



### 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>	Afghan Resettlement Schemes	<b>Date EqIA created: November 2022</b>
<b>Name and job title of completing/lead Officer</b>	Samia Malik, Head of Community Cohesion	
<b>Directorate/ Service responsible</b>	Resources/Community Cohesion	
<b>Organisational approval</b>		
<b>EqIA approved by EDI Team</b>	<b>Name Shumaila Dar</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 22/11/22</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?**

In Autumn of 2021, responding to the Government’s objectives for Operation Warm Welcome, the Council pledged to resettle 10 Afghan households under the Afghan Resettlement schemes by September 2022. The resettlement schemes consist of the Afghan Relocations and Assistance Policy (ARAP) scheme for locally employed staff of the British Government, and the Afghan Citizens Resettlement Scheme (ACRS) for vulnerable individuals at-risk of persecution by the Taliban. British nationals, who were evacuated as a result of the crisis are also eligible for funding and support under the resettlement schemes. Anyone who is resettled through the ACRS and ARAP schemes will receive indefinite leave to enter or remain in the UK.

This is a 3-year programme, where resettled households are assisted with accommodation and integration support. Properties were procured in the private rented sector as part of the Council’s policy and submitted to the Home Office for matching with households in bridging hotels across the country. This is an externally funded programme, where the Council receives £20,520 per individual resettled over three years. Additionally, funding is made available for Education, Healthcare, and English for Speakers of Other Languages (ESOL) provision in Year 1 of the schemes.

As the programme has evolved and there are remaining individuals in bridging hotels, we have received approaches from households requesting integration support. These are households that are interested in moving to Harrow through the ‘find your own accommodation pathway’, households that vacated bridging hotels and are now in Harrow independently of the Home Office property matching process, or those known to housing services through direct homelessness approaches. Alongside this, the Government is now requesting additional pledges for 2022/2023 to provide integration support for further households in bridging hotels. Given the pre-mentioned pressures as in many instances accommodation has been sourced at market rent which is considerably high in Harrow, our proposal is to support qualifying Afghan individuals, who are already in the borough as the funding we can draw down can both assist them with integration support, and also help to avoid them becoming homeless.

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

The programme works to adopt evacuated Afghan individuals in the borough. The programme is specific to this cohort of qualifying Afghan individuals and the proposal does not impact outside of this cohort as the funding is ringfenced to those

qualifying under the resettlement schemes. The level of support provided will endeavour to improve their quality of life in Harrow, enable better life chances, as well as address potential homelessness approaches to the Council.

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

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

<b>2. Assessing impact</b>					
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	
<b>Age</b>	<p>Harrow has a resident population of 261,300<sup>1</sup>. The 2011 Census for Harrow recorded 239,100 people, so Harrow's population is estimated to have increased by 22,200 (9%) by 2021. Harrow has an above average working age population aged 16-64 (64%) and a growing younger population aged 0-15 (20%), which is higher than the London average<sup>2</sup>. At the time of the 2011 Census, there were 3,314 Afghans in Harrow, we anticipate this figure has continued to increase, with there now being an established Afghan community in the borough.</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>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<sup>1</sup> ONS, 2021 Census

<sup>2</sup> ONS, 2021 Census

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

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

<sup>5</sup> NEETS data, December 2020

	<p><b>Impact</b></p> <p>Since the Aghan resettlement schemes programme has no bearing on wider support to the community but works with a select cohort of qualifying Afghan individuals, the proposal herein has no impact on wider age-related disparities in the population, either among older people or younger people.</p> <p>The cohort of Afghans resettled in Harrow to date vary in ages, although most are adults of working age and children. By adopting qualifying Afghan individuals in Harrow, we may support anywhere up to 35 households in the borough, where age groups are mixed.</p> <p>The support provided through ESOL, Healthcare and Education funding in Year 1 will allow the Council and partners to support the additional needs of this cohort. The support will range from language assistance, applying for 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></p> <p>This resettlement programme has no specific impact on those with disabilities in the wider population. Where appropriate, any individuals with disabilities who are resettled in Harrow under the Afghan resettlement schemes 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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>This would represent about 600,000 trans and non-binary people in Britain and about 2,500 people in Harrow.</p> <p><b>Impact</b></p> <p>The Afghan resettlement schemes programme has no impact on this group in the wider community as it is working only with a fixed cohort of individuals.</p>				
<p><b>Marriage and Civil Partnership</b></p>	<p>The 2021 Census indicates that in March, 54% of Harrow's residents were married, which was the highest level in London. In October 2020 there were 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></p> <p>The Afghan resettlement schemes programme supports all qualifying Afghan individuals resettled in Harrow 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"/>
<p><b>Pregnancy and Maternity</b></p>	<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></p> <p>The Afghan resettlement schemes programme has no impact on wider inequalities linked to pregnancy and maternity in the borough since the impact of the scheme is limited to qualifying Afghan individuals that are resettled in Harrow. Those who are pregnant or become pregnant will be referred 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. The 2021 Census data on migration shows that Harrow is one of the six local authorities where majority of residents (51%) were born outside of 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.*

**Impact**

Harrow has a settled Afghan community, with local Afghan organisations, such as Paiwand and the Afghan Association of London that qualifying Afghan individuals could be signposted to for their existing programmes. As part of the initiative to work in partnership, the programme meets month with voluntary and community sector organisation for information sharing on local needs and demand, as well as provides an opportunity for partners to steer the shaping of the programme. By providing integration support to additional qualifying individuals there is no impact on race or ethnicity.

**Religion or  
belief**

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>Christianity was Harrow's most common religion with 37.3% of followers, followed by Hinduism (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>Data for London suggests that educational attainment and employment among the capital's Muslim community is lower than those from other faith groups located in the borough .</p> <p><b>Impact</b></p> <p>While most Afghan individuals resettled tend to be of Muslim background, the Afghan resettlement schemes programme will support qualifying Afghan individuals of all backgrounds regardless of their religion or belief. The Afghan Citizens Resettlement Scheme specifically identifies supporting those at risk from minority backgrounds, including faith. The scheme will also have no impact on wider groups in relation to this characteristic.</p>				
<p><b>Sex</b></p>	<ul style="list-style-type: none"> <li>• The Government's population estimates as of March 2021 show that the total population of Harrow is now 261,300, made up of 128,800 men and 132,500 women<sup>6</sup>.</li> <li>• Economic activity among Harrow's male population is higher than the London average at 90%, compared with 84%<sup>7</sup>. Economic activity for women has also surpassed the London average at 77% in comparison.</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 £767<sup>8</sup>.</li> <li>• Women earn less than men in the borough. Average gross weekly earnings among women working in Harrow is £513, nearly 36% lower than the London average of £702<sup>9</sup>.</li> </ul> <p><b>Impact</b></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<sup>6</sup> ONS, 2021 Census

<sup>7</sup> NOMIS: Labour supply, June 2022

<sup>8</sup> NOMIS: earnings by place of work, 2021

<sup>9</sup> NOMIS: earnings by place of work, 2021

	There is no wider community impact in relation to this specific characteristic. This is a 3-year programme, and a key aspect of the integration support will be to assist qualifying Afghan individuals with accessing ESOL provision and securing long-term sustainable employment. Within this cohort, both male and female individuals will be supported.				
<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></p> <p>The Afghan resettlement schemes programme will support qualifying Afghan individuals regardless of their sexual orientation. The Afghan Citizens Resettlement Scheme specifically identifies supporting those at risk from minority backgrounds, including 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"/>

**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?**

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 b/elow

**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?**

Yes                      No   

There may be cohesion impact on supporting this cohort. Due to the tariff funding that can be claimed for qualifying Afghan individuals, the integration support may assist to alleviate financial pressures experienced due to the global cost of living crisis, which the Council may not be able to assist with for other residents. Additionally, the tariff funding may also assist with some housing needs within this cohort to alleviate homelessness pressures. The funding is ringfenced to this cohort of qualifying individuals and cannot be used for other groups.

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

--

### 3. Actions to mitigate/remove negative impact

**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 Afghan Resettlement Schemes programme, and the proposals therein caters to a predefined group of refugees who are settling in the borough and hence will not result in unlawful discrimination, harassment, victimisation, and other conduct prohibited by the Equality Act 2010.
2. The programme will advance equality of opportunity among those of Afghan ethnicity.
3. The programme will foster good relations between people from different groups through the wider support offered to resettled Afghan individuals, with VCS partners leading on inter-community initiatives, and related integration offer planned to help Afghan individuals feel welcome and established in the borough, through ESOL, education and employment support.

#### 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