

Cabinet

SUPPLEMENTAL AGENDA 1

DATE: Thursday 19 February 2015

AGENDA - PART I

RESOURCES

9. BUDGET

- (a) Final Revenue Budget 2015/16 and Medium Term Financial Strategy 2015/16 to 2018/19: (Pages 3 - 38)

Appendix to the Report of the Director of Finance and Assurance.

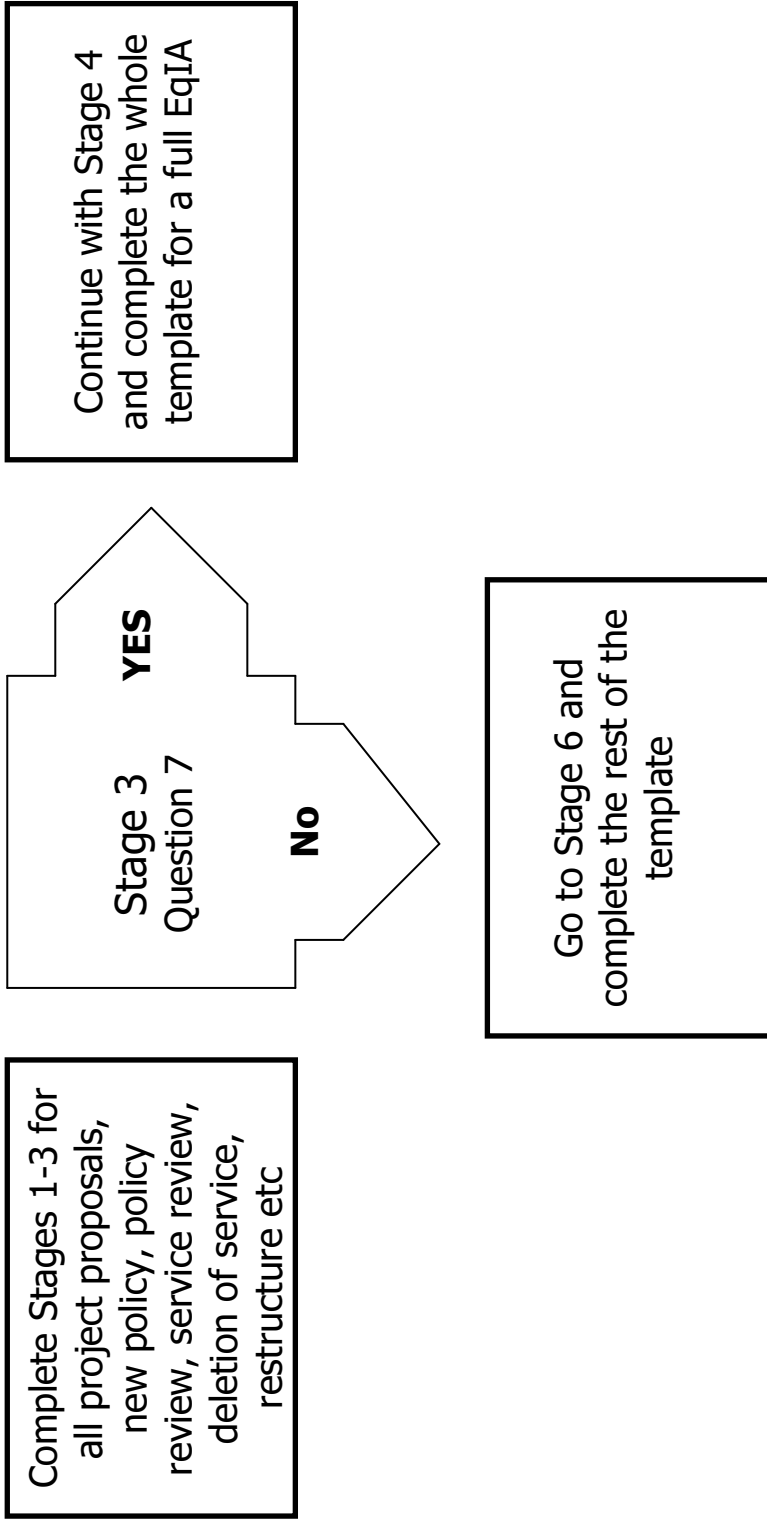
AGENDA - PART II - Nil

[Note: Due to the circulation of this appendix after the normal Cabinet agenda despatch, the deadline for the receipt of public and Councillor questions on the appendix in the context of the main report is 3.00 pm on Tuesday, 17 February 2015.]

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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:	Revenue Budget 2015/16 and the Medium Term Financial Strategy 2015/16 to 2018/19		
Directorate/Service responsible:	Resources		
Name and job title of lead officer:	Simon George		
Name & contact details of the other persons involved in the assessment:	Dawn Calvert; Mike Howes, Alex Dewsnap		
Date of assessment:	5 th February 2015		

Stage 1: Overview

<p>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)</p>	<p>To set the revenue budget for 2015/16 and the Medium Term Financial Strategy (MTFS) for 2015/16 to 2018/19.</p> <p>The budget process is designed to ensure that it is priority led so that resources are aligned with council priorities and statutory responsibilities. A new vision and set of Council priorities were agreed at Council in June 2014 and the budget for 2015/16 has been prepared in line with these.</p> <p>The MTFS agreed by Cabinet and Council in February 2014 showed a balanced budget position for 2014/15 and an estimated budget gap of £24.74m for 2015/16.</p> <p>In July 2014 Cabinet received a budget planning process update report which</p>
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looked forward to 2017/18 and 2018/19 and estimated an additional budget gap of £15m for each year taking the total estimated budget gap for the four year period 2015/16 to 2018/19 to £75m. This is an indicative amount which is subject to change based on announcements in the annual central government grant settlement and local factors. The July Cabinet report identified an indicative saving target of £30m for 2015/16. This is slightly higher than the reported MTFS budget gap position of £24.75m to provide an element of slippage for those saving proposals that may require a long lead in time. To ensure the target for 2015/16 is achieved Cabinet, in July and November 2014, agreed to savings of £1.732m being taken in-year (2014/15) which contribute towards the £30m.

The estimated budget gap for the four year period 2015/16 to 2018/19 has increased from £75m to £83m following the final 2015/16 Local Government Financial Settlement and revised projections of Revenue Support Grant from London Councils.

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A package of savings and growth items which produce a net £28.4m reduction in the Council's forecast expenditure for 2015/16 is set out in the revenue budget report. Each element of the spending reduction is supported by an individual EqIA which looks at the impact that the change in the form or level of service provision is likely to have on people who share one or more of the protected equality characteristics.

This overall EqIA seeks to identify any cumulative equality impact of the proposals considered together which might not be discernible from consideration of the EqIAs for each of the individual proposals.

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

	65+	2.33%	2.69%	3.10%	3.20%	3.75%	4.70%	14.1%
Disability (including carers of disabled people)	Whole Council		Excluding Schools		Harrow Census data 2011			
	2012	2013	2014	2012	2013	2014		
	5061	5125	5093	2403	2375	2192		
	Yes	1.81%	1.59%	3.58%	3.33%	3.10%		
	No	93.66%	87.57%	96.30%	96.25%	94.80%		
	Not known	4.53%	10.84%	0.12%	0.42%	2.10%		
	The Census does not collect disability data in the same format as the Council's employee data. The Census did record that 16.4% of the population self classified their health to be not good – but this is not the same as the definition of disability							
Gender Reassignment	The decision has been taken not to report on this protected characteristic as the low level of data available may mean that individuals could be identified							
Marriage / Civil Partnership	There is no data available on this characteristic							
Pregnancy and Maternity	Whole Council		Excluding Schools					
		2013	2014	2013	2014			
		5125	5093	2375	2192			
	Percentage of the workforce who have been pregnant and/or taken maternity leave in the two years to March	4.02%	3.83%	4.13%	4.01%			

		2013								
		Whole Council			Excluding Schools			Harrow Census data 2011		
Race		2012	2013	2014	2012	2013	2014	2012	2013	2014
		5061	5125	5093	2403	2375	2192			
	Asian	23.77%	24.08%	23.44%	20.52%	21.60%	21.58%	42.59%		
	Black	9.33%	9.00%	8.50%	14.32%	14.11%	14.37%	8.24%		
	Mixed	2.21%	2.15%	2.02%	1.87%	1.89%	2.05%	3.97%		
	Any other ethnic group	1.19%	0.86%	0.73%	1.29%	0.80%	0.68%	2.95%		
	Total BAME	36.49%	36.08%	34.69%	37.99%	38.40%	38.69%	57.75%		
	White	54.46%	52.08%	47.52%	55.06%	54.44%	52.14%	42.25%		
	Not Known	9.05%	11.84%	17.79%	6.95%	7.16%	9.17%	0		
	The high number of unknowns was due to a computer interface issue which has now been resolved.									
Religion and Belief		Whole Council			Excluding Schools			Harrow Census data 2011		
		2013	2014	2014	2013	2014	2014			
		5125	5093	5093	2375	2192	2192			

	Christianity	9.17%	11.00%	13.09%	12.09%	37.30%	
	Hinduism	3.83%	4.12%	4.00%	4.11%	25.30%	
	Islam	1.16%	1.44%	1.64%	1.46%	12.50%	
	Judaism	0.47%	0.57%	0.59%	0.50%	4.40%	
	Jainism	0.47%	0.51%	0.42%	0.41%	No data	
	Sikh	0.37%	0.39%	0.51%	0.50%	1.20%	
	Buddhism	0.20%	0.20%	0.25%	0.27%	1.10%	
	Zoroastrian	0.02%	0.02%	0%	0%	No data	
	Other	0.75%	0.86%	0.97%	1.00%	2.50%	
	No Religion	1.81%	2.09%	2.78%	2.78%	9.6-%	
	Unknown	81.76%	78.81%	75.75%	76.87%	6.20%	
		Whole Council			Excluding Schools		Harrow Census data 2011
Sex / Gender		2012	2013	2014	2012	2013	2014
		5061	5125	5093	2403	2375	2192
	Male	23.34%	22.36%	21.58%	38.95%	37.68%	38.28%
	Female	76.66%	77.64%	78.42%	61.05%	62.32%	61.72%
		Whole Council			Excluding Schools		
Sexual Orientation		2013	2014	2013	2014		
						2014	

	5125	5093	2375	2192
Heterosexual	15.92%	14.55%	18.11%	18.57%
Lesbian	0.06%	0.06%	0.08%	0.09%
Gay	0.08%	0.08%	0.08%	0.14%
Bi-sexual	0.14%	0.14%	0.21%	0.27%
Prefer not to say	1.07%	0.92%	0%	0%
Other	0.04%	0.04%	0%	0%
Unknown	82.69%	84.21%	80.34%	79.79%

Socio Economic

What consultation have you undertaken on your proposals?

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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).
Take Part residents' consultation yielded 3,451 total responses	Paper and online surveys	The survey showed that the top three public priorities were bringing together health and social care services; delivering new jobs and apprenticeships and building affordable homes for sale and rent. The proposals for savings which	

<p>Individual consultations on particular service changes</p>		<p>were identified as having the most impact were introducing a weekly separate food waste collection and a charge for garden waste collection, closing some libraries and the Arts Centre, switching off some Streetlights and children's centres. 52% of residents said that they would support a Council tax increase. Details of those responding to the consultation by protected characteristics are Attached.</p>	
<p>Individual consultations on particular service changes</p>	<p>Paper and on line</p>	<p>The findings from these are reported through their specific equality impact assessments and therefore feed into this cumulative assessment.</p>	
<p>6. What other (local, regional, national research, reports, media) data sources that you have used to inform this assessment? List the Title of reports / documents and websites here.</p>			
<p>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? The numbers input below set out where disproportionate impact has been assessed to exist in the budget proposals. They therefore show which protected characteristics are most impacted:</p>			

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes	15	10	2	2	3	8	5	8	2
No									

The cumulative budget equalities assessment has taken account of 61 individual assessments which are shown on the table attached to this document. For those savings where a full assessment has been undertaken the impact both before and after mitigating actions is known. In these cases if the initial assessment has highlighted a negative impact, the assessments show mitigating actions which officers believe will reduce the impact of the proposal on the protected characteristics. For these assessments it is the impact after mitigating actions that has been used to identify the cumulative impact. For the other assessments, one impact has been identified and incorporated into the cumulative assessment.

15 assessments, or 25%, are highlighting a negative impact on one or more of the protected groups, with age, disability and sex being the most impacted upon groups. The impact per group is shown in the table above. In the attached table to this assessment, those saving proposals that are showing a negative impact on any of the characteristics are highlighted in blue. However, set out below is a short paragraph on each of the 15 assessments which impact outlining the group impacted and the mitigating action(s):

Res 18 (Stop funding Senior Residents Assembly). The impact is on older people, The initial impact assessment recognised an impact on this group on the basis of four assemblies being held a year and an attendance of around 80 people. However, this is a small budget reduction in the context of the Council's spend supporting older people, so the impact is considered to be small.

Res 23 (Increased Income from Harrow Helpline and reduction in staffing costs). The impact will be on age, disability, marriage and civil partnership, race, religion & belief and sex. The proposal is to increase income levels, but this will be subject to consultation with users, which has not taken place yet. Therefore Members are asked to note that in taking this proposal forward there is likely to be an impact on these groups, and investigations will be considered as part of the finalisation of the proposal subject to the consultation.

CHW 03 (Review of Business Support Services - BSS). This is an internal service to the Council and therefore impacts on staff. The precise impact of this proposal upon staffing is not possible to gauge at this point as delivery arrangements have not been finalised, so therefore it is considered to impact potentially on all protected characteristics, given the current make-up of the BSS, although the BSS teams are statistically over-represented in the following groups: female; older age groups; BAME. It has been decided to provide support tailored to the needs of individuals in those groups who may be affected by the proposals of the BSS review and to gather further data on those areas where there is no data.

CHW 10 (Review of in-house residential care). This proposal will largely impact on staff and therefore is likely at this stage to potentially impact all characteristics. The proposal through its delivery should have no adverse impact on service users. The mitigating action will be for consultation to take place in accordance with the Council's Reorganisation procedure and the Council's Protocol for Managing Organisation Change and following this to carry out further analysis of the staff group to collate and understand the impact on staff.

CHW 11 (Review of Voluntary Sector). This proposal impacts on a number of protected characteristics, but is still in consultation. The findings of the consultation and delivery of the saving, with mitigations outlined will be reported to Cabinet in March 2015.

CHW 16 (Library Strategy). This proposal impacts on a number of protected characteristics, but is still in consultation. The findings of the consultation and delivery of the saving, with mitigations outlined will be reported to Cabinet in March 2015.

CHW 18 (CHW Management Savings). This proposal will only impact on staff and therefore is likely at this stage to impact potentially all characteristics. The proposal through its delivery should have no adverse impact on service users. The mitigating action will be for consultation to take place in accordance with the Council's Reorganisation procedure and the Council's Protocol for Managing Organisation Change and following this to carry out further analysis of the staff group to collate and understand the impact on staff.

CHW 19 (Reduction in discretionary health checks). The proposal will affect age and race. It will affect residents between the age of 40 – 74 with no pre-existing CV condition. Groups that have high prevalence of CV (i.e. older people, those who have a family history and are of South Asian origin) and those who are under-represented on the programme (men and those who are aged 40-55) are likely to be disproportionately affected by these proposals. In implementing this saving, the service take up will be monitored as part of the mitigation.

CHW 23 (Efficiencies with Smoking Cessation & Tobacco control). Smoking disproportionately affects certain groups. These include babies, children and young people, pregnant women, people with a disability, the LBGT community, some BAME groups and people in routine and annual social groups where smoking rates are higher. This would increase health inequalities within the borough. It is likely that people in routine and manual groups will be affected by these changes more than others. Smoking rates are higher in these groups. Although it seems counterintuitive, times of financial hardship often show an increase in smoking rates. The mitigation will be to monitor the smoking prevalence data to see if this is happening locally.

CHW 24 (Reduce Funding in Physical Activity Services). The proposal is likely to impact on low income groups, people living in areas of social deprivation, black and minority ethnic communities and disabled people, which includes people with learning difficulties, people with mental health problems, people with physical or sensory impairments and people with long-term limiting conditions. Removal of these initiatives will further reduce available support. Officers will consider mitigations on the basis of analysis of uptake.

EE03 (School crossing patrols). The proposal is likely to impact on young people and disability. The proposal is to work with schools to have provision met whilst reducing the cost to the Council. Therefore the mitigation is to maintain school crossing patrols but for the service to be funded from elsewhere, therefore having no impact on protected characteristics.

EE07 (Introduction of staff car parking). This proposal may have an impact on elderly or disabled staff who may struggle to use alternative modes of transport and have little choice but to drive and as a result may find that they are adversely affected by the proposals. The mitigation is to consult with staff on a preferred scheme and therefore make any changes where disproportionate impact is found as a result.

EE 26 (Reduce parks service to statutory minimum / Parks management). This proposal will impact upon staff and the protected characteristics of age and disability. Consultation feedback has identified key priorities for any targeted maintenance to direct mitigations. Mitigations being put forward currently are: Path borders and accessible fencelines will be cut and/or pruned at current standards to ensure safe passage from vegetation and possibly hidden litter and natural surveillance in terms of reducing fear of crime; More efficient use of mobile teams to deal with excessive accumulation; There will remain rapid response teams who will be able to address fly tips and unacceptably excessive amounts of litter and other debris in between any scheduled cleansing operation, maintaining the existing SLA time for addressing such issues; and, if monitoring indicates continuing issues in key parks, they can be reviewed under the Council's Zonal cleansing approach.

EE 34 (Food and Garden Waste). This proposal will impact upon age, disability and pregnancy & maternity. The proposal is to alter the current garden waste recycling collection to a chargeable service. The scheme will be introduced in October subject to budget approval and the consultation will consider the mitigating actions that are necessary to manage any disproportionate impacts which are found. The operation of the scheme will then be reviewed to explicitly consider mitigations for low income groups and the associated EQIA for this proposal will be updated accordingly to advise Members.

CF 12 (Early Years and Early Intervention Services). This proposal following mitigations will impact on age (young people) and sex. The proposal is to remodel and to close some Children's Centres and Children's Centre delivery sites. Revised options following consultation will include some opportunities to reduce impact and generate income e.g. keeping additional buildings for income generation and social enterprise. Specific issues raised will be collated so that a paper can be written to support increased understanding of the centres and the reasons why decisions are made. Myths and misunderstandings were evident and the CC strategic group will take forward a piece of work to that effect. As mitigation, Hub Managers along with Performance intelligence staff reporting to the Children's centre committees and strategic group. Quarterly reports are currently produced these offer access to information to scrutinise. Feedback protocols are in place and will be increased for a period of 6 months with outcomes analysed.

Impact on Staff

There may be a disproportionate cumulative impact on staff in one or more of the protected characteristic groups when all of the staffing re-organisations envisaged as part of the budget proposals are fully worked up. Each proposal impacting on staff will be the subject of a full EqIA before the proposal can be implemented. The council will look for redeployment opportunities for staff.

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)

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

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Who was consulted?

What do the results show about the impact on different groups / Protected Characteristics?

What consultation methods were used?

What actions have you taken to address the findings of the consultation?
(This may include further consultation with the affected groups, revising your proposals).

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. Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 9	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)
Age (including carers of young/older people)				
Disability (including carers of disabled people)				
Gender Reassignment				
Marriage and Civil Partnership				
Pregnancy and Maternity				

	carers)	carers)	Partnership			
Yes						
No						

If you have answered "yes" to any of the above, set out what justification there may be for this in Q13a 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 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
All proposals that have indicated a potential impact.	On going review during and after implementation.	For each proposal where there is an impact identified mitigating actions are set out and these will be followed up.	As per the individual assessments	As per the individual assessments	As per the individual assessments

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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.

<p>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>)</p>	<p>The full EqIAs relating to staffing changes necessary to implement the proposals contained in the budget will be considered by the Quality Assurance Group that examines all relevant Equality Impact assessments to ensure that the necessary rigour has been applied to their development and ensure that the process in each individual staffing change is undertaken fairly.</p>
<p>16. How will the results of any monitoring be analysed, reported and publicised? (<i>Also Include in Improvement Action Plan at Stage 7</i>)</p>	
<p>17. Have you received any complaints or compliments about the</p>	

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

The Council maintains the commitment through its daily actions.

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.

21. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?

Signed: (Lead officer completing EqIA) M Howes, D Calvert, A Dewsnap

Signed: (Chair of DETG)

Date: February 2015

Date:

Date EqIA presented at the EqIA Quality Assurance Group

Signature of DETG Chair

Survey monitoring information



Monitoring Question	Harrow Council Monitoring Data Respondents to Consultation Survey			Census Monitoring Data Harrow Borough data	
	Detail	Online	Paper	Detail	2011
Age	Under 16 years	0.43%	0.33%	0-17 years	19.96%
	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	26.61%	23.09%	45-59 years	18.65%
	65 years & over	21.83%	42.89%	60-74 years	12.31%
	[No Response]	5.04%	0.00%	75 years & over	6.79%

Survey monitoring information



Monitoring Question	Harrow Council Monitoring Data Respondents to Consultation survey			Census Monitoring Data Harrow Borough data	
	Detail	Online	Paper	Detail	2011
Disability	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%	Not stated	

Survey monitoring information



Monitoring Question	Harrow Council Monitoring Data Respondents to Consultation Survey			Census Monitoring Data Harrow Borough data	
	Detail	Online	Paper	Detail	2011
Marriage	Yes	63.87%	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%
Civil Partnership	Yes	2.96%	2.04%	Widowed/Single partner	6.19%
	No	76.00%	20.28%		
	[No Response]	21.04%	77.69%		
Pregnancy or maternity	Yes	8.09%	5.54%	Not stated	
	No	78.61%	64.33%	Not stated	
	[No Response]	13.30%	30.13%	Not stated	

Survey monitoring information



Monitoring Question	Harrow Council Monitoring Data Respondents to Consultation Survey			Census Monitoring Data Harrow Borough data	
	Detail	Online	Paper	Detail	2011
Ethnic Origin	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	6.24%
	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]	6.00%	12.21%		

Survey monitoring information



Harrow Council Monitoring Data Respondents to Consultation survey		Census Monitoring Data Harrow Borough data				
Monitoring Question	Detail	Online	Paper	Detail	2011	
Religion	Please select...	12.70%	14.33%			
	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 -please specify	4.09%	2.77%	Other	2.49%	
	[No Response]		0.00%	0.00%	Muslim	12.53%

Survey monitoring information



	Harrow Council Monitoring Data Respondents to Consultation Survey			Census Monitoring Data Harrow Borough data	
Monitoring Question	Detail	Online	Paper	Detail	2011
Sex	Male	37.04%	32.41%	Male	49.37%
	Female	56.09%	55.54%	Female	50.63%
	[No Response]	6.87%	12.05%		
Gender identity	Yes	89.22%	78.83%	Not stated	
	No	0.70%	0.65%	Not stated	
	[No Response]	10.09%	20.52%	Not stated	
Sexual Orientation	Please select...	18.09%	27.12%		
	Bisexual	1.91%	2.36%	Not stated	
	Gay Woman / Lesbian	0.00%	0.16%	Not stated	
	Gay Man	0.62%	0.73%	Not stated	
	Heterosexual	77.13%	66.61%	Not stated	
	Other – Please specify	2.35%	3.01%	Not stated	
[No Response]	0.00%	0.00%	0.00%	Not stated	

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CUMULATIVE EQUALITY IMPACT ASSESSMENTS

Ref	Headline Description	EQIA	15-16 Saving	Impact before and after mitigation	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Resources													
RES01	Staff Savings	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES02	Additional charge to the Pension Fund	Not required	Y										
RES03	On going review of the Finance and Assurance structure	Not required at this stage	N										
RES04	Reduction in annual contribution to Insurance Fund	Not required	Y										
RES05	Additional Treasury returns	Not required	Y										
RES06	Business Continuity additional income	Not required	Y										
RES07	Re-organisation of HR, Development and Shared Service function	Yes	Y	Impact before Mitigation	Yes	Yes	No	No	No	Yes	Yes	Yes	No
RES07	Re-organisation of HR, Development and Shared Service function	Yes	N	Impact after Mitigation	No	No	No	No	No	No	No	No	No
RES08	Further HR, Development and Shared Service savings	Not required at this stage	N										
RES09	Additional savings and efficiencies through transfer of Health & Safety function and re-charging relevant expenditure to the Pension Fund	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES10	Reduce Occupational Health Support	Yes		Impact	No	No	No	No	No	No	No	No	No
RES11	Reduce Corporate Learning & Development for staff	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES12	Reduction in Legal cost	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES13	Reduction in committee meetings and staff reduction - Mayor Office	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES14	Local Land Charges growth pressure	Not required	Y										
RES15	Restructuring of the Commercial, Contracts and Procurement Division	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES16	Retender of Communications Service	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES17	Retender of the Healthwatch Service	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES18	Stop funding Harrow Senior Residents Assembly / Recommissioning of Scrutiny Projects budget	Yes	Y	Impact	Yes	No	No	No	No	No	No	No	No
RES19	Stop the Objective Portal contribution	Not required	Y										
RES20	Staff restructure of existing posts	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
RES21	Management savings	Not required at this stage	N										
RES22	Efficiency savings - Revenues and Benefits	Yes	Y	Impact before Mitigation	Yes	No	No	No	No	No	No	No	No

Ref	Headline Description	EQIA	15-16 Saving	Impact before and after mitigation	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
CF10	Recruitment of Foster Carers	Early saving July 2014 Cabinet	Y	Impact	No	No	No	No	No	No	No	No	No
CF11	Finance post	Early saving July 2014 Cabinet	N										
CF12	Early Years & Early Intervention Services	Refer to separate Cabinet report (February 2015) 'Childrens and Families - Children's Centres'	Y	Impact before Mitigation	Yes	Yes	No	No	Yes	No	No	Yes	No
CF12			Y	Impact after Mitigation	Yes	No	No	No	No	No	No	Yes	No
Pan Organisation													
PO01	Using the market	Not required	N										
PO02	Service / Levels	Not required	Y										
PO03	Regeneration	Not required at this stage	N										
Business Support Services													
BSS01	Review of Business Support Services	Yes	Y	Impact before Mitigation	Yes	No	No	No	No	Yes	No	Yes	No
BSS01	Review of Business Support Services		Y	Impact after Mitigation	Yes	No	No	No	No	Yes	No	Yes	No

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