

RBKC Equality Impact Assessment (EqIA)

SECTION 1: Programme details

Name of the policy, project, service, or strategy being assessed, and a brief overview of its aims and objectives	Local Flood Risk Management Strategy The Council is reviewing its Local Flood Risk Management Strategy, a statutory document to set out the sources of flooding, the Risk Management Authorities in the Borough, as well as the objectives and actions required to manage the risks.
Name of person completing this EqIA	James Latham
Name of Director	Amanda Reid
Team	Planning Policy
Directorate	Planning & Place, E&C
Contact Email	James.latham@rbkc.gov.uk
Is this EqIA accompanying a report that is going through a formal decision process? If so which meeting, is it going to for decision?	Yes – Local Flood Risk Management Strategy is due for a Leadership Team Key Decision.

SECTION 2: EqIA Screening – Do you need to complete a full EqIA?

Please complete the checklist below, including impact to help determine if a full EqIA is necessary. Please see table in Section 3 for a breakdown of the protected characteristics

Question	Answer (Yes, No, Unclear)	Impact (Positive, Negative or Neutral)
Does your programme have the potential to disproportionately affect men, women or those who identify as non-binary?	No	
Does your programme have the potential to disproportionately affect people of a particular race or ethnicity? This includes refugees, asylum seekers, migrants and gypsies and travellers.	Yes	Positive
Does your programme have the potential to disproportionately affect people with a disability? Consider physical and learning disabilities and mental health conditions.	Yes	Positive
Does your programme have the potential to disproportionately affect people of certain sexual orientations?	No	
Does your programme have the potential to disproportionately affect people of different age groups? Consider children and elderly populations.	No	
Does your programme have the potential to disproportionately affect those undergoing or intending to undergo the process of gender reassignment?	No	

<p>Does your programme have the potential to disproportionately affect those due to pregnancy or maternity?</p> <p>The Equality Act protects women or birthing people from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. If you do not have the right to maternity leave this is 2 weeks after the child is born.</p>	No	
<p>Does your programme have the potential to disproportionately affect people of different faiths and beliefs?</p>	No	
<p>Does your programme have the potential to disproportionately affect people on low incomes or living in poverty?</p>	No	
<p>Does your programme have the potential to disproportionately affect people living in the most deprived areas of RBKC?</p> <p>Think about North Kensington, in particular Golborne, Notting Dale, Dalgarno and those living on the Worlds End Estate. There is further detail in Section 3 below in the socioeconomic and geographical box.</p>	Yes	Positive

If you have assessed the impact to any of the above questions to be Negative, Neutral or Unclear, then you will need to complete Sections 3, 4 and 5. If you have assessed the impact as Positive, explain the rational for this in the box below and then go to Section 5.

Some of the areas of the Borough that have the highest risk of flooding are also those with the highest level of deprivation and have the greatest ethnic diversity. These include Notting Dale, Golborne and Dalgarno. The Local Flood Risk Management Strategy, in managing the risk of flooding in the highest risk areas, will therefore also positively affect people living in the most deprived neighbourhoods compared with the rest of the Borough.

The consultation for the strategy included specific targeted engagement activities in the communities at greatest risk of flooding in the most deprived wards, in-person engagement for the digitally excluded including two focus group sessions, a short summary of the strategy in multiple languages and a presentation to the Faith Community Partnership. A session facilitated through Action Disability Kensington and Chelsea was also carried out to ensure that residents with disabilities are included in the consultation process, particularly as some disabilities can increase the vulnerability to flooding.

The actions contained within the strategy itself include specific work targeted to vulnerable residents and communities, as well as projects in areas at greatest risk that have the highest levels of deprivation.

SECTION 3: Assessing the Impact

Not Required

SECTION 4: Action Plan

Have you identified the need to reduce or remove any negative impacts, conduct work with those from protected groups to participate where their participation is disproportionately low, or fill any data gaps? If so, complete the Action Plan below to show the work that is planned.

None identified

SECTION 5: Sign-off

Director/ Head of Service Name	Jonathan Wade
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Date of sign off	15/08/2023
<p>Review It is important to consider equalities issues at every stage of the process. Remember an EqlA is a live document which means it must be regularly reviewed and updated considering new evidence or information, for example, have you now completed your consultation or has there been news on funding. Please ask your Director or Head of Service to sign-off at every review stage. You can have as many reviews as are appropriate for your work.</p>	
Date of 1 st Review	03/11/2023 (pre-consultation review)
Name of Reviewer	Jonathan Wade
Director signature	Jonathan Wade
Date of 2 nd Review	25/01/2024 (post-consultation review)
Name of Reviewer	Jonathan Wade
Director signature	Jonathan Wade
Date of 3 rd Review	
Name of Reviewer	
Director signature	