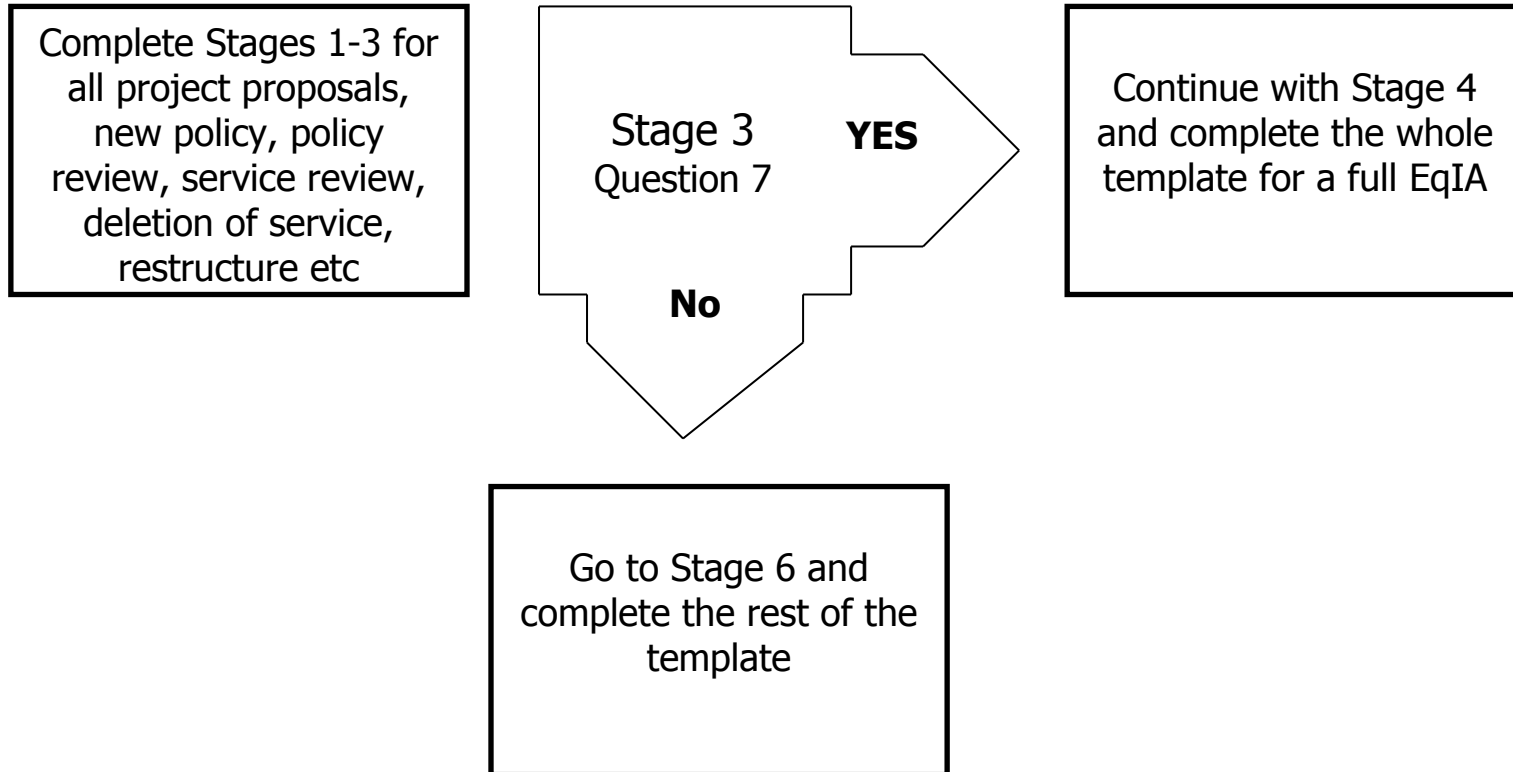


Equality Impact Assessment Template

The Council has revised and simplified its Equality Impact Assessment process. There is now just one Template. Project Managers will need to complete **Stages 1-3** to determine whether a full EqIA is required and the need to complete the whole template.



Equality Impact Assessment (EqIA) Template

In order to carry out this assessment, it is important that you have completed the EqIA E-learning Module and read the Corporate Guidelines on EqIAs. Please refer to these to assist you in completing this assessment.

It will also help you to look at the EqIA Template with Guidance Notes to assist you in completing the EqIA.

Type of Project / Proposal:	Tick ✓	Type of Decision:	Tick ✓
Transformation	✓	Cabinet	✓
Capital	✓	Portfolio Holder	
Service Plan	✓	Corporate Strategic Board	✓
Other		Other	
Title of Project:	Take Part Consultation		
Directorate / Service responsible:	Community, Health and Wellbeing		
Name and job title of lead officer:	Carol Yarde, Head of Transformation, Community Health and Wellbeing		
Name & contact details of the other persons involved in the assessment:	Bernie Beckett Consultation Project Manager		
Date of assessment:	25.9.14 Version 1 – First draft of EqIA 21.10.14 Version 2 – 2 nd draft following multi-agency EqIA Sub Group and Take Part Community Reference Group 24.11.14 Version 3 – Updated further to feedback from Take Part Consultation 27.11.14 Version 4 – Finalised further to meeting with multi-agency Take Part Group		
Stage 1: Overview			
1. What are you trying to do? (Explain proposals e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)	The Council must make savings of £75 million over the next four years. The indicative savings target for 2015/16 is £30m. This is slightly higher than the reported Medium Term Financial Strategy budget gap of £24.75m as report to February Cabinet and Council to provide an element of slippage for those saving		

proposal that may require a long lead in time. .

A consultation has been held with residents with the following objectives:

- Informing the community about the £25m savings that have to be made for 2015/16
- Getting feedback on the impacts of the proposals
- Understanding residents priorities
- Understanding residents' views on a proposed Council Tax increase of up to 2%
- Exploring new and innovative ways to provide services in the future
- Identifying additional community capacity

The proposed savings that are being put forward for the next financial year include the following:

- Reducing grass cutting in public spaces
- Cutting the number of senior managers in the Council
- Closure of Emergency Relief Scheme due to removal of Government grant
- Negotiation with suppliers to cut what they charge the council
- Cut funding provided to the voluntary sector
- Switch off some street lights or reduce the hours that they are on for
- Reduce the number of staff answering the main switchboard. This means the average waiting time will increase
- Removal of the Friday and Saturday night Environment noise nuisance

response service and a reduction in the size of the team (maintaining minimum service levels for Environmental Health)

- Close the Harrow Arts Centre and look for an alternative space for it to continue from 2016 onwards
- Cut the number of Council Committees
- Close or reduce some of the Council's early support services to families, including Children's Centres
- Close the Harrow Museum
- Don't provide so many short respite breaks to children and carers as we do now
- Remove additional road/pavement sweeping near shopping parades
- Introduce a separate weekly food waste collection and charging for all fortnightly collection of garden waste
- Stop locking park gates increase biodiversity in parks and cut the number of times litter is picked up. Move to community management of parks
- Close some of Harrow's libraries
- Cut the costs of maintaining Council buildings
- Cut some support provided to older and disabled people in Harrow under the Supporting People programme
- Review Fees and Charges charged by the Council including parking charges
- Do more online and by email to cut the costs of postage
- Stop funding community festivals

- Share Council services with other boroughs

Any proposed changes that are agreed to be explored further will be consulted upon and have their own individual Equality Impact Assessments.

This EqIA reports on the high level impacts of proposed changes and tries to identify any cumulative impact in respect to any of the protected characteristics.

2. Who are the main people / Protected Characteristics that may be affected by your proposals? (✓ all that apply)	Residents / Service Users	✓	Partners	✓	Stakeholders	✓
	Staff	✓	Age	✓	Disability	✓
	Gender Reassignment	✓	Marriage and Civil Partnership	✓	Pregnancy and Maternity	✓
	Race	✓	Religion or Belief	✓	Sex	✓
	Sexual Orientation	✓	Other	✓		

3. Is the responsibility shared with another directorate, authority or organisation? If so:

- Who are the partners?
- Who has the overall responsibility?
- How have they been involved in the assessment?

All Directorates – Individual Directorates have put forward the proposals for change that will make the savings targets within their area.

A multi-agency sub group, membership taken from the Take Part Group (previously Community Reference Group) is working with the Council to update the EqIA to ensure it reflects the impacts of the changes for the nine protected characteristics. Membership of this group includes representation from Mencap, HAD, CAB, Harrow Carers, Harrow Interfaith Council, Landlords Association, Capable Communities, Age UK, Harrow Equalities Centre, NHS, Housing

Association, Harrow Law Centre, Women’s Centre, HASVO, Unions, Councillors and officer representation from all services highlighted within the proposals for savings.

If proposals are taken forward to consultation individual EqIA’s will be carried out by the responsible Directorate.

Stage 2: Evidence / Data Collation

4. What evidence / data have you reviewed to assess the potential impact of your proposals? Include the actual data, statistics reviewed in the section below. This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys; complaints etc. Where possible include data on the nine Protected Characteristics.

(Where you have gaps (data is not available/being collated), you may need to include this as an action to address in your Improvement Action Plan at Stage 7)

Age (including carers of young/older people)	Our Harrow Our Story				
	<p>Shows Harrow’s resident population at 30th June 2012 was estimated to be 242,400. 20.2% of Harrow’s residents are aged under 16, 65.5% fall within the working age bracket (16-64) and 14.3% are 65 years of age and older. The average (median) age in Harrow is approximately 36 years, which ranks harrow 284th out of 348 local or unitary authorities for age, depicting a young average than the majority of Local Authorities</p> <p>The number of children 0-15 is projected to increase within Harrow by 15.8% over the next ten year period. The working age population is also expected to increase over the next 10 years however at a slower rate than under 16 – 7.6%</p> <p>The age profile of the users of all the services covered within this report have not been captured as yet however will be shown in individual equality impact assessments where this information is available</p> <p>Take Part Consultation Equality Monitoring</p>				
	Detail	Respondents to Online	Respondents to Paper	Detail	2011 Census

		Survey	Survey		Information
	Under 16 year	0.43%	0.33%	0.17 years	19.98%
	16-24 years	3.83%	2.77%	18-24 years	8.97%
	25-44 years	32.17%	19.14%	25-49 years	30.41%
	45-64 years	36.61%	28.09%	45-59 years	18.65%
	65 years and over	21.83%	42.59%	60.74 years	12.31%
	No response	5.04%	0.00%	75 years & over	6.79%

Disability (including carers of disabled people)	<p>Our Harrow Our Story</p> <p>Shows disability – 17.3% of Harrow’s working age population (16-64) classified themselves as disabled within the 2011-12 period (July to June), a total of 26,600 individuals. This signifies a decrease of 4.6% for the same period in 2010-11. 13,800 (17.3%) are men and 12,900 (17.7%) are women.</p> <p>Recipients of Disability Living Allowance (DLA) in May 2013 totalled 8,520 individuals, a rate of 3.5% of the total population. The rate of DLA take-up remains below the London rate which is 4.1%</p> <p>Harrow Vitality Profile shows that there are approximately 256,000 carers supporting a vulnerable person living in harrow, just over 1 in 10 of all Harrow’s residents. The number of Harrow residents providing care increased by 19.8% over the decade.</p> <p>The level of carers in the borough is significantly higher than the London level and slightly higher than the national level. Harrow has the 2nd highest level of carers in London</p> <p>Take Part Equality Monitoring</p>				
	Detail in relation to	Responses to online survey	Responses to paper survey	Census Detail	2011 Census

	disability				information
	No	81.22%	57.35%		
	Yes, affecting mobility	5.86%	14.17%	Receiving DLA	3.5%
	Yes, affecting hearing	2.29%	4.47%	People who classify themselves as having disability	17.3%
	Yes affecting vision	0.85%	2.83%	Not stated	
	Yes, a learning disability	0.17%	3.21%	Not stated	
	Yes, mental ill-health	1.02%	4.92%	Not stated	
	Yes, another form of disability	1.95%	2.86%	Not stated	
	No response	6.63%	11.78%		
	Total 18.77%				
Gender Reassignment	This information is not currently available				
	Take Part Consultation Equality Monitoring – Gender identity				
	Yes my gender is the same as	89.22%	78.83%		

	was assigned at birth		
	No, not the same as assigned at birth.	0.70%	0.65%
	No response	10.09%	20.52%

Marriage / Civil Partnership	Our Harrow Our Story					
	Shows since their inception there have been a total of 134 Civil Partnerships in Harrow					
	Harrow Vitality Profile shows within Harrow 53.7% of residents (aged 16+) are in a marriage. There was a 25 per cent increase in the number of married people living in Harrow between 2001 and 2011					
		Detail	Responses to online survey	Responses to paper survey	Census Detail	2011 Census information
	Marriage	Yes	68.87%	54.40%	Marriage/Civil Partnership	53.83%
	No	24.09%	16.21%	Single	32.26%	
	No response	7.04%	29.40%	Separated/Divorced/Dissolved	7.73%	
				Widowed/Surviving partner	6.19%	

	Civil Partnership	Yes	2.96%	2.04%		
Pregnancy and Maternity		No	76.00%	20.28%		
Race		No response	21.04%	77.69%		

This information is not currently available				
Take Part Consultation Equality Monitoring				
Detail	Responses to online survey	Responses to paper survey	Census detail	2011 Census information
Yes	8.09%	5.54%	Not stated	
No	78.61%	64.33%	Not stated	
No response	13.30%	30.13%	Not stated	

Our Harrow Our Story

Shows that Harrow is one of the most diverse places in the country. 2011 figures reveal that the White British category comprises 30.9% of Harrow's population, 69.1% of residents are therefore classified as belonging to a minority ethnic group. The most significant minority ethnic group, at 26.4% is Asian/Asian British: Other Asian, making up 11.3% of residents and ranking Harrow 1st within this classification; this group largely comprises the Sri Lankan community.

White other is another group was shown as 8.2% in 2011. Within this group there are 3,868 residents who were born in Poland and 4,784 residents born in Romania, making it the largest Romanian community within England and Wales. Harrow has a high Irish born population, ranked 7th in 2011.

Whilst Black/African/Caribbean/Black British is not particularly dominant, we have the highest number of Kenyan born residents (this can be attributed to a number of migrants from Kenya who are of Asian descent.)

	Detail	Responses to online survey	Responses to paper survey	Census detail	2011 Census information
	Asian or Asian British	15.04%	23.37%	Asian or Asian British	42.59%
	Black or Black British	2.61%	4.07%	Black or Black British	8.24%
	Mixed ethnic background	2.26%	1.23%	Mixed	3.97%
	Other ethnic Background	2.70%	0.61%	Arab and other group	2.95%
	White or White British	69.39%	57.33%	White or White British	42.24%
	No response	8.00%	12.21%		
Religion and Belief	<p>Harrow Census</p> <p>Based on the 2011 Census, Harrow was ranked third for religious diversity, after Leicester and Redbridge. The borough was ranked 1st for persons of Hindu religion, Jainism and members of the Unification Church, 2nd for Zoroastrianism and 6th for Jewish. Out of 348 areas in England and Wales Harrow has the 2nd lowest ranking of residents with no religion and 5th lowest for Christians (37.3%) Harrow is ranked 24th for Muslim faith residents, who account for 12.5% of the population.</p> <p>Harrow Vitality profiles shows 37.3% of residents are Christian, 25.3% are Hindu, 12.5% are Muslim, 4.4% are Jewish and 4.8% residents are followers of all other religions. 9.6% of Harrow's usual resident population have no religion</p>				
	Detail	Responses to	Responses to paper	Census detail	2011 Census

	online survey	survey		information
Buddhism	0.70%	0.49%	Buddhism	1.13%
Christianity (all denominations)	40.17%	44.14%	Christianity	37.31%
Hinduism	8.00%	12.70%	Hinduism	25.27%
Islam	2.70%	4.23%	Not stated	
Jainism	1.04%	1.87%	Not stated	
Judaism	8.78%	5.13%	Judaism	4.41%
Sikh	0.96%	0.81%	Sikh	1.15%
Zoroastrian	0.09%	0.33%	Not stated	
No religion/Atheist	20.78%	13.19%	No religion	9.57%
Other	4.09%	2.77%	Other	2.49%
No response	0.00%	0.00%	Muslim	12.5%

Sex / Gender

Harrow Profile

Of Harrow's total population (242,400), 119,900 (49.5%) are male and 122,400 (50.5%) are female

Harrow's vitality profile states there are 5,560 lone-parent households in Harrow, accounting for 16,542 residents. 6.6% of Harrow's households are lone parent households.

Detail	Responses to online survey	Responses to paper survey	Census Detail	2011 Census Information
Male	37.04%	32.41%	Male	49.37%
Female	56.09%	55.54%	Female	50.63%
No response	6.87%	12.05%		

Sexual Orientation	This information is not currently available however has been collected within the consultation				
	Detail	Responses to online survey	Responses to paper survey	Census Detail	2011 Census Information
	Bisexual	1.91%	2.36%	Not stated	
	Gay woman/lesbian	0.00%	0.16%	Not stated	
	Gay Man	0.52%	0.73%	Not stated	
	Heterosexual	77.13%	66.61%	Not stated	
	Other	2.35%	3.01%	Not stated	
	No response	0.00%	0.00%	Not stated	

5. What consultation have you undertaken on your proposals?

Who was consulted?	What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? (This may include further consultation with the affected groups, revising your proposals).
<p>The consultation was carried out over the period 11th September 2014 to 8th November, 2014.</p> <p>The consultation has given all residents the opportunity to respond.</p>	<p>The consultation has been promoted widely through posters, articles in the press and the web.</p> <p>The consultation has had the most engagement in recent years and a variety of mechanisms to engage residents were taken forward: 100,000 Take part Booklets developed with survey distributed widely to stakeholder distribution list and through Harrow People</p> <p>6000 booklets distributed as part of events</p> <p>Specific web pages relating to the consultation and online web survey</p> <p>7 Roadshows and 10 Drop in sessions held across Harrow and attendance at 50 Community Group meetings across Harrow</p>	<p>A presentation giving a summary of all of the consultation feedback is attached to this EqIA at Appendix A.</p> <p>Survey Responses</p> <p>Specifically in relation to impacts of the proposed changes in the survey residents were specifically asked which impacts would affect them most as an individual/family and a further question asking which proposals would impact the community as a whole. The following were fed back in order as having the most impact:</p> <p><i>Impact on you and your family:</i></p> <ol style="list-style-type: none"> 1. Introducing a separate weekly food waste collection and charge for fortnightly collections of garden waste 2. Close some of Harrow's libraries 3. Close the Harrow Arts Centre and look for an alternative space for it to continue from 2016 onwards 4. Switch off some streetlights, or 	<p>Based on the findings from this consultation elected members will be making a decision on the proposals that are to be taken forward for individual consultation. All proposals that are being taken forward to consultation will have their own individual detailed EqIA which will be considered by the decision maker before making the final decision on each proposal.</p> <p>Councillors have confirmed that they will be taking forward a campaign for a fairer grant for Harrow.</p>

	<p>resulting in 361 face to face in depth conversations</p> <p>Translated documents on the web and in hard copy</p> <p>Easy read of the consultation booklet and survey</p> <p>Information on Facebook, Twitter and 4 responses received by video</p> <p>Specific consultation has been carried out with staff through:</p> <ul style="list-style-type: none"> - Internal communications - Team Meetings 	<p>reduce the hours that they are on for</p> <p>5. Close the Harrow Museum</p> <p><i>Impact on the community as a whole</i></p> <ol style="list-style-type: none"> 1. Close some of Harrow's libraries 2. Close the Harrow Arts Centre and look for an alternative space for it to continue from 2016 3. Introducing a separate weekly food waste collection and charge for fortnightly collections of garden waste 4. Cut some support provided to older and disabled people in Harrow under the Supporting People Programme. 5. Close or reduce some of the Council's early support services to families, including Children's Centres <p>The impact on the protected characteristics for each of these proposals has not been specifically collected however this will be explored in the individual Equality Impact Assessments if proposals are taken forward for further consideration. However the proposals that have been highlighted by the community as ones with the most impact that will have an obvious impact on groups with protected characteristics because they are users of their services are:</p> <ul style="list-style-type: none"> - Cutting some support provided to older and disabled people in Harrow 	
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		<p>under the Supporting People programme and</p> <ul style="list-style-type: none"> - Close or reduce some of the Council's early support services to families, including Children's Centres. <p>Face to Face</p> <p>The key areas that arose during the face to face in relation to impacting the protected characteristics were:</p> <ul style="list-style-type: none"> - Opposition to closing the Arts Centre, Museum and some Libraries – in relation to the Arts Centre and Museum there was concern that older people used the Arts Centre and its closure could result in isolation and in relation to the Libraries – older and younger people could be adversely impacted - Disagreement to cutting the budget to the voluntary sector because of the impacts on vulnerable people and in particular people with a disability, mental health issues and financial vulnerability. - There was agreement to the rise in Council Tax however concern that people on Council Tax Support shouldn't be impacted. <p>Emails/General letters/Telephone Calls/Videos</p> <p>Key themes that arose in relation to</p>	
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		<p>impacts were:</p> <ul style="list-style-type: none"> - Opposition to closure of Arts Centre – older people and younger people have classes and could have an impact - Closure of libraries – similar concerns as above - Closure of Children’s Centres could have an adverse impact on children - Shopmobility would have an impact on independence for older people - Reducing services for older and disabled people could have an adverse impact - Users of STARs coffee shop concerned on the impact for older people - Concerns regarding cuts on respite care for children <p>Formal Letters</p> <p>23 formal responses were received which included feedback that some of the proposals could have impacts on groups that sit within the protected characteristics. These letters are all attached in full at Appendix B to this EqIA.</p> <p>Within the formal open letter from the voluntary sector the following points were made in response to impact:</p> <ul style="list-style-type: none"> - As well as the services directly 	
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funded by the Council, proposed cuts to core voluntary sector capacity put at risk over £1M worth of additional information, prevention and well-being services funded every year by local social care charities from external income sources (eg Big Lottery, charitable trusts) helping thousands more vulnerable Harrow residents. Where will all these people go to find help, if the voluntary sector is wiped out?

Petitions

15 Petitions were received and these included the following:

- 4 petitions about Harrow Arts Centre, total of 12,228 signatures
- 4 petitions about Harrow Museum, total of 2,238 signatures
- 3 petitions against closure of Children's Centres, total of 582 signatures
- 1 combined petition referring to Harrow Arts Centre, Harrow Museum and Children's Centres with 484 signatures
- 1 petition against Council Tax increase with 104 signatures
- 1 petition against closure of Harrow Libraries with 101 signatures
- 1 petition about locking of park

		<p>gates with 108 signatures</p> <p>Harrow Youth Parliament</p> <p>The Youth Parliament tailored their own survey in response to Take Part which was asking whether young people agreed with proposals and therefore no feedback on impact. There were 495 responses received by the Council. The young people also held a debate and within this there was some concern relating to closure of libraries as used by young people and people to avoid isolation.</p> <p>Voluntary Sector</p> <p>The Voluntary Sector tailored a survey which was responded to by 245 service users. The service users used many differing voluntary sector services and the impact they raised in relation to cutting the funding to the Voluntary Sector is included in detail at slide 31 of the presentation attached at Appendix A. The voluntary sector have concluded the survey in relation to the impacts with the following concerns:</p> <ul style="list-style-type: none"> - From the above it can be seen that the impact of cutting voluntary sector funding will increase need, spiral people into crisis and raise Harrow Council social care costs 	
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		<p>and have an impact on health care provider partners.</p> <ul style="list-style-type: none"> - For many service users, the voluntary sector is not providing trivial extras but is the only services they are receiving, which promotes a preventative support structure. Without these services the most vulnerable community members will be left with nothing, no support and many will spiral into crisis. <p>The Voluntary Sector have reported that they didn't feel the engagement reached all residents particularly people who have experience of mental health who make up to 25% of Harrow residents.</p> <p>The Voluntary Sector also reported that people didn't understand all of the proposals contained within the consultation booklet e.g. what in practice cuts to supporting people and voluntary sector would mean.</p> <p>EqIA Sub Group</p> <p>An initial meeting of the EqIA Sub Group has identified the following two issues that need to be considered within the impacts:</p> <ul style="list-style-type: none"> - People who don't claim because it is a difficult process/language difficulties could be impacted by the changes - People who acquire a disability and 	
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		don't know they are able to claim or access benefit	

<p>6. What other (local, regional, national research, reports, media) data sources that you have used to inform this assessment?</p> <p>List the Title of reports / documents and websites here.</p>	<p>Where shown data has been taken from Our Harrow Our Story which can be found at the following link The EqIA sub Group has highlighted the following in relation to disability http://www.harrow.gov.uk/info/200041/equality_and_diversity/863/public_sector_equality_duty</p> <p>Harrow Vitality profile has been developed using the latest census information http://www.harrow.gov.uk/info/200088/statistics_and_census_information/966/vitality_profiles</p>
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Stage 3: Assessing Potential Disproportionate Impact

7. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes	x	x			x			x	
No			x	x		x	x		x

YES - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, continue with the rest of the template.

- **Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.

NO - If you have ticked 'No' to all of the above, then go to **Stage 6**

- Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 7

Stage 4: Collating Additional data / Evidence

8. What additional data / evidence have you considered in relation to your proposals as a result of the analysis at Stage 3?

(include this evidence, including any data, statistics, titles of documents and website links here)

Individual EqIAs will be carried out with any proposals that are taken forward for further consideration.

9. What further consultation have you undertaken on your proposals as a result of your analysis at Stage 3?

Who was consulted?	What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? (This may include further consultation with the affected groups, revising your proposals).
Further consultations will be carried out on the individual proposals that are to be taken forward. These consultations will have their own individual detailed			

Equality Impact Assessments.			

Stage 5: Assessing Impact and Analysis

10. What does your evidence tell you about the impact on different groups? Consider whether the evidence shows potential for differential impact, if so state whether this is an adverse or positive impact? How likely is this to happen? How you will mitigate/remove any adverse impact?

Protected Characteristic	Adverse	Positive	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur.	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 7)
	✓	✓	Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 9	
Age (including carers of young/older people)				
Disability (including carers of disabled people)			-	
Gender Reassignment				
Marriage and Civil Partnership				
Pregnancy and Maternity				

Race				
Religion or Belief				
Sex				
Sexual orientation				

<p>11. Cumulative Impact – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic?</p> <p>If yes, which Protected Characteristics could be affected and what is the potential impact?</p>	Yes		No	
	<p>Our Harrow Our Story</p> <p>The Index of Multiple Deprivation (IMD) combines a number of indicators, chosen to cover a range of economic, social and housing issues into a single deprivation score for each small area in England. Inequality within Harrow is highlighted by the three Lower Super Output Areas 17 in the top 20% most deprived in the country, an increase of one since the 2007 Indices and the 23 LSOAs in the top 20% least deprived areas in the country, the same number since 2007. The most deprived areas in Harrow appear to correlate to the areas of greatest social housing and/or local authority estates. With the exception of this factor, the areas of greatest deprivation are unrelated and are distributed throughout the Borough.</p> <p>This characteristic has been included further to request of the multi-agency Take Part Group however data is not available.</p>			
<p>11a. Any Other Impact – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on</p>	Yes		No	

individuals/service users socio economic, health or an impact on community cohesion?

If yes, what is the potential impact and how likely is to happen?

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12. Is there any evidence or concern that the potential adverse impact identified may result in a Protected Characteristic being disadvantaged? (Please refer to the Corporate Guidelines for guidance on the definitions of discrimination, harassment and victimisation and other prohibited conduct under the Equality Act) available on Harrow HUB/Equalities and Diversity/Policies and Legislation

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No									

If you have answered "yes" to any of the above, set out what justification there may be for this in Q12a below - link this to the aims of the proposal and whether the disadvantage is proportionate to the need to meet these aims. (You are encouraged to seek legal advice, if you are concerned that the proposal may breach the equality legislation or you are unsure whether there is objective justification for the proposal)

If the analysis shows the potential for serious adverse impact or disadvantage (or potential discrimination) but you have identified a potential justification for this, this information must be presented to the decision maker for a final decision to be made on whether the disadvantage is proportionate to achieve the aims of the proposal.

- If there are adverse effects that are not justified and cannot be mitigated, you should not proceed with the proposal. **(select outcome 4)**
- If the analysis shows unlawful conduct under the equalities legislation, you should not proceed with the proposal. **(select outcome 4)**

Stage 6: Decision

13. Please indicate which of the following statements best describes the outcome of your EqIA (✓ tick one box only)

Outcome 1 – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality are being addressed.	
Outcome 2 – Minor adjustments to remove / mitigate adverse impact or advance equality have been identified by the EqIA. <i>List the actions you propose to take to address this in the Improvement Action Plan at Stage 7</i>	
Outcome 3 – Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. (Explain this in 13a below)	

Outcome 4 – Stop and rethink: when there is potential for serious adverse impact or disadvantage to one or more protected groups. (You are encouraged to seek Legal Advice about the potential for unlawful conduct under equalities legislation)

13a. If your EqIA is assessed as **outcome 3** or you have **ticked 'yes' in Q12**, explain your justification with full reasoning to continue with your proposals.

Stage 7: Improvement Action Plan

14. List below any actions you plan to take as a result of this Impact Assessment. This should include any actions identified throughout the EqIA.

Area of potential adverse impact e.g. Race, Disability	Action required to mitigate	How will you know this is achieved? E.g. Performance Measure / Target	Target Date	Lead Officer	Date Action included in Service / Team Plan

Stage 8 - Monitoring

The full impact of the proposals may only be known after they have been implemented. It is therefore important to ensure effective monitoring measures are in place to assess the impact.

15. How will you monitor the impact of the proposals once they have

been implemented? What monitoring measures need to be introduced to ensure effective monitoring of your proposals? How often will you do this? <i>(Also Include in Improvement Action Plan at Stage 7)</i>	
16. How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 7)</i>	
17. Have you received any complaints or compliments about the proposals being assessed? If so, provide details.	

Stage 9: Public Sector Equality Duty

18. How do your proposals contribute towards the Public Sector Equality Duty (PSED) which requires the Council to have due regard to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between different groups.

(Include all the positive actions of your proposals, for example literature will be available in large print, Braille and community languages, flexible working hours for parents/carers, IT equipment will be DDA compliant etc)

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Advance equality of opportunity between people from different groups	Foster good relations between people from different groups

Stage 10 - Organisational sign Off (to be completed by Chair of Departmental Equalities Task Group)

The completed EqIA needs to be sent to the chair of your Departmental Equalities Task Group (DETG) to be signed off.

19. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?			
Signed: (Lead officer completing EqIA)	Bernie Beckett	Signed: (Chair of DETG)	Carol Yarde
Date:	28/11/2014	Date:	2/12/2014
Date EqIA presented at the EqIA Quality Assurance Group		Signature of ETG Chair	

