

## Appendix 4: Highways Verge Grass Cutting

### 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	MTFS	✓	Other	
<b>Title of Project:</b>		Highways verge grass cutting, moving from a three weekly to a six weekly cycle.		
Directorate / Service responsible:		E&E		
Name and job title of lead officer:		Mick Wynne		
Name & contact details of the other persons involved in the assessment:		David Corby, Andrew Smith, Sajni Durve		
Date of assessment:		13/01/2015		
<b>Stage 1: Overview</b>				
<p><b>1. What are you trying to do?</b></p> <p>(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>Harrow Pride currently undertakes cutting of grass verges to all Harrow managed highways on a 3 weekly cycle.</p> <p>The council currently delivers this service on a three week cycle from March to November although this can be affected by weather conditions. Clippings are left distributed evenly over the verge to compost down back into the soil. The objective is to extend of the cutting frequency to a 6 weekly cycle which will apply to all verges across the borough is anticipated to achieve financial savings within the current residential street services budget of £82,000.</p> <p>The reduction in cutting frequency will realise these savings through the removal of</p>		

	3 posts from the current staffing establishment and associated vehicles.				
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
	Race		Religion or Belief		Sex
	Sexual Orientation		Other		
3. Is the responsibility shared with another directorate, authority or organisation? If so: <ul style="list-style-type: none"> <li>Who are the partners?</li> <li>Who has the overall responsibility?</li> <li>How have they been involved in the assessment?</li> </ul>	No.				

## Stage 2: Evidence / Data Collation

4. What evidence / data have you reviewed to assess the potential impact of your proposals? Include the actual data, statistics reviewed in the section below. This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys; complaints etc. Where possible include data on the nine Protected Characteristics.

(Where you have gaps (data is not available/being collated), you may need to include this as an action to address in your Improvement Action Plan at Stage 7)

Age (including carers of young/older people)	<p>It is unlikely that this proposal will have a significant on this characteristic as this is more an aesthetic matter. However, in the rare event that pedestrians need to cross and there isn't hard surfacing or a crossing nearby, elderly / vulnerable residents may find it difficult if they are faced with the option of longer grass verge for a significant distance to get to the nearest crossing. Borough wide 2011 census data (see data below) shows that Harrow has a fairly significant elderly population with 14.1% over the age of 65.</p> <p style="text-align: center;"><b><u>Borough – wide age structure statistics from 2011 census</u></b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="5" style="text-align: center;">Age Structure</th> </tr> <tr> <th style="text-align: center;">Harrow</th> <th style="text-align: center;">2011 Data</th> <th style="text-align: center;">2011 %</th> <th style="text-align: center;">2011 Rank - National</th> <th style="text-align: center;">2011 Rank - London</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>				Age Structure					Harrow	2011 Data	2011 %	2011 Rank - National	2011 Rank - London					
Age Structure																			
Harrow	2011 Data	2011 %	2011 Rank - National	2011 Rank - London															

	All usual residents	239,056			
	0 - 4	15,916	6.7	76	24
	5 - 7	9,007	3.8	40	14
	8 - 9	5,414	2.3	87	16
	10 - 14	14,590	6.1	96	9
	15	3,131	1.3	83	8
	16 - 17	6,604	2.8	34	3
	18 - 19	5,369	2.2	192	20
	20 - 24	16,066	6.7	89	25
	25 - 29	19,345	8.1	47	23
	30 - 44	53,358	22.3	45	30
	45 - 59	44,579	18.6	277	8
	60 - 64	12,010	5	301	8
	65 - 74	17,420	7.3	287	5
	75 - 84	11,659	4.9	283	5
	85 - 89	2,982	1.2	288	7
	90 & over	1,606	0.7	252	8
	Average Age (Mean)	37.6		287	8
	Median Age	36		284	8
Disability (including carers of disabled people)	<p>In 24% (20,323) of Harrow's households one person has a long-term health problem or disability including dependant and no dependent children (please see table below). This equates to a 10% value across the population. The Environment Consultation results indicate 14% of respondents declaring a disability or health problem of which 9% refer to mobility issues.</p> <p>It is unlikely that this proposal will have a significant on this characteristic as this is more an aesthetic matter. However, in the rare event that pedestrians need to cross and there isn't hard surfacing or a crossing nearby, residents with visual and/or mobility impairments may find it difficult if they are faced with the option of longer grass verge for a significant distance to get to the nearest crossing.</p>				
	<b>Adults not in Employment and Dependent Children and Persons with Long-term Health Problem or</b>				

**Disability for all Households**

<b>Harrow</b>	<b>2011</b>	<b>2011</b>	<b>2011</b>	<b>2011</b>
All households : 84,268	Data	%	Rank - National	Rank - London
<b>Households with:</b>				
No adults in employment with dependent children	3,675	4	116	24
No adults in employment with no dependent children	18,788	22	324	15
Dependent children of all ages	30,670	36	6	5
Dependent children aged 0 - 4	12,435	15	24	13
One person in household with a long-term health problem or disability: With dependent children	5,038	6	20	6
One person in household with a long-term health problem or disability: No dependent children	15,285	18	293	10
One or more person with a limiting long-term illness	N/A	N/A	N/A	N/A

Gender Reassignment	No data collected. Unlikely to have an adverse disproportionate effect.
Marriage / Civil Partnership	No data collected. Unlikely to have an adverse disproportionate effect.
Pregnancy and Maternity	No data collected. Unlikely to have an adverse disproportionate effect.
Race	No data collected. Unlikely to have an adverse disproportionate effect.
Religion and Belief	No data collected. Unlikely to have an adverse disproportionate effect.
Sex / Gender	No data collected. Unlikely to have an adverse disproportionate effect.
Sexual Orientation	No data collected. Unlikely to have an adverse disproportionate effect.
Socio Economic	No data collected. Unlikely to have an adverse disproportionate effect.

**5. What consultation have you undertaken on your proposals?**

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
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			consultation? (This may include further consultation with the affected groups, revising your proposals).
<p>The consultation was carried out over the period 11<sup>th</sup> September 2014 to 8<sup>th</sup> November, 2014.</p> <p>The consultation has given all residents the opportunity to respond.</p>	<p>The consultation has been promoted widely through posters, articles in the press and the web.</p> <p>The consultation has had the most engagement in recent years and a variety of mechanisms to engage residents were taken forward:</p> <p>100,000 Take part Booklets developed with survey distributed widely to stakeholder distribution list and through Harrow People</p> <p>6000 booklets distributed as part of events</p> <p>Specific web pages relating to the consultation and online web survey</p> <p>7 Roadshows and 10 Drop in sessions held across Harrow and attendance at 50 Community Group meetings across Harrow</p>	<p><b>Survey Responses</b></p> <p>Specifically in relation to impacts of the proposed changes in the survey residents were specifically asked which impacts would affect them most as an individual/family and a further question asking which proposals would impact the community as a whole. The following were fed back in order as having the most impact:</p> <p>E&amp;E sections include <i>Impact on you and your family:</i></p> <ol style="list-style-type: none"> <li>1. Introducing a separate weekly food waste collection and charge for fortnightly collections of garden waste</li> <li>2. Switch off some streetlights, or reduce the hours that they are on for</li> </ol> <p><i>Impact on the community as a whole</i></p> <ol style="list-style-type: none"> <li>1. Introducing a separate weekly food waste collection and charge for fortnightly collections of garden waste</li> <li>2. Changes to parks maintenance</li> <li>3. Relocation of beat sweepers from secondary shopping centres</li> <li>4. Reduction in grass verge cutting</li> </ol> <p>The impact on the protected characteristics for each of these proposals has not been specifically collected however this will be explored in the individual Equality Impact Assessments if proposals are taken forward for further consideration.</p>	<p>Based on the findings from this consultation elected members will be making a decision on the proposals that are to be taken forward for individual consultation. All proposals that are being taken forward to consultation will have their own individual detailed EqIA.</p> <p>Councillors have confirmed that they will be taking forward a campaign for a fairer grant for Harrow.</p>

	<p>resulting in 361 face to face in depth conversations</p> <p>Translated documents on the web and in hard copy</p> <p>Easy read of the consultation booklet and survey</p> <p>Information on Facebook, Twitter and 4 responses received by video</p>	<p>However the proposals that have been highlighted by the community as ones with the most impact that will have an obvious impact on groups with protected characteristics because they are users of their services are:</p> <ul style="list-style-type: none"> <li>- Cutting some support provided to older and disabled people in Harrow under the Supporting People programme and</li> <li>- Close or reduce some of the Council's early support services to families, including Children's Centres.</li> </ul> <p><b>Formal Letters</b></p> <p>23 formal responses were received which included feedback that some of the proposals could have impacts on groups that sit within the protected characteristics. These letters are not related to Environment proposals</p> <p><b>Petitions</b></p> <p>15 Petitions were received and this included the following in relation to Environmental services:</p> <ul style="list-style-type: none"> <li>- 1 petition about locking of park gates with 108 signatures</li> </ul> <p><b>Harrow Youth Parliament</b></p> <p>The Youth Parliament tailored their own survey in response to Take Part which was asking whether young people agreed with proposals and therefore no feedback on impact. There were 495 responses received by the Council. The young people also held a debate and within this there was some concern relating to closure of libraries as used by young people and people to avoid isolation.</p>	
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**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.

**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?

	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

**YES** - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, continue with the rest of the template.

- Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.

**NO** - If you have ticked 'No' to all of the above, then go to **Stage 6**

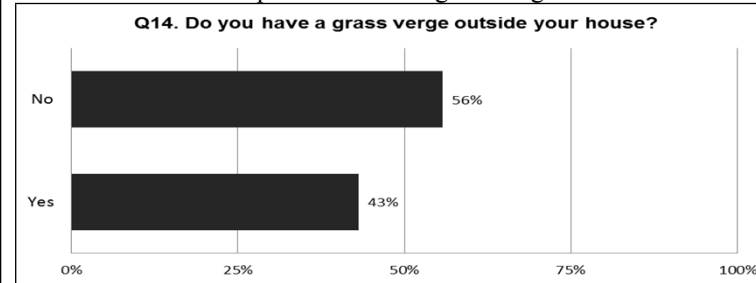
- Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 7

## Stage 4: Collating Additional data / Evidence

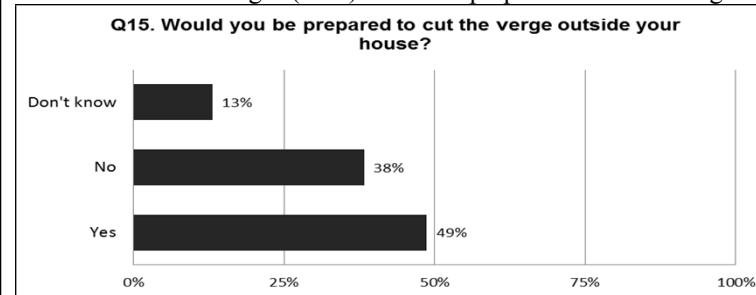
8. What additional data / evidence have you considered in relation to your proposals as a result of the analysis at Stage 3?

(include this evidence, including any data, statistics, titles of documents and website links here)

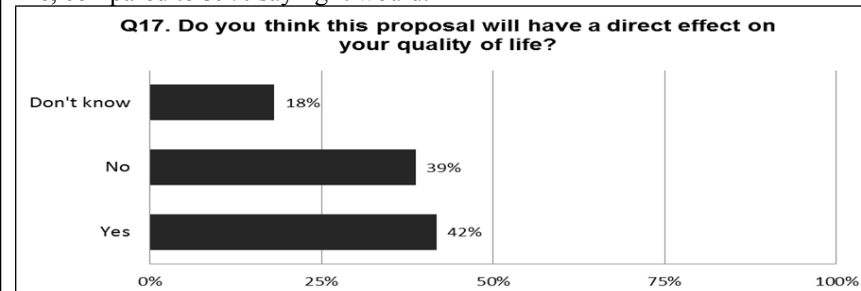
Around 4 out of 10 respondents have a grass verge outside their house (43%).



Half of those with verges (49%) would be prepared to cut the verge. Just over a third (38%) said no.



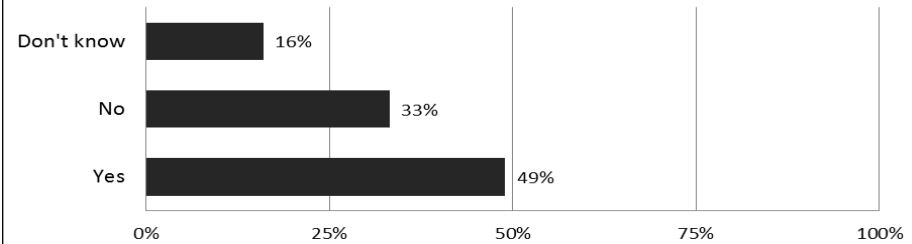
When asked about impact on quality of life from this proposal, 42% said it would impact their quality of life, compared to 39% saying it would.



Respondents were asked their views on the introduction of different cutting cycles for different verges. Half of respondents (49%) agreed with this suggestion.

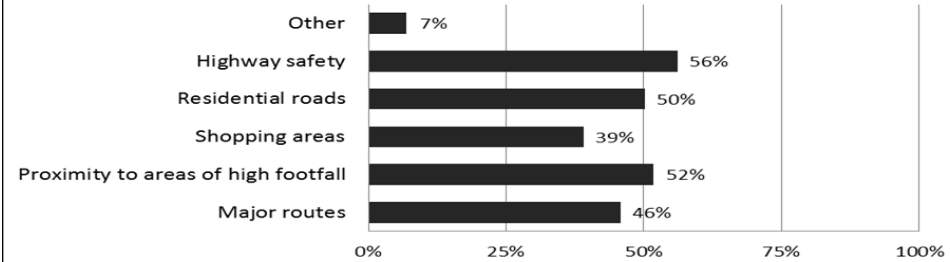


**Q19. Rather than cutting all verges at the same frequency, do you think we should introduce different cutting cycles for different verges (e.g. cut those on major routes more often than those on rural roads)?**



When considering this prioritisation, highway safety was the most frequent response (56%), followed by proximity to areas of high footfall (52%).

**Q20. What factors do you think needs to be a determining factor in prioritising verges for cutting?**



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

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).

<p>Community Champions Housing Tenants</p> <p>Key Community groups</p>	<p>An online survey supported by self-completion, plus hard copy questionnaires available at local libraries. The Community Engagement team publicised the web-link through the Community Champion network and key community organisations as well as publicising it on the Harrow website, events, and libraries. A sample of 520 has been achieved to date</p> <p>The survey is around 15 minutes in length, comprised of a mix of pre-coded and open ended questions.</p> <p>Members of staff were advised of the proposals that had staff impacts prior to the commencement of the Take Part and Cabinet reports proposing savings and took part in the Take Part Employee consultation. In addition, Trade Union colleagues have been given briefings prior to each Cabinet meeting agenda publication.</p>	<p>Over 50% of respondents consider the current service to be good or better.</p> <p>Of those who rated it poor or very poor, the majority cited general littering (97%) followed by flytipping (42%) as the main reason for that rating</p>	<p>Consultation feedback has identified potential priorities for any targeted zonal cutting regimes if required</p> <p>Soco-economic and health impacts will be monitored using the Action Plans in the EqIAs</p>
<p>Staff</p>		<p>There will be a staff impact through the deletion of seven posts from the establishment. These posts are currently filled by agency workers so there will be no reduction in the number of permanent staff or redundancy but the reduction in posts may have an impact on remaining staff.</p> <p>There is also a wider impact on staff across the Council as the deletion of full time equivalent posts reduces the redeployment opportunities to displaced staff as the organisation progress its change programme.</p>	<p>E&amp;E will work with the corporate Organisational Development team in mitigating this impact</p>

## 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.  <b>Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 9</b>	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)	✓		Longer grass could potentially cause a nuisance for residents, also may be hidden objects in longer grass.  Impact on staff is a reduction in numbers – but does not disproportionately affect one or more protected characteristic.	Due to the fact that pedestrians are not expected to be walking on verges there is no direct implications  The potential negative impacts are limited to aesthetics.  Monitor Service Requests through the Council's 'Collective' computer system which is used to monitor the queries and response time to rectify.
Disability (including carers of disabled people)	✓		Longer grass could potentially affect mobility for people with mobility and visual impairments.  Impact on staff is a reduction in numbers – but does not disproportionately affect one or more protected characteristic.	Due to the fact that pedestrians are not expected to be walking on verges there is no direct implications  The potential negative impacts are limited to aesthetics.  Monitor Service Requests through the Council's 'Collective' computer system which is used to monitor the queries and response time to rectify.
Gender Reassignment			No disproportionate adverse effect.	
Marriage and Civil Partnership			No disproportionate adverse effect.	
Pregnancy and Maternity			No disproportionate adverse effect.	
Race			No disproportionate adverse effect.	
Religion or Belief			No disproportionate adverse effect.	
Sex			No disproportionate adverse effect.	
Sexual orientation			No disproportionate adverse effect.	

<b>11. Cumulative Impact</b> – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic?  If yes, which Protected Characteristics could be affected and what is the potential impact?	Yes		No	<b>X</b>
	<b>11a. Any Other Impact</b> – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion?  If yes, what is the potential impact and how likely is to happen?			
	Yes	<b>X</b>	No	
If verges are left untidy, this could devalue surrounding properties.				

**12.** Is there any evidence or concern that the potential adverse impact identified may result in a Protected Characteristic 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) available on Harrow HUB/Equalities and Diversity/Policies and Legislation*

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No	X	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 6: Decision**

<b>13.</b> Please indicate which of the following statements best describes the outcome of your EqIA ( ✓ tick one box only)	
<b>Outcome 1</b> – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality are being addressed.	X
<b>Outcome 2</b> – Minor adjustments to remove / mitigate adverse impact or advance equality have been identified by the EqIA. <i>List</i>	

<i>the actions you propose to take to address this in the Improvement Action Plan at Stage 7</i>	
<b>Outcome 3</b> – 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. <b>(Explain this in 13a below)</b>	
<b>Outcome 4</b> – 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)	
<b>13a.</b> If your EqIA is assessed as <b>outcome 3 or you have ticked 'yes' in Q12</b> , 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
<b>Disability &amp; Age</b>  Possibility that the increased verge cutting frequency may affect appearance of streets and people with other mobility impairments and/or those with visual impairments	Monitor deployment of mobile and amend work schedules to meet variable demand.  Monitor Service Requests through the Council's 'Collective' computer system which is used to monitor the queries and response time to rectify.	The Collective system captures all service requests and is used to monitor the response time to rectify.		Michael Wynne	

### 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.

<b>15.</b> 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>	As well as in house monitoring through the creation of random inspections via the Collective system, further monitoring of street cleansing performance is undertaken by an independent external body on 3 occasions per year.
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<b>16.</b> How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 7)</i>	A full breakdown of performance, causes of litter, land class performance is provided as part of the external monitoring and assessment of cleansing performance. This will be reviewed and appropriate adjustments made.
<b>17.</b> Have you received any complaints or compliments about the proposals being assessed? If so, provide details.	Full consultation analysis to be completed

**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
N/a	N/a	N/a

**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.**

<b>19.</b> Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?			
Signed: (Lead officer completing EqIA)	Mick Wynne	Signed: (Chair of DETG)	Hanif Islam
Date:	13/01/2015	Date:	
Date EqIA presented at the EqIA Quality Assurance Group	28/01/2015	Signature of ETG Chair	PP Hanif Islam

# Appendix 1

## Consultees

Afghan Association of London (Harrow)  
Association of Senior Muslim Citizens  
Gujarati Arya Association  
Harrow Bengalee Association  
Harrow Iranian Community Association (HICA)  
Harrow Tamil Association  
Indian Association of Harrow  
Nepalese British Community UK  
Pakistan Society of Harrow  
Russian Immigrants Association  
The Harrow African Caribbean Association (HACAS)  
UK Asian Women's Conference (North London)  
Harrow in Business (HiB)  
Canons Community Association  
Harrow Association of Disabled People  
Harrow in Leaf  
Middlesex Association for the Blind  
Harrow Heritage Trust  
North West London Lesbian & Gay Group (NWLLG)  
Harrow Civic Residents' Association (HCRA)  
Hatch End Association  
HFTRA (Harrow Federation of Tenants' & Residents' Associations)  
Harrow Association of Voluntary Service  
Voluntary Action Harrow  
Angolan Civic Communities Alliance (ACCA)  
Harrow  
British Afghan Women's Society  
Harrow Association of Somali Voluntary Organisations (HASVO)  
Harrow Bengalee Association  
Harrow Equalities Centre  
Harrow Somali Cultural & Educational Association

Jaago Punjabi Women's Group  
Pinner Association  
Wealdstone Active Community  
ADHD and Autism Support Harrow  
Mind in Harrow  
National Osteoporosis Society Middlesex Group  
Rethink: Harrow Support Group  
Friends of Bentley Priory Nature Reserve  
Friends of Canons Park  
Friends of West Harrow Park  
Harrow Youth Parliament  
Capable Communities Ltd.  
The Wish Centre  
The Stanmore Society  
Bessborough Cricket Club  
Harrow Rugby Football Club  
Harrow St. Mary's Youth Football Club  
Pinner Cricket Club  
Pinnstars Football Club  
Harrow Mencap  
Harrow Over 50 club  
Harrow Community Transport  
Harrow Centre for Volunteering  
Harrow Volunteer Centre  
Harrow Women's Centre  
Headstone Manor Youth Football Club  
Parkfield Youth Football Club  
Pinner Albion Football Club  
Pinner Jewish Football Club  
Stanmore Football Club  
Age Concern Harrow  
Harrow Mencap  
CAPRA Canons Park Residents Association  
Harrow Nature Conservation Forum  
Harrow St Mary's  
Kenton Town FC

Parkfield Football Club  
Parkfield Youth FC  
Pinner Albion FC  
St Josephs Youth FC  
Stanmore Manor FC  
Three Wishes Exiles  
Venceremos FC  
APB FC  
Lankians CC  
Pinner Challengers CC  
Pinner Cricket Club  
South Harrow CC  
Tamil Union CC  
West Harrow CC  
Yarl CC  
Youth Wing CC  
Culver Bowls Club  
Harrow Weald Bowls Club  
Pinner Bowls Club  
Stanmore Bowls Club  
Pinner & Grammarians Rugby Football Club