

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)		
Type of Decision:	<input checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
Title of Proposal	Highways Asset Strategy and Investment Programme	Date EqIA created 16 th January 2023
Name and job title of completing/lead Officer	Nicolina Cooper, Interim Head of Traffic, Highways, and Asset Management	
Directorate/ Service responsible	Place	
Organisational approval		
EqIA approved by Directorate Equality, Diversity and Inclusion Team (EDI) Equality, Diversity and Inclusion Team	Name XXXX	Signature <input type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval XX

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 proposal looks at how we resurface our roads and maintain our overall highways infrastructure from carriageways, footways, street lighting, highways structures through to surface drainage gullies etc. Our highways infrastructure is the asset most used by the public and the most visible

The Council's 457.4 kilometres of road network and 935.1 kilometres of footway and footpaths is critical to the well-being of the residents of Harrow, while also being strategically important for travelling to and between other parts of North-west London. The preservation, maintenance, and improvement of this highway network itself together with its wide range of associated infrastructure is therefore vital to the economic and social well-being of the Borough.

The HIAMP sets out the policies and investment criteria required to keep the highway assets in a safe and operational state within the most efficient and effective manner, both on a day-to-day basis and in the long term.

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

The implementation of the Plan will see

- More cost-effective asset management
- Essential asset maintenance in the borough
- Improvement to CO2 reductions on highways assets
- Reduce tree route tip hazards
- Complete an LED and column upgrade for all lighting across the borough
- Maintenance of all flood and water management

The overall HIAMP will see the implementation of the last 30% of the borough moved to LED lighting and all columns replaced over the next 2 years. This will allow the Council to make efficiencies of large energy bills and cost avoidance on increasing energy costs. Furthermore, once complete, street lighting will move to a maintenance only regime reducing capital borrowing in future years.

The footway and carriageway programme, will see the council move to asphalt footway repairs rather than paving slabs (except in conservation areas) to reduce CO2 emissions and reduce trip hazards as well as reduce costs of delivering the programme, meaning the Council can deliver more resurfacing within existing budgets.

Furthermore, the programme will include the implementation of tree pits to prevent issues with trips and falls as seen in residential areas with long established tree roots.

All roads in the borough have been prioritised using detailed condition data via an independent survey of the borough roads. The prioritisation of the programme is based on the condition of the road, the amount of funding being spent on reactive repairs, the usage on the road, i.e., the volume of walking, cycling and vehicles using the road. This is all then weighted based on the use, condition, and value of repairs in the road to prioritise which road in the borough are carried out in line with the need of the road use.

The HIAMP aligns with both the highway roadside gulley's, and flood defence evidenced based operational asset registers and plan using bespoke software platforms developed by THAM.

The purpose of the new HIAMP is to seek innovation and improvements to highways assets moving forward to look at Lidar surveys to reduce costs, artificial intelligence surveys for condition, usage, and maintenance to reduce the need for officer surveys reducing costs but also to enhance a data led decision strategy for all assets to meet our statutory requirements efficiently and effectively at reduced costs.

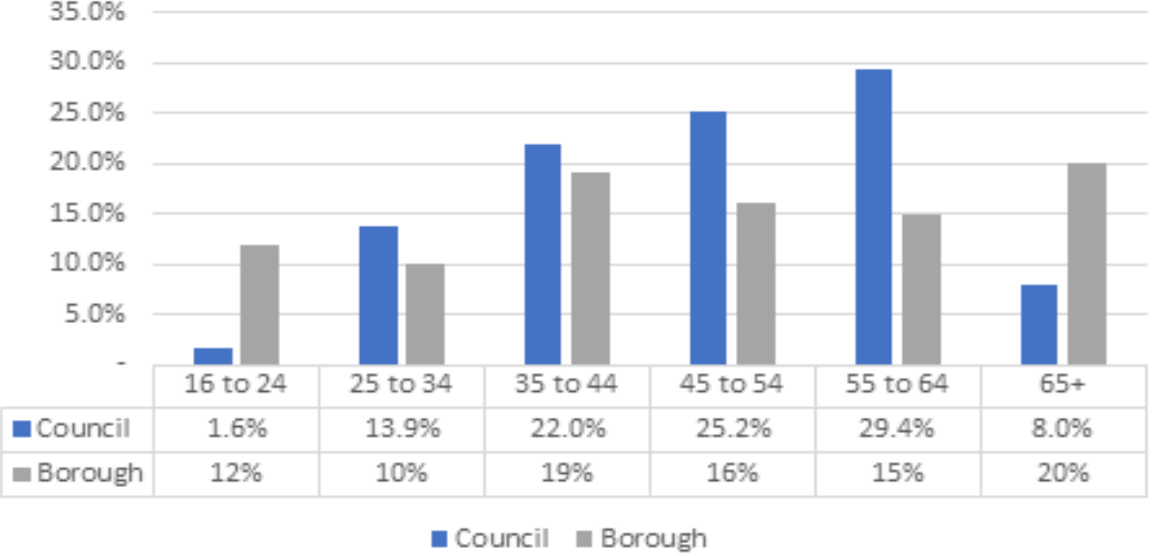
Furthermore, the HIAMP also seeks to investigate the use of plastic road technology which can self-defrost, charge streetlights and electric vehicle charge points and other assets using renewable energy from the friction of the plastic road surface. Moreover, these plastic roads are 100% recyclable and allow maintenance of utilities and road underground preventing the need for network management on the highway in the future.

This technology to this extent has not been tested in the UK and therefore the Council wish to make a bid to central governments innovation fund during the life of the HIAMP to trial this technology within a council car park as a proof on concept. If proven the possibilities of this technology are endless.

Each of these strategies and investment programmes will enhance the public realm to protect those with disabilities from trip hazards, reduce emissions improving walking and cycling measures to improve public health and reduce obesity.

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

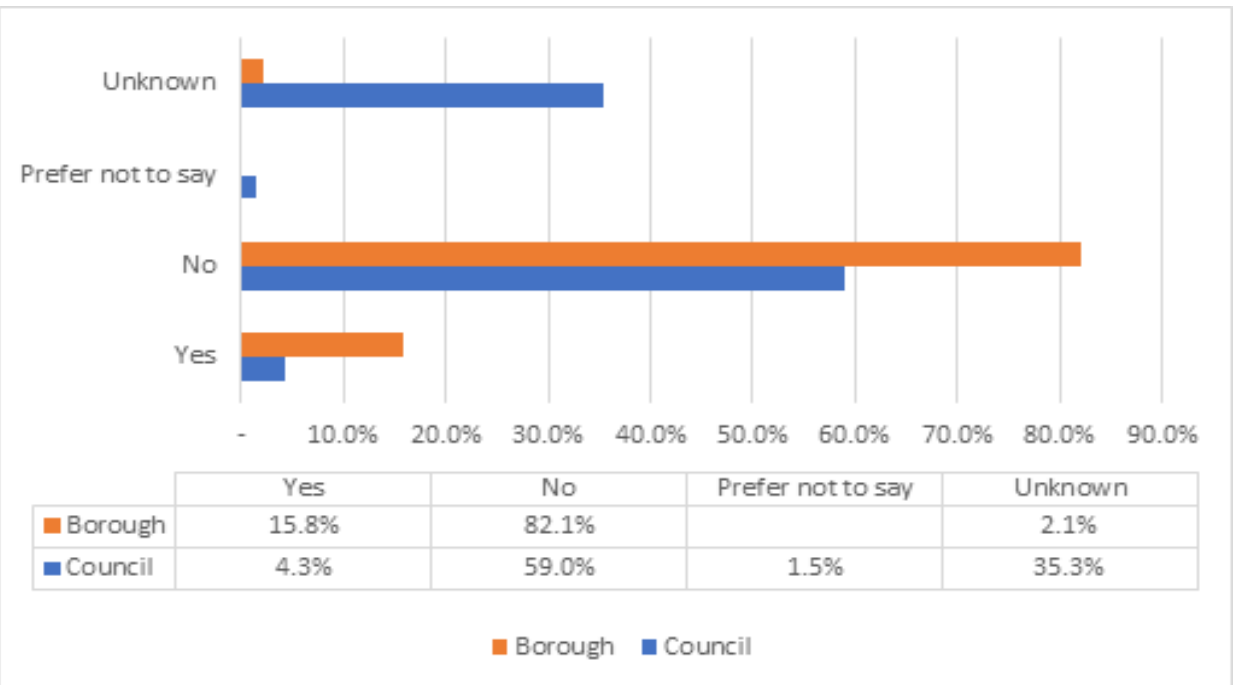
None

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 borough profile data , equalities data , 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 each 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 each 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	 <table border="1" data-bbox="504 1157 1668 1348"> <thead> <tr> <th></th> <th>16 to 24</th> <th>25 to 34</th> <th>35 to 44</th> <th>45 to 54</th> <th>55 to 64</th> <th>65+</th> </tr> </thead> <tbody> <tr> <td>■ Council</td> <td>1.6%</td> <td>13.9%</td> <td>22.0%</td> <td>25.2%</td> <td>29.4%</td> <td>8.0%</td> </tr> <tr> <td>■ Borough</td> <td>12%</td> <td>10%</td> <td>19%</td> <td>16%</td> <td>15%</td> <td>20%</td> </tr> </tbody> </table>		16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+	■ Council	1.6%	13.9%	22.0%	25.2%	29.4%	8.0%	■ Borough	12%	10%	19%	16%	15%	20%	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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The resident population of Harrow according to the 2020 mid-year population estimates was 252,338 Groups. Harrow's age demographic is captured by the graph above, which is taken from the Annual Workforce Equality Report 2020-2021.

Impact: The proposal will have a positive impact on customers from all age groups because it provides improved walking schemes, reduced trip hazards and will have a positive effect on all age groups.

Disability



According to the Annual Workforce Equalities Report 2020-2021 15.8% of Harrow's population are disabled.

There are also particular groups that have specific obstacles in progressing to the labour market. These include adults with learning disabilities and those with severe mental health issues.

Accessibility and suitable transport are also barriers for disabled people.

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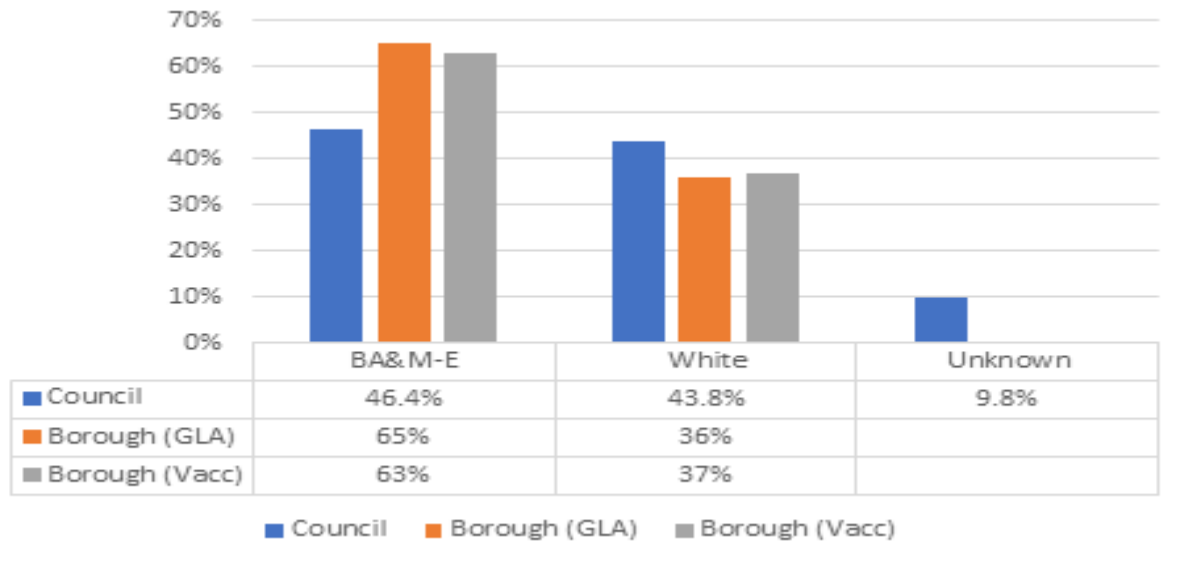
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	<p>Disabled people are also likely to be under-represented among business owners within Harrow.</p> <p>Impact: This proposal will benefit disabled customers because it provides improved walking and cycling facilities in the borough, reduces trip hazards and improves travel in the borough. This will assist with walking for the partially sighted, those with physical disabilities and if the innovative works, a sensory environment to assist those with disabilities navigate the public realm in a much more effective manner.</p>				
Gender reassignment	<p>There is limited national data collected for people within this protected characteristic. We will need to consider the inequalities and discrimination experienced for this protected group when data becomes available.</p> <p>The charity GILES 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.</p> <p>Impact: There is no anticipated impact on this group as this strategy would be see improvements for all genders including those reassigned.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	<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. As of October 2020 there have been 144 Same Gender Civil Partnerships in Harrow, 25 of which has been converted to a Marriage. There have also been 8 Opposite Gender Civil Partnerships and 57 Same Sex marriages within this period.</p> <p>Impact: There is no anticipated impact on this group as this strategy would be see improvements for all regardless of their relationship status</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>ONS births figures show Harrow as having 3,526 live births in 2019. 14 live births per 1000 population is higher than the England & Wales average of 10.8%.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>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.</p> <p>Nationally, women have faced discrimination during pregnancy and maternity in the workplace. EHRC Survey data shows that around one in nine mothers (11%) reported that they were either dismissed; made compulsorily redundant, where others in their workplace were not.</p> <p>Impact: This proposal will have a positive impact on customers in the pregnancy and maternity protected group because the policy provides health benefits with reductions in emissions effecting pregnancy and prepeture births as well as an improvement to prevent trip hazards</p>				
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Race/
Ethnicity



Harrow is one of the most culturally diverse local authorities in the UK. According to the Annual Workforce Equality Report 2020-2021 over 60% of residents are from Black, Asian, and Multi-Ethnic backgrounds and 36% are from White groups. Black African (notably the Somali Community) groups have been fast growing over the last 6 years or so, as has the Afghan community.

Unemployment rates are significantly higher in certain areas of the borough, particularly in the Wealdstone and Marlborough wards (central Harrow), Roxbourne (south Harrow), focused in an around the Rayners Lane estate and among residents classified as Black and Other ethnic groups. These areas are also ranked high on the indices of deprivation for the UK.

The majority of 16–18-year-olds that are classed as NEET are from Black, Asian and minority ethnic backgrounds and located in wards with high levels of deprivation. However, the data also shows that the single largest ethnic group of pupils aged 16-18 classed as NEET is White British.

At ward level Marlborough, and Wealdstone have the highest number of households in need of re-housing. These respectively have a Black, Asian and minority ethnic population of 77% and 75%.

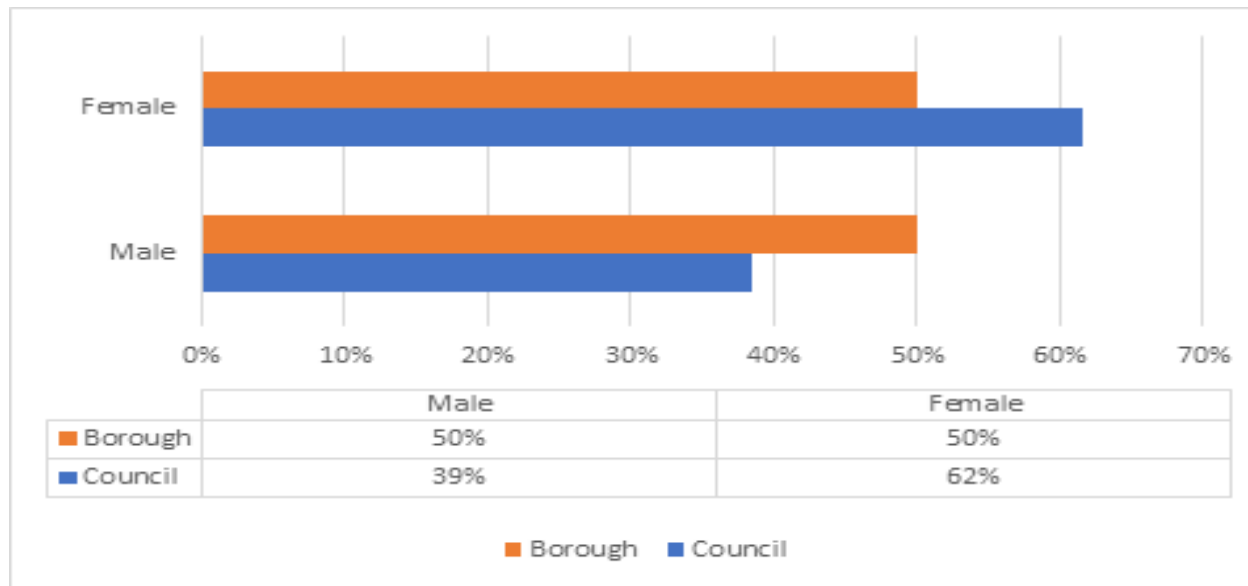
	<p>The highest rates of overcrowding is in Greenhill ward (97.5 per 1,000 households) and a Black, Asian and minority ethnic population of 74% (2011 census).</p> <p>Black, Asian and minority ethnic residents are more likely to experience barriers to employment due to lack of English language , functional and digital skills.</p> <p>Over 94% of Harrow businesses are classed as micro-businesses. There is limited data on the profile of business ownership by protected characteristics. Anecdotal evidence suggests that most retail businesses in Harrow’s town centres are Black, Asian and minority ethnic - owned.</p> <p>Impact: There is no anticipated impact on this group as this strategy would be see improvements for all ethnicities</p>				
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The Annual Workforce Equality Report 2020-2021 mentions that Christianity (37%), Hinduism (28%), No religion/ Atheist (13%) and Islam (12%) are the four biggest religious demographics in Harrow. Residents that are of the Jewish faith is 3% of the borough population.

Impact:

There is no anticipated impact on this group.

Sex



The Annual Workforce Equality Report 2020-2021 indicates that the percentage of residents within Harrow that are male and female is split evenly at 50%. Harrow is a low wage borough, with both men and women that are employed in the borough earning less than the London average of £760⁷earning 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 £688⁸.

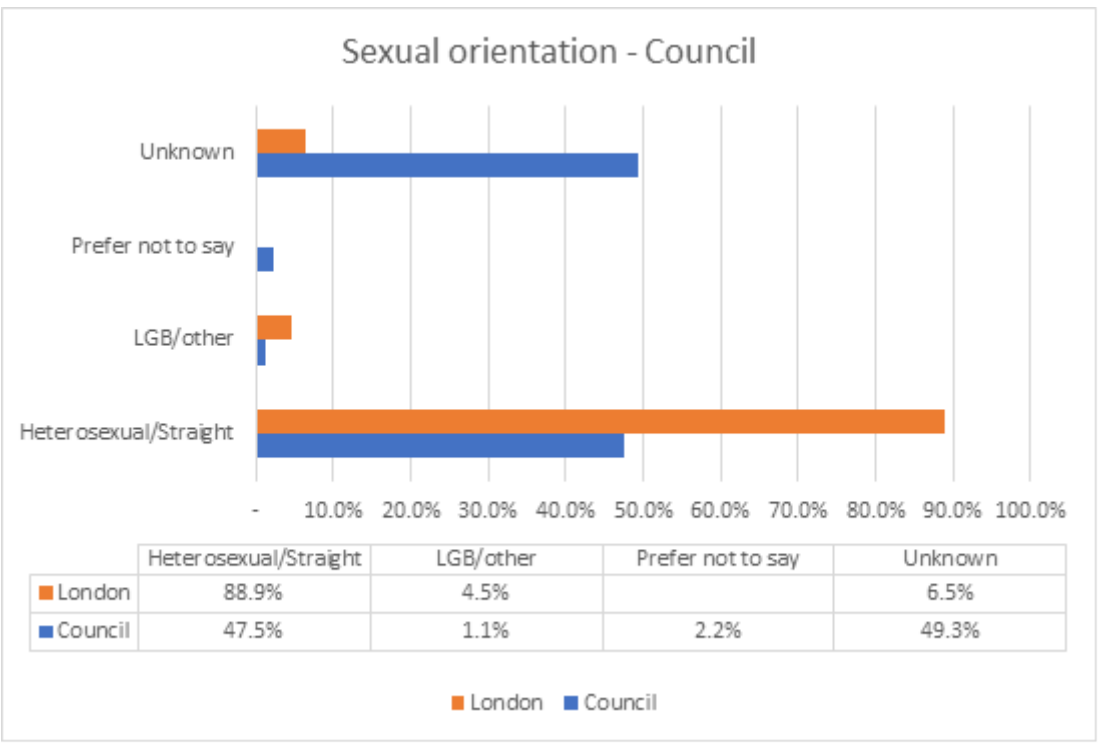
20% of Harrow businesses are female led.

While the pandemic may have negatively impacted both sexes, the shift to home working may have had a positive impact in enabling women to return to work, as they are able to share childcare responsibilities.

Impact:

There is no anticipated impact on this group as this strategy would be see improvements for all religious beliefs

Sexual Orientation



The Annual Workforce Equality Report 2020-2021 indicates that the percentage of LGBTQIA+ residents within London is 4.5%.

Impact:

There is no anticipated impact on this group as this strategy would be see improvements for all regardless of their sexual orientation

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 below

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

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

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 each 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

All groups and customers will be treated the same under the new policy with the transaction options as set out above

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