



Equality Impact Assessment Form

Before completing this form, please refer to the Equality Impact Assessment Guidance documents and training materials

- EQIA Intranet Infohub
- EQIA Guidance

The Equality Impact Assessment (EQIA) will identify how any proposed policies, practices, activities, service changes or procedures will impact or affect different groups or communities if implemented. It supports officers in assessing whether the impacts are positive, negative, or unlikely to impact each of the nine protected characteristic groups. The assessment will also demonstrate whether there are ways to proactively advance equity, equality, diversity and inclusion. An EQIA is required before you finalise your proposal, or it may not be legally compliant.

If you have any questions or need feedback on your analysis, please contact the EDI team: CSPT.EDI@cityoflondon.gov.uk

Section 1: To be completed by all

Proposal Title	Draft Local Flood Risk Management Strategy (LFRMS)2027-2033
Details of the lead officer completing the Assessment/ Role responsible for the completion of the EQIA	Ella Brown, Environmental Resilience Officer, ella.brown@cityoflondon.gov.uk
Department Responsible:	Environment
Who has been involved in creating the EQIA: (please summarise/list stakeholders you have engaged with and how)	The following stakeholders have been involved in the preparation of the draft LFRMS. Internal stakeholders: • Flood Risk Steering Group (Environmental Resilience Team, District Surveyors, Resilience Team, Planning, Highways, City Surveyors) • Central Strategy Team • Resilient Buildings • Responsible Procurement External stakeholders: • Environment Agency • Flood partnership boroughs (Westminster, Camden, Islington, Tower Hamlets, Royal

Please refer to the EQIA guidance when completing this form

	Borough of Kensington and Chelsea, Hammersmith and Fulham) Please note we are preparing the draft to take to Planning & Transportation Committee in June to seek agreement for a formal public consultation period.
Date of Initial assessment:	Friday 1 May 2026
Dates of review (as applicable)	

1.PROPOSAL OVERVIEW

What does the proposal aim to achieve? Please outline your proposal below

- ➔ If no potential impacts are identified at this stage, proceed to **Section 3**
- ➔ If you believe there may be potential negative impacts, continue to **Section 2, Steps 2,3,4, and 5** to complete a full EQIA, then move to **Section 3**
- ➔ If you identified any positive impact, please record and monitor at **Section 2, Step 5**, then move to **Section 3**

Please feel free to attach supporting documents/ information

What does the proposal aim to do?

The Local Flood Risk Management Strategy (LFRMS) sets out the City of London Corporation's delivery framework (vision, ambitions, outcomes, objectives and key results) that we and our key flood risk partners need to follow for managing local flood risk in the Square Mile from 2027-2033.

Why is it needed?

Under the requirements of the [Flood and Water Management Act 2010](#), the City of London Corporation as the Lead Local Flood Authority (LLFA), must develop, maintain, apply and monitor a strategy for local flood risk management in its area.

Who is the proposal aimed at - which protected groups does this include?

As the LLFA, the City Corporation is responsible for the coordination and cooperation with other Risk Management Authorities (Environment Agency, Transport for London, Thames Water) to address flood risk in the Square Mile and will use existing resources to fulfil many of the objectives for delivering the LFRMS. The lead team for implementing the LFRMS is the Environmental Resilience Team.

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The communities that could be impacted by the outcomes that will result from the delivery of the LFRMS are Square Mile businesses, building owners, workers, residents and visitors.

Does the proposal replace or make changes to an existing service or policy?

This will be the third cycle of LFRMS action, the 2027-2033 LFRMS will replace the current [2020-2027 LFRMS](#). The current LFRMS (2020-2027) had an [EQIA](#) completed which concluded the impact of the policy on protected groups would be low.

Who will be affected by it – which protected groups might this include and might the impact on them be different to others?

The LFRMS will not have any significant negative impacts on people with protected characteristics.

As stated above, it is anticipated that the main communities that could be affected by the outcomes of the LFRMS are Square Mile businesses, building owners, workers, residents and visitors. In terms of the specific protected groups that exist within these communities that could be impacted by the LFRMS, these could be:

- People whose first language is not English may have difficulties understanding the LFRMS document.
 - Care has been taken to ensure the LFRMS uses plain English and is not unnecessarily technical.
- People with certain disabilities (e.g. visual impairments) may have difficulty accessing the LFRMS document.
 - The document has been prepared in line with City Corporation accessibility standards and will be put through Adobe accessibility checks before being published online.
- Older people who are not technology literate may struggle to access the LFRMS online.
 - Paper copies of the document can be made available upon request.

Are there any other risks and/ or opportunities that are related to protected groups that should be considered?

None.

Please refer to the EQIA guidance when completing this form

Section 2: To be completed for a full EQIA

2. EVIDENCE AND IMPACT ANALYSIS

Please highlight the potential impact on these groups, actions taken to mitigate impact and advance equality, diversity and inclusion (include data/evidence upon which the analysis is based)

Protected Groups:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

Additional Groups

- Socio-economic background
- Care leavers
- Carers & Parents
- Veterans

Where relevant note relevant intersectional impacts: where combinations of different group identities may result in unique or compounded impacts.

N/A

Please refer to the EQIA guidance when completing this form

3. STAKEHOLDER ENGAGEMENT

Outline any consultation/engagement activity and additional information gathered not outlined above (if relevant)

Include information on stakeholders involved, and methods used for engagement / consultation.

Describe any further work required on proposals as a consequence of engagement/consultation (if relevant)

N/A

Please refer to the EQIA guidance when completing this form

4. DECISION MAKING (MITIGATIONS AND CHANGE)

After completing steps 1-3, please outline your informed decision.

Possible outcomes could be that:

- a. No changes are required; there is no negative impact or discrimination
- b. Available actions have been taken to remove or minimise potential negative impacts
- c. Adjustments to the proposal to remove or minimise potential negative impacts – monitoring and regular review will take place to manage this with a view to taking further mitigation actions
- d. Where a negative impact is identified that is not unlawful discrimination, or where discrimination can be objectively justified- justify and continue with the proposal: there may be other factors (such as other proposal aims or financial constraints) that make it reasonable to adopt the proposal, despite the negative impact – potential impacts will be monitored and kept under regular review. Please seek advice from the EDI team and the Legal team before making the decision.
- e. You decide not to take the proposal forward.

N/A

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5.MONITORING AND REVIEW

How will you monitor and review the impact (positive or negative) of the proposal once it has been put into effect, if so, how? What are the timescales for reviewing the EQIA once proposals are implemented?

This may take the form of an action plan.

The LFRMS' delivery framework is set out as follows:

Element	Our definition
Vision	Describes the future we are working towards
Ambitions	The big changes we want to achieve
Outcomes	Tangible results that show benefits for the people, communities and environments of the Square Mile
Objectives	Break down outcomes into clear action areas, measured by key results
Key results	Specific, measurable and timebound targets that track the LFRMS' progress.

The key results will allow the impact of the delivery of the LFRMS. Once adopted, a monitoring framework will be created. The Environmental Resilience Team will be responsible for monitoring and reviewing the progress of the LFRMS. Progress will be reported on an annual basis.

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Section 3: To be completed by ALL

6.RECORDING YOUR DECISION AND SIGN-OFF

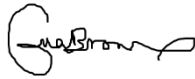
1. Submit to your line manager for review and sign-off
2. Submit to Director or Chief Officer (as relevant) for sign-off
3. Where possible, share the final document with the corporate EEDI team

[Insert the outcome(s) of your impact assessment here]

Please refer to the EQIA guidance when completing this form

Sign off

1. Officer completing the EQIA

Name	Ella Brown
Job Title	Environmental Resilience Officer
Date	01/05/2026
Signature	

2. Line Manager

Name	Tim Munday
Job Title	Senior Sustainability and Lead Environmental Resilience Officer
Date	05/05/2026
Signature	

3. Senior Manager or Chief Officer

Name	Gordon Roy
Job Title	District Surveyor
Date	15/05/2026
Signature	

Once this form has been signed off, please send a copy of the form to the EDI Team: CSPT.EDI@cityoflondon.gov.uk