

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Chief Executive
Service Area	Climate Change, Policy and Communications
Service/policy/function being assessed	Richmond Climate and Nature Strategy Action Plan (2026-2027)
Which borough (s) does the service/policy apply to	Richmond
Staff involved in developing this EINA	Georgina Creighton, Andrew Hagger
Date approved by Directorate Equality Group (if applicable)	N/A
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	21/5/2026
Date submitted to Directors' Board	22/5/2026

1. Summary

Please summarise the key findings of the EINA.

This EINA is being undertaken as part of the development of a new Climate Action Plan (2026-2027) to deliver the Richmond Climate & Nature Strategy (2025-2030) as well as the Richmond Climate Adaptation & Resilience Strategy and the Richmond Retrofit Strategy.

The key findings of the EINA are:

- Young and elderly populations are very vulnerable to climate impacts, in particular heatwaves and air pollution.
- Disabled groups are at particular risk of climate impacts, such as flooding, and require targeted responses by the council to reduce their vulnerability. Actions are also needed to ensure individuals' care is not detrimentally impacted by waste reduction schemes and bans of single use plastics.
- Females may be more negatively impacted by climate change than males, as they tend to be poorer and in Richmond more females have a disability or health condition affecting their ability to do day-to-day tasks.
- Married individuals or those in civil partnerships may be at greater risk of domestic violence as a result of climate impacts.
- Pregnant women are a vulnerable group and at higher risk of the health impacts of climate change.
- Ethnic minorities, particularly those in socio-economically deprived areas, are disproportionately impacted by climate change, due to factors such as housing conditions, less access to green space, and limited access to resources for adaptation and resilience.
- Extreme events associated with climate change may disrupt community practices and access to places of worship.

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
DataRich	DataRich

b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
Ongoing climate engagement work has taken place throughout the year with residents and community groups.	Feedback from the 2024-2025 consultation for the new Richmond Climate and Nature Strategy (2025-2030) has been used in developing the Climate Action Plan (2026-2027) alongside feedback from engagement events such as Richmond Sustainability Forum	Throughout 2025-2026	Engagement with groups that have not been as present in conversations about climate change and focusing on groups who are more vulnerable to the impacts of climate change. This includes young people, those with disabilities, those from ethnic minority groups in the borough and those living in areas that have a higher climate risk.

3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

Protected group	Findings
Age	The London Borough of Richmond has a population of 196,678 (2024). Of this, 20% are aged 0-15 and 17% are aged 65+ ¹. The elderly and young are particularly vulnerable to the impacts of climate change. The percentage of people over 65 is projected to reach 23.5% in mid-2047 which is higher than the projected London average of 16.3% and the projected England average of 22%². Older adults are at increased risks from heatwaves, the effects of urban heat islands, flooding and other extreme weather events. These events can exacerbate chronic health issues like cardiovascular and respiratory diseases.³ Older adults may also struggle with mobility and adapting to extreme weather events, making them particularly vulnerable.

¹ [Population - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

² [Population - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

³ [Aging Hearts in a Hotter, More Turbulent World: The Impacts of Climate Change on the Cardiovascular Health of Older Adults - PMC](#)

	Young children, especially those under five, face increased risks of heat-related and air quality-related illnesses. Air pollution causes damage by increasing respiratory tract infection rates, asthma exacerbations, allergies and childhood cancers.⁴ Air pollution is a significant health concern, with 6.5% of deaths in Richmond (2024) attributed to poor air quality. This figure aligns with the London average. In London, 98% of schools are in areas where air pollution is higher than the World Health Organization limit.⁵ The Mayor of London undertook air quality audits between 2017 and 2020 on 50 London schools, including East Sheen Primary School and St Stephen’s CoFE Primary School.⁶ The air pollution monitoring results for 2024 in Richmond show exceedances for NO2 and PM10 ⁷.														
Disability	Disabled populations will be particularly vulnerable during extreme weather due to challenges with mobility and dependency on health services, which may become strained during extreme weather events. Those with disabilities will also require additional support for safe evacuation. In Richmond, 12% have a disability that limits their day-to-day activities. In Richmond, the groups most affected by health problems and disabilities are aged 35-49, 0-15 and 50-64 (figure 1). Females are also disproportionately affected by disability at 51.9%⁸. Back to report SELECTED LEVEL OF DISABILITY BY AGE <table><thead><tr><th>Age Group</th><th>Percentage</th></tr></thead><tbody><tr><td>0-15</td><td>20.2%</td></tr><tr><td>16-24</td><td>8.2%</td></tr><tr><td>25-34</td><td>11.3%</td></tr><tr><td>35-49</td><td>24.0%</td></tr><tr><td>50-64</td><td>20.1%</td></tr><tr><td>65+</td><td>16.1%</td></tr></tbody></table> Figure 1: Selected level of disability by age (Census 2021) Individuals with pre-existing health conditions are particularly vulnerable to the effects of climate change, such as heatwaves, flooding, droughts, the spread of infectious diseases, and poor air quality. These factors can exacerbate their existing conditions or increase their risk of developing new health issues.	Age Group	Percentage	0-15	20.2%	16-24	8.2%	25-34	11.3%	35-49	24.0%	50-64	20.1%	65+	16.1%
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Sex	The borough’s population is made up of 51.9% females and 48.1% males. Climate change disproportionately affects the poorest and most vulnerable populations. Women and girls are therefore disproportionately impacted by climate change as it intensifies the adverse effects of existing gender inequalities and exacerbates their social and economic vulnerabilities. In Richmond, the median annual pay for male full-time workers is £58,831														

⁴ [Investigating the air quality surrounding new schools in England: polluted playgrounds and school buildings are a source of avoidable harm | Archives of Disease in Childhood](#)
⁵ [3.1m children in England going to schools in areas with toxic air | London City Hall](#)
⁶ [Working with Schools | London City Hall](#)
⁷ [Annual Status Report and Air Quality Action Plan 2025](#)
⁸ [DataRich – Population Explorer](#)

	(2025) versus £52,236 (2025) for female full-time workers ⁹ . Additionally, 51.9% of the population identified as having a health problem or disability are females.																
Gender reassignment	Most Richmond residents identify as the same gender as their sex as registered at birth (Census 2021). The table below demonstrates the proportions of the Richmond population by their gender identify. <table border="1"> <thead> <tr> <th colspan="2">Proportion of selected population by gender identify</th></tr> <tr> <th>Gender Identity</th><th>% of borough population</th></tr> </thead> <tbody> <tr> <td>Same as sex registered at birth</td><td>93.98%</td></tr> <tr> <td>Not Answered</td><td>5.63%</td></tr> <tr> <td>Different from birth (unspecified)</td><td>0.15%</td></tr> <tr> <td>Trans Woman</td><td>0.09%</td></tr> <tr> <td>All other gender identities</td><td>0.09%</td></tr> <tr> <td>Trans man</td><td>0.07%</td></tr> </tbody> </table> Evidence points to disproportionate risks of exposure to climate change which are compounded by pre-existing health disparities among LGBTQ+ populations alongside disproportionate rates of homelessness.¹⁰	Proportion of selected population by gender identify		Gender Identity	% of borough population	Same as sex registered at birth	93.98%	Not Answered	5.63%	Different from birth (unspecified)	0.15%	Trans Woman	0.09%	All other gender identities	0.09%	Trans man	0.07%
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Marriage and civil partnership	Married individuals or individuals in civil partnerships may have better resource-sharing opportunities that could make them less vulnerable to climate change. In Richmond, 49.5% are married or in a civil partnership ¹¹ . However, climate change is a known aggravator of domestic violence, with extreme weather events and natural disasters correlating with increased risk and incidences of domestic violence. ¹²																
Pregnancy and maternity	In 2024, the birth rate in Richmond was 47.2 per 1000 females of childbearing age (15-44 years), which is lower than the birth rate for England (49 per 1000)¹³ Pregnant women are more susceptible to heat stress, dehydration, air pollution, and spread of infectious disease, with potential risks to maternal and fetal health. Environmental heat exposure is also associated with an increased risk of stillbirths in tropical and temperate regions.¹⁴																
Race/ethnicity	Ethnic minorities, particularly those in socio-economically deprived areas, are disproportionately affected due to factors such as housing conditions, less access to green space, and limited access to resources for adaptation and resilience. Black, Asian and Minority Ethnic Londoners are more likely to be affected by the impacts of climate change. Areas of London with Black, Asian and Minority Ethnic populations of more than 50% have a greater likelihood of facing the highest climate risks in London, including flooding, exposure to air pollution, heat risk, and limited access to green space. ¹⁵																

⁹ [Economy - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

¹⁰ <https://pmc.ncbi.nlm.nih.gov/articles/PMC12851350/>

¹¹ [DataRich – Population Explorer](#)

¹² [Climate Change Increases the Risk of Violence Against Women | UNFCCC](#)

¹³ [Health - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

¹⁴ [Exposure to extreme heat in pregnancy increases the risk of stillbirth | LSHTM](#)

¹⁵ [BAME Londoners more likely to be affected by climate emergency | London City Hall](#)

In Richmond, 19.6% of the population identifies as an ethnic minority (see figure 3 for breakdown)¹⁶. 88.7% of the population have English as their main language¹⁷. Populations who do not have English as a first language may be more limited in their ability to understand important communications around the risks that climate change poses to them and therefore may be less able to protect themselves.

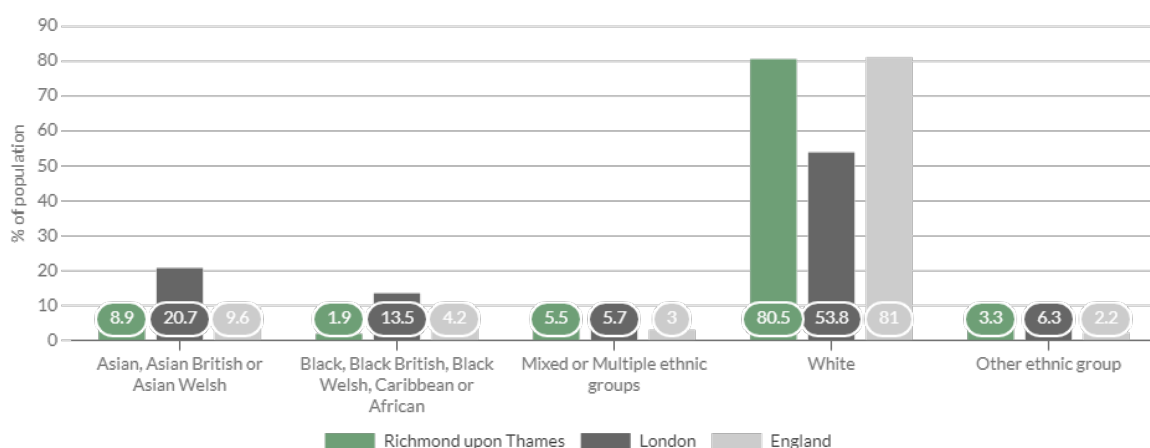


Figure 3: Broad Ethnic Groups (2021)

Borough specific data is not available, but in London, Black, Mixed Multiple and Other populations are more likely to live in the most polluted areas.¹⁸ This disproportionate exposure is reflected England-wide, with 36% of black, black British, Caribbean or African people, 33% of people of 'other' ethnic groups, 28% of Asian or Asian British people and 21% of people of mixed or multiple ethnic groups live in the 10% most polluted neighbourhoods; this compares with 7% of white people.¹⁹

Religion and belief, including non belief	In the 2021 census, 54.5% of the population of Richmond identified as having a religion, while 38% stated no religion ²⁰ Climate change may disrupt community practices and access to places of worship during extreme weather events.
Sexual orientation	Members of LGBTQIA+ communities may face barriers to accessing equitable climate adaptation and resilience resources, particularly those experiencing social or economic marginalisation. ²¹ 3.4% of the Richmond population identify as LGB+ ²² .
Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.	Groups that cross different protected groups are more likely to be disproportionately affected by climate change, as climate-related impacts are compounded. LGBTQIA+ youth individuals experience higher rates of homelessness compared to non LGBTQIA+ individuals, increasing their exposure to climate impacts. The Albert Kennedy Trust (AKT) identified in a report that 24% of homeless youth identify as LGBT, with 75% of

¹⁶ [Population - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

¹⁷ [Population - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

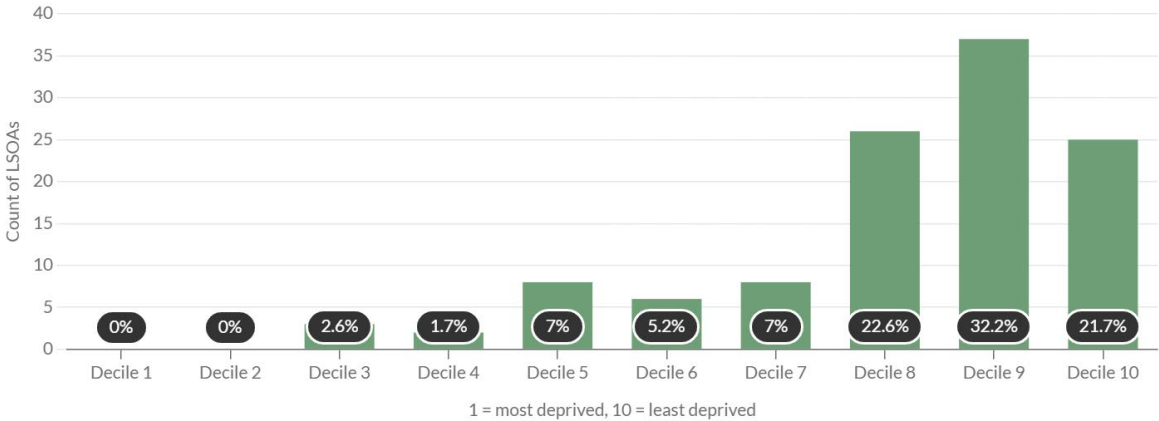
¹⁸ [Air quality exposure and inequalities study - part one - London analysis.pdf](#)

¹⁹ [Inequalities in likelihood of living in polluted neighbourhoods | The Health Foundation](#)

²⁰ [Population - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

²¹ [Climate Change & The LGBTQ+ Community - The Carbon Literacy Project](#)

²² [DataRich – Population Explorer](#)

	the young people AKT work with, residing in London.²³ 21% of 16–24-year-olds in Richmond identify as LGBTQIA+²⁴. Older adults, especially those of low socioeconomic status or belonging to ethnic minority groups, are more vulnerable to health issues from air pollution, wildfires, heat waves, extreme weather events and pandemic disease.²⁵ Single female mothers are more vulnerable to the costs associated with climate impacts as they face larger barriers to financial security.²⁶ Single parents are much more likely to be female than men.²⁷ In Richmond, 8.8% of family households are lone parent families (compared with 13.3% in London and 11.1% in England)²⁸.																																	
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents	Groups that cross different vulnerabilities within this broader protected group are more likely to be more detrimentally affected by climate change, as these vulnerabilities and impacts are compounded. Deprivation: In Richmond, no Lower Super Output Area (LSOA) has been identified as the two most deprived deciles (decile 1 and decile 2), but 2.6% are decile 3 (see figure 4). More deprived groups are disproportionately impacted by climate change, as they tend to have higher vulnerability, lower adaptive capacity, and be more exposed to climate impacts.  <table><tr><th>Decile</th><th>Count of LSOAs</th><th>Percentage</th></tr><tr><td>Decile 1</td><td>0</td><td>0%</td></tr><tr><td>Decile 2</td><td>0</td><td>0%</td></tr><tr><td>Decile 3</td><td>2</td><td>2.6%</td></tr><tr><td>Decile 4</td><td>1</td><td>1.7%</td></tr><tr><td>Decile 5</td><td>7</td><td>7%</td></tr><tr><td>Decile 6</td><td>5</td><td>5.2%</td></tr><tr><td>Decile 7</td><td>7</td><td>7%</td></tr><tr><td>Decile 8</td><td>23</td><td>22.6%</td></tr><tr><td>Decile 9</td><td>32</td><td>32.2%</td></tr><tr><td>Decile 10</td><td>22</td><td>21.7%</td></tr></table> 1 = most deprived, 10 = least deprived <i>Figure 4: LSOAs by decile in Richmond upon Thames (2025)</i> Low-income groups and employment: Income is an important contributing factor to deprivation. Of those employed, 85% of people aged 16-64 are in full-time employment (2025) and 15%% are in part-time employment (2025)²⁹. Low-income and unemployed groups are likely to be more	Decile	Count of LSOAs	Percentage	Decile 1	0	0%	Decile 2	0	0%	Decile 3	2	2.6%	Decile 4	1	1.7%	Decile 5	7	7%	Decile 6	5	5.2%	Decile 7	7	7%	Decile 8	23	22.6%	Decile 9	32	32.2%	Decile 10	22	21.7%
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²³ [LGBT Youth Homelessness \(1\)](#)

²⁴ [DataRich – Population Explorer](#)

²⁵ [Aging Hearts in a Hotter, More Turbulent World: The Impacts of Climate Change on the Cardiovascular Health of Older Adults - PMC](#)

²⁶ [Environment and Climate Change – Women's Budget Group](#)

²⁷ [Single parents in cold homes in Europe: How intersecting personal and national characteristics drive up the numbers of these vulnerable households - ScienceDirect](#)

²⁸ [Population - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

²⁹ [Economy - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)

Problem(s)	How will this be addressed?
Identified	

30 [Deprivation - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)
31 [CBP-8730.pdf](#)
32 [DataRich – Population Explorer](#)
33 [Health - UTLA | Richmond upon Thames | Report Builder for ArcGIS](#)
34 [Richmond is officially a Borough of Sanctuary - London Borough of Richmond upon Thames](#)

Protected group	Positive	Negative
Age	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. Avoiding the impacts of climate change and increased climate resilience will reduce associated vulnerabilities for the elderly and young, including extreme heat and air pollution.	A focus on active travel as part of climate action has the potential to negatively impact on older people and younger people who may be less able to take part in active travel.
Disability	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. Avoiding the impacts of climate change and increased climate resilience will reduce associated vulnerabilities for disabled populations, including reducing flood risk and implementing evacuation plans.	Waste reduction strategies and becoming single use plastic free could have some negative impacts on individuals reliant on certain products for their health and care. This can be mitigated by taking this into account and ensuring alternatives are available. Pedestrianised / low traffic areas can reduce mobility for people who rely on vehicles.
Sex	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. There are no specific positive impacts on sex other than avoiding the impacts of climate change and increased climate resilience.	None identified currently.
Gender reassignment	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. There are no specific positive impacts on gender reassignment other than	None identified currently.

	avoiding the impacts of climate change and increased climate resilience.	
Marriage and civil partnership	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. There are no specific positive impacts on marriage and civil partnership other than avoiding the impacts of climate change and increased climate resilience.	None identified currently.
Pregnancy and maternity	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. Avoiding the impacts of climate change and increased climate resilience will reduce associated vulnerabilities for those pregnant or maternity, including extreme heat and air pollution.	None identified currently.
Race/ethnicity	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. Avoiding the impacts of climate change and increased climate resilience will reduce associated vulnerabilities for those in minority ethnic and racial groups in the borough who tend to live in areas with higher climate risk, including extreme heat, air pollution and flood risk.	None identified currently.
Religion and belief, including non-belief	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate.	None identified currently.

	There are no specific positive impacts on religion and belief other than avoiding the impacts of climate change and increased climate resilience.	
Sexual orientation	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. There are no specific positive impacts on sexual orientation other than avoiding the impacts of climate change and increased climate resilience.	None identified currently.
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status	The Climate Action Plan (2026-2027) will help ensure the borough reduces carbon emissions to reduce climate change and moves towards being more resilient to a changing climate. Increased resilience in vulnerable populations will be achieved through targeted efforts. Focus will be placed on low-income areas, costs will be reduced through retrofit and an increase in new jobs and skills through retrofit will all contribute to a more resilient Borough.	None identified currently. Retrofit and able-to-pay – people in rented accommodation or not able pay may not benefit from retrofit support materials in this phase of work.

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Action in delivering the Richmond upon Thames Climate and Nature Strategy and associated Action Plan will help reduce inequality in Richmond through realising co-benefits to action on climate change, including improved air quality, improved health outcomes, better access to clean and green spaces as well as improved energy efficiency and better homes. The impacts of climate change will be felt most by the most vulnerable in society, often those with protected characteristics, so action to mitigate emissions to prevent the worst effects of climate	Andrew Hagger	N/A

change and to adapt the borough to a changing climate will have a positive impact for protected characteristic groups.		
Separate project and service specific EINAs will be developed as individual projects are developed and taken for decision.	N/A	N/A

6. Further Consultation (optional section – complete as appropriate)

Consultation planned	Date of consultation
n/a	n/a