

TEMPLATE 2 - Full Equality Impact Assessment (EqIA)

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 form and assessment.

What are the proposals being assessed? (Note: ‘proposal’ includes a new policy, policy review, service, function, strategy, project, procedure, restructure)	<p>The development of the Harrow Help Scheme being put in place to help mitigate the effects of the welfare reforms.</p> <p>The Emergency Relief Scheme sits within the Harrow Help Scheme and is a new service developed as a direct result of the changes within the Welfare Reforms to the Social Fund.</p>
Which Directorate / Service has the responsibility for this?	Collections and Housing Benefits
Name and job title of lead officer	Fern Silverio, Divisional Director, Collections and Housing Benefits
Name & contact details of the other persons involved in the EqIA:	<p>Sheila Seymour-Howell, Project Member Sheila.seymour-howell@harrow.gov.uk Tel: 020 8424 1806 Ext 2806</p> <p>Bernie Beckett, Consultation Project Manager BBeckett@harrow.gov.uk Tel: 020 8424 7640 Ext 7640</p> <p>A multi-agency group has been developed to oversee the development of the Harrow Help Scheme and the Equality Impact Assessment. This group has membership from the Voluntary Sector including CAB, Mind in Harrow, Harrow Mencap, Harrow Association of Disabled People (HAD), Age UK, Landlords Association, Tenants and Residents Association, Councillors, and Representatives from Harrow Council Services.</p>
Date of assessment:	The EqIA has been opened on the 2 nd January, 2013. The document will be monitored and updated on a regular basis by a multi-agency group.

The current document is Version 1.
 Version 2 - Updated to include analysis of data from DWP – 3rd January, 2013
 Version 3 – Updated to reflect feedback from the consultation – 11th February, 2013
 Version 4 – Updated to reflect comments – 13th February, 2013
 Version 5 – Updated to reflect further comments – 18th February, 2013
 Version 6 – Updated to reflect further comments – 26th February, 2013

Stage 1: Overview

1. What are the aims, objectives, and desired outcomes of your proposals?

(Explain proposals e.g. reduction / removal of service, deletion of posts, changing criteria etc)

The proposed Harrow Help Scheme has been developed to help support people who have been affected by the changes to benefits through the welfare reforms. The scheme will bring together advice and support delivered across the borough and align this with the pot of funding the Council is receiving, from the Government, to provide emergency assistance to those most in need. We will be calling this part of the Harrow Help Scheme the Emergency Relief Scheme. This pot of funding is being given to Councils as a direct result of the changes to the Social Fund where Crisis Loans for general purposes and Community Care Grants are being abolished as part of the welfare reforms. The funding is not ring fenced however Councils have been advised they should provide flexible help to meet unavoidable need.

The Harrow Help Scheme has been developed in partnership with a multi agency sub group which includes membership from Jobcentre Plus, Citizens Advice Bureau (CAB), Harrow Mencap, Mind in Harrow, Age Concern, Harrow Association of Disabled People (HAD), the Landlords Association, Harrow Councillors and representatives from Harrow Council Services.

The principles of the Harrow Help Scheme are

- The scheme will be financially sustainable
- The scheme will help to increase financial independence and decrease formal support
- The fund will be monitored to continuously shape the scheme going forward
- The scheme will put in place a single view of the customer
- The scheme doesn't duplicate provision that is delivered elsewhere in the borough

Whilst the government is not expecting Councils to replace the current scheme administered by the Department of Work and Pensions the Council is concerned that there could, as a result of these changes, be impacts for some groups of people. The council will have less money to be able to deliver the Emergency Relief element of the Harrow Help Scheme and therefore the criteria must be stringent whilst at the same time ensuring people are able to access emergency support where there is a risk to their health and safety if they do not receive the help.

The Harrow Emergency Relief Scheme has been set up to provide short term support to those most in need. The principles of the Emergency Relief Scheme are:

- The Emergency Relief Scheme is a discretionary service provided within the available funds
- The funding will be allocated on a monthly basis to minimise the risk of funds not being available throughout the year
- It will be a service that meets urgent needs that cannot be met elsewhere
- An accessible service that provides short term support where there is a risk to the safety and/or health of the household to:
 - o Assist people to remain or return to the community; and/or
 - o Help people who are suffering severe hardship

Currently the social fund is provided through cash grants or cash loans. The Emergency Relief Scheme will be providing 'in kind' support that meets the need of the applicant.

The scheme is being piloted for the first year to help understand how the scheme is working, who and why people are accessing the scheme and this information will then be used to shape the future scheme.

2. What factors / forces could prevent you from achieving these aims, objectives and outcomes?

- The changes to the Social Fund are being implemented on the 1st April, 2013 and therefore to avoid a gap in delivery of emergency provision the scheme needs to be up and running by the beginning of April.
- Emergency Relief Scheme team not in place by 1st April, 2013.
- IT/payment mechanisms not in place by 1st April, 2013
- Lack of funding and resources to support implementation.

	<ul style="list-style-type: none"> - Risk that further resources are not provided to develop the Harrow Help Scheme. - Lack of data to ensure scheme is targeted most effectively
<p>3. Who are the customers? Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.</p>	<p>Any Harrow resident can access the Help Scheme although it has been designed to support low income households affected by welfare reform.</p> <p>The customers of the Emergency Relief Scheme are the users of the current Crisis Loans and Community Care Grants</p> <p>The DWP developed an EqIA on the proposed changes in October 2011 and this document is attached at Appendix A. The following data has been supplied by DWP and analysed locally. A breakdown of the data and how it relates to access to the Social Fund in Harrow is attached at Appendix B. Predominantly within Harrow the users of the Crisis Loan are single males with no children between the ages of 18 to 44 and users of Community Care grants are single females between the ages of 18 and 54.</p>
<p>4. Is the responsibility shared with another department, authority or organisation? If so:</p> <ul style="list-style-type: none"> • Who are the partners? • Who has the overall responsibility? 	<p>The Harrow Help Scheme is being developed corporately within the Resources Directorate. The Council's Benefits Team have responsibility for the development of the Emergency Relief Scheme.</p> <p>The Local Authority is working in partnership with a multi agency group to develop the Harrow Help Scheme.</p>
<p>4a. How are/will they be involved in this assessment?</p>	<p>The Welfare Reform Project Board and Member and Officer Steering Group both meet on a monthly basis and updated reports are provided to these groups.</p> <p>The multi-agency sub group is meeting on a monthly basis and are responsible for the following:</p> <ul style="list-style-type: none"> - Developing the proposed scheme - Developing the principles for the proposed scheme - Developing the principles and criteria for access to the Emergency Relief Scheme - Developing the consultation materials and activity - Understanding the impacts of delivering the new scheme - Monitoring the delivery of the pilot over the first 12 month period
<p>Stage 2: Monitoring / Collecting Evidence / Data</p>	
<p>5. What information is available to assess the impact of your proposals? Include the actual data, statistics and evidence (including full references)</p>	

was reviewed to determine the potential impact on each equality group (protected characteristic). This can include results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys, workforce profiles, service users profiles, local and national research, evaluations etc

(Where possible include data on the nine protected characteristics. Where you have gaps, you may need to include this as an action to address in the action plan)

<p>Age (including carers of young/older people)</p>	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback. In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics. Data showing usage in Harrow of the current Social Fund Scheme is attached at Appendix B. Predominantly within Harrow 61% the users of the Crisis Loan are single males between the ages of 18 to 44. 50% of users of Community Care grants are single females between the ages of 18 and 54. Approximately 90% of users of both the Crisis Loans and Community Care Grants are of working age.</p>
<p>Disability (including carers of disabled people)</p>	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback. In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>
<p>Gender Reassignment</p>	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback. In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>
<p>Marriage / Civil Partnership</p>	<p>As outlined in age the majority of the users of both Community Care Grants and Crisis loans are single people. The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback. In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>

Pregnancy and Maternity	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>
Race	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>
Religion and Belief	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>
Sex / Gender	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>
Sexual Orientation	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p>
<p>6. If you have insufficient data on any of the protected characteristics, is there any other (local, regional, national research, reports, media) data sources that can inform this assessment?</p> <p>Include this data (facts, figures, evidence, key findings) in this section.</p>	<p>National information is available within the DWP Equality Impact Assessment which is attached at Appendix A.</p> <p>Local analysis of the data provided by the DWP is attached at Appendix B.</p> <p>Analysis has been carried out on the forecast of impacts as a result of the welfare reforms and is attached at Appendix C.</p> <p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p>

	In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.			
	Yes	To be carried out	No	
<p>NOTE: If you have not undertaken any consultation as yet, you should consider whether you need to. For example, if you have insufficient data/information for any of the protected characteristics and you are unable to assess the potential impact, you may want to consult with them on your proposals as how they will affect them. Any proposed consultation needs to be completed before progressing with the rest of the EqIA.</p> <p>Guidance on consultation/community involvement toolkit can be accessed via the link below http://harrowhub/info/200195/consultation/169/community_involvement_toolkit</p>				
Who was consulted?	What consultation methods were used?	What do the results show about the impact on different equality groups (protected characteristics)?	What action are you going to take as a result of the consultation? This may include revising your proposals, steps to mitigate any adverse impact. <i>(Also Include these in the Improvement Action Plan at Stage 5)</i>	
<p>The following were given the opportunity to have their say as part of the consultation:</p> <ul style="list-style-type: none"> - All residents - Local Charities/ voluntary organisations - Current Social Fund users 	<p>All consultation materials designed in partnership with multi agency sub group.</p> <ul style="list-style-type: none"> - Consultation booklet and survey - Web survey - Face to Face activity including events and discussion groups 	<p>The Emergency Relief Scheme, which sits within the Harrow Help Scheme, is a new welfare provision provided through funding from the DWP. The Scheme will be a one year pilot to ensure data and qualitative information can be gathered. This information will be used to help shape the Harrow Help Scheme after the pilot period.</p> <p>An overview of the key impacts identified through the consultation activity and the responses are included within the Cabinet Report at Section 6.5</p> <p>Feedback from the consultation has been discussed with both the multi-agency sub group and the Community Reference Group and has helped to shape both the principles for the Harrow Help Scheme and the eligibility</p>		

criteria for the emergency relief element of the pilot scheme.

8. What does your information 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	Positive	Adverse	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur.	What measures can you take to eliminate or reduce the adverse impact(s)? E.g. consultation, research, implement equality monitoring etc. (Also Include these in the Improvement Action Plan at Stage 5)
Age (including carers of young/older people)		x	<p>The DWP data shows that approximately 90% of users are of working age. Therefore if there any impacts through the implementation of the new scheme it could affect this group more than others.</p> <p>There is a possibility that running the scheme through the Local Authority could increase demand from older people. Older people that have responded to the consultation have raised concern that the criteria relating to savings should increase for that group as they are unable to work to increase their savings and this issue is recognised by the DWP in benefits criteria.</p> <p>Under the protected characteristic 'age' 61% users of the Crisis Loan items and living expenses are single males and the majority are between the ages of 18 and 54. 50% users of Community Care Grants are single female and the majority again are between the ages of 18 and 54. Therefore should these people between the ages of 18 and 54 not meet the eligibility criteria for the new scheme this group are more</p>	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p> <p>The Emergency Relief Scheme primary eligibility criteria has been shaped through consultation.</p> <p>The secondary criteria has been defined through consultation with the multi- agency sub group and the Community Reference Group. However the feedback from some older people that completed the forms through Age UK was received retrospectively to this meeting and therefore not considered. However this issue had previously been raised at a Sub Group meeting regarding this issue and it was agreed there should be a consistent level of capital across all age groups as the detrimental level of impact of the welfare reforms across working age would exceed the</p>

			<p>likely to be affected by the changes.</p> <p>With the knowledge that large families and working age are more likely to be affected by the welfare reforms the Help Scheme has been developed as a mitigation. A holistic approach has been taken to the development of this scheme by ensuring that mitigations are aligned with support that is provided by Families First, Housing, Economic Development and Collections as well as external agencies.</p> <p>Within the secondary criteria some elements of emergency support will only be provided if applicants meet a criteria re vulnerability. People with children under 16 are included within this group.</p>	<p>impact on pensioners of the capital limit.</p> <p>Discussion has been held with partners to develop a mechanism to monitor unmet need through the pilot period to help inform positive/adverse impacts of the pilot.</p>
Disability (including carers of disabled people)	x		<p>With the knowledge that people with disabilities are more likely to be affected by the welfare reforms the Help Scheme has been developed as a mitigation. A holistic approach has been taken to the development of this scheme by ensuring that mitigations are aligned with support that is provided by Families First, Housing, Economic Development and Collections as well as external agencies including Harrow Association of Disabled People.</p> <p>Within the secondary criteria some elements of emergency support will only be provided if applicants meet a criteria re vulnerability. People who have disabilities and receive Disability premium are included within this group.</p>	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p> <p>The Emergency Relief Scheme primary eligibility criteria has been shaped through consultation.</p> <p>The secondary criteria has been defined through consultation with the multi- agency sub group and the Community Reference Group.</p>
Gender			No positive or adverse impact has been identified	Discussion has been held with partners to develop a

Reassignment			to date.	mechanism to monitor unmet need through the pilot period to help inform positive/adverse impacts of the pilot	
Marriage and Civil Partnership			As in the protected characteristic 'age' the majority of the users of both the Community Care Grants and Crisis loans are single people and therefore this group are likely to be impacted if they do not meet the primary eligibility criteria for access to the Emergency Relief scheme. No positive or adverse impact has been identified to date.		
Pregnancy and Maternity			No positive or adverse impact has been identified to date.		
Race		x	A specific criteria for access to the Emergency Relief Scheme is that the applicant must have recourse to public funds. This is in keeping with the existing Social Fund scheme and access to Benefits overall. The impact of this specific criteria is more likely to affect people who are not British citizens.		In relation to 'Race' other support services currently in place will continue to provide support to this group.
Religion or Belief			No positive or adverse impact has been identified to date.		
Sex			With the knowledge that lone parents (more likely to be female) are more likely to be affected by the welfare reforms the Help Scheme has been developed as a mitigation. A holistic approach has been taken to the development of this scheme by ensuring that mitigations are aligned with support that is provided by Families First, Housing, Economic Development and Collections as well as external agencies. Anybody on means tested benefit over the age of 16 may apply to the scheme for assistance if they meet the initial eligibility criteria. Secondary eligibility criteria has been developed in relation to		

			<p>risk to health and safety which will then be applied before successful award is provided</p> <p>There may be an impact to all age groups if they are in emergency need however do not meet the initial eligibility criteria or the secondary criteria and therefore will not be able to access the fund.</p>	
Sexual Orientation			No positive or adverse impact has been identified to date.	
<p>9. Cumulative impact – Are you aware of any cumulative impact? For example, when conducting a major review of services. This would mean ensuring that you have sufficient relevant information to understand the cumulative effect of all of the decisions.</p> <p>Example: A local authority is making changes to four different policies. These are funding and delivering social care, day care, and respite for carers and community transport. Small changes in each of these policies may disadvantage disabled people, but the cumulative effect of changes to these areas could have a significant effect on disabled people’s participation in public life. The actual and potential effect on equality of all these proposals, and appropriate mitigating measures, will need to be considered to ensure that inequalities between different equality groups, particularly in this instance for disabled people, have been identified and do not continue or widen. This may include making a decision to spread the effects of the policy elsewhere to lessen the concentration in any one area.</p>			<p>The changes to the Social fund fall within the overall welfare reforms and therefore there is a cumulative impact on residents who are impacted by all or some of the changes. The Help Scheme has been developed to help mitigate the impacts of these changes and provide longer term solutions. Within this scheme advice and support from all providers across Harrow is being brought together to ensure a holistic approach is developed. Through this work gaps in support are being identified and a Hardship Fund has been made available to be used to help commission activity within the community that should help bridge the gaps.</p> <p>There is a risk of increased demand, due to the impact of all the changes within the welfare reforms however in particular in relation to the introduction of Universal Credit, on the Harrow Help Scheme, and in particular the Emergency Relief Scheme and as a result the resources available may not meet the needs of the community.</p> <p>The Social Fund is being localised and therefore there will be different schemes across the country. The eligibility criteria for each of these schemes are unlikely to be the same and therefore there could be instances where applicants fall within ‘gaps’ i.e. many local authorities have residential criteria for access to their scheme. The Council is working closely with boroughs within West London and has been part of a pan London group brought together to share information on the development of schemes. Through working with other Local</p>	

	Authorities and through working closely with the voluntary sector throughout the pilot every effort will be made to understand what the gaps are and what mitigations can be put in place to reduce impacts.
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10. How do your proposals contribute towards the requirements of 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	Are there any actions can you take to meet the PSED requirements? <i>(List these here and include them in the Improvement Action Plan at Stage 5)</i>

11. Is there any evidence or concern that your proposals may result in a protected group being disadvantaged (please refer to the Corporate Guidelines for guidance on the definitions of discrimination, harassment and victimisation and other prohibited conduct under the Equality Act)?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes	x					x			
No	x	x	x	x	x		x	x	x

If you have answered "yes" to any of the above, set out what justification there may be for this in Q12a 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 4: Decision

12. Please indicate which of the following statements best describes the outcome of your EqIA (tick one box only)

Outcome 1 – No change required: when the EqIA has not identified any potential for unlawful conduct or adverse impact and all opportunities to enhance equality are being addressed.	x
Outcome 2 – Minor adjustments to remove / mitigate adverse impact or enhance 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 5</i>	
Outcome 3 – Continue with proposals despite having identified potential for adverse impact or missed opportunities to enhance 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 12a 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)	

12a. If your EqIA is assessed as **outcome 3**, explain your justification with full reasoning to continue with your proposals.

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Stage 5: Making Adjustments (Improvement Action Plan)

13. 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 proposed	Desired Outcome	Target Date	Lead Officer	Progress
This is a pilot and therefore the scheme will be monitored to understand impacts.	The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.	Harrow Help Scheme in place in April 2014	April 2014	Fern Silverio	

	<p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p> <p>Ongoing discussion will be held with partners to develop a mechanism to monitor unmet need through the pilot period to help inform positive/adverse impacts of the pilot.</p>				
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Stage 6 - Monitoring

The full impact of the decision may only be known after the proposals have been implemented, it is therefore important to ensure effective monitoring measures are in place to assess the impact.

<p>14. How will you monitor the impact of the proposals once they have been implemented? How often will you do this? <i>(Also Include in Improvement Action Plan at Stage 5)</i></p>	<p>The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.</p> <p>In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.</p> <p>Regular feedback will be sought from all support/advice organisations included within the Harrow Help Scheme as well as from customers.</p>
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	<p>On-going discussion will be held with partners to develop a mechanism to monitor unmet need through the pilot period to help inform positive/adverse impacts of the pilot.</p> <p>Regular feedback reports will be provided to the Community Reference Group for discussion.</p>			
15. Do you currently monitor this function / service? Do you know who your service users the service?	Yes		No	x
16. What monitoring measures need to be introduced to ensure effective monitoring of your proposals? <i>(Also Include in Improvement Action Plan at Stage 5)</i>	As above in number 14.			
17. How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 5)</i>	The results of monitoring will be analysed by the Community Reference Group and will feed into a report that will be put to Cabinet on the outcomes of the pilot early next year 2014.			
18. Have you received any complaints or compliments about the policy, service, function, project or proposals being assessed? If so, provide details.	No.			

Stage 7 – Reporting outcomes

The completed EqIA must be attached to all committee reports and a summary of the key findings included in the relevant section within them.

EqIA's will also be published on the Council's website and made available to members of the public on request.

19. Summary of the assessment

NOTE: This section can also be used in your reports, however you must ensure the full EqIA is available as a background paper for the decision makers (Cabinet, Overview and Scrutiny, CSB etc)

What are the key impacts – both adverse and positive?
 Are there any particular groups affected more than others?
 Do you suggest proceeding with your proposals although an adverse impact has been identified? If yes, what are your justifications for this?
 What course of action are you advising as a result of this EqIA?

Protected Characteristic	Impacted group
Age	<p>The DWP data shows that approximately 90% of users are of working age. Therefore if there any impacts through the implementation of the new scheme it could affect this group more than others.</p> <p>Under the protected characteristic 'age' 61% users of the Crisis Loan items and living expenses are single males and the majority are between the ages of 18 and 54. 50% users of Community Care Grants are single female and the majority again are between the ages of 18 and 54. Therefore should these people between the ages of 18 and 54 not meet the eligibility criteria for the new scheme this group are more likely to be affected by the changes.</p> <p>There is a possibility that running the scheme through the Local Authority could increase demand from older people and through the consultation older people raised concern regarding the limits with regards savings in the primary eligibility criteria.</p>
Sex	No impacts have been identified however monitoring will be carried out over the pilot period
Disability	No adverse impacts have been identified however monitoring will be carried out over the pilot period
Marriage/Civil Partnership	As in 'Age' the majority of the users of both crisis loans and community care grants are single and of working age and therefore if this group do not meet the primary eligibility criteria for access to the Emergency Relief Scheme they may be impacted
Race	A specific criteria for access to the Emergency Relief Scheme is that the applicant must have recourse to public funds. This is in keeping with the existing Social Fund scheme and access to Benefits overall. The impact of this specific criteria is more likely to affect people who are not British citizens.
Religion and Belief	No impacts have been identified however monitoring will be carried out over the pilot period
Gender Reassignment	No impacts have been identified however monitoring will be carried out over the pilot period
Pregnancy and maternity	No impacts have been identified however monitoring will be carried out over the pilot period
Sexual Orientation	No impacts have been identified however monitoring will be carried out over the pilot period

The Harrow Help Scheme is a new provision and currently we are only able to capture qualitative feedback.

In relation to the Emergency Relief Scheme this will be piloted to ensure data is captured on the nine protected characteristics.

Regular feedback will be sought from all support/advice organisations included within the Harrow Help Scheme as well as from customers.

Discussion has been held with partners to develop a mechanism to monitor unmet need through the pilot period to help inform positive/adverse impacts of the pilot.

20. How will the impact assessment be publicised? E.g. Council website, intranet, forums, groups etc	The EqlA will be publicised on the Council's website.
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Stage 8 - Organisational sign Off (to be completed by Chair of Departmental Equalities Task Group)

The completed EqlA 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 EqlA and the Improvement Action Plan?	The Community Reference Group will have helped to shape the EqlA.
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Signed: (Lead officer completing EqlA)	Fern Silverio	Signed: (Chair of DETG)	Alex Dewsnap
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Date:		Date:	
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