

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.

GREATER LONDON AUTHORITY



Tyndall[°]Centre
for Climate Change Research

Saving and storing

Send completed tools to 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	CETool@london.gov.uk
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 EqlA 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

Project Overview

Overview information	<i>Please complete all fields</i>
Name of project to be assessed	Grant to Living Wage Foundation
Decision Number (if relevant)	DD2810
Author(s)	Claire Hamilton / Shaun Lowthian
Date of Assessment (provide as DD/MM/YYYY)	27/05/26
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 (£)	£450,000
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, dryer summers and wetter, milder winters	Link to Guidance	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	Link to Guidance	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	Link to Guidance	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	Link to Guidance	Not relevant	To fill	To fill
R.5	Creating or expanding parks, gardens, ponds, rivers, habitats and open spaces	Link to Guidance	Not relevant	To fill	To fill
R.6	Improving access to parks, gardens, ponds, rivers and open spaces	Link to Guidance	Not relevant	To fill	To fill
R.7	Preserving, improving and protecting existing ecosystems and habitats	Link to Guidance	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?	Link to Guidance	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?	Link to Guidance	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.	This sentence will automatically be added to the Results page. Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.
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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	Link to Guidance	Not relevant	To fill	To fill
B.2	Encouraging occupants to use energy as efficiently as possible	Link to Guidance	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	Link to Guidance	Not relevant	To fill	To fill
B.4	Improving the energy efficiency of existing buildings, to at least EPC B, DEC B or equivalent	Link to Guidance	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 not hydrogen boilers)	Link to Guidance	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)	Link to Guidance	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	Link to Guidance	Not relevant	To fill	To fill
B.8	Cutting polluting machinery from construction sites	Link to Guidance	Not relevant	To fill	To fill

Additional questions:

B.A. 1	Does your project involve or encourage the demolition of an existing building(s)?	Link to Guidance	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?	Link to Guidance	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)?	Link to Guidance	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?	Link to Guidance	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	This sentence will automatically be added to the Results page.
	Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.

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	Link to Guidance	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	Link to Guidance	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	Link to Guidance	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	Link to Guidance	Not relevant	To fill	To fill
T.5	Providing facilities to make cycling more affordable and convenient (e.g. secure, dry, bike storage)	Link to Guidance	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	Link to Guidance	Positive impact	Ensuring more Londoners are fairly paid may enable more to invest in private electric vehicles where they otherwise might be	To fill
T.7	Ending the use of fossil fuelled vehicles, including petrol and diesel cars, oil-powered shipping and diesel-powered rail	Link to Guidance	Not relevant	To fill	To fill
T.8	Using electric vehicles, cargo bikes or other low carbon options for deliveries and collections	Link to Guidance	Not relevant	To fill	To fill
Additional questions:					
T.A.1	Will your project result in more motorised vehicle traffic?	Link to Guidance	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?	Link to Guidance	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.	This sentence will automatically be added to the Results page. Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.
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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	Link to Guidance	Not relevant	To fill	To fill
W.2	Switching to reused, recycled and bio-based products	Link to Guidance	Not relevant	To fill	To fill
W.3	Ending the supply or use of single use plastics and packaging	Link to Guidance	Not relevant	To fill	To fill
W.4	Minimising, reusing and recycling waste, including construction waste	Link to Guidance	Not relevant	To fill	To fill

Additional questions:					
W.A.1	Will your project increase the amount of waste sent to landfill?	Link to Guidance	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.

OVERALL RAG SCORE **No relevance**

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

Not relevant	This sentence will automatically be added to the Results page. Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.
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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	Link to Guidance	Not relevant	To fill	To fill
P.2	Engaging stakeholders and communities on climate change and how to tackle and adapt to it	Link to Guidance	Not relevant	To fill	To fill
P.3	Reducing the climate impact of businesses you work with or order products from	Link to Guidance	Not relevant	To fill	To fill
P.4	Collaborating and supporting organisations which are pioneering climate action and supporting local climate initiatives	Link to Guidance	Not relevant	To fill	To fill
P.5	Developing new technologies, processes and models that accelerate climate action	Link to Guidance	Not relevant	To fill	To fill
P.6	Making climate-friendly options affordable and attractive	Link to Guidance	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?	Link to Guidance	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.
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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.	This sentence will automatically be added to the Results page. Use this to explain the RAG rating or any considerations you think decision-makers need to take into account.
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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 EQIA completed that will be used for this decision:	
Background	For your information
What is an Equality Impact Assessment?	An EqIA 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).
Do I have to do one?	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.
Why do we do them?	In accordance with the Equality Act 2010, the Greater London Authority is required to have due regard for the need to: • Eliminate unlawful discrimination, harassment and victimisation. • Advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not share it. • Foster good relations between those who have a relevant protected characteristic and those who don't. Having due regard includes to: • Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic; • Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of the persons who do not share it; • Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
When do I complete one?	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 in 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)

What are the 9 protected characteristics?	“Relevant protected characteristics” are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation and marriage and civil partnership.
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Section 1	To complete
Questions	Response
Name of policy/service/strategy to be impact assessed*	Grant to Living Wage Foundation
Corporate objective or Mayoral Manifesto Pledge being addressed*	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.
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: https://data.london.gov.uk/economic-fairness/labour-market/london-living-wage-llw/
Is the policy/service/strategy for external or internal purposes?	External - a funding agreement with external partner, 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. census findings, research findings, comparisons between similar policies/services/strategies at the GLA or other partners, survey data, equality monitoring data, desk top data gathering exercises)	The Living Wage Foundation have analysed low pay in London. There are significant disparities in how low pay affects different groups. https://www.livingwage.org.uk/employee-jobs-paid-below-real-living-wage-2024
How will information be collected regarding the positive/negative impact of the policy /service/strategy etc?	Monitoring through grant agreement on progress 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.
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Section 2	To complete	
Protected Characteristics	Impacts Identified	Mitigations/ Justifications Considered
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 national minimum wage for under 21s. On-boarding more London employers to being Living Wage accredited will benefit younger workers who would otherwise been 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. 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 is likely to positively affect disabled employees.	
Gender	Women and part-time workers continue to be disproportionately affected by low pay compared to men and full-time workers. Nationwide, women accounted for 60.8 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 is likely to positively affect women, who are more likely to be low paid.	
Race	Minority ethnic workers are twice as likely to be low paid than white workers in London (20 per cent compared with 10 per cent). As such, efforts to increase the number of Londoners paid the London Living Wage is likely to positively affect minority ethnic workers. It is also understood that such workers are more likely to be in insecure employment - widening the reach of the Living Hours campaign will improve job security, predictability of hours and notice 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; the focus 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 focussing on the issues making it more prevalent in some sectors.	

Section 3	Completed
Meetings and discussions	Public engagement activities
Include who was involved	Include who was involved
Not applicable	

Section 4	Completed
Links to climate impacts	Key considerations
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. Record these in this box. You can use column F, in the Guidance tab, to help you.	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 likelihood 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.

Section 5	Completed
Summary thoughts	
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 EqIA	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.

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
Resilience, Ecology & Adaptation: 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
Buildings, Infrastructure & Energy: how can we minimise the impacts of our buildings and energy infrastructure on the climate?	Not relevant	Green
Transport & Connectivity: 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

Waste & Materials: how can we encourage the use of ecologically safe materials and reduce waste?	Not relevant	No relevance
People & Economy: 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
Equalities Impact Assessment	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

#	Positive outcomes	Why are we asking this?	What supports this outcome?	Key demographics affected	Links to further information	Relevant London Plan policies	GLA Team
		Why this outcome is important	Activities and changes that positively influence this outcome	Examples of groups which are likely to be affected by this outcome. This is not comprehensive, each project will be unique	Links and resources		Who can help you with more information
Resilience, Ecology & Adaptation							
R.1	People and organisations living and working safely under long term changes to climate – like hotter, dryer summers and wetter, milder winters	This relates to long-term changes to climate, and people/organisations being informed and aware of these changes. Hotter, dryer weather may cause or exacerbate health risks, or affect productivity and activities. Wetter weather may limit outdoor activities or limit our ability to move around.	- Advice to people on how to keep themselves safe during different weather conditions - Seasonally-appropriate workwear and equipment for employees - Business programmes and plans accommodate changing weather conditions - Working patterns help keep people safe, for example limiting the outdoor / site work above certain temperatures	- Children, elderly people, people with health conditions and people who work outdoors can be at high risk from high temperatures - People with mobility limitations may struggle during wet weather. - Information and guidance may need to be available in different languages and with accessible options.	Link to London Climate Risk Map	GG6	Climate Adaptation
R.2	Preparing buildings, infrastructure and places to keep operating effectively under, and be better adapted to, long term change to the climate	This relates to long-term changes to climate, and making sure buildings and infrastructure will function effectively. We can change our physical environments to protect them and the people within them from hotter, dryer summers and milder, wetter winters.	- More shady areas, such as trees, covered walkways and canopies - More green space, and less concrete or hard building materials - Shutters, ventilation and insulation in buildings - Free, publicly accessible water fountains - Upgrading electrical and mechanical equipment to protect them from rising temperatures - Green infrastructure, like Sustainable Urban Drainage networks	See R.1 - People who live in poor quality buildings are more likely to be affected by overheating	Link to European Commission Building Adaptation Guidance	GG1, GG6, D8, D11, G1, SI 4, SI 12, SI 13	Climate Adaptation
R.3	People and organisations protecting themselves from climate shocks – like floods, heatwaves, droughts and wildfires, and bouncing back quickly	This relates to extreme weather events, and people/organisations being informed and aware of these changes. As climate change worsens, we're seeing wetter winters and rising sea levels. This increases the risk of flooding: both from rain, groundwater and rivers. Hotter weather risks droughts, wildfires and unsafe levels of heat. These 'shocks' pose a threat to life, have huge clean up costs and can have serious impacts on the wellbeing and livelihoods of those affected.	- Emergency alert systems for floods, droughts and heatwaves - Advice to people on how to protect themselves during shock events and what support will be in place - Business plans in place for shock events - for example drought plans, and rules about working in extreme heat - Buildings with A/C are open to the public in heatwaves ('cool spaces') - Free, publicly accessible water fountains	- People who live in areas with poor access to health and transport services. - Low income groups will struggle to pay to clear up the consequences of shock events e.g. damage to possessions - People with health conditions and limited mobility, the elderly, marginalised and minority communities, children and youth, will be worst affected by emergency situations and shock events - Information and guidance may need to be available in different languages and with accessible options.	Link to GLA Adaptation resources	GG6	Resilience
R.4	Buildings, infrastructure and places suffering fewer impacts from climate shocks and helping people to bounce back quickly	This relates to extreme weather events, and making sure buildings and infrastructure will function effectively. We can change our physical environments to protect them and the people in them from shock events like floods, heatwaves and droughts.	- Flood risk assessments, flood defence schemes and flood proofing for buildings and infrastructure - Fire safety assessments and measures - Water-saving measures like low-flow taps and rainwater harvesting to reduce the impacts of drought - Emergency access plans and accessible access routes - Back-up power generators like renewable energy sources - Green infrastructure, like Sustainable Urban Drainage networks	See R.3 - People who live in poor quality buildings are more likely to be affected by heatwaves, flooding and fires	Link to GLA Adaptation resources	GG1, GG6, D8, D11, D12, G1, SI 5, SI 12, SI 13	Resilience
R.5	Creating or expanding parks, gardens, ponds, rivers, habitats and open spaces	These 'green and blue' spaces are important for our wellbeing, for flourishing ecosystems, and for reducing heat and flooding in local neighbourhoods. They also reduce noise levels, air pollution and absorb greenhouse gas emissions.	- Creating new spaces - Extending existing spaces - Supporting "biodiversity corridors" - Cleaning up polluted or contaminated areas - Rewilding schemes, ecological restoration activities, or reintroducing species	- People who lack access to these spaces - People who rely on these spaces, especially for physical and mental wellbeing - People who rely on these spaces for their livelihoods - People with respiratory conditions	Link to Biodiversity Net Gain Guidance	D3, G4, G5, G6, G7, SI 14	Climate Adaptation Green Infrastructure
R.6	Improving access to parks, gardens, ponds, rivers and open spaces	These important spaces (see R.5) aren't always accessible to everyone, despite their huge importance for physical and mental health. Making sure everyone can easily access these spaces ensures their benefits are shared across London.	- Communal garden access expanded to more residents - New spaces created or spaces expanded - Private spaces made public - Accessible access routes to these spaces	See R.5 - People without access to private or communal gardens or balconies	Link to review on Access to Nature report from 2020	GG1, GG3, D3, G4, G6, SI 15	Climate Adaptation Green Infrastructure
R.7	Preserving, improving and protecting existing ecosystems and habitats	Wherever possible, we need to protect the ecosystems we already have. Ecosystems that already exist are often more mature: they are already established habitats and are often well-adapted to their location. Sometimes they contain scientifically important or precious species.	- Biodiversity assessments - Improving soil or ecosystem health - Ecological restoration activities or reintroducing species - Removing or blocking sources of pollution - Investments in caring for these spaces - Community groups and local wildlife networks	See R.5 and R.6	Link to Defra species maps	GG2, GG3, D3, G4, G6, G7, SI 17	Climate Adaptation Green Infrastructure
Buildings, Infrastructure & Energy							
B.1	Maintaining, repairing and reusing existing buildings, to extend their lifetime	Keeping our buildings liveable and in good condition improves their quality, reduces management costs and keeps them operating for longer. This reduces the amount we need to demolish and rebuild, which is expensive, disruptive and carbon-intensive.	- Repair and maintenance plans - Instructions for how to use any equipment, automated systems and other technologies - Enabling occupants to care for spaces or have a say in management plans - Empty or underused buildings brought back into use - Refurbishments and retrofits - Communications and messaging about the importance of this topic	- Low income groups may not be able to afford upfront costs of repairs and maintenance - Renters may not be allowed to independently undertake repairs and maintenance, or their landlords may not follow up on requests for it - Renters are vulnerable to major decisions being taken on their homes without their input - People with mobility limitations or health conditions may be particularly affected by buildings which are unsafe or not accessible	Link to housing and health research	GG2, D3, H8, H9	Energy Unit Climate Change Mitigation
B.2	Encouraging occupants to use energy as efficiently as possible	Regardless of how energy efficient a building is, we can make sure we only use the energy we need when we're in them. This means not wasting energy, using efficient appliances and making sure occupants can use systems and building features properly.	- Signage and guidance on how to avoid wasting energy and use appliances and equipment properly - Energy efficient appliances and systems - Building Management Systems - Smart meters - Reminders and awareness raising about how to minimise energy use e.g. turn off lights, computers etc.	- Information and guidance may need to be available in different languages and with accessible options. - People may have different expectations and needs for lighting, heating and other resources. 'Smart' systems should be inclusive, and be flexible for occupants to control. - Occupants with mobility restrictions may require additional support to use appliances	Link to Energy Saving Trust guidance	GG6, SI2	Energy Unit Climate Change Mitigation
B.3	Delivering new buildings that are energy efficient, to EPC B, DEC B or London Plan standards as a minimum	New buildings can be constructed such that they require very little energy to run. This typically means having thick, insulated walls, floors and roofs, and double glazed windows. These buildings require less energy to live or work in, therefore reducing bills and greenhouse gas emissions.	- Minimum building performance standards as per London Plan standards or better - Passivhaus design standards: ultra low energy performance standards	- In the UK people are most likely to live in fuel poverty if they are low income, unemployed, single parents, renters, in an ethnic minority, and/or in a poor quality home. - People who are elderly, young or have health conditions are most at risk from from overheating or cold weather in uninsulated buildings	Link to London Plan Energy Guidance	GG3, GG6, SI 2	Housing & Land Planning

B.4	Improving the energy efficiency of existing buildings, to at least EPC B, DEC B or equivalent	We can upgrade our existing buildings such that they use less energy to run. This means adding double glazing and insulation, closing up draughts. "Retrofitted" homes with more insulation require less energy to run, saving on energy bills and avoiding greenhouse gas emissions. Improving energy performance also means keeping buildings operating in hot weather. Cooling systems and 'passive' systems (like shading and natural ventilation) will also support this.	- Energy retrofits: adding insulation, draught excluders, closing air gaps, and installing double glazing, shutters and more - Passivhaus design standards: ultra low energy performance standards - Communications and messaging about the importance of this topic - Mechanical cooling systems or 'passive' cooling systems like shading, natural ventilation and more.	See B.1 and B.3 - People on low incomes may not be able to afford the upfront costs of retrofits, but stand to gain the most from fuel bill reductions after them - The building works associated with installing (retrofitting) insulation measures can be disruptive to existing residents	Link to LETI retrofit guidance	GG6	Energy Unit
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 not hydrogen boilers)	Gas / oil boilers and petrol / diesel generators release greenhouse gas emissions and dangerous air pollutants. In comparison, electric and battery alternatives use energy from the electricity grid which can be powered by renewable energy. It's also possible to use renewable energy directly, through solar panels. Heat pumps use a mix of direct renewable energy and electricity. Hydrogen and hydrogen ready units are rarely appropriate for homes.	Removing boilers, appliances and generators fuelled by oil, gas, diesel, petrol, biofuels, wood, coal, charcoal, hydrogen and hydrogen-ready units. Instead, use: - Electric units, either battery-powered, plugged into the mains or connected to heat/local electricity networks or renewable sources - Heat pumps, which are powered using heat from outside or underground, and a small amount of electricity - Solar thermal or solar water heaters	- Young people, elderly people and those with health conditions are likely to be most badly affected by air pollution from gas/oil/petrol/diesel boilers and generators - People on low incomes may not be able to afford the upfront costs of new units - New heat sources can reduce fuel poverty rates (see B.3)	Link to GLA energy guidance	SI 2, SI 3	Energy Unit Climate Change Mitigation
B.6	Installing renewable energy sources on buildings (like solar panels, solar thermal water heaters and heat pumps)	Renewable energy sources and batteries provide power without releasing greenhouse gas emissions and air pollutants. They help reduce fuel bills, and reliance on the national grid (so are more resilient to power cuts and outages).	- Solar PV panels and solar thermal units - Heat pumps - Connections to local/regional renewable power centres - like solar panels, wind turbines or heat pumps - Communications and messaging about the importance of this topic	See B.5	Link to Energy Saving Trust guidance	SI 2, SI 3	Energy Unit Climate Change Mitigation
B.7	Using reused, recycled and low carbon materials, for both retrofits and to London Plan benchmarks for new buildings	Mining, fabricating and transporting building materials (like concrete and steel) can be ecologically destructive and releases greenhouse gas emissions. We can avoid these materials by prioritising reused, recycled and alternative building materials like sustainably sourced timber.	- Avoiding demolition and new build through maintaining, repairing and reusing existing buildings - Designing efficient buildings and structures to minimise material use - Whole life carbon assessments, meeting London Plan benchmarks - Sourcing sustainable timber and bio-based materials - Sourcing recycled and repurposed materials - Using materials banks, designing for disassembly, and using materials passports help identify reusable materials	N/A	Link to GLA embodied carbon guidance	SI 2, SI 7, SI 10	Climate Change Mitigation Waste & Circular Economy
B.8	Cutting polluting machinery from construction sites	Construction machinery is typically diesel or fuel powered, and sites often require energy to light, heat and manage. New technologies and processes are emerging that help operate sites in a more climate-friendly way. Quieter, cleaner sites also improve working conditions and safety.	- Electric machinery and generators - Limits on site pollution and procedures to handle clean ups - Renewable power sources and supplies - Clean zones where polluting machinery isn't allowed	- Young people, elderly people and people with health conditions (particularly respiratory conditions) in the local community will be at particular risk from construction site pollution - Cleaner, modern sites can be made more accessible and safe for all workers	Link to Bellona 2019 report on clean construction sites	SI 1	Air Quality
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)?	Where building standards are needed, the London Plan should be used as a source of minimum standards. Even if your project isn't technically required to be compliant with the London Plan, it provides a useful benchmark for new build and regeneration projects.	See B.2, B.3, B.5, B.6, B.7	See B.1-3 above	Link to London Plan Guidance	SI 2	Climate Change Mitigation
Transport & Connectivity							
T.1	Creating new, accessible public transport stops and routes, or improving existing transport services	Public transport enables lots of people to share vehicles - like trains or buses - meaning that overall less fuel is needed to move people around, and costs are kept low. In London public transport is being made greener through the switch to electric vehicles and green electricity. Keeping public transport affordable is essential for Londoners.	- Extensions to public transport routes - New public transport routes - Accessibility improvements to public transport facilities - Cheaper public transport for some or all	- People with limited mobility may not be able to access public transport facilities - Many groups may be reliant on existing public transport networks, and in particular may be adversely affected if public transport changes increase travel costs or time - People who live in more remote areas will be particularly affected by changes to routes in their area	Link to Mayor's Transport Strategy, 2018	GG1, GG5, S1, T1, T2, T3, T4	Transport
T.2	Extending, improving or creating new routes for cycling, walking and people using wheelchairs, prams or mobility aids	Being able to cycle, walk and wheel around easily helps people avoid using cars and motorbikes. This will reduce costs for them, as well as avoiding emissions and pollutants, and improving mental and physical wellbeing.	- Extensions to routes - New routes - Accessibility improvements to existing routes - More direct routes created - Routes provided during construction works - Clear signage, maps and directions	- Changes to these routes should consider a wide range of mobility and access requirements for different groups - Information and guidance may need to be available in different languages and with accessible options.	Link to GLA Sustainable Travel Guidance	GG1, GG3, D3, D8, S1, T1, T2, T3, T4, T5	Transport
T.3	Increasing access to local schools, shops, leisure centres, offices and other sites without the need for a car	If people can reach places they visit regularly using low cost public or active transport, they can avoid using a car. This will reduce costs for them, as well as avoiding emissions and pollutants.	- New developments positioned near existing town centres and urban hubs - New facilities and developments oriented with useful access routes and entry points - Dedicated access routes and signage to connect residential areas and town centres - New developments include retail and commercial spaces	See T.1 and T.2	Link to TfL walking and planning toolkit	GG1, SD6, D3, S1, T1	Transport Planning
T.4	Creating or increasing access to shared transport schemes - like car-clubs, ride sharing and bike or scooter sharing	Sharing forms of transport can be a good way to reduce the costs of travel and the amount of fuel needed for people to make journeys. Easily accessible cycle schemes may help people avoid driving.	- More car clubs, expansions of car clubs or more affordable existing car clubs and ride sharing schemes - New, expanded or more affordable shared bike and scooter schemes - Dedicated road area for transport sharing schemes e.g. bike parking - Communications and messaging about the importance of this topic	See T.1 and T.2	Link to Energy Saving Trust Guidance	T7	Transport
T.5	Providing facilities to make cycling more affordable and convenient (e.g. secure, dry, bike storage)	Increasing levels of cycling avoids the use of cars and other forms of transport that create emissions and pollutants. Cycling also has cost and wellbeing benefits. Making sure cycling is accessible, safe and convenient will make it more popular, safer and accessible.	- Bike safety training - New, improved or expanded bike parking facilities - Improved access to bike safety equipment like helmets and reflective layers - Cycle to work schemes - Bike share schemes - Communications and messaging about the importance of this topic	- Cycling may be unfamiliar to some groups of people, so training and safety support will help them access these schemes - Cycling is not accessible for everyone, so cycling facilities should be balanced with other users' needs, depending on the project	Link to Making Space For Cycling	D3, T5, T6.2	Transport Planning

T.6	Increasing the uptake of Electric Vehicles	Electric vehicles (EVs) create significantly fewer emissions and air pollutants than petrol and diesel vehicles, even when the manufacturing process is included. Wherever journeys cannot be made by public or active transport (see T.1 and T.2), encouraging the use of electric vehicles will reduce emissions.	- More publicly accessible EV charging points - Dedicated EV charging spaces - Different parking rates for EVs - Communications and messaging about the importance of this topic	- EVs can be more expensive than other vehicle types and there are fewer second hand options available. This may make them inaccessible to small businesses and low income groups - EVs still produce air pollutants, making them a risk to everyone, but particularly young people, elderly people and those with respiratory conditions	Link to Carbon Brief Fact Check	T6, T7, T6.2-4, T7	Transport Air Quality
T.7	Ending the use of fossil fuelled vehicles, including petrol and diesel cars, oil-powered shipping and diesel powered rail	Fossil-fuelled vehicles create greenhouse gas emissions and air pollutants which are toxic to breathe in. They cause road congestion and risk traffic accidents.	- Fares, tariffs and parking fees or rules linked to vehicle fuel type - Zones where these vehicles aren't allowed - Procurement or hiring cleaner alternatives - Specifying a requirement for cleaner alternatives in contracts - Communications and messaging about the importance of this topic - Providing digital infrastructure so vehicle use can be avoided	- Air pollution particularly affects young people, elderly people and people with respiratory conditions. Air pollution is often concentrated in deprived areas. - Some people are not able to use active travel methods and rely on car use. They must still be able to access their homes, places of work and other areas.	Link to Mayor's Transport Strategy 2018	D8, SI 6, T1, T2, T6	Air Quality Climate Change Mitigation Transport
T.8	Using electric vehicles, cargo bikes or other low carbon options for deliveries and collections	When we order products or procure services, emissions are often created by petrol and diesel vehicles delivering them. Specifying or requesting electric vehicles, cargo bikes or other options for deliveries will help avoid greenhouse gas emissions.	- Working with suppliers to encourage clean vehicle use - Streamline orders to minimise use of multiple small deliveries - Communications and messaging about the importance of this topic - Specifying a requirement for cleaner alternatives in contracts	See T.5-7	Link to report on micromobility	E9, SI 8, T7	Air Quality Transport
T.A. 1	Increased road capacity	Increasing public transport fares, creating road space without options for walking or cycling and reducing parking fares are all examples of policies that could increase the amount people travel using vehicles. These vehicles create air pollution, traffic and accident risks, even if they are electric. New roads should include access for walkers, cyclists and people in wheelchairs too.	N/A	N/A	Link to London Plan guidance on sustainable transport	D8, T1, T2, T4, T8	Transport
Waste & Materials							
W.1	Using the same products for as long as possible	Everything we buy new creates emissions (in their manufacture, fabrication and transportation). Emissions are also generated in the process of disposing of items. Using things for as long as possible reduces the amount we are buying new and throwing away.	- Repair and maintenance shops, services, facilities and training - Designing and procuring durable products and units - Looking after things and using them properly (including training staff to do so) - Upgrading and fixing broken appliances and items - Tool libraries, swaps and sharing schemes - Consuming as much as is needed, not over-ordering - Communications and messaging about the importance of this topic	- People on low incomes will benefit from the ability to avoid re-buying if repair and share options are more widely available - There are skills and jobs opportunities in these sectors - Waste reduction improves public and ecological health, and reduces the risk of waste contamination and groundwater pollution.	Link to ReLondon Guidance	SI 7, SI 8	Waste & Circular Economy
W.2	Switching to reused, recycled and bio-based products	The extraction, processing and transportation of raw materials has a huge emissions and ecological impact. Reused, recycled and bio-based materials tend to require less treatment, transportation and processing overall, and doesn't rely on mining or using up limited resources. However, materials should be checked and researched carefully.	- Checking the carbon and ecological footprint of materials - Whole life carbon assessments and comparisons of different options - Sourcing recycled and repaired materials and products - Recycling and repairing products so others can use them - Sourcing bio-based materials where they are accredited by a trusted source	See W.1	Link to ReLondon Guidance	SI 7	Waste & Circular Economy
W.3	Ending the supply or use of single use plastics and packaging	Plastics are made from refined oil, and create emissions when they are manufactured and transported. They are hard to dispose of, and make up a large portion of our unrecyclable waste. Reducing the use of single use plastic reduces emissions and waste.	- Alternative materials for packaging, particularly recycled and recyclable materials - Return schemes so products can be cleaned and reused - Ending the use of disposable items and products - Communications and messaging about the importance of this topic	See W.1		SI 7	Waste & Circular Economy
W.4	Minimising, reusing and recycling waste, including construction waste	Recycling means that we can keep using materials that we have already extracted and processed. This reduces demand for raw materials, which are ecologically damaging and carbon-intensive. Sending materials to landfill is also ecologically destructive and creates more emissions than recycling or most treatments.	- Recycling and composting bins - Recycling, waste treatment and composting infrastructure - Education about how to recycle and treat waste, or avoid creating waste - Waste scanning, data collection and composition analysis - Communications and messaging about the importance of this topic	See W.1	Link to ReLondon Guidance	D6, SI 7, SI 8, SI 9, SI 10	Waste & Circular Economy Planning Climate Change Mitigation
People & Economy							
P.1	Increasing knowledge and understanding of climate action, including training people to install and use green technologies	One of the biggest challenges to accelerating climate action is not having enough people trained to install, use or manage new technologies and processes. We need to train and upskill people to support climate action.	- Setting up new training programmes - Including climate in communications programmes - Allocating apprentices to green activities on projects - Improving and updating existing training schemes to bring in climate - Guidance for users of new processes and technologies, e.g. heat pumps	- Information and guidance may need to be available in different languages and with accessible options. - Consider providing a variety of training levels and typologies to suit people in different fields and with varied learning requirements	Link to Mayor's Skills Roadmap	E8, E11, SI 8	Climate Change Mitigation
P.2	Engaging stakeholders and communities on climate change and how to tackle and adapt to it	Some people don't know much about the climate emergency, don't realise how important it is, or don't know what they might be able to do to help tackle it. We can work with stakeholders and communities to unlock climate action.	- See P.1 - Set up dedicated engagement schemes - Community consultation programmes - Expanding, improving or new community groups and networks - Community engagement and research in project development phases	- Provide different formats, platforms and timings for engaging with different groups and demographics, to best meet their preferences or needs - Information and guidance may need to be available in different languages and with accessible options.	Link to GLA Good Consultation Lines	GG1, D5	Climate Change Mitigation Communities
P.3	Reducing the climate impact of businesses you work with or order products from	Many projects and programmes involve working with businesses, partners and suppliers from across the UK and abroad. Helping national and international businesses to change their processes will encourage worldwide decarbonisation.	- Climate standards and outcomes from across this tool are part of specifications, design briefs, terms and conditions and bid / application scoring systems - Communicate climate expectations with partners and stakeholders, working together to find solutions - Communicate successes publicly - Work with international and national networks, forums and research groups	- Consider the needs, position and priorities of partners, who may be less able to make change than the GLA. This may be particularly true for Small and Medium sized businesses.	Link to SBTi guidance	SI 8	Climate Change Mitigation Sustainability & Strategy
P.4	Collaborating and supporting organisations which are pioneering climate action and supporting local climate initiatives	There are businesses and community groups doing important work in spearheading new technologies and processes that help tackle climate change and reduce emissions. We can support these groups, learn from them and raise awareness of their work.	- Partnerships and programmes with pioneering and local groups - Sharing best practice in communications and reports - Consulting experts in engagement and project development processes	See P.1-3	Link to Greener Together	GG1, GG5, E8	Climate Change Mitigation Sustainability & Strategy

P.5	Developing new technologies, processes and models that accelerate climate action	Climate action often requires new ways of thinking, running things and managing things. We can help test and spearhead new processes and technologies in our role as a strategic authority.	- Pilot programmes and projects - Thought leadership and strategic projects - Research, data collection and evidence base preparation - Supporting new technologies and processes	See P.1-3	Link to Better Futures Programme	E8	Climate Change Mitigation Sustainability & Strategy
P.6	Making climate-friendly options affordable and attractive	Climate action will create changes, and it's essential these are affordable, accessible and attractive. This includes explaining why they are important, avoiding excess costs and considering unintended consequences.	- Tools and guidance help people navigate different options, new changes and new technologies - Whole life cost assessments to ensure the cost of changes are fair and distributed equitably - Targeted communications campaigns - Transparent research and evidence for new policy, with efforts to explain to people affected why the change is important	- Information and guidance may need to be available in different languages and with accessible options.	Link to Climate Outreach resources	GG1	Climate Change Mitigation
P.A.1	Advertising and marketing	There are companies who are reliant on fossil fuels or aren't aligned with the Mayor's targets on climate action. This can include some car companies, aviation companies, fossil fuel companies and investment schemes. Sponsorship and advertising legitimises them and associates GLA work with their activities.	- Research into potential sponsors and advertising - Partnerships with organisations who do support the Mayor's goals and ambitions - Investments through accredited green funds only	N/A			Climate Change Mitigation