plans for Improvement:

- There are known gaps in direct service user data, particularly around the lived experience of climate impacts among protected groups. While some engagement has taken place in the past – notably the 2019 Brent Climate Assembly, which involved 53 residents selected to reflect the borough's diversity – further engagement is needed to understand current lived experiences. This is recognised as a priority in the Climate Adaptation and Resilience Framework and reflected in its commitments. It is also included as an action at the end of this document.
- The Framework includes a commitment to improve data collection and community insight, including:
 - Targeted engagement with known vulnerable populations as well as with wider communities, including specific stakeholder engagement in a known high-risk area as part of a place-based pilot.
 - Strengthening partnerships with local organisations to better understand and respond to the needs of those most affected.
 - Exploring further integration of climate risk data with other datasets available (e.g. housing, health, social care) to support targeted interventions.

7. For each characteristic:

- a. Provide detail for the impact listed in the response to Q4 in the left-hand box.
- b. Provide data and evidence to explain how you reached your conclusion in the right-hand box.

Relevant data sources for Brent and its residents can be found in the EIA Guidance document.

| Age | |
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| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>Older adults, young children, and babies are especially vulnerable to health impacts from climate-related extreme weather, particularly heatwaves. Most excess deaths during heatwaves occur among older people, whose bodies regulate temperature less efficiently, making them more susceptible to dehydration and worsening health conditions. Those with limited mobility, income, or who live alone often have less capacity to adapt and may be less likely to seek help.</p> <p>Young children and babies also face higher risks, as they sweat less and depend on adults for care during extreme heat. Floods can disproportionately affect older people, especially when homes are damaged and mould develops. Where age overlaps with other vulnerabilities, such as social isolation or low income, the impacts of climate events can be compounded.</p> <p>It's important to recognise that vulnerability varies within age groups, with some individuals more affected due to multiple risk factors. The Climate Adaptation and Resilience Framework prioritises support for these groups, including:</p> <ul style="list-style-type: none"> • Heat risk mapping in Harlesden/Stonebridge to identify and address risks for vulnerable populations. • Support for schools to incorporate shading, sustainable drainage (SuDS), and cooling measures in their Climate Action Plans. <p>Other actions, such as expanding cool spaces and providing targeted engagement and advice on heat</p> | <p>The Climate Just web tool highlights that young children, babies and older people experience disproportionate health impacts from climate-related extreme weather events, particularly heatwaves.</p> <p>The UK Health Security Agency reported that in summer 2022, there were an estimated 2,985 all-cause excess deaths associated with heatwaves. Most were among people aged 65 and over, with some observed in the 45–65 age group.</p> <p>Research on heat impacts in London and other European cities in 2025 also shows increased heat-related mortality among older adults. A study by the Grantham Institute at Imperial College London found that people aged 65 and over accounted for 88% of deaths in European cities during the early summer 2025 heatwave (23 June to 2 July).</p> <p>According to the 2021 Census, there are around 20,000 young children aged 0-4 in Brent (5.9% of the population), and around 17,600 Brent residents aged 75 and over (5.2% of the population). Brent's population is also ageing: the latest projections suggest the number of residents aged 75 is likely to double in the next twenty years. GLA population projections also suggest that by 2041, 1 in 10 Brent residents are expected to be aged 75 and over¹.</p> |

¹ Source: Greater London Authority, population projections (2019-based Borough Preferred Option, Standard scenario 1)

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| and flooding, will also benefit vulnerable age groups, even if not age-specific. | |
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| Care Experience | |
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| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| No direct evidence of disproportionate climate impacts for this group has been identified. However, ongoing monitoring and engagement will ensure any emerging issues are addressed. | |

| Disability | |
|---|---|
| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>People with physical or mental health conditions are especially vulnerable to extreme weather events like heatwaves and flooding. Higher temperatures pose serious risks for those with heart or lung conditions, or other health problems that affect the body's ability to stay cool. Certain medications can further reduce temperature regulation, increasing susceptibility to heat stress. Individuals with mental health conditions may also be less likely to take effective precautions or respond appropriately during emergencies.</p> <p>During floods, people with disabilities often face additional challenges, such as barriers to evacuation and increased risks if power outages occur. Difficulties in accessing weather warnings or understanding emergency instructions are common, particularly for those with learning disabilities or sensory impairments.</p> <p>Public information campaigns and emergency planning are not always accessible for people with sensory or communication challenges. Addressing these gaps is a key consideration for the Climate Adaptation and Resilience Framework.</p> <p>The Framework includes actions that could help to support disabled residents, such as:</p> | <p>There are a number of reports indicating the disproportionate impacts of climate change on people with disabilities, however overall, data and research on climate and environmental change impacts on disabled populations is lacking. That said, a recent report by the Bond Disability and Development Climate Working Group highlighted the disproportionate impacts of climate change on people with disabilities, including the lack of disability-inclusive climate action around the world.</p> <p>Disability Rights UK also outline the key risks for people with disabilities in the UK, including the greater risk for disabled people who are frequently unable to leave their homes or reach safety during a climate disaster.</p> <p>Public Health England and NHS guidance confirm that certain medications and health conditions increase susceptibility to heat-related illness.</p> <p>Evidence from the Climate Just web tool highlights that people facing poor health can be particularly sensitive to climate impacts such as heatwaves, with certain long-term conditions being of particular concern. These include chronic cardiovascular, respiratory illness, diabetes, renal diseases, nervous</p> |

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| <ul style="list-style-type: none"> Identifying care settings most at risk of overheating and exploring low-cost adaptation measures, which could directly benefit disabled people in care environments. Community awareness campaigns on heat and flood risk. Expansion of cool spaces, providing safe locations for respite during heatwaves. <p>To maximise positive impacts, the Framework will:</p> <ul style="list-style-type: none"> Work with Communications and EDI teams to tailor engagement and information for different accessibility needs, including direct involvement of disabled people in planning adaptation interventions. Identify and increase the number of cool spaces that are accessible to disabled residents. | <p>system disorders, Parkinson's disease, emphysema and epilepsy. Climate Just also highlights the heightened risk for people with low personal mobility who tend to be less able to respond to and recover from climate impacts, noting that 'it may take them longer to help themselves, or to seek and receive help from others'.</p> <p>The 2021 Census found that around 1 in 7 Brent residents (14.7%) had a long-term illness or disability that limited their day-to-day-activities, either a little (7.6%) or a lot (7.1%). The prevalence of disability and poor health rises sharply with age.²</p> |
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| Gender Reassignment | |
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| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>Currently, there is limited research on whether climate change disproportionately affects transgender and non-binary people. However, available evidence suggests that climate change may exacerbate existing health disparities within this group and the wider LGBTQ+ community. Marginalised groups often face greater exposure to climate risks and have fewer resources to recover from adverse impacts. Structural inequalities, such as barriers to healthcare, secure housing, and social support, can further intensify the effects of climate change for transgender people. The Framework recognises these challenges and commits to ongoing monitoring and engagement to ensure that any emerging issues are identified and addressed.</p> | <p>Research on this topic is still limited. However, the Journal of Climate Change and Health has reported on the health impacts of climate change-related disasters and the health of LGBTQ+ populations, highlighting the increased exposure, susceptibility, and potential reduced ability to respond to climate related impacts.</p> <p>In the 2021 Census, a total of 3,611 people answered 'no' to the question 'Is the gender you identify with the same as your sex registered at birth?'. This makes up 1.3% of the adult population. This is higher than the London figure of 0.9% and the England & Wales figure of 0.5%. However, some caution is required when interpreting these figures, as 10.1% of residents chose not to respond to this question. Additionally, an ONS quality review suggested it is possible that some people, especially those with poor language proficiency, may have misunderstood the question. Therefore, the transgender population may be higher or lower than reported.</p> |

² Source: 2021 Census (Dataset ID: TS038ASP).

| Marriage and Civil Partnership | |
|--|---------------------------------------|
| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| No direct evidence of disproportionate climate impacts for this group has been identified. However, ongoing monitoring and engagement will ensure any emerging issues are addressed. | |

| Pregnancy and Maternity | |
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| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>Extremely hot weather poses particular risks to pregnant people and their unborn children. Excessive heat or dehydration can increase the likelihood of pregnancy complications, including early labour and, in some cases, stillbirth. Access to timely healthcare is also crucial, and climate-related disruptions may delay vital care or emergency services, further increasing risks for pregnant people.</p> <p>Although the current Climate Adaptation and Resilience action plan does not include specific measures targeting this group, several actions have the potential to benefit pregnant people. This includes community awareness campaigns around the dangers of extreme heat and how to stay safe, as well as improving how the council works with stakeholders, including NHS partners, to address climate change impacts.</p> <p>Collaboration with the Public Health team and the NHS Integrated Care Board will continue, ensuring that climate impacts are considered in service planning for pregnant people and parents with young children.</p> | <p>According to the UK Health Alliance (2025) and a recent systematic review (2024) into heat exposure impacts on maternal, fetal and neonatal health, extreme heat can increase complications in pregnancy by around 25%. This could include pre-term birth, low birth weight, or health conditions such as gestational diabetes and hypertensive disorders.</p> <p>The Infant Journal (2020) also highlighted the various links between high temperatures and maternal, fetal and/or neonatal health outcomes, such as prematurity, low birth weight and stillbirth. It also highlighted the impact on health services – for instance, many of the buildings that health services are delivered in are not designed for high temperatures - between 2019-2020, 3,600 instances of overheating were reported in NHS England Trust buildings. This can have a big impact on patients' health and safety, while also impacting healthcare staff.</p> |

| Race | |
|---|---------------------------------------|
| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| | |

Climate change disproportionately affects people from Black, Asian, and Minority Ethnic groups, both globally and within London. This is largely due to existing socio-economic inequalities, such as lower incomes, poor-quality housing, and multiple disadvantages, which increase vulnerability to climate impacts.

Ethnic minority communities experiencing existing health inequalities are especially at risk, as they are more likely to live in overcrowded or poorly adapted homes and in areas with higher levels of pollution. Evidence also shows that Black, Black British, Caribbean, and African groups are less likely to have access to green spaces compared to white people, which further heightens exposure to extreme heat, flooding, and poor air quality.

While the first-year action plan of the Climate Adaptation and Resilience Framework does not include specific measures targeting Black, Asian, and Minority Ethnic groups, it does propose a place-based climate resilience pilot and an initial heat resilience study in a high-risk area of Brent. This pilot is designed to focus on neighbourhoods with high vulnerability and limited access to green space. As part of this work, the Framework will ensure that engagement with local communities is inclusive, with materials translated as needed to reach all affected groups. This approach aims to ensure that those most at risk, including those from ethnic minority backgrounds, benefit directly from the project.

[Data from the 2021 census](#) shows that 65% of residents in Brent are from Black Asian, and Minority Ethnic groups. This is the second highest rate in England and Wales. This demographic context is critical when considering climate risk and adaptation measures.

[Analysis from City Hall](#) has shown that areas of London with more than 50% of the population from Black, Asian, and Minority Ethnic (BAME) groups are more likely to face the highest climate risk, including from flooding, air pollution, and extreme heat.

In Brent, GLA Climate Risk Maps highlight localised hotspots of high heat risk in areas such as Stonebridge, Harlesden, Roundwood, and South Kilburn. These areas also have a higher proportion of residents from ethnic minority backgrounds compared with borough and London averages. For example, according to the 2021 Census, Stonebridge is 79% BAME (compared with 65% in Brent and 46% in London), with a significant Black population (44%, including 26.3% Black African). Roundwood is similarly high at 69% BAME, predominantly Black African but with more mixed ethnic composition. These patterns highlight how structural socio-economic inequalities intersect with race and ethnicity to shape unequal climate impacts, particularly heat risk.

[A recent briefing from Race Equality Foundation](#) provides information on the impacts of climate change on ethnic minority communities, focusing on air pollution and the natural environment, highlighting the particular disparities around access to nature and green space (which can reduce climate risk), and the social and economic inequalities that increase climate risk. Research from the [Health Foundation](#) indicates that 40% of black, Black British, Caribbean or African people live in neighbourhoods with least access to green space.

Recent analysis by [Carbon Brief](#) suggests that England's most ethnically diverse areas are 15 times more likely to face extreme heat. These are also often people with the lowest carbon footprints, indicating the inequity of climate impacts.

| Religion or Belief | |
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| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>No direct evidence has been identified of disproportionate climate impacts for this group. However, given that the vast majority of Brent residents (80%) have a religion, it is important to consider religious needs when delivering climate adaptation and resilience projects and engaging with local communities. Ongoing monitoring and engagement will ensure that any emerging issues are identified and addressed.</p> | <p>According to the 2021 Census, 80% of Brent residents have a religion, compared with 57% nationally. This is the 4th highest rate in England and Wales.</p> |

| Sex | |
|---|---|
| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>Climate change does not affect men and women in the same way. Women, particularly older women and those who are pregnant, face higher risks of illness and death during hot weather. Extreme weather can also disrupt access to essential healthcare, including maternity and reproductive services, and women who are carers may encounter additional challenges in ensuring the wellbeing of those they care for.</p> <p>Certain industries, such as construction and outdoor work, are predominantly male and carry higher risks during extreme heat, while sectors like social care, often staffed by women, may be more affected by service disruption. These gendered patterns in employment and caring responsibilities mean that climate risks can have indirect or differing impacts based on gender.</p> <p>The Climate Adaptation and Resilience Framework does not include actions that specifically target men or women differently, as it is designed to be inclusive and accessible to all. However, it acknowledges these indirect differences and emphasises support for vulnerable residents and workers.</p> <p>Actions within the first year action plan that may indirectly support these groups include:</p> | <p>According to the 2021 Census, Brent's population is broadly balanced by sex (approximately 50% female, 50% male).</p> <p>Labour market data indicates men are more likely to work in construction and outdoor roles. For example, around 85% of all construction workers in the UK are men (in Q3, 2025). The Health and Safety Executive outlines the serious weather-related risks for outdoor workers if not properly managed.</p> <p>National research (e.g., Public Health England and ONS) highlights that caring responsibilities and occupational exposure can increase the vulnerability of women during extreme weather events..</p> |

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| <ul style="list-style-type: none"> • Support for schools and care settings to include resilience measures, benefiting carers and children. • Community awareness campaigns on heat and flood risk, providing guidance for households and workers. • Expansion of cool spaces, offering respite for anyone exposed to heat, including outdoor workers. | |
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| Sexual Orientation | |
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| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| No direct evidence of disproportionate climate impacts for this group has been identified. However, ongoing monitoring and engagement will ensure any emerging issues are addressed. | |

| Socio-Economic Status | |
|--|---|
| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>People experiencing poverty or socio-economic disadvantage are more vulnerable to climate impacts. Low-income households often live in overcrowded or poorly insulated homes, which are harder to keep cool during heatwaves and more prone to damp or flooding. Limited financial resources reduce the ability to make home improvements or recover from damage caused by extreme weather. These households may also face digital exclusion or language barriers, making it harder to access early warnings or support services.</p> <p>The Climate Adaptation and Resilience Framework recognises these inequalities and prioritises actions to reduce risk for disadvantaged communities. Specific actions that will positively impact this group include:</p> <ul style="list-style-type: none"> • Exploring how to integrate climate resilience into housing retrofit programmes. | <p>The Climate Just webtool highlights poverty and socio-economic status as a key determinant of how well people can prepare for respond to, and recover from extreme weather events like floods and heatwaves. It also indicates that income is often closely tied to other sources of vulnerability, such as being a single parent, in ill-health or having a disability. Socio-economic inequality is also closely related with inequalities in race and ethnicity.</p> <p>According to the Indices of Multiple Deprivation (2025), the most highly deprived areas in Brent are concentrated in Stonebridge, Harlesden & Kensal Green, as well as some areas in Welsh Harp and Dollis Hill. Seven LSOAs in Brent are in the 5% most deprived in England. This figure includes multiple measures of deprivation. Brent's <i>income deprivation</i> score is the 12th highest nationally out of 296 lower tier local authorities.</p> |

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| <ul style="list-style-type: none"> Targeted community awareness campaigns on heat and flood risk, ensuring information reaches vulnerable households. Expansion of cool spaces, providing free, accessible respite during heatwaves. Place-based pilot in a high-risk neighbourhood, which will include engagement and tailored interventions for residents facing multiple disadvantages. | <p>Analysis of GLA Climate Risk Maps shows that several of these deprived areas, particularly Stonebridge and Harlesden, also overlap with localised hotspots of high heat risk. This correlation suggests that socio-economic disadvantage and climate vulnerability may be spatially linked, compounding risks for the same communities.</p> |
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| Other Relevant Groups | |
|---|--|
| Provide detail for the impact listed in Q4. | Provide supporting data and evidence. |
| <p>Several groups outside the protected characteristics may experience disproportionate impacts from climate change and adaptation measures. These include:</p> <ul style="list-style-type: none"> Carers: Individuals providing unpaid care to family members or others may face additional challenges during extreme weather events, such as ensuring the safety and wellbeing of those they care for. Carers may also have limited flexibility to access support services or cool spaces during heatwaves or flooding. Refugees and Asylum Seekers: This group may be at increased risk due to insecure housing, language barriers, and limited access to information or support networks. Refugees and asylum seekers may also experience digital exclusion, making it harder to receive early warnings or participate in engagement activities. People experiencing homelessness: Already identified as a particularly vulnerable group, those without secure accommodation are at high risk during extreme weather events and may struggle to access cooling, shelter, or emergency support. People with limited English proficiency or digital exclusion: These groups may find it difficult to access information, early warnings, or participate in engagement activities, increasing their risk during climate-related incidents. | <p>A report from ClimateXChange identifies how the social care/support sector is vulnerable to climate impacts and weather related disruption, which would disproportionately affect carers.</p> <p>According to the 2021 Census, 56% of Brent residents were born outside of the UK – the highest rate in England & Wales. Language barriers are also fairly common in Brent – 34% of Brent residents use a main language other than English, and 8% have poor proficiency in spoken English, the highest rate nationally.</p> <p>Homelessness is a critical issue in Brent. Between 2021-2024, Brent experienced a 23% increase in the number of homelessness applications. According to the Indices of Multiple Deprivation (2025), 73.5% of LSOAs in Brent are in the most deprived 10% nationally when it comes to barriers to housing and services. This highlights the seriousness of the issue of barriers to housing in Brent.</p> <p>Many Brent residents also face digital exclusion. Around 7% of adults do not have internet home, and 8% of residents report feeling socially isolated. This is an important consideration when engaging with the public on climate adaptation issues.</p> |

8. Summarise any engagement activities with relevant groups (this may replicate some of the information listed in Q7). State whether those involved represent the people affected by your proposal, or whether more engagement is needed, which should be added to the Action Plan in Section E.

Engagement to date includes:

- The 2019 Brent Climate Assembly, involving 53 residents selected to reflect borough diversity.
- Internal workshops with council departments in April 2024 (including Public Health, Housing, Emergency Planning), alongside 1:1 discussions and meetings with key internal stakeholders to identify climate risk impacts and solutions.

While these activities have involved a range of stakeholders, further engagement is needed to ensure representation of all groups affected by the Framework, particularly those with lived experience of climate impacts (e.g., disabled residents, ethnic minorities, low-income households, carers, refugees, and those facing digital exclusion). This need for expanded engagement is recognised in the Framework and included in the Action Plan (Section E). Specific engagement on heat risks will also be undertaken in a high risk area as part of the place-based pilot.

9. Provide more detail on any areas identified as requiring further data or detailed analysis.

Key areas identified for further data collection and analysis include:

- Lived experience of climate impacts among protected and vulnerable groups, especially those not well represented in existing datasets.
- Integration of climate risk data with other datasets (housing, health, social care) to support targeted interventions.
- Monitoring the effectiveness of adaptation actions, particularly for groups at highest risk.
- Accessibility of communications and engagement materials for disabled residents and those with language barriers.

Plans to address these gaps include targeted engagement, partnership working with local organisations, and improved data integration.

SECTION C – CONCLUSIONS

10. Summarise your overall conclusions based on the analysis:

- If there are no impacts, state that here, and **do not complete sections E or G**.
- If you decide not to move forward, explain why, and **do not complete sections E or G**.
- If there are negative impacts, note any actions to reduce them and the expected outcomes. If you choose to continue the policy despite negative impacts, or if negative impacts remain following your action plan, provide a justification for your decision.
- If there are positive impacts, where possible, note any actions that can strengthen them.

Based on the analysis:

- No negative equality impacts have been identified. The Framework is designed to reduce existing inequalities and support vulnerable groups.
- Positive or neutral impacts are expected for older adults, young children, disabled people, low-income households, ethnic minorities, carers, and other vulnerable groups, through targeted adaptation measures and inclusive engagement.
- Actions have been included in this document to strengthen positive impacts, including expanding engagement, improving data collection, and ensuring accessibility of communications.
- The Framework will continue unchanged, with ongoing monitoring and review to ensure actions remain effective and inclusive.

If negative impacts are identified during implementation or further engagement, actions will be taken to mitigate them, and justification for continuing the policy will be provided as required.

SECTION D - RESULT

| Select one of the following options with an "X". | | |
|--|--|----------|
| A | CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED | X |
| B | JUSTIFY AND CONTINUE THE POLICY/PROPOSAL | |
| C | CHANGE/ADJUST THE POLICY/PROPOSAL | |
| D | STOP OR ABANDON THE POLICY/PROPOSAL | |

SECTION E - ACTION PLAN AND MONITORING

Unless your proposal has no equality impacts or you are not moving forward, complete the table below to track specific actions to:

- Reduce negative impacts and increase positive outcomes.
- Monitor actual or ongoing impacts.
- Record plans to improve data collection.
- Plan any further engagement or analysis that may be required.

Use the 'Status' column on the right to indicate whether the action is yet to start, is in progress, or has been completed.

| Issue Identified | Action | Lead Officer | Completion Date | Status |
|---|--|---------------------|------------------------|---------------|
| Limited lived experience data and barriers to | Undertake targeted engagement workshops in | Gemma Clenshaw, | | Yet to start |

| | | | | |
|---|---|---|--|-----------------------|
| engagement for protected and vulnerable groups | January/February 2026 as part of the place-based pilot to capture lived experience of impacts of extreme heat. | Senior Climate Action Officer | | |
| Risk of inaccessible communications and support | Ensure all climate risk communications, awareness campaigns, and engagement activities are available in accessible formats (Easy Read, large print, translated materials) and distributed through multiple channels to reach all groups. | Gemma Clenshaw, Senior Climate Action Officer | | In progress / Ongoing |
| Vulnerability to heat and climate impacts among high-risk groups (age, disability, socio-economic status, race, pregnancy & maternity, sex, and other). | Expand and promote the network of cool spaces in high-risk areas, ensuring accessibility for older adults, young children, disabled people, carers, and people experiencing homelessness. Collaborate with local partners to maximise reach and impact. | Gemma Clenshaw, Senior Climate Action Officer | | In progress |
| Lack of dedicated monitoring framework for equality impacts | Develop monitoring indicators for adaptation actions (e.g., uptake of cool spaces, engagement reach) across all affected protected and vulnerable groups, and include as part of the wider climate programme reporting. | Gemma Clenshaw, Senior Climate Action Officer | | Yet to start |
| | | | | |
| | | | | |
| | | | | |

11. Describe how you will monitor the actual, ongoing impact of the policy or proposal?

A dedicated Climate Action workstream will be set up to monitor delivery of the Climate Adaptation and Resilience Framework, including equality impacts. This workstream will track progress against the action plan and ensure issues identified through engagement or implementation are addressed.

Overall reporting will be carried out through the wider Climate Programme governance, including via quarterly Corporate Sustainability Board meetings, with updates to CMT and Cabinet provided as part of Brent's Climate and Ecological Emergency reporting cycle.

SECTION F – SIGN OFF

| | Signature | Date |
|---|---|------------|
| Officer: | Gemma Clenshaw, Senior Climate Action Officer | 11/12/2025 |
| Reviewing Officer or Head of Service | Oliver Myers, Head of Environment Strategy & Climate Action | 16/12/2025 |

SECTION G – REVIEW

EIAs are live documents, and those with negative or significant equality impacts require review every 6 months to provide updates on actions in the action plan, as well as any new data or evidence. Reviews should take place regularly until all actions have been completed.

The Officer completing the review should be the same person who completed the EIA, unless there has been a staffing change. Update the Status column of the Action Plan table above to indicate progress toward specific actions and provide narrative updates in the Comment column below.

Add rows to the table below as necessary until all actions are completed.

| | |
|---|--|
| <u>Date of 1st Review:</u> | |
| Officer: | |
| Comment on progress toward specific actions, and provide any data and evidence updates: | |
| Reviewing Officer or Head of Service: | |
| <u>Date of 2nd Review:</u> | |
| Officer: | |

| | |
|---|--|
| Comment on progress toward specific actions, and provide any data and evidence updates: | |
| Reviewing Officer or Head of Service: | |
| <u>Date of 3rd Review:</u> | |
| Officer: | |
| Comment on progress toward specific actions, and provide any data and evidence updates: | |
| Reviewing Officer or Head of Service: | |