

Equality Analysis

Directorate: Place, Protection and Prosperity Service Area: Environmental Health	Lead Officer: Claire Lucas, Principal Pollution Control Officer Tracey Willmott-French, Senior Environmental Health Manager Date completed: 2 nd April 2024
Service / Function / Policy / Procedure to be assessed: Air Quality Action Plan	
Is this: New / Proposed <input type="checkbox"/> Existing/Review <input checked="" type="checkbox"/> Changing <input type="checkbox"/>	Review date: 2 nd April 2024

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

The Air Quality Action Plan (AQAP) outlines the actions that Spelthorne Borough Council will take to improve air quality in Spelthorne Borough between 2024 and 2029. This action plan replaces the previous action plan which ran from 2005. The AQAP is a statutory document which is part of the Local Air Quality Management process.

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment		+
Advancing equality of opportunity	+	
Fostering good community relations	+	

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to **NAMED OFFICER**. **If relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<p>What outcomes are sought and for whom?</p>	<p>The Air Quality Action Plan (AQAP) outlines the actions that Spelthorne Borough Council will take to improve air quality in Spelthorne Borough between 2024 and 2029. The Equality and Diversity Impact Assessment aims to identify how the planned measures might impact different groups of people (with reference to the protected characteristics of age, disability, sex, gender reassignment, pregnancy and maternity, race, sexual orientation, religion or belief, marriage and civil partnership).</p>
<p>Are there any associated policies, functions, services or procedures?</p>	<p>This AQAP is formulated in accordance with the statutory obligations outlined in the Local Air Quality Management framework, which includes periodic reviews. Its primary objective is to assist Spelthorne in fulfilling its legal obligations as a local authority to pursue the UK air quality objectives. Additionally, it aims to comply with the requirements of the Local Air Quality Management (LAQM) statutory process.</p>
<p>If partners (including external partners) are involved in delivering the service, who are they?</p>	<p>Some measures in AQAP will be delivered by Surrey County Council. There are also measures which require input from Heathrow Airport Ltd. and National Highways.</p>

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

As of the 2021 census, Spelthorne has a population of [103,000](#) and is the 14th most densely populated of the South East’s 64 Local Authority areas with 2,295 of residents per square kilometre.

According to the Indices of Deprivation 2019, the most deprived borough in Surrey is Spelthorne. Spelthorne has the highest number of lone-parent families and the highest level of child poverty in Surrey; it also has the highest under-18 conception rate in the county. That said, residents are largely healthy, with life expectancy for both males and females slightly above the national [average](#).

Spelthorne has a low rate of unemployment: 1.4% of those economically active aged 16 to 64, compared to the South East (2.2%) and the UK as a whole (3.5%). Heathrow Airport is a significant local employer, with 8.3% of Spelthorne's working population employed there. Significantly, 21.5% of those in work in Stanwell North are in low-level employment compared to an average of 11.6% in Surrey. Average wages are slightly above regional averages at £630 per week for full-time employees^{Error! Bookmark not defined.}.

Whilst house prices remain well above the national average, most residents are owner-occupiers (73%), followed by private rented (13%) and social rented ([12%](#))^{Error! Bookmark not defined.}.

Gender / gender identity

Census data from 2021 show that 50.8% of residents in Spelthorne are female, with the remaining 49.2% being [male](#).

A White Paper published in December 2018 (Help shape our future: the 2021 Census of population and housing in England and Wales) set out the ONS recommendation for what the census should contain and how it should operate. The White Paper recommended that the census in 2021 include a question about gender identity, asking respondents whether their gender is the same as the sex they were registered as at birth. As a result, 93.98% of people aged 16 years and over in Spelthorne have the same gender identity as their sex registered at [birth](#).

The remaining population identify as [follows](#):

Gender identity	%
People aged 16 years and over who have a gender identity different from their sex registered at birth but no specific identity given	0.19
Identify as a trans woman	0.09
Identify as a trans man	0.09
Non-binary	0.02
Another gender identity	0.02
Prefer not to say	5.62

Age

Spelthorne has a slightly lower population of under-30s (33%) compared to the rest of the country (36%), and a slightly higher population of 30-69 year olds (53%) compared with the national average of (51%), The number of 70+ is 14%, which is broadly in line with the rest of the [nation](#).

Ethnicity

The ethnic make-up of Spelthorne is largely in line with the rest of England and Wales, predominantly residents are from a white ethnic background. However, there are slightly more Asian people and those with a mixed ethnic background but fewer people from a black ethnic group compared to the national [average](#).

Ethnic group	Spelthorne		England and Wales	
	Number	%		%
Asian	13,146	12.8%		9.6%
Black	2,548	2.5%		4.2%
Mixed ethnicities	3,763	3.7%		3.0%
White	81,000	78.7%		81.0%
Other	2,503	2.4%		2.1%

Disability

Spelthorne has a slightly [lower](#) percentage of residents with a disability compared to the rest of England and Wales.

Disability	Spelthorne		England and Wales	
		%		%
Disabled under the Equality Act		14.2%		17.7%
Not disabled under the Equality Act		85.8%		82.3%

As of October 2023, there were around [3,817](#) Personal Independence Payments (PIP) claimants in Spelthorne. Within Spelthorne, psychiatric disorders were the most common reason for claiming PIP. They accounted for 40% of awards, compared to [38.0%](#) in Great Britain. 'Psychiatric disorders' include anxiety and depression, learning disabilities and autism. The second most common reason for awards was musculoskeletal disease (general), which accounted for 15% of awards within the constituency and 20.0% in Great Britain. Musculoskeletal disease (general) includes osteoarthritis, inflammatory arthritis and chronic pain syndromes.

Religion

Residents of Spelthorne predominately identify themselves as either Christian or having no religion. There is a smaller Muslim population compared with the national average, but a larger Hindu and Sikh [population](#).

Religion	Spelthorne		England and Wales	
	Number	%		%
Christian	52,432	50.9%		46.2%

Muslim	4,146	4.0%	6.5%
Hindu	4,372	4.2%	1.7%
Buddhist	703	0.7%	0.5%
Jewish	174	0.2%	0.5%
Sikh	2,612	2.5%	0.9%
Other	520	0.5%	0.6%
No religion	32,112	31.2%	50.8%
Not stated	5,884	5.7%	6.0%

Sexual orientation

The sexual orientation of Spelthorne residents is largely in line with the rest of England and [Wales](#).

Sexual orientation	Spelthorne		England and Wales
	Number	%	%
Straight or Heterosexual	75,505	90.57%	89.37%
Gay or Lesbian	1,088	1.31%	1.54%
Bisexual	704	0.84%	1.28%
Pansexual	123	0.15%	0.23%
Asexual	25	0.03%	0.06%
Queer	6	0.01%	0.03%
All Other Sexual Orientations	7	0.01%	0.02%
Not answered	5,904	7.08%	7.47%

Marriage / Civil Partnership

More people in Spelthorne are married compared to the rest of England and Wales, and fewer people identify as [single](#):

Status	Spelthorne	England and Wales
All usual residents aged 16+	83,345	48,561,360
Single (never married or never registered a same-sex civil partnership)	34.2%	37.9%
Married	48.5%	44.6%

Separated (but still legally married or in a same-sex civil partnership)	2.2%	2.2%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	8.9%	9.1%
Widowed or surviving partner from a same-sex civil partnership	6.2%	6.1%

Pregnancy / Maternity

In 2022, the number of live births in Spelthorne was 1,110, with a total fertility rate of 1.60 (an average number of live children that are born to a woman throughout her childbearing lifespan) which is higher than in England and [Wales](#).

Status	Spelthorne	England and Wales
Number of births	1,110	605,342
Total fertility rate	1.60	1.49

The percentage of households including a couple with dependent children in Spelthorne increased from 21.4% in 2011 to 21.8% in 2021. During the same period, the percentage fell from 21.0% to 20.6% in the [region](#) (South East).

Income

Although income is not a protected characteristic, some measures in the AQAP may have a differential impact based on socio-economic status, and in turn, different household demographics may be more or less represented in different income bands. As such, we explore here trends in income across the protected characteristics, as context for the subsequent analysis around different AQAP measures.

Income, fuel poverty, and ethnicity. Ethnic minorities tend to have lower average incomes than white British people. In England and Wales, such BAME ethnicities as Bangladeshi, Pakistani, African, and other Black, Caribbean usually earn less than a White British [Employee](#) (2022).

Data also show that Black households (54%) were most likely out of all ethnic groups to have a weekly income of less than £600 in 2020 in the [UK](#). Additionally, Bangladeshi, Pakistani, Black and other Asian households are more likely to be in the bottom 2 income quintiles than white [groups](#). Households with a Bangladeshi head are 18 times less likely to be in the top quintile of total wealth (wealth above £865,400) than those with a White British head, for households with a Black African head the likelihood is nine times [less](#) (data for 2016-2018). 44% of Black African and Other Asian households have financial debts higher than their financial assets, which is twice more likely for them than for White

British households. Some BAME groups participate in private pension schemes less, incl. Bangladeshi (48%), Chinese (57%), and Black African (59%) headed households. The level of participation among Indian and White British ethnic groups is 83% and 82% for respectively.

There is also [evidence](#) that ethnic minority households (20% of all households) are more likely to be in fuel poverty than white households (13%) as of 2019, although tend to have a lower average fuel poverty gap (the reduction in fuel costs needed for a household to not be in fuel poverty).

Income and disability. There is a disability pay gap in the UK, measured as the gap between median pay for disabled employees and non-disabled employees. It was 13.8% in 2021 and has been increasing since [2014](#) (11.7%).

Social housing, ethnicity, disability, and age. While 17% of all residents live in social rented housing in England and Wales, this share is higher for certain ethnic groups: Other Black (48%), African (44%), Gypsy or Irish Traveller (44%), Caribbean (41%), White and Black Caribbean (39%), Bangladeshi (34%), White and Black African (32%), [Arab](#) (29%) (2021). Furthermore, disabled people are more likely to live in social housing – in 2021 one quarter of disabled people aged 16 to 64 years occupied such property (24.9%) compared to 7.9% of non-disabled people aged 16 to 64 years in the [UK](#). Finally, older people (aged 65+) are more likely to live in social housing (16%) than in private rented [property](#) (6%).

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

This AQAP was prepared with the support and agreement of the following departments and wider stakeholders: Strategic Planning (Spelthorne Borough Council, or SBC), Climate Change and Sustainability (SBC), Transport (SCC), Environmental Health (SBC), Neighbourhood services / fleet (SBC), Leisure (health and wellbeing and active travel) (SBC), Heathrow Airport Ltd; and National Highways. Spelthorne Council will launch a public consultation once the draft document has been agreed and will make necessary amendments to the Plan following consultation (which will also include the Defra appraisal process).

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

To be added after the public consultation.

Step 3 – Identifying the negative impact.

a. Is there any negative impact on individuals or groups in the community?

Barriers:

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

Solutions:

What can be done to minimize or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

AQAP measure	Positive Impacts on equality and diversity identified ¹	Solutions (ways in which you could mitigate the impact)
<p>All measures target air pollution reduction</p>	<p>Scientific evidence shows that poor air quality poses risks for pregnant women and their babies, as it can impair normal foetus development.</p> <p>Older people are also at greater risk, as poor air quality may increase the susceptibility to stroke, dementia, cancer, various chronic conditions such as respiratory and cardiovascular diseases, and premature mortality.</p> <p>For children poor air quality can lead to developing lifelong, chronic conditions, such as poorly developed lungs, asthma, high blood pressure, inattention and hyperactivity, and mental illness.</p> <p>People with existing health conditions (which are often registered as having a disability) are also more susceptible to the harmful effects of air pollution.</p> <p>All measures included in the updated AQAP for Spelthorne aim to reduce the emission of, or exposure to, harmful air pollution. In doing so, the AQAP will have disproportionately higher positive effects for these groups than for others due to their inherent higher vulnerability to poor air quality.</p>	<p>NA</p>

¹ **Age** (including children, young people and older people), **Disability** (including carers), **Gender** (men and women), **Race** (including Gypsies & Travellers and Asylum Seekers), **Religion or belief** (including people of no religion or belief), **Gender Reassignment** (those that are going through transition: male to female or female to male), **Pregnancy and Maternity, Sexual Orientation** (including gay, lesbian, bisexual and heterosexual).

	<p>In the UK, and England in particular, deprived groups (determined largely based on income and employment factors) also tend to live in locations which are of higher pollutant concentrations. While there are no data for Spelthorne, a recent report for London (2023) confirms this tendency. In London, areas with the lowest NO₂ and PM_{2.5} concentrations have a disproportionately white population. Deprived groups will, overall, benefit more from air quality improvement than non-deprived ones.</p>	
<p>Measure 18 on the promotion of alternative travel.</p>	<p>Under the measure, older people, disabled people, Ukrainian refugees, and young people under 20 are eligible for free bus passes. In this way, we aim to not only promote low-carbon transport to decrease negative impacts on climate and air quality but also do it inclusively. This is also an important measure in the overall package of measures which make up the AQAP, as it balances other measures which may be less accessible to particular groups (for example cycling measures which may not be feasible for people with disabilities).</p>	<p>NA</p>
<p>Under measure 19 Spelthorne plans to work with Knowle Green Estates and suppliers to promote retrofit, insulation, energy efficiency and adaptation measures in housing. The existing Surrey scheme Home Upgrade Grant provides financing to low-income or stretched-income households with hard-to-heat properties.</p>	<p>This measure is targeted at the Borough's social housing stock. A higher proportion of residents of social housing fall into one or more of the protected characteristics, relative to the population as a whole (<i>see Step 2 for context</i>). Those who need support most of all, such as low-income households, with a higher proportion of older people, people with disabilities, and representatives of BAME communities, will have access to the benefits provided by the installation of energy efficiency measures.</p>	<p>NA</p>

AQAP measure	Barriers for/Negative Impacts on equality themes identified	Solutions (ways in which you could mitigate the impact)
<p>Measure 6: Promote access to grant funding for renewable energy installations for residents including Solar Together (source: Surrey County Council Greener Futures Delivery Plan).</p> <p>Measures on energy efficiency for residential buildings (7, 19).</p>	<p>1. Affordability. The Solar Together scheme is currently closed to new applications. The scheme does not offer grant funding, it is an able-to-pay scheme self-funded by households. Marketing of the scheme was multi-channel (mail-outs, social media and digital marketing, newspaper adverts, posters, etc.) and targeted towards households identified as being more able to pay. Future funding rounds are currently being considered. Should the scheme re-open and provided grant funding is not available, there is a risk the scheme will proportionately benefit higher-income households. At the same time, a greater proportion of people with disabilities and BAME communities fall within lower income groups (see <i>Step 2 for context</i>), and hence these people may be less able to purchase renewable energy system (RES) installations without grant support, and hence less able to capture the benefits of reduced energy bills.</p> <p>Existing research indicates that unless social inequalities are addressed at the early stages, RES projects alone will not achieve equity. Evaluation studies have found that upfront capital support, i.e. grants, was the most cost-effective option, benefitting those in fuel poverty, while it is not always a preferred form of support.</p> <p>2. Other barriers. Another issue relates to achieving physical access to homes, in particular for older people or those with disabilities. These</p>	<p>1. It is important to ensure that people with low income (among which people with disabilities and BAME communities are more greatly represented (<i>see Step 2 for context</i>)) have equal access to the benefits of such schemes. As Spelthorne Borough Council is not the authority designing the measure, its ability to influence the design of the Solar Together scheme is limited. However, we will consider these risks in our programs, and monitor and evaluate a recipient profile and any access issues under the ongoing schemes (e.g. under measure 19). It is worth noting that the Solar Together scheme reduces energy prices for participants and overall has net positive economic effects for the population. The scheme does not make pricing conditions for lower-income people worse. Furthermore, the Solar Together measures sit alongside other measures which may be more accessible or even targeted towards more vulnerable households (e.g. Measure 7).</p> <p>2. According to Surrey Council, installers would make reasonable adjustments and considerations when working at a property and installing to accommodate any disability needs. There are processes in place around recognising and helping vulnerable customers.</p> <p>Surrey County Council will support the groups that feel more vulnerable (e.g. free phone advice</p>

	<p>groups may feel more vulnerable and be less willing to have workers come into their homes, and hence may be less likely to apply for RES and energy efficiency schemes.</p> <p>Some households in fuel poverty are harder to reach than others due to difficulties in using computers, digital exclusion, or disabilities. As a result, they will be less represented among the participants in energy and energy efficiency schemes. Digital exclusion is more typical for older people.</p>	<p>helpline, and energy advice support at local offices).</p> <p>Forms of communication on available opportunities should meet the needs of people with disabilities and those who are not comfortable using a computer. Spelthorne Council will ensure that the ways of communication on existing and future programs meet the needs of those groups.</p>
<p>Measure 10: Emissions-based parking tariffs (considered but not at the development stage).</p>	<p>If implementing a tariff approach based on vehicle emissions, lower-income groups who are more likely to drive older, cheaper and more polluting cars will have to pay more. As noted above, proportionately more households with protected characteristics fall into lower income categories, and hence will be disproportionately affected (<i>see Step 2 for context</i>).</p> <p>Additionally, this will penalize those who rely on the use of private transport more and have fewer alternative options, such as pregnant women, people with disabilities or people with young children.</p>	<p>When designing this measure, we will consider appropriate mitigation actions. For example, one option could be where the owners of polluting cars will pay the same parking tariffs in Spelthorne as currently, but owners of cleaner cars will pay a discounted tariff (as it currently works in Woking, Surrey). This way, we will create an incentive rather than a penalty.</p> <p>It is worth noting that this measure will sit alongside other AQAP measures, including measures to incentivise the elderly to use public transport by providing free bus passes. Furthermore, public transport in Spelthorne is equipped for the needs of people with disabilities.</p> <p>To mitigate negative impacts on pregnant women and people with young children, one option may be to consider not applying variation in charges around facilities those groups need to use – e.g. local doctors or hospitals. This will be considered if / when this measure moves forward to detailed consideration.</p>

<p>Measure 12 is encouraging taxi companies and drivers to invest in electric fleets. With support from the Defra Air Quality Fund, Spelthorne authorities will subsidise the purchase of EVs by drivers and companies. In total, we expect 40 vehicles to be procured and divided between Spelthorne, Guildford, Waverley, Epsom and Ewell, Reigate and Banstead, Elmbridge and Woking. Drivers or companies will cover part of the cost over the subsidy period, and when the subsidy ends can choose to cover all costs or return the vehicle.</p>	<p>EVs are generally newer and more expensive, therefore less affordable for lower-income groups. The salary range for taxi drivers in the UK is £14,000-30,000 depending on experience. Hence, less experienced drivers are more likely to be in the low-income category. Importantly, Asian or Asian British were the largest ethnic group of taxi and cab drivers, having grown from 29% in 2010 to 42% in 2022 (England).</p> <p>Any measure which encourages EV uptake has the potential to place a high cost on a low-income group with a high representation of BAME communities. While operating costs are often lower for EVs than for petrol or diesel cars, with an average saving of £700 a year, there still is an issue of upfront costs of purchasing an EV.</p>	<p>The policy does not ban or penalize other types of cars. The purchase of EVs with grant support is optional, hence in theory only those who can afford it will take it up, while drivers of non-EVs will not be made worse off.</p> <p>Grants will only be provided for a purchase of 4-5 cars in Spelthorne, which is also a small change to the fleet.</p> <p>Furthermore, it should be noted that Spelthorne Borough Council amended the taxi and private hire vehicle licencing policy to accommodate fully electric vehicles in 2022 which had not been allowed before.</p> <p>At this stage, no additional mitigation action is needed, however, if we develop other measures that may penalise taxi drivers for more polluting cars in the future, we will consider how they may impact low-income groups, incl. representatives of BAME communities.</p>
<p>Measures 13 and 15 plan to raise awareness of poor air quality, associated health implications, and activities that affect air quality (idling and solid fuel burning).</p>	<p>It is more difficult to reach certain groups due to digital exclusion that is more typical for them, e.g. older people. As a result, their awareness of air quality, its health effects and harmful activities may be less than other groups.</p>	<p>Spelthorne Borough Council used different ways to promote the schemes. Campaign materials are available offline, as Spelthorne Borough Council provides the Bulletin magazine in print to residents and community notice boards.</p>
<p>Several measures (16 and 17) aim to change transport infrastructure – in particular, improvements of walking and cycling infrastructure, and junction improvements to increase capacity and improve road layouts linked to new developments.</p>	<p>As infrastructure improves for certain groups, e.g. cyclists or drivers, this may not be usable for people with disabilities, or older people, potentially reducing road space for private vehicles and therefore making their journey longer, increasing the risk of severance from key amenities.</p>	<p>When planning infrastructure changes, Spelthorne authorities will follow “Healthy Streets for Surrey” requirements and guidance, requirements of the Design Manual for Roads and Bridges, and “Inclusive Mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure”. This will ensure that</p>

	<p>A specific risk associated with infrastructure changes is the potential use of raised planters as a part of the Liveable Neighbourhoods programme, which may prevent access by emergency services to particular places, which may have a greater impact on several protected characteristics who rely on these services more heavily.</p>	<p>severance issues are considered for persons with protected characteristics and do not deteriorate.</p> <p>There was an Equality impact assessment for the Surrey Transport Plan identifying and addressing the impacts on protected characteristics. We expect the design feasibility study for the Local Walking and Cycling Infrastructure Plan will include an Equality impact assessment for each route.</p> <p>Additionally, public consultation is ongoing from 4th March to 5th April 2024 on the West Sunbury zone (Cedar Way, Mill Farm Avenue and Percy Bryant Road) within which we identified the need for improvements. We will consider any comments made regarding potential effects for people with disabilities.</p>
<p>Measures 18, 24, 25, 26, 27 and 28 seek to promote active travel, such as walking and cycling, through regular guided cycle rides, route suggestions for independent rides, and subsidised cycle training at schools.</p>	<p>Lower-income groups, within which a greater proportion of persons with protected characteristics may fall (<i>see Step 2 for context</i>), may be less able to engage in cycling activities due to the upfront costs involved or due to other factors such as health issues or disabilities.</p> <p>In terms of awareness, it is more difficult to reach certain groups due to digital exclusion that is more typical for them, e.g. older people^{Error!} Bookmark not defined. As a result, their participation in such measures may be lower.</p> <p>Several measures seek to encourage greater active travel (e.g. cycling/walking), which certain groups will face a greater challenge to take up due to physical or mental limitations.</p>	<p>There is a volunteer initiative “Talking Tree” that upcycles bikes and gives them to new owners, as well as organises repair sessions. While it is not run by Spelthorne authorities, it can help low-income groups obtain a bike.</p> <p>Spelthorne Borough Council used different ways to promote the schemes. The Borough Bulletin publication is available online and goes out in hard copy to all households. The webpage gives details of how to get accessible format copies by telephone from the Communications team.</p> <p>Surrey County Council have an arrangement via the Community Recycling Centre re-use shop to sell reconditioned bicycles at a lower cost to residents than a new bicycle. Surrey County</p>

		<p>Council are also considering the feasibility of short-term bike hire schemes.</p> <p>The measures also aim to encourage ‘wheeling’ generally, to ensure greater inclusivity. Again, these measures sit alongside other measures in the Plan which aim to promote greener transportation for all groups (e.g. lower bus fares).</p>
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Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

The above assessment demonstrates that none of the AQAP policies currently in effect will affect the groups assessed. There are risks that some future measures have the potential to have negative impacts (e.g. emissions based parking), and we plan to consider them when developing those measures. That said, in many cases mitigation actions have already been taken and when the Plan is considered as a whole, some measures act as mitigation measures for others. Two policies have a direct positive benefit on equality themes, and air quality improvement in general will have larger positive effects for older people, pregnant women and their babies, and young children than the wider population. All other impacts and benefits have been identified as neutral.

Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure?

Implementation of AQAP and its impacts on equality and diversity of population will be a part of the annual Authority monitoring [report](#) that is produced annually and sets out Spelthorne Borough Council's progress on plan preparation and assesses the effectiveness of the policies and objectives on air quality.

Local air quality monitoring results and an annual update on measures within the Air Quality Action Plan will be provided within the Councils Annual Status Report which Spelthorne Borough Council is required to submit to Defra as part of the Local Air Quality Management regime.

Information on local air quality for residents who are vulnerable to episodes of poor air quality will continue to be provided via an alert service. At the time of writing this is the [Air Alert](#) service.

Part C – Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
<p>Measures on energy efficiency for residential buildings (7, 19). Potential issues around access to home, for older people or those with disabilities. Digital exclusion issues.</p>	<p>Surrey County Council will support the groups that feel more vulnerable (e.g. free phone advice helpline, and energy advice support at local offices).</p> <p>Spelthorne Council will ensure that the ways of communication on existing programs meet the needs of people with disabilities or those who face digital exclusion. We will monitor the delivery of the existing schemes in terms of possible equality and diversity issues.</p>	<p>Lead - Surrey County Council</p> <p>Support from Spelthorne Borough Council:</p> <p>Sustainability and Climate Change Officers</p> <p>Assets Team Officers</p> <p>Building Control Officers</p> <p>Environmental Health Officers regarding landlord and agency owned properties with poor EPC characteristics, that may be subject to enforcement and in providing information on relevant schemes to improve the condition of residents' properties.</p>	<p>By the end of the Air Quality Action Plan period - 2029</p>
<p>Measure 10: Emissions-based parking tariffs (being considered but not at the development stage). There is a risk that low-income groups who are more likely to have</p>	<p>When considering the feasibility of this measure, we will consider the option under which owners of polluting cars will pay the same parking tariffs in Spelthorne as before, and owners of</p>	<p>Lead - Neighbourhood Services- Parking Services Manager</p> <p>Support from:</p>	<p>By the end of the Air Quality Action Plan period - 2029</p>

<p>cheaper and more polluting cars will have to pay more. Additionally, this will penalise those who rely on the use of private transport more and have fewer options, such as pregnant women, or people with young children.</p>	<p>cleaner cars will pay a discounted tariff. To mitigate negative impacts on pregnant women and people with young children, it might not apply around facilities those groups need to use – e.g. local doctors or hospitals. This will be considered if / when this measure moves forward to detailed consideration.</p>	<p>Economics Officers Sustainability and Climate Change Officers Environmental Health Pollution Control Officers.</p>	
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Equality Analysis approved by:

<p>Group Head:</p>	<p>Date:</p>
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