

### You will need to produce an Equality Impact Assessment (EqIA) if:

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity. You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process (outlined in appendix 1). Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Equalities and borough profile data, as well as other sources of statistical information can be found on the Harrow hub, within the section entitled: [Equality Impact Assessment](#) - sources of statistical information.

## Equality Impact Assessment (EqIA)

<b>Type of Decision:</b>	<input checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
<b>Title of Proposal</b>	Homes for Ukraine	<b>Date EqIA created: June 2022</b>
<b>Name and job title of completing/lead Officer</b>	Alex Dewsnap, Director of Strategy and Partnerships	
<b>Directorate/ Service responsible</b>	Resources/Corporate Policy	
<b>Organisational approval</b>		
<b>EqIA approved by: EDI Team</b>	<b>Name Shumaila Dar, Head of EDI</b>	<b>Signature</b> <input checked="" type="checkbox"/> <b>Tick this box to indicate that you have approved this EqIA</b>  <b>Date of approval</b> <b>30/06/22</b>

**1. Summary of proposal, impact on groups with protected characteristics and mitigating actions**  
(to be completed after you have completed sections 2 - 5)

**a) What is your proposal?**

The Homes for Ukraine scheme was launched in March 2022 in response to the war in Ukraine and offers a route to the UK for Ukrainian nationals and their immediate family members who have named people in the UK willing to sponsor them by becoming a host.

The programme is a fully funded one with the council receiving £10,500 per individual resettled in borough with additional funding for education for children between ages 2-18. The outcomes the council has developed for our local approach to the Homes for Ukraine programme are a) stability of placement b) feeling settled in the borough c) support to manage health and well-being d) transition to independence or safe return home.

In order to deliver the above, Harrow will work with a range of Voluntary and Community Sector (VCS) organisations that have specialist skills while building in new capability and cultural know-how within organisations in relation to supporting Ukrainians, which is nascent community in the borough.

**b) Summarise the impact of your proposal on groups with protected characteristics**

The Homes for Ukraine programme works to support a predetermined cohort of Ukrainian nationals and their immediately family members who are matched with hosts in Harrow and whose details are provided by the Homes Office/DLUHC. As such, the programme and its outcomes do not have an impact on wider groups in the borough, although it will have a net positive impact on the Ukrainian community in the borough and the VCS infrastructure that is being set up to deliver support to this cohort. It will also have a positive impact on Ukrainian females given this group is over-represented in recent refugee arrivals as a result of the war and conscription in Ukraine.

**b) Summarise any potential negative impact(s) identified and mitigating actions**

The EqIA has not identified any negative impacts on groups with protected characteristics.

2. Assessing impact					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to <a href="#">borough profile data</a> , <a href="#">equalities data</a> , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on <b>each</b> group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
Protected characteristic	For <b>each</b> protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>Harrow has a resident population of 251,160<sup>1</sup>. It has an above average working age population aged 16-64 of just under 63% (158,000) and a growing younger population aged 0-15, which is higher than the London average<sup>2</sup>.</p> <ul style="list-style-type: none"> <li>As with most areas in the country, the borough has an ageing population. It is expected that the number of residents aged 65 plus will increase by 38% and those aged 85 plus could increase by 60% by 2030<sup>3</sup>.</li> <li>Data available shows that the pandemic has adversely impacted young people aged 18-24, with 1 in 10 young people out of work<sup>4</sup>.</li> <li>Harrow has one of the lowest proportions of young people Not in Education, Employment and Training (NEETS). However, due to the Covid-19 pandemic, there has been a significant increase in numbers, from 0.8% to 1.8%<sup>5</sup>.</li> </ul> <p><b>Impact</b> - Since the Homes for Ukraine programme has no bearing on wider support to the community but works with a predetermined cohort of Ukrainian nationals and their immediately family members who are being matched with hosts in Harrow, the proposal</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<sup>1</sup> Nomis 2019

<sup>2</sup> ONS -2018 mid-year estimates

<sup>3</sup> Poppi and Pansi projections to 2030

<sup>4</sup> DWP Job claimant data April 2021

<sup>5</sup> NEETS data at December 2020.

	<p>herein has no impact on wider age-related disparities in the population, either among older people or younger people.</p> <p>With regards to the specific cohort of Ukrainian arrivals, age groups are mixed although tending to be adults of working age and children. We also expect to receive a cohort of approximately 75 guests who are between the ages of 2-18, who are travelling to Harrow with their guardian. The support provided through VCS organisations and schools via the funding for the programme as well as additional education related funding will allow the council and education partners to support the additional needs of this cohort, given the language needs, support with benefits, referrals to mental health service providers where appropriate, and other resettlement needs.</p>				
<p><b>Disability</b></p>	<ul style="list-style-type: none"> <li>• ONS data for 2016-2018 shows that 19,208, (12.2%) of Harrow’s working age population have a disability.</li> <li>• There is a strong correlation between disability, in particular the extent of the disability, and economic inactivity and therefore experiencing potential financial hardship.</li> </ul> <p><b>Impact</b> – This resettlement programme has no specific impact on those with disabilities in the wider population. Where appropriate, any individuals with disabilities who come to Harrow via the Homes for Ukraine programme will be sign posted to service providers for additional support.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>Gender reassignment</b></p>	<ul style="list-style-type: none"> <li>• There is limited national data collected for this characteristic. We will need to consider the inequalities and discrimination experienced for this protected group when data becomes available.</li> <li>• The charity GIRES estimated in their Home Office funded study in 2009 the number of transgender people in the UK to be between 300,000 and 500,000. More recently Stonewall advised that it is estimated that around 1% of the population might identify as trans, including people who identify as non-binary. This would represent about 600,000 trans and non-binary people in Britain and about 2,500 people in Harrow.</li> </ul> <p><b>Impact</b> – The Homes for Ukraine programme has no impact on this group in the wider</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	community as it is working only with a fixed cohort of individuals.				
<b>Marriage and Civil Partnership</b>	<p>At the time of the 2011 Census 54% of Harrow's residents were married, which was the highest level in London. 21% of households were married, or in same-sex civil partnerships, with dependent children, the highest level in London. At October 2020 there have been 144 Same Gender Civil Partnerships in Harrow, 25 of which has been converted to a Marriage. There have been 8 Opposite Gender Civil Partnerships. There have been 57 Same Sex marriages.</p> <p><b>Impact</b> – The Homes for Ukraine programme supports all Ukrainian individuals entering via this scheme regardless of their marriage or civil partnership status, and it has no impact on the wider community with regards to this specific characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Pregnancy and Maternity</b>	<ul style="list-style-type: none"> <li>• ONS births figures show Harrow as having 3,526 live births in 2019. 14 live births per 1000 population is higher than the England &amp; Wales average of 10.8</li> <li>• The borough has the worst infant mortality rate in London, at a rate of 5.1 deaths per 1000 live births, which is a strong indicator of poverty and inequality in the borough.</li> </ul> <p><b>Impact</b> – The Homes for Ukraine programme has no impact on wider inequalities linked to pregnancy and maternity in the borough since the impact of the scheme is limited to Ukrainian refugees that are matched with hosts in Harrow. Those who are pregnant or become pregnant will be supported by VCS organisations offering wrap around case-work support by referral to maternity services and ongoing health support via their registration with GPs in the borough.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Race/  
Ethnicity

Harrow is one of the most culturally diverse local authorities in the UK, with over 60% of residents from Black, Asian, and Multi-Ethnic backgrounds and an estimated 20% Eastern European community, which is fast growing<sup>6</sup>. EUSS data indicates that Harrow has a significant Eastern European population, including more than 40,000 Romanian settled status applications, which is second only to Newham in the UK..

**Table 4.1: Projected ethnic composition of Harrow's population**

Ethnic Group	% of Harrow Population		
	2019	2025	2050
Indian	29.1	30.5	33.5
White British	23.3	20.3	15.7
Other White	13.2	13.8	14.1
Other Asian	12.1	12.3	12.4
Mixed Origin	4.6	4.8	4.9
Pakistani	3.9	4.2	4.7
Black African	3.5	3.4	3.3
Black Caribbean	2.8	2.8	2.7
Other Black	2.3	2.6	3.2
Arab	1.9	2.0	2.2
Other Ethnic Group	1.7	1.8	2.0
Chinese	0.9	0.8	0.6
Bangladeshi	0.7	0.7	0.7

*Source: GLA 2016-based Demographic Projections, 2017*

*Note: These are model-based projections and significant levels of uncertainty exist in the data. It should therefore only be taken as an indication of likely changes, with the longer range estimates being the least reliable.*

However, the Ukrainian community in Harrow is a nascent one in comparison to the larger groups of Romanian, Polish and other Eastern European nationalities, who would all be captured under the Other White category in the above GLA data set. Preliminary 2021 census data indicates that there were only 310 individuals born in Ukraine who lived in Harrow on census day. In comparison to other Eastern European groups in Harrow such as our Romanian and Polish communities, this represents a very small group in raw numbers, prior to the war in Ukraine.

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<sup>6</sup> Harrow Economic assessment 2019-2020:population

	<p><b>Impact</b> – The Homes for Ukraine programme will have a net positive impact on the nascent Ukrainian community given there is very limited VCS infrastructure supporting this community. The funding available via the programme will ensure that new arrivals get the additional support they need and that VCS capability to support this group is being built up via the partnership model adopted by the council for this programme.</p> <p>The wraparound casework support for Ukrainian refugees is being provided by the Romanian and Eastern European Hub (Ro-EE) which is a newly set up VCS organisation whose main service users were Romanians. As a result of the war in Ukraine and the impact of refugees on the border with Romania, this organisation has been involved in support Ukrainian refugees in Romania and in the UK. The funding from the government for the programme is being used to contract Ro-EE to provide support for newly arrived Ukrainians.</p> <p>Ro-EE has employed Ukrainian speaking caseworkers as well as volunteers to carry out the programme. The organisational ability, capacity and reach has been expanded via the additional funding and it has no impact on the existing services provided to the Romanian community in Harrow. On the contrary, the programme has a positive impact in strengthening a key organisation to support the Eastern European community and by expanding its ability to support newly arrived Ukrainians.</p>				
<p><b>Religion or belief</b></p>	<p>Data from the 2011 Census and analysis by the GLA's Religious Diversity Indices showed that Harrow had the second highest level of religious diversity of any local authority in England and Wales.</p> <p>Christianity was Harrow's most common religion with 37.3% of followers, followed by Hindu (25.3%). Harrow 's Jewish community was the sixth largest nationally. 37.3% of residents were Christians (the 5th lowest proportion in the country) and 12.5% were Muslims. Harrow had the 2nd lowest ranking for 'no religion'.</p> <p><b>Impact</b> – While most Ukrainian arrivals tend to be of Orthodox Christianity background, the Homes for Ukraine scheme will support Ukrainian refugees and their immediate families of all backgrounds regardless of their religion or belief. The scheme will also have no impact on wider groups in relation to this characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



<b>Sex</b>	<ul style="list-style-type: none"> <li>The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200, made up of 125,800 men and 125,400 women. Overall, the number of males and females living in Harrow is very similar.</li> <li>Economic activity among Harrow's male population is higher than the London average at 86%, compared with 83%<sup>7</sup>. However, economic activity among females in the borough is lower than the London average at 72%.</li> <li>Harrow is a low wage borough, with both men and women that are employed in the borough earning less than the London average of £760<sup>8</sup> earning less compared to men. Women earn less than men in the borough. Average gross weekly earnings among women working in Harrow is £500, nearly 38% lower than the London average of £688<sup>9</sup>.</li> </ul> <p><b>Impact</b> - Although there is no wider community impact in relation to this specific characteristic, the programme will have a positive impact on female Ukrainian refugees as the bulk of adult arrivals in Harrow via the Homes for Ukraine scheme are female. This is because males have been largely restricted from travelling because of conscription duties by the Ukrainian government. The wrap around support for arrivals, referrals to service providers, help with benefits, help with ESOL and move to work where applicable, will have a positive impact on this group.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sexual Orientation</b>	<p>The Office for National Statistics estimated in 2014, 2.6% of Londoners identify as lesbian, gay, or bisexual, the highest of any UK region, although there is no Harrow specific data<sup>10</sup>.</p> <p><b>Impact</b> - The Homes for Ukraine will support Ukrainian refugees and their immediate families regardless of their sexual orientation. The programme has no impact on the wider community in relation to this specific characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<sup>7</sup> NOMIS: Labour supply ( at December 2020)

<sup>8</sup> NOMIS: earnings by place of work 2020

<sup>9</sup> NOMIS: earnings by place of work: 2020

<sup>10</sup> Trust for London: London's Poverty profile 2016.

<b>2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?</b>				

Yes                      No   

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below

- There will be a positive impact on those of Ukrainian ethnicity who have been resettled under this scheme
- There will be a positive impact on Ukrainian females via the support offered through the programme since most adult arrivals tend to be female

<b>2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?</b>				
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Yes                      No   

If you clicked the Yes box, Include details in the space below

<b>3. Actions to mitigate/remove negative impact</b>				
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**Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.**

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for <b>each</b> group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer

#### 4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

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

**Include details in the space below**

1. The Homes for Ukraine scheme and the proposals therein caters to a predefined group of refugees who are arriving in the borough and hence will not result in unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
2. The scheme will advance equality of opportunity among those of Ukrainian ethnicity and in particular Ukrainian females given the disproportionate impact of the war and displacement on these two groups.
3. The scheme will foster good relations between people from different groups through the wider integration support offered to Ukrainian arrivals and related workstream planned to help Ukrainian arrivals feel welcome and settled in the borough.

#### 5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

**Outcome 1**

**No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed**

**Outcome 2**

**Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4**

**Outcome 3**

**This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.**

Include details here