

## **Equality, diversity, and inclusion**

### **Purpose of report**

For information.

### **Summary**

The LGA has committed to further embedding equality, diversity and inclusion (EDI) principles into the way it works. This paper sets out some of the key commitments to this work, a selection of key information sources, and EDI-related work in the EEHT area.

COVID-19 has deepened inequalities, but these inequalities did already exist, and we need to ensure we do not duplicate effort in trying to address them. We need to focus on long-term systemic change to address these complex issues, rather than quick wins.

At this point, it is recommended that the focus is on scrutinising existing workstreams to ensure they promote EDI rather than commissioning new pieces of work in this area.

### **Recommendation**

That future reports to the EEHT Board include a paragraph outlining any potential impact on those with protected characteristics and any mitigating actions which are recommended or have already been taken.

### **Action**

Officers will adapt workplans in line with members' directions.

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## Background

1. Along with many other organisations, the LGA has committed to ensuring that its work promotes equality, diversity and inclusion. In 2020, this led to the inclusion of the following objective in the [LGA Business Plan](#):

### **Councils lead and work with diverse communities and partners to address inequalities and build cohesive and resilient communities – we will:**

- 1.1 review and strengthen the LGA's work on reducing inequalities, promoting equality through our policy messages, and lobbying and our improvement and leadership support to councils
  - 1.2 promote and support councils in developing the diversity of their candidates, elected members and senior leadership
  - 1.3 underline the need for a strong commitment to tackling health inequalities and ensure that local government concerns and priorities resulting from the impact of COVID-19 on their communities are heard by government
  - 1.4 support councils as they address the inequalities exposed by the COVID-19 pandemic, with particular regard to those from ethnic groups most affected by the virus and to children and young people whose development and futures will be affected by the containment measures.
2. The Executive Advisory Board agreed that each Board should have an Equalities Advocate and these have been agreed through the LGA political groups. For the Environment, Economy, Housing and Transport Board this is Councillor David Renard.
  3. The role of the Advocate is to:
    - 3.1. Encourage the Board to consider equality issues in all their work
    - 3.2. Challenge the Board to embed equalities into the work of the Board
    - 3.3. Hold the Board to account around equalities issues.
  4. Outside of the Board the Advocate will be expected to:
    - 4.1. Collaborate with other Equality Advocates from other LGA Boards on cross-cutting equalities issues
    - 4.2. Provide input into and feedback to the LGA equalities work programme.
  5. The LGA must now also comply with the public sector equalities duty, following the change in business structure in 2020. This requires public bodies to:
    - 5.1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
    - 5.2. Advance equality of opportunity between people who share protected characteristics and those who do not
    - 5.3. Foster good relations between people who share a protected characteristic and those who do not.
  6. Legislation identifies the following protected characteristics, which must be considered when implementing new policies and programmes:

- 6.1. Age
  - 6.2. Disability
  - 6.3. Gender reassignment
  - 6.4. Marriage and civil partnership
  - 6.5. Pregnancy and maternity
  - 6.6. Race
  - 6.7. Religion or belief
  - 6.8. Sex
  - 6.9. Sexual orientation
7. In addition to the protected characteristics enshrined in legislation, the LGA expects to also include actions to improve inclusion for those who are economically disadvantaged and other groups that may require targeted support.
8. It is also important to consider how these characteristics intersect in ways which may cause additional disadvantage. For example, disabled people and their families are more likely to live in poverty<sup>1</sup> than non-disabled people and their families; Muslim women from a Black, Asian or Minority Ethnic (BAME) background can face what academics term a 'triple penalty' of racial, religious and sex discrimination when accessing employment opportunities<sup>2</sup>; white men of working age who are homeless are more likely to sleep rough than people from other demographic groups<sup>3</sup>.
9. The remit of the EEHT board covers policy areas that have direct benefits and consequences for people with protected characteristics. The Board has implicitly recognised these issues in its work, but this is an opportunity to review the coverage of its EDI work and to make it more visible. We therefore propose that future EEHT Board papers all incorporate a key heading of 'Equality, diversity and inclusion', in the same way that the Board considers implications for Wales. If the Board agrees, this will take effect for the next Board meeting on 20<sup>th</sup> May 2021. This will aid in the mainstreaming of EDI considerations throughout our workstreams.

### Reviewing existing workstreams

10. As a first step, the EEHT team have undertaken a review of EDI issues in relation to the different policy workstreams covered by the Board, as follows.

### Environment

11. An initial analysis out of potential EDI considerations affecting the environment policy area has been carried out:
12. People with the following protected characteristics have been identified as disproportionately impacted by considerations in a range of environment policy areas:
- 12.1 **Age** – both the very young, the very old and people with underlying health issues are more vulnerable to the ill-effects of extreme heat or cold caused by climate change<sup>4</sup>;

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<sup>1</sup> <https://www.jrf.org.uk/data/poverty-rates-families-disabled-person>

<sup>2</sup> <https://publications.parliament.uk/pa/cm201617/cmselect/cmwomeq/89/8906.htm>

<sup>3</sup> <https://www.gov.uk/government/publications/rough-sleeping-snapshot-in-england-autumn-2019/rough-sleeping-snapshot-in-england-autumn-2019>

<sup>4</sup> <https://www.gov.uk/government/news/hot-weather-warning-issued-for-parts-of-the-country>

older people are more susceptible to the social isolation which can result from poor local environment quality (LEQ)<sup>5</sup>.

- 12.2 **Disability** – those with restricted mobility may find multi stream recycling inhibitive; accessible ground floor dwellings are more susceptible to flooding; lack of access to green space can exacerbate mental ill health.
- 12.3 **Pregnancy and Maternity** – pregnant people are more susceptible to the ill-effects of extreme heat caused by climate change<sup>6</sup>; parents of young children may be negatively impacted by a lack of access to green space<sup>7</sup>.
- 12.4 **Race** – Gypsies and Travellers can struggle to access public services, including waste and recycling and running water<sup>8</sup>.
- 12.5 **Economic disadvantage** – those on lower incomes are more likely to live in poorly insulated housing, with more expensive metered heating tariffs, which can lead to fuel poverty<sup>9</sup>; they are more likely to experience a lack of access to green infrastructure which can contribute to health inequalities<sup>10</sup>; social housing of high-rise construction and/or with poorly engineered communal heating systems can be more severely impacted by extreme weather events.

## Housing

13. An initial analysis out of potential EDI considerations affecting the housing policy area has been carried out.
14. People with the following protected characteristics have been identified as disproportionately impacted by considerations in this policy area:
  - 14.1. **Age** – older people are more likely to live in poor-quality housing than other age groups<sup>11</sup>; younger people are more likely to face housing discrimination from landlords<sup>12</sup>.
  - 14.2. **Disability** – there is a lack of affordable accessible housing and an estimated 400,000 wheelchair users live in housing which has not been adapted for their accessibility needs<sup>13</sup>.
  - 14.3. **Gender reassignment** – LGBTQ+ people suffer disproportionately from a range of housing issues and discriminatory attitudes and their needs may be particularly severe if they also face issues such as with poverty, young or old age, abuse and racial discrimination<sup>14</sup>.

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<sup>5</sup> <https://www.gov.uk/government/news/hot-weather-warning-issued-for-parts-of-the-country>

<sup>6</sup> <https://www.gov.uk/government/news/hot-weather-warning-issued-for-parts-of-the-country>

<sup>7</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/355792/Briefing8\\_Green\\_spaces\\_health\\_inequalities.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/355792/Briefing8_Green_spaces_health_inequalities.pdf)

<sup>8</sup> [https://www.gypsy-traveller.org/pdfs/fair\\_access\\_health.pdf](https://www.gypsy-traveller.org/pdfs/fair_access_health.pdf)

<sup>9</sup> [Department for Business, Energy & Industrial Strategy. Annual Fuel Poverty Statistics Report, 2018 \(2016 Data\).](#)

<sup>10</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/355792/Briefing8\\_Green\\_spaces\\_health\\_inequalities.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/355792/Briefing8_Green_spaces_health_inequalities.pdf)

<sup>11</sup> <https://www.ageing-better.org.uk/sites/default/files/2020-09/Homes-health-and-COVID-19.pdf>

<sup>12</sup> [https://england.shelter.org.uk/legal/housing\\_options/young\\_people\\_and\\_care\\_leavers/accommodation\\_options\\_and\\_costs\\_for\\_young\\_people\\_and\\_care\\_leavers](https://england.shelter.org.uk/legal/housing_options/young_people_and_care_leavers/accommodation_options_and_costs_for_young_people_and_care_leavers)

<sup>13</sup> <https://www.habinteg.org.uk/localplans/>

<sup>14</sup> <https://world-habitat.org/wp-content/uploads/2018/06/Left-Out-Why-many-LGBTQ-people-aren%E2%80%99t-accessing-their-right-to-housing-in-the-UK.pdf>

- 14.4. **Pregnancy and maternity** – pregnant people may face difficulty securing rental or mortgage agreements because of a perception that they will not be able to afford payments.<sup>15</sup>
- 14.5. **Race** – overcrowded housing conditions disproportionately affect BAME communities<sup>16</sup>; Gypsies and Travellers often have difficulty in establishing a local connection to any local authority and may struggle to find culturally appropriate housing options<sup>17</sup>.
- 14.6. **Sex** – women have greater challenges finding and affording suitable housing than men and are more likely to be in temporary accommodation<sup>18</sup>.
- 14.7. **Sexual orientation** – please see the entry above under “gender reassignment”.
- 14.8. **Economic disadvantage** – people living in poverty are more likely to live in overcrowded conditions, with poor ventilation, a lack of space standards, and a lack of access to services and green space<sup>19</sup>.

## Planning

15. An initial analysis out of potential EDI considerations affecting the planning, policy area has been carried out.
16. People with the following protected characteristics have been identified as disproportionately impacted by considerations in this policy.
  - 16.1. **Age** – many places are not age or child-friendly<sup>20 21</sup> and it can be difficult for older and younger people to fully participate in the planning process<sup>22, 23</sup>
  - 16.2. **Disability** – many places are not designed to make them accessible for people with disabilities<sup>24</sup>.
  - 16.3. **Pregnancy and maternity** – pregnant people and those with young children are impacted by a lack of public toilets, places to rest and green space.
  - 16.4. **Race** - evidence demonstrates that decisions borne out from the planning process can lead to spatially concentrated poverty and/or racial segregation<sup>25</sup> and a lack of planned sites for Gypsy and Traveller communities<sup>26</sup>

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<sup>15</sup> <https://www.citizensadvice.org.uk/consumer/discrimination-in-the-provision-of-goods-and-services/discrimination-in-the-provision-of-goods-and-services1/goods-and-services-what-are-the-different-types-of-discrimination/provision-of-goods-and-services-pregnancy-and-maternity-discrimination/>

<sup>16</sup> <http://www.runnymedetrust.org/uploads/policyResponses/Integration%20for%20All.pdf>

<sup>17</sup> [https://england.shelter.org.uk/legal/possession\\_proceedings\\_and\\_eviction/gypsies\\_and\\_travellers/local\\_authority\\_duties\\_towards\\_homeless\\_gypsies\\_and\\_travellers](https://england.shelter.org.uk/legal/possession_proceedings_and_eviction/gypsies_and_travellers/local_authority_duties_towards_homeless_gypsies_and_travellers)

<sup>18</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/articles/pastexperiencesofhousingdifficultiesintheuk/2018>

<sup>19</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/902220/Research\\_report\\_quality\\_PDR\\_homes.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/902220/Research_report_quality_PDR_homes.pdf)

<sup>20</sup> [https://apps.who.int/iris/bitstream/handle/10665/43755/9789241547307\\_eng.pdf;jsessionid=A3D64D9346323116CAEC1591145C5967?sequence=1](https://apps.who.int/iris/bitstream/handle/10665/43755/9789241547307_eng.pdf;jsessionid=A3D64D9346323116CAEC1591145C5967?sequence=1)

<sup>21</sup> [https://www.london.gov.uk/sites/default/files/gqbd\\_making\\_london\\_child-friendly.pdf](https://www.london.gov.uk/sites/default/files/gqbd_making_london_child-friendly.pdf)

<sup>22</sup> <https://www.kcl.ac.uk/archive/publications/age-friendly-london-report.pdf>

<sup>23</sup> <https://www.tcpa.org.uk/Handlers/Download.ashx?IDMF=30864427-d8dc-4b0b-88ed-c6e0f08c0edd>

<sup>24</sup> <https://www.theguardian.com/cities/2018/feb/14/what-disability-accessible-city-look-like>

<sup>25</sup> <https://www.rtpi.org.uk/media/2212/povertyplaceinequality-policypaper2016.pdf>

<sup>26</sup> <https://commonslibrary.parliament.uk/research-briefings/cbp-8083/>

- 16.5. **Religion or belief** – faith groups use space in unique ways and discriminatory attitudes in society more generally can impact on public responses to planning applications from certain faith groups<sup>27</sup>.
- 16.6. **Sex** - research demonstrates that planning policy has tended to ignore the fact that women and men use public space differently<sup>28</sup>.
- 16.7. **Economic disadvantage** – research suggests that those in poverty often live in degraded environments with fewer services and amenities, with less involvement in neighbourhood planning than more affluent areas<sup>29</sup>.

## Homelessness

17. An initial analysis out of potential EDI considerations affecting the homelessness policy area has been carried out.
18. People with the following protected characteristics have been identified as disproportionately impacted by considerations in this policy area:
  - 18.1.1. **Age** – youth homelessness<sup>30</sup> and elder homelessness<sup>31</sup> have different drivers to homelessness of working age people and require distinct responses.
  - 18.1.2. **Disability** – a significant proportion of people who regularly sleep rough suffer from mental ill health along with an increased likelihood of poor physical health<sup>32</sup>.
  - 18.1.3. **Gender reassignment** – 25% of trans people have experienced homelessness at some point in their lives and they are at greater risk of violence if sleeping rough<sup>33</sup>.
  - 18.1.4. **Pregnancy and maternity** – homelessness is often a barrier to accessing appropriate healthcare<sup>34</sup>, which can have a disproportionately negative impact on pregnant people.
  - 18.1.5. **Race** – research indicates that people from a BAME background are more likely to face landlord discrimination and in particular are negatively affected by the “Right to Rent” policy<sup>35</sup>. Refugees, asylum-seekers and economic migrants may find themselves affected by No Recourse to Public Funds conditions which can increase vulnerability to homelessness.
  - 18.1.6. **Religion or belief** – a lack of single-sex accommodation options can be a barrier to accessing services for those with religious beliefs which include limiting interaction with members of the opposite sex.

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<sup>27</sup> [https://www.london.gov.uk/sites/default/files/faith\\_groups\\_and\\_the\\_planning\\_system-policy-briefing-final.pdf](https://www.london.gov.uk/sites/default/files/faith_groups_and_the_planning_system-policy-briefing-final.pdf)

<sup>28</sup> [https://extra.shu.ac.uk/ppp-online/issue\\_3\\_121108/documents/planning\\_gender\\_equality\\_duty\\_gender\\_matter.pdf](https://extra.shu.ac.uk/ppp-online/issue_3_121108/documents/planning_gender_equality_duty_gender_matter.pdf)

<sup>29</sup> <https://www.rtpi.org.uk/media/2212/povertyplaceinequality-policypaper2016.pdf>

<sup>30</sup> <https://centrepoin.org.uk/youth-homelessness/>

<sup>31</sup> [https://www.ageuk.org.uk/globalassets/age-uk/documents/policy-positions/housing-and-homes/ppp\\_older\\_homelessness\\_england.pdf](https://www.ageuk.org.uk/globalassets/age-uk/documents/policy-positions/housing-and-homes/ppp_older_homelessness_england.pdf)

<sup>32</sup> <https://publichealthmatters.blog.gov.uk/2019/09/30/health-matters-rough-sleeping/>

<sup>33</sup> <https://www.homeless.org.uk/sites/default/files/site-attachments/Supporting%20LGBTIQ%2B%20people%20in%20homelessness%20services%20June2020.pdf>

<sup>34</sup> <https://journals.sagepub.com/doi/pdf/10.1177/2150131914556122>

<sup>35</sup> [https://jcw.org.uk/sites/default/files/documets/No%20Passport%20Equals%20No%20Home%20Right%20to%20Rent%20Independent%20Evaluation\\_0.pdf](https://jcw.org.uk/sites/default/files/documets/No%20Passport%20Equals%20No%20Home%20Right%20to%20Rent%20Independent%20Evaluation_0.pdf)

- 18.1.7. **Sex** - homeless women are more likely to be “hidden homeless”, and their homelessness is more likely to be linked to domestic abuse<sup>36</sup>; rough sleeping is typically experienced by young/middle aged white men<sup>37</sup>.
- 18.1.8. **Sexual orientation** - LGBTIQ+ people are disproportionately more likely to be homeless or insecurely housed than heterosexual people<sup>38</sup>.
- 18.1.9. **Economic disadvantage** - poverty is the biggest driver of all forms of homelessness and being homeless is, in itself, a disadvantage. It is important to note that poverty is not experienced equally across the protected characteristics.

## Transport

- 19. An initial analysis out of potential EDI considerations affecting the transport policy area has been carried out.
- 20. People with the following protected characteristics have been identified as disproportionately impacted by considerations in this policy area:
  - 20.1.1. **Age** – older people are more likely to use public transport and have reduced mobility.
  - 20.1.2. **Disability** – in particular blue badge schemes and those with reduced mobility. Pavement parking is of particular concern.
  - 20.1.3. **Pregnancy and maternity** – pregnant women and parents of young children have particular transport needs.
  - 20.1.4. **Race** – people from a BAME background are more likely to use public transport<sup>39</sup>.
  - 20.1.5. **Sex** – research has shown that women are disadvantaged by engineering decisions which assume a male body as the default; studies suggest that they are 73% more likely to be seriously injured in a head-on-crash while wearing a seatbelt than men<sup>40</sup>.
  - 20.1.6. **Economic disadvantage** – those in poverty are more likely to use public transport or drive older, more polluting, vehicles, which may be targeted by legislation.

## Implications for Wales

- 21. This work is relevant to Welsh authorities and will draw on learning from them, as well as sharing findings with them.

## Financial Implications

- 22. There are no financial implications for this work at this time.

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<sup>36</sup> <https://www.homeless.org.uk/connect/blogs/2018/feb/27/women%E2%80%99s-hidden-homelessness>

<sup>37</sup> <https://www.gov.uk/government/publications/rough-sleeping-snapshot-in-england-autumn-2019/rough-sleeping-snapshot-in-england-autumn-2019>

<sup>38</sup> <https://www.homeless.org.uk/sites/default/files/site-attachments/Supporting%20LGBTIQ%2B%20people%20in%20homelessness%20services%20June2020.pdf>

<sup>39</sup> <https://www.ethnicity-facts-figures.service.gov.uk/culture-and-community/transport/travel-by-distance-trips-type-of-transport-and-purpose/latest#distance-travelled-by-ethnicity-over-time>

<sup>40</sup> <https://www.autoexpress.co.uk/car-news/108721/women-at-greater-risk-in-car-accidents>

### **Next steps**

23. Officers are working to identify sources of expertise within the different sectors of the Board's remit. The LGA is also appointing a Senior Adviser to coordinate and guide this work across the LGA policy team.
24. The team will ensure that equality, diversity and inclusion are considered in:
  - 24.1 The development and marketing of all training and events, including considering the diversity of panel members and speakers.
  - 24.2 Best practice sharing and publications.
  - 24.3 New strategies, including commissioning projects/work from any external organisations.
  - 24.4 Drafting our key lines, parliamentary briefings, and press releases.