

## Climate and Equalities Tool

### Introduction

This Climate and Equalities Tool allows users to self-assess the impact of proposed policies, initiatives, or services against the Greater London Authority's Mayoral priorities on climate and equalities. It enables officers to provide a high-level assessment of how a proposal meets these priorities and helps them to revise proposals to more fully meet these goals. It aims to give officers confidence that their projects meet high sustainability and equalities standards, and prevent unintended negative consequences from projects.

Where more detailed assessment is needed, users should consult other tools that lead to a full assessment of specific impact areas as indicated (e.g. Environmental Impact Assessment, Cost Benefit Analysis).

Users self-assess against several climate impact areas (Resilience, Ecology & Adaptation; Buildings, Energy & Infrastructure; Transport; Waste & Materials; People & Economy). If your proposal impacts on people with 'protected characteristics', you must also complete the Equalities Assessment tab. By working through this tab thoroughly, you will fulfil our legal duties under the Equality Act 2020.

When completing the EqIA section of this tool, officers are required to take an intersectional approach. By this we mean officers should consider the interconnected nature of identities, such as race, class, sexual orientation, gender etc. which can create overlapping and compounding systems of discrimination or disadvantage.

### When to use this tool

You should use the tool for all new projects, or when new phases of existing projects and programmes are being planned. Post-election, it will be compulsory to append the outputs of the 'Results' tab to Decision forms, subject to approval from the Mayor.

Wherever possible, you should complete a first pass of the tool at the earliest possible stage of a new project or phase of a project. If you do all these questions early on in the development of your project or programme, you'll be able to design a better project and the tool will genuinely help you to shape outcomes. You can then return to finalise it.

The tool should be used for projects of all typologies and scopes, unless a discussion with the climate and equalities teams indicates that it will have little interaction with climate and equalities impacts. This means that the tool should be used for both internal projects, such as changes to GLA buildings and processes, as well as projects for Londoners, like new developments, regulations or funding schemes.

### Accessibility

If you are unable to use the tool, the climate and equalities teams can help you fill it out using a workshop.

A fully accessible, online version of the tool will be developed once this initial version has been used and stress-tested for 6-12 months.

### Saving and storing

Send completed tools to [CETool@london.gov.uk](mailto:CETool@london.gov.uk).

Once results start being appended to Decision Forms, which is planned post-election in 2024, any sensitive data must be removed before the decision form is published. This is because results tables appended to Decision forms will be publicly available. Once this has been published, members of the public may request to see the full Tool, so please be mindful of this when finalising the tool.

Users are also encouraged to save old versions of tools for their own reference, particularly if they make significant changes.

### Who can help you complete the tool?

Tool use and process	<a href="mailto:CETool@london.gov.uk">CETool@london.gov.uk</a>
Data and research	City Intelligence Unit

### Instructions

Intro & Instructions	This page; you do not need to do anything here
Overview	Enter high level details about the project
Resilience, Ecology & Adaptation	Assess whether your project supports positive outcomes for managing the impacts of climate change
Buildings, Infrastructure & Energy	Assess whether your project supports positive outcomes for reducing the climate impact of buildings and keeping people warm
Transport & Connectivity	Assess whether your project supports positive outcomes for shifting to healthier, less polluting, low carbon transport options
Waste & Materials	Assess whether your project supports positive outcomes for reducing the climate impact of the materials we use, and builds skills, awareness and collective action
People & Economy	Assess whether your project could help with technologies, skills and local initiatives accelerating climate action
Equalities Impact Assessment	Complete an EqIA for the project
Results	An automated summary of the key results from the preceding tabs. Use this for decision forms or summary documents
Guidance	Detailed guidance and links to resources for all of the outcomes listed in the climate assessment tabs above
Worked example	A filled out version of a climate assessment tab to show how you might want to use the tool

## GREATER LONDON AUTHORITY



## Tyndall® Centre

for Climate Change Research

## Project Overview

<b>Overview information</b>		<i>Please complete all fields</i>
Name of project to be assessed	Grant to Living Wage Foundation	
Decision Number (if relevant)	DD2777	
Author(s)	Claire Hamilton	
Date of Assessment (provide as DD/MM/YYYY)	04/12/2025	
Unit	Regen & Economic Development	
Brief description of the proposal or decision	Approval of a grant to Living Wage Foundation to support delivery of the Making London a Living Wage City programme	
Value (£)	£87,500	
Type of project	Funding schemes	
Checked by environment or equalities team? Please provide details		

## Resilience, Ecology & Adaptation

### How can we positively influence social, economic and ecological resilience and capacity to adapt to climate change?

Climate change increases the frequency and intensity of floods and heatwaves in London. We need to keep people safe from these risks, and protect our buildings and infrastructure.

Climate change also affects how our green spaces grow, so we need to make sure they stay healthy. This will also help protect us: natural spaces absorb pollution, reduce the risk of floods and keep us cool in the heat.

#	Climate outcomes checklist	Examples and guidance	Under current plans, could this project have an impact on this outcome?	Explain your answer	Strengthening positive outcomes
	Through funding, encouragement, advice, regulations, direct interventions or other routes, could this project have an effect on any of the following outcomes...	Ideas of how to achieve a green score	Under current plans, would this project have a positive or negative influence on this outcome?	Under current plans, how would this project influence this outcome, either for good or for bad?	Are there additional positive outcomes this project could support, outcomes you can strengthen, or equalities considerations needed? How could the project be shaped to support these? Is there any research or engagement you need to do? See the 'guidance' tab for ideas.
R.1	People and organisations living and working safely under long term changes to climate – like hotter, drier summers and wetter, milder winters	<a href="#">Link to Guidance</a>	Positive impact	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This will help more people to afford daily essentials (for example fuel costs during extreme weather events) and more likely to be able to invest in equipment and tools to cope with long-term changes to climate.	To fill
R.2	Preparing buildings, infrastructure and places to keep operating effectively under, and be better adapted to, long term change to the climate	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
R.3	People and organisations protecting themselves from climate shocks – like floods, heatwaves, droughts and wildfires, and bouncing back quickly	<a href="#">Link to Guidance</a>	Positive impact	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This will help more people to afford daily essentials (for example fuel costs during extreme weather events) and more likely to be able to invest in equipment and tools to respond to climate shocks.	To fill
R.4	Buildings, infrastructure and places suffering fewer impacts from climate shocks and helping people to bounce back quickly	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
R.5	Creating or expanding parks, gardens, ponds, rivers, habitats and open spaces	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
R.6	Improving access to parks, gardens, ponds, rivers and open spaces	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
R.7	Preserving, improving and protecting existing ecosystems and habitats	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill

Additional questions:					
R.A.1	If your project involves land development or regeneration, will there be a net loss in the amount or quality of habitats, planting and ecology in the area?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	If 'yes', or 'not sure', the RAG status for this theme will automatically set to Red.
R.A.2	Could your project disturb a protected species or scientifically important habitat?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	As above

OVERALL RAG SCORE Green

Add a 1-2 sentence summary of your findings for decision-makers:

Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This will help more people to afford daily essentials (for example fuel costs during extreme weather events) and more likely to be able to invest in equipment and tools to cope with changing or extreme climate.	<p>This sentence will automatically be added to the Results page.</p> <p>Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.</p>
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## Buildings, Infrastructure & Energy

### How can we minimise the impacts of our buildings and infrastructure on the climate?

Buildings are one of the biggest sources of emissions in London. They require energy to heat, cool and light, and often rely on fossil fuels as energy sources.

We can reduce their climate impact by refurbishing and maintaining them so they use less energy and last longer, helping people avoid wasting energy. We can also swap to electric and renewable energy sources.

#	Climate outcomes checklist	Examples and guidance	Under current plans, could this project have an impact on this outcome?	Explain your answer	Strengthening positive outcomes
	Through funding, encouragement, advice, regulations, direct interventions or other routes, could this project have an effect on any of the following outcomes...	Ideas of how to achieve a green score	Under current plans, would this project have a positive or negative influence on this outcome?	Under current plans, how would this project influence this outcome, either for good or for bad?	Are there additional positive outcomes this project could support, outcomes you can strengthen, or equalities considerations needed? How could the project be shaped to support these? Is there any research or engagement you need to do? See the 'guidance' tab for ideas.
B.1	Maintaining, repairing and reusing existing buildings, to extend their lifetime	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
B.2	Encouraging occupants to use energy as efficiently as possible	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
B.3	Delivering new buildings that are energy efficient, to EPC B, DEC B or London Plan standards as a minimum	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
B.4	Improving the energy efficiency of existing buildings, to at least EPC B, DEC B or equivalent	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
B.5	Ending the use of gas/oil boilers and/or diesel generators, instead installing/replacing them with electric or renewable alternatives (like electric equivalents, heat pumps and connections to heat networks, but <b>not</b> hydrogen boilers)	<a href="#">Link to Guidance</a>	Positive impact	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This may better equip people to invest in renewable alternatives. will help more people to afford daily essentials (for example fuel costs during extreme weather events) and more likely to be able to invest in equipment and tools to cope with long-term changes to climate.	To fill
B.6	Installing renewable energy sources on buildings (like solar panels, solar thermal water heaters and heat pumps)	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
B.7	Using reused, recycled and low carbon materials, for both retrofits and to London Plan benchmarks for new buildings	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
B.8	Cutting polluting machinery from construction sites	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill

### Additional questions:

B.A. 1	Does your project involve or encourage the demolition of an existing building(s)?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	
B.A. 2	Will your project involve procuring a boiler or generator that runs on fossil fuels?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	If 'yes', or 'not sure', the RAG status for this theme will automatically set to Red.
B.A. 3	If your project involves construction or regeneration, will it comply with London Plan energy and whole life carbon standards (even if not referable)?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	If 'no', or 'not sure', the RAG status for this theme will automatically set to Red.
B.A. 4	If your project involves delivering a retrofit, will it target EPC B, DEC B or better?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	If 'no', or 'not sure', the RAG status for this theme will automatically set to Red.

OVERALL RAG SCORE

Green

Add a 1-2 sentence summary of your findings for decision-makers:

Not relevant	<p>This sentence will automatically be added to the Results page.</p> <p>Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.</p>
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## Transport & Connectivity

### How can we make it easier to move around London with minimal impact on the climate?

Transport systems are one of our biggest sources of emissions and air pollutants. Walking, cycling, wheelchair access and other 'active' travel avoid emissions and keep people healthy.

Where vehicles are needed, electric vehicles create fewer emissions. Digital infrastructure reduces the need to travel.

#	Climate outcomes checklist	Examples and guidance	Under current plans, could this project have an impact on this outcome?	Explain your answer	Strengthening positive outcomes
	Through funding, encouragement, advice, regulations, direct interventions or other routes, could this project have an effect on any of the following outcomes...	Ideas of how to achieve a green score	Under current plans, would this project have a positive or negative influence on this outcome?	Under current plans, how would this project influence this outcome, either for good or for bad?	Are there additional positive outcomes this project could support, outcomes you can strengthen, or equalities considerations needed? How could the project be shaped to support these? Is there any research or engagement you need to do? See the 'guidance' tab for ideas.
T.1	Creating new, accessible public transport stops and routes, or improving existing transport services	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
T.2	Extending, improving or creating new routes for cycling, walking and people using wheelchairs, prams or mobility aids	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
T.3	Increasing access to local schools, shops, leisure centres, offices and other sites without the need for a car	<a href="#">Link to Guidance</a>	Positive impact	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This will help more people to afford daily essentials, including accessing public transport.	To fill
T.4	Creating or increasing access to shared transport schemes like car-clubs, ride sharing and bike or scooter sharing	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
T.5	Providing facilities to make cycling more affordable and convenient (e.g. secure, dry, bike storage)	<a href="#">Link to Guidance</a>	Positive impact	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This may help remove the financial barrier to cycling experienced by some people/ groups.	To fill
T.6	Increasing the uptake of Electric Vehicles	<a href="#">Link to Guidance</a>	Positive impact	Ensuring more Londoners are fairly paid may enable more to invest in private electric vehicles where they otherwise might be more	To fill
T.7	Ending the use of fossil fuelled vehicles, including petrol and diesel cars, oil-powered shipping and diesel-powered rail	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
T.8	Using electric vehicles, cargo bikes or other low carbon options for deliveries and collections	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill

### Additional questions:

T.A.1	Will your project result in more motorised vehicle traffic?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	If 'yes', or 'not sure', the RAG status for this theme will automatically set to Red.
T.A.2	Will your project involve buying or hiring a fossil fuel-powered vehicle?	<a href="#">Link to Guidance</a>	No	Add more details here if not covered above	As above

OVERALL RAG SCORE Green

### Add a 1-2 sentence summary of your findings for decision-makers:

Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This could help to improve access to public transport and cycling, where cost may have been a barrier to some people/ groups.	<p>This sentence will automatically be added to the Results page.</p> <p>Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.</p>
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## Waste & Materials

How can we encourage the use of ecologically safe materials and a shift to a circular economy, where we avoid extracting raw materials and generating waste by using and reusing what we have better?

Emissions are created directly when we use boilers and vehicles, but almost everything we use has needed processing, treating and transporting. Each of these stages of the supply chain requires energy and fuel.

Our ability to make change on climate is also bigger than specific projects. We can build skills, communicate ideas, and help people get jobs in climate action programmes.

#	Climate outcomes checklist	Examples and guidance	Under current plans, could this project have an impact on this outcome?	Explain your answer	Strengthening positive outcomes
	Through funding, encouragement, advice, regulations, direct interventions or other routes, could this project have an effect on any of the following outcomes...	Ideas of how to achieve a green score	Under current plans, would this project have a positive or negative influence on this outcome?	Under current plans, how would this project influence this outcome, either for good or for bad?	Are there additional positive outcomes this project could support, outcomes you can strengthen, or equalities considerations needed? How could the project be shaped to support these? Is there any research or engagement you need to do? See the 'guidance' tab for ideas.
W.1	Using the same products for as long as possible	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
W.2	Switching to reused, recycled and bio-based products	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
W.3	Ending the supply or use of single use plastics and packaging	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
W.4	Minimising, reusing and recycling waste, including construction waste	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill

### Additional questions:

W.A.1	Will your project increase the amount of waste sent to landfill?	<a href="#">Link to Guidance</a>	Not relevant	Add more details here if not covered above	If 'yes', or 'not sure', the RAG status for this theme will automatically set to Red.
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### OVERALL RAG SCORE

No relevance

### Add a 1-2 sentence summary of your findings for decision-makers:

Not relevant	<p>This sentence will automatically be added to the Results page.</p> <p>Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.</p>
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## People & Economy

How can we support local climate initiatives, engage citizens, and build skills?

Tackling climate changes means changes to places, processes and how we live. These should make peoples' lives better, and help them live more safely, affordably and healthily.

We can make sure people are central to climate action by bringing them along with us, supporting new research and ideas, and working with pioneering partner organisations.

#	Climate outcomes checklist	Examples and guidance	Under current plans, could this project have an impact on this outcome?	Explain your answer	Strengthening positive outcomes
	Through funding, encouragement, advice, regulations, direct interventions or other routes, could this project have an effect on any of the following outcomes...	Ideas of how to achieve a green score	Under current plans, would this project have a positive or negative influence on this outcome?	Under current plans, how would this project influence this outcome, either for good or for bad?	Are there additional positive outcomes this project could support, outcomes you can strengthen, or equalities considerations needed? How could the project be shaped to support these? Is there any research or engagement you need to do? See the 'guidance' tab for ideas.
P.1	Increasing knowledge and understanding of climate action, including training people to install and use green technologies	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
P.2	Engaging stakeholders and communities on climate change and how to tackle and adapt to it	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
P.3	Reducing the climate impact of businesses you work with or order products from	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
P.4	Collaborating and supporting organisations which are pioneering climate action and supporting local climate initiatives	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
P.5	Developing new technologies, processes and models that accelerate climate action	<a href="#">Link to Guidance</a>	Not relevant	To fill	To fill
P.6	Making climate-friendly options affordable and attractive	<a href="#">Link to Guidance</a>	Positive impact	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This may enable more people to adopt climate-friendly options, where affordability has been a barrier.	To fill
P.7	Any other relevant outcomes from your project?		Not relevant	To fill	To fill

Additional questions:				
P.A.1 Is your project supported by, or supporting, carbon intensive industries, e.g. through sponsorship, investment or advertising?	<a href="#">Link to Guidance</a>	Select	Add more details here if not covered above	If 'yes', or 'not sure', the RAG status for this theme will automatically set to Red.

OVERALL RAG SCORE

Green

Add a 1-2 sentence summary of your findings for decision-makers:

Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This may enable more people to adopt climate-friendly options, where affordability has been a barrier.	<p>This sentence will automatically be added to the Results page.</p> <p>Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.</p>
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#### Equalities Impact Assessment

If you have previously completed an Equalities Impact Assessment for this decision in another form there is no need to complete this form, but please give a link or reference to the EIA completed that will be used for this decision:	
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<b>Background</b>	For your information
<b>What is an Equality Impact Assessment?</b>	An EIA is the most recognised way of assessing the potential impact a decision may have on different protected groups and taking steps to address any negative impacts identified. (Mitigation).
<b>Do I have to do one?</b>	Yes, almost always. The Public Sector Equality Duty (PSED) outlined in the Equality Act 2010, requires that public bodies, including the GLA, robustly considers how its policies and practices affect people with different protected characteristics and to take steps to eliminate discrimination and advance equality.
<b>Why do we do them?</b>	In accordance with the Equality Act 2010, the Greater London Authority is required to have due regard for the need to: <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation.</li> <li>• Advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not share it.</li> <li>• Foster good relations between those who have a relevant protected characteristic and those who don't.</li> </ul>
<b>When do I complete one?</b>	When planning or developing a new service, policy or strategy When reviewing an existing service, policy or strategy When ending or substantially changing a service, policy or strategy When there is an important change to the service, policy or strategy, or in London (e.g. a change in population), or at a national level (e.g. a change of legislation)
<b>What are the 9 protected characteristics?</b>	"Relevant protected characteristics" are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation and marriage and civil partnership.

<b>Section 1</b>	<b>To complete</b>
<b>Questions</b>	<b>Responses</b>
Name of policy/service/strategy to be impact assessed*	Grant to Living Wage Foundation In his manifesto, the Mayor pledged to make London a living wage city to ensure that workers are paid a fair wage. The London Growth Plan commits to making London a centre for excellence for fair pay and good work.
Corporate objective or Mayoral Manifesto Pledge being addressed*	Economic Fairness, Economic and Business Policy
Department/Unit/Team carrying out the assessment*	Economic Fairness, Economic and Business Policy
Who is responsible for the implementation of the policy/service/strategy (Department/Unit/Team)*	Economic Fairness, Economic and Business Policy
What are the aims/objectives of the policy/service/strategy?	To realise the Mayor's ambition to make London a Living Wage City and increase the proportion of Londoners paid the London Living Wage. An independently calculated wage rate to ensure people living in London have enough money to afford daily essentials.
Who is intended to benefit from the policy/service/strategy?	All Londoners through the Living Wage, but a particular focus on reaching the 14% of Londoners who are currently paid below the London Living Wage.
What are the main outcomes of the policy/service/strategy (this is key to being able to identify what monitoring is needed)?	To reduce the proportion of Londoners who are paid below the London Living Wage. This is monitored through the London Datastore: <a href="https://data.london.gov.uk/economic-fairness/labour-market/london-living-wage-raw/">https://data.london.gov.uk/economic-fairness/labour-market/london-living-wage-raw/</a>
Is the policy/service/strategy for external or internal purposes?	External - a funding agreement with external partners, for the benefit of those employed in London
Are other organisations/stakeholders involved in the delivery?	Yes - Living Wage Foundation (as recipient of funding). The Living Wage Foundation is seeking a coalition of funding partners.
What information/evidence do we have to ensure an informed evidence based assessment is made?	
This can be supporting information for a similar policy/service/strategy and what did this information tell us?	Supporting information can be demographic data (e.g. gender, ethnicity, research findings, comparisons between similar policies/services/strategies at the GLA or other partners, survey data, equality monitoring data, desk top data gathering exercises) <a href="http://www.livingwage.org.uk/employers/why-below-real-living-wage-2024">www.livingwage.org.uk/employers/why-below-real-living-wage-2024</a>
How will information be collected regarding the positive/negative impact of the policy/service/strategy etc?	Monitoring through the Living Wage programme, against project objectives. The Living Wage Foundation carries out regular assessments of low pay and its impact, including considering the equalities implications of low pay.
Date of policy/service/strategy/review*	Equality implications to be reviewed as part of grant management approach.

<b>Section 2</b>	<b>To complete</b>
<b>Protected Characteristics</b>	<b>Impacts Identified</b>
Age	Young workers between 18-21 are considerably more likely to be low paid than any other age group in London, with more than half of these workers being low paid. The London Living Wage rate is substantially higher than the statutory minimum national living wage for under 25s, which means Londoners aged 18-21 are more likely to be low paid than the national minimum wage rate. This is likely to disproportionately affect low paid young workers, who would otherwise have paid at the lower statutory rate.
Disability	Disabled people are more likely to be affected by poverty and it is reasonable that they may therefore be more likely to be affected by in-work poverty, especially considering the additional costs associated with living with a disability. The disability pay gap between disabled and non-disabled workers within London is estimated at 10 per cent.
Gender	Disabled people or those with long-term health conditions may be more likely to work part-time; part-time workers continue to be disproportionately affected by low pay compared to full-time workers. As such, efforts to increase the number of Londoners paid the London Living Wage are likely to positively affect disabled workers.
Race	Women and part-time workers continue to be disproportionately affected by low pay compared to men and full-time workers. Nationwide, women accounted for 60.3 per cent of all jobs paid below the real Living Wage in 2024, highlighting their over-representation in low-paid jobs. As such, efforts to increase the number of Londoners paid the London Living Wage are likely to positively affect women, who are more likely to be in insecure employment - widening the reach of the Living Hours campaign will improve job security, predictability of pay and the risk of shift changes.
Religion and Belief (including no belief)	No specific impact identified
Sexual Orientation	No specific impact identified
Gender reassignment	No specific impact identified
Pregnancy and Maternity	Women and part-time workers continue to be disproportionately affected by low pay compared to men and full-time workers. Efforts to increase the number of Londoners paid the London Living Wage may help to address low income during maternity leave.
Marriage and Civil Partnership	No specific impact identified
Does the policy/service/strategy address socio-economic disadvantage (including those with lower income or carers, ex-offenders and armed forces veterans)?	Yes. This section on increasing pay will help to address in-work poverty, directly addressing the challenges associated with low income.
Does the policy/service/strategy address structural inequality?	The Making London a Living Wage City programme does not address the structural causes of low pay and why some groups are more likely than others to be affected by low pay. However, the programme does focus on sectors that are more likely to have low pay, thereby focusing on the issues making it more prevalent in some sectors.

<b>Section 3</b>	<b>Completed</b>
<b>Meetings and discussions</b>	<b>Public engagement activities</b>
Include who was involved	Include who was involved
Not applicable	

<b>Section 4</b>	<b>Completed</b>
<b>Links to climate impacts</b>	<b>Key considerations</b>
Look back over your results in the climate tabs, and consider whether there are any additional equalities considerations linked to these themes that you haven't already covered.	In addressing low pay and in-work poverty, the Making London a Living Wage City programme seeks to provide more stable incomes for Londoners and increase the number of Londoners being able to save. This financial certainty could enable people to better prepare or respond to the challenges associated with climate change, including those groups who are currently more likely to be affected by both low pay and the effects of climate change.
Record these in this box. You can use column F, in the Guidance tab, to help you.	
This box will be pulled through to the Results Table and included on the Decision Form.	

<b>Section 5</b>	<b>Completed</b>
<b>Summary thoughts</b>	Some Londoners are more likely to be affected by low pay, including disabled workers, women, part-time workers, young workers and minority ethnic workers. As such, efforts to increase the number of Londoners who are paid the London Living Wage is likely to positively affect these Londoners. The focus on increasing pay will help to address in-work poverty, directly addressing the challenges associated with low income.
This box will be pulled through to the Results Table and included on the Decision Form.	
Please summarise key things for decision-makers to be aware of in relation to this EIA	

## Climate & Equalities Results Overview

This page summarises the findings of the completed Climate & Equalities tool for this project.

Copy/paste the red dotted area below if you wish to copy it into a word document.

**This page updates automatically, you do not need to edit it.**

Green	All green, with a few ambers. The proposal or decision is expected to have positive impacts overall.
Amber	Majority amber, or with some reds. The proposal or decision has both positive and negative impacts or a significant number of potentially important impacts haven't been considered yet.
Red	Mostly red, or some serious negative impacts. Careful consideration of trade-offs is necessary.

Performance of this project against Climate and Equalities themes	Score
<b>Resilience, Ecology &amp; Adaptation:</b> how does this project positively influence social, economic and ecological resilience and capacity to adapt to climate change?	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This will help more people to afford daily essentials (for example fuel costs during extreme weather events) and more likely to be able to invest in equipment and tools to cope with changing or extreme climate.  Green
<b>Buildings, Infrastructure &amp; Energy:</b> how can we minimise the impacts of our buildings and energy infrastructure on the climate?	Not relevant  Green
<b>Transport &amp; Connectivity:</b> how can we make it easier to move around London with minimal impact on the climate?	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This could help to improve access to public transport and cycling, where cost may have been a barrier to some people/ groups.  Green
<b>Waste &amp; Materials:</b> how can we encourage the use of ecologically safe materials and reduce waste?	Not relevant  No relevance
<b>People &amp; Economy:</b> how can we support local climate initiatives, engage citizens, and build green skills?	Ensuring more Londoners are fairly paid will help to tackle in-work poverty. This may enable more people to adopt climate-friendly options, where affordability has been a barrier.  Green
<b>Equalities Impact Assessment</b>	Some Londoners are more likely to be affected by low pay, including disabled workers, women, part-time workers, young workers and minority ethnic workers. As such, efforts to increase the number of Londoners who are paid the London Living Wage is likely to positively affect these Londoners. The focus on increasing pay will help to address in-work poverty, directly addressing the challenges associated with low income.  N/A