



### 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>	Children and Young People (CYP) & Adults substance misuse services commissioning intentions post 31st March 2025	<b>Date EqIA created 11.10.23</b>
<b>Name and job title of completing/lead Officer</b>	Oasis Azeez-Harris / Seb Baugh	
<b>Directorate/ Service responsible</b>	Adults and Public health	
<b>Organisational approval</b>		
<b>EqIA approved by</b>	<b>Name: Jennifer Rock</b>  <b>Partnerships and Inclusions Officer</b>  <b>Partnerships, Policy and Cohesion</b>	<b>Signature</b> <input checked="" type="checkbox"/> <b>Tick this box to indicate that you have approved this EqIA</b>  <b>17.10.24</b>

<b>1. Summary of proposal, impact on groups with protected characteristics and mitigating actions</b> (to be completed <b>after</b> you have completed sections 2 - 5)
<p><b>a) What is your proposal?</b></p> <p>The proposal sets out and seeks approval to direct award contracts for the provision of Substance Misuse Services for Children and Young People (CYP) and adults in accordance with the Health Care Services (Provider Selection Regime) Regulations 2023 (PSR).</p>
<p><b>b) Summarise the impact of your proposal on groups with protected characteristics</b></p> <p>The proposal has either a positive impact or no impact on groups with protected characteristics.</p>
<p><b>b) Summarise any potential negative impact(s) identified and mitigating actions</b></p> <p>The EQIA has not identified any negative impacts on groups with protected characteristics. However, we are aware that more could be done to better understand the needs of different groups with protected characteristics. The new specification will encourage the providers to consider how both services provide support to residents who experience barriers to accessing the services (e.g. online offer, in reach into communities / faith institutions), as well as provide commissioners with detailed performance data regarding protected characteristics.</p>

<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				
Age	<p>There has been an increase of 19.4% in people aged 65 years and over, an increase of 7.8% in people aged 15 to 64 years, and an increase of 7.5% in children aged under 15 years.</p>							
	<table border="1"> <thead> <tr> <th colspan="2">Age Groups (C 2021)</th> </tr> </thead> <tbody> <tr> <td><a href="#">0-17 years</a></td> <td>58,</td> </tr> <tr> <td><a href="#">18-64 years</a></td> <td>162,</td> </tr> <tr> <td><a href="#">65+ years</a></td> <td>40,</td> </tr> </tbody> </table> <p>Between the last two censuses, the average (median) age of Harrow increased by two years, from 36 to 38 years of age. This area had a higher average (median) age than London as a whole in 2021 (35 years) but a lower average (median) age than</p>					Age Groups (C 2021)		<a href="#">0-17 years</a>
Age Groups (C 2021)								
<a href="#">0-17 years</a>	58,							
<a href="#">18-64 years</a>	162,							
<a href="#">65+ years</a>	40,							

	<p>England (40 years). The median age is the age of the person in the middle of the group, meaning that one half of the group is younger than that person and the other half is older.</p> <p>The number of people aged 35 to 49 years rose by just under 8,000 (an increase of 15.9%), while the number of residents between 20 and 24 years fell by just under 950 (5.8% decrease).</p> <p><b><u>Impact</u></b></p> <ul style="list-style-type: none"> <li>• The reprocurement of substance misuse services covers both children &amp; young people (CYP) and Adults services.</li> <li>• The CYP service provides support to service users agreed 5-24.</li> <li>• The adults services provides direct support to adults 18+ and referral / safeguarding support to children for all age groups.</li> <li>• All services are involved in the safeguarding for all ages, children and adults</li> <li>• Services are working closely with social care providers to ensure that the ageing population are receiving the appropriate support.</li> <li>• The workforce for both services is varied in age which supports understanding the perspective of different service users</li> </ul>				
<p><b>Disability</b></p>	<p>In 2021, 5.9% of Harrow residents were identified as being disabled and limited a lot. This figure decreased from 8.2% in 2011. These are age-standardised proportions.</p> <p>In 2021, 7.3% of Harrow residents were identified as being disabled and limited a little. This makes for 13.2% of Harrow residents being disabled, a decrease from 17.5% in 2011.</p> <p>Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond.</p> <p><b><u>Impact</u></b></p>	<p>☒</p>	<p>☐</p>	<p>☐</p>	<p>☐</p>

	<ul style="list-style-type: none"> <li>- There are a range of options available for residents to access support, meaning that people with a range of disabilities can access the service.</li> <li>- The main clinic room location for both services are accessible for people with mobility issues, e.g. ramp and lift</li> <li>- Virtua / telephone support is available for service users</li> <li>- Both services actively support services users who have been identified as neurodiverse.</li> <li>- The adults provider are working in collaboration with the centre for ADHD and Autism</li> </ul>				
<p><b>Gender reassignment</b></p>	<ul style="list-style-type: none"> <li>- 90.12% of Harrow residents described themselves as having the same gender identity as sex registered at birth (<i>188,901 respondents</i>)</li> <li>- 0.53% of Harrow residents described themselves as having a gender identity which differs to the sex registered at birth, but gave no specific identity (<i>1,108 respondents</i>)</li> <li>- 0.15% of Harrow residents described themselves as a Trans woman (<i>318 respondents</i>)</li> <li>- 0.16 of Harrow residents described themselves as a trans man (<i>342 respondents</i>)</li> <li>- 0.03% of Harrow residents described themselves as non binary (<i>57 respondents</i>)</li> <li>- 0.03% of Harrow residents described themselves as 'All other gender identities' (<i>59 respondents</i>)</li> <li>-8.98% of Harrow residents did not respond (<i>18,832 respondents</i>)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p><b><u>Impact</u></b></p> <ul style="list-style-type: none"> <li>- This is an open access service</li> <li>- This an area that the commissioner and provide will work on to improve over the duration of the new contracts to better identify individuals and enable tailored support</li> </ul>				
<p><b>Marriage and Civil Partnership</b></p>	<p>The increase in the percentage of people aged 16 years and over who had never been married or in a civil partnership was greater across England (3.3 percentage points) than in Harrow (1.0 percentage points).  In Harrow, the percentage of adults who had never been married or in a civil partnership increased from 32.3% in 2011 to 33.2% in 2021. During the same period, the percentage across England increased from 34.6% to 37.9%.  The percentage of adults who were married or in a civil partnership in Harrow increased from 53.8% to 53.9%, while the percentage of adults who had divorced or dissolved a civil partnership increased from 5.4% to 5.7%.  These figures include same-sex marriages and opposite-sex civil partnerships in 2021, neither of which were legally recognised in England and Wales in 2011. Same-sex marriages have been legally recognised in England and Wales since 2014 and opposite-sex civil partnerships have been recognised since 2019.</p> <p><b>The percentage of adults who had never married or registered a civil partnership in Harrow increased by 1.0 percentage points</b></p> <p><b><u>Impact</u></b></p> <ul style="list-style-type: none"> <li>- This is an open access service</li> <li>- This an area that the commissioner and provider will work on to improve over the duration of the new contracts to better identify individuals and enable tailored support</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>- The services work to support both partners and their families to ensure they deliver a holistic approach</p>				
<p><b>Pregnancy and Maternity</b></p>	<p>ONS births figures show Harrow as having 3,312 live births in 2021. 14 live births per 1000 population is higher than the England &amp; Wales average of 10.8</p> <p>-The borough has a higher-than-average infant mortality rate in London, at a rate of 3.9 deaths per 1000 live births, which is an indicator of poverty and inequality in the borough.</p> <p><b><u>Impact</u></b></p> <ul style="list-style-type: none"> <li>• This is an open access service</li> <li>• The service is flexible and experienced in dealing with clients with complex issues, especially in the case of this protected characteristic.</li> <li>• Namely, the service provides holistic and multidisciplinary support for services users who are pregnant or give birth during their treatment journey.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>Race/ Ethnicity</b></p>	<p>In 2021, 7.2% of Harrow residents identified their ethnic group within the "Other" category ("Arab" or "Any other ethnic group"), up from 2.9% in 2011. The 4.3 percentage-point change was the largest increase among high-level ethnic groups in this area.</p> <p>Across London, the percentage of people from the "Other ethnic groups" ("Arab" or "Any other ethnic group") increased from 3.4% to 6.3%, while across England the percentage increased from 1.0% to 2.2%.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



In 2021, 45.2% of people in Harrow identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 42.6% in 2011), while 36.5% identified their ethnic group within the "White" category (compared with 42.2% the previous decade).

The percentage of people who identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category decreased from 8.2% in 2011 to 7.3% in 2021.

There are many factors that may be contributing to the changing ethnic composition of England and Wales, such as differing patterns of ageing, fertility, mortality, and migration. Changes may also be caused by differences in the way individuals chose to self-identify between censuses.

The race/ethnicity statistics from the 2021 Census for Harrow for those who responded to the question was as follows:

Asian, Asian British or Asian Welsh	118,152 (45.2%)
Black, Black British, Black Welsh, Caribbean or African	19,151 (7.3%)
Mixed or multiple ethnic groups	9,833 (3.8%)
White	95,233 (36.5%)
Other ethnic groups	18,836 (7.2%)

**Impact**

- Both services have diverse teams which represent the diversity of Harrow Borough, which supports understanding the perspective of different service users
- Both services report on service user demographics including ethnicity
- Both services are open access. Despite this, we are aware that there are certain ethnicities that do not access the service. A recent analysis demonstrated South Asian communities were underrepresented within the service
- To mitigate this, the new specification for the services, from March 2025 onwards, will be focussed on active community outreach and in-reach to address this.

<b>Religion or belief</b>	Christian	88,602 (33.9%)				
	Buddhist	2,812 (1.1%)				
	Hindu	67,392 (25.8%)				
	Jewish	7,304 (2.8%)				
	Muslim	41,503 (15.9%)				
	Sikh	2,743 (1.1%)				
	Other religion	7,695 (2.9%)				
	No religion	27,748 (10.6%)				
	Not answered	15,404 (5.9%)				
	<p>In 2021, 15.9% of Harrow residents described themselves as Muslim, up from 12.5% in 2011. The rise of 3.4 percentage points was the largest increase of all broad religious groups in Harrow. Because the census question about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.</p> <p>Across London, the percentage of residents who described themselves as Muslim increased from 12.6% to 15.0%, while across England the percentage increased from 5.0% to 6.7%.</p> <p>In 2021, 33.9% of people in Harrow described themselves as Christian (down from 37.3%), while 25.8% described themselves as Hindu (up from 25.3% the decade before).</p> <p>There are many factors that can cause changes to the religious profile of an area, such as a changing age structure or residents relocating for work or education. Changes may also be caused by differences in the way individuals chose to self-identify between censuses. Religious affiliation is the religion with which someone connects or identifies, rather than their beliefs or</p>			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>religious practice.</p> <p>In 2021, 15.9% of usual residents in Harrow described themselves as Muslim</p> <p><b><u>Impact</u></b></p> <ul style="list-style-type: none"> <li>• Both services have diverse teams which represent the diversity of Harrow Borough, which supports understanding the perspective of different service users</li> <li>• Both services report on service user demographics including religion</li> <li>• Both services are open access.</li> <li>• To mitigate this, the new specification for the services, from March 2025 onwards, will be focussed on active community outreach and in-reach to address this, through engagement with faith institutions</li> <li>• A further mitigation to better understand the impact is to analyse the access to services by religion</li> </ul>				
<b>Sex</b>	<p>According to the 2021 Census 50.7% of Harrow's population was female and 49.3% were male.</p> <p><b><u>Impact</u></b></p> <ul style="list-style-type: none"> <li>• The service provides support to both users of substances and their partners who may be supporting the user.</li> <li>• Access to the service for users of substances is representative of the substance misuse profile nationally. E.g. more males access the service. However, more females access the services of support</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sexual Orientation</b>	<p>The 2021 Census shows that 4.27 % of Londoners identify as LGBTQIA+, the highest of any UK region<sup>1</sup>. 1.65% of Harrow residents identify as LGBTQIA+, this is approx. 4k people<sup>2</sup>. This is reflected in more detail in the table below</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<sup>1</sup> Source: 2021 Census

<sup>2</sup> Source: 2021 Census

Straight or Heterosexual	182,702 (87.2%)
Gay or Lesbian	1,361 (0.6%)
Bisexual	1,873 (0.9%)
Pansexual	787 (0.4%)
Asexual	59 (0.0%)
Queer	22 (0.0%)
All other sexual orientations	137 (0.1%)
Not answered	22,680 (10.8%)

**Impact**

- This is an open access service; therefore we don't believe this has an impact for this protected characteristic.
- However, this an area that the commissioner and provider will work on to improve understanding through the reporting from the provider.

**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

A national drug strategy was published in 2021. This strategy has three main priorities

- Break drug supply chain
- Have a world class treatment and recovery system
- Generational shift in the use of drugs and substances

Resources have been devolved to local authorities to support the delivery of this new strategy. These resources enable improving the numbers into treatment and improving pathways into support, therefore having a positive impact on individuals and communities

### 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

1. Yes. As commissioners we ensure the provider delivers a service that upholds the Equality Act 2010. This is through routine performance / contract reporting to understand:
  - a. Access into the service
  - b. Outcome of service users
  - c. Workforce mandatory training on EDI
2. The staff teams represent the diversity of the borough. Activities delivered within the services are considerate of others within the borough. Both services offer volunteering opportunities for service users that have gone through their services to support recovery, but also encourage inclusion. As the services are open access, we believe that this supports the opportunity to get support from services, however, acknowledge that there are some areas that we need to improve data collection to improve our understanding.
3. Both services are working with different groups of stakeholders across the borough, fostering good relations. This includes statutory services, the voluntary sector and communities. The new specification will encourage the providers to consider how both services provide support to residents who experience barriers to accessing the services (e.g. online offer, in reach into communities / faith institutions)

**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