

## Appendix 2: Shopping areas street cleaning EqIA

### 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>		Removal of static sweepers from secondary shopping centres		
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    Review 16/01/15		
<b>Stage 1: Overview</b>				
<b>1. What are you trying to do?</b>  (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>Harrow Pride currently provides street cleansing services to all Harrow managed highways, with shopping areas covered on a daily basis by a combination of mobile crews covering multiple sites and dedicated beat sweepers who are assigned to a particular shopping area.</p> <p>We are considering a new system to remove dedicated beat sweepers from secondary shopping areas and to remove late evening street cleansing from 1st April 2015. The new system means that a mobile team will undertake one daily single cleansing operation only, still ensuring that the area is cleaned Mon- Fri. There will be a reduced team working during weekends to undertake a cleansing operation and respond to reported cases around the borough.</p> <p>Additional cleaning will be available between these cycles - for example if a sudden build-up of litter occurs. We will ensure that a reactive workforce is in place to</p>		

respond to customer referrals. The council's fly tip removal service will still be able to respond to requests from residents in the case of excessive fly tipping.

The proposals would realise a saving of £150K through the removal of 7 posts from the current staffing establishment.

<b>2. Who are the main people / Protected Characteristics that may be affected by your proposals? (✓ all that apply)</b>	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:**

- Who are the partners?
- Who has the overall responsibility?
- How have they been involved in the assessment?

No. The responsibility for service lies with Enterprise & Environment, Harrow Pride.

## 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)

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. The removal of beat sweepers could cause the streets to become more littered as no mitigation measures have been provided therefore the quality of the area could go down. Elderly / vulnerable residents may be more affected by the perception of crime if streets are dirtier and more littered. Elderly / vulnerable residents may also feel relatively unsafe and uncomfortable in areas that are dirtier and more littered when compared to younger residents.

**Borough – wide age structure statistics from 2011 census**

Age (including carers of young/older people)

Harrow	2011 Data	2011 %	2011 Rank - National
All usual residents	239,056		
0 - 4	15,916	6.7	76
5 - 7	9,007	3.8	40
8 - 9	5,414	2.3	87
10 - 14	14,590	6.1	96
15	3,131	1.3	83
16 - 17	6,604	2.8	34
18 - 19	5,369	2.2	192
20 - 24	16,066	6.7	89
25 - 29	19,345	8.1	47
30 - 44	53,358	22.3	45
45 - 59	44,579	18.6	277
60 - 64	12,010	5	301
65 - 74	17,420	7.3	287
75 - 84	11,659	4.9	283
85 - 89	2,982	1.2	288
90 & over	1,606	0.7	252
Average Age (Mean)	37.6		287
Median Age	36		284

Disability (including carers of disabled people)

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.

If large litter items are not swiftly removed from footways, this could affect access mobility and significantly affect people with mobility and visual impairments.

**Adults not in Employment and Dependent Children and Persons with Long-term Health Problem or Disability for all Households**

<b>Harrow</b>	<b>2011</b>	<b>2011</b>	<b>2011</b>	<b>2011</b>
	Data	%	Rank – National	Rank - London
All households	84,268			
<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

Data available but not presented here as unlikely to have an adverse disproportionate effect.

Religion and Belief

Data available but not presented here as unlikely to have an adverse disproportionate effect.

Sex / Gender

Users

Borough- wide census data available, but not presented here as unlikely to have an adverse disproportionate effect.

Staff

		7% of staff in the Harrow Pride team are female. However, impact on staff is a reduction in numbers in equal measure and does not disproportionately affect this protected characteristic.
Sexual Orientation	No data collected. Unlike to have an adverse disproportionate effect.	
Socio Economic	If streets and roads are left untidy, this could devalue surrounding properties. Untidy roads could also lead to shops closing down resulting in fewer turnovers for businesses. However, no particular roads or streets have been specifically targeted therefore a particular shopping street/parade is unlikely to be adversely disproportionately affected.	

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 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: 100,000 Take part</p>	<p>A presentation giving a summary of all of the consultation feedback is attached to this EqlA at <b>Appendix A</b>.</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: E&amp;E sections include <i>Impact on you and your family:</i></p> <p>1. Introducing a separate weekly food waste collection and charge</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 EqlA.</p> <p>Councillors have confirmed that they will be taking forward a campaign for a fairer grant for Harrow.</p>

	<p>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 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>for fortnightly collections of garden waste</p> <ol style="list-style-type: none"> <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. 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 however none related to this proposal.</p> <p><b>Harrow Youth Parliament</b></p>	
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		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.	

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.	N/A
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### 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

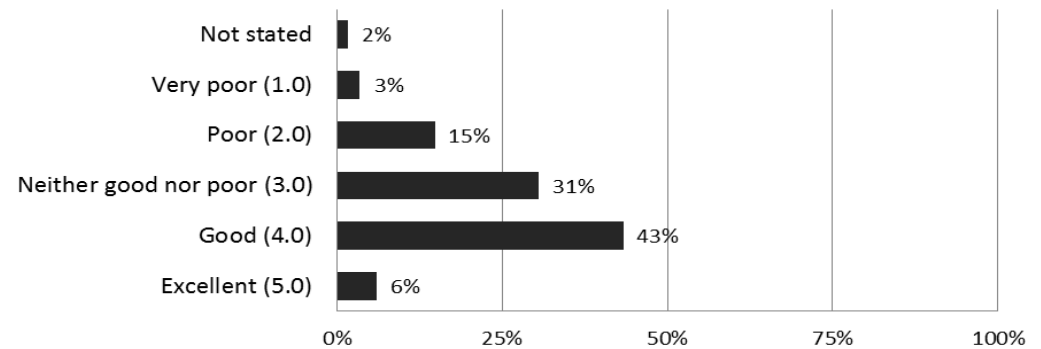
8. What additional data / evidence have you considered in relation to your proposals as a result of the analysis at Stage 3?

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

These graphs below are from the consultation questions:

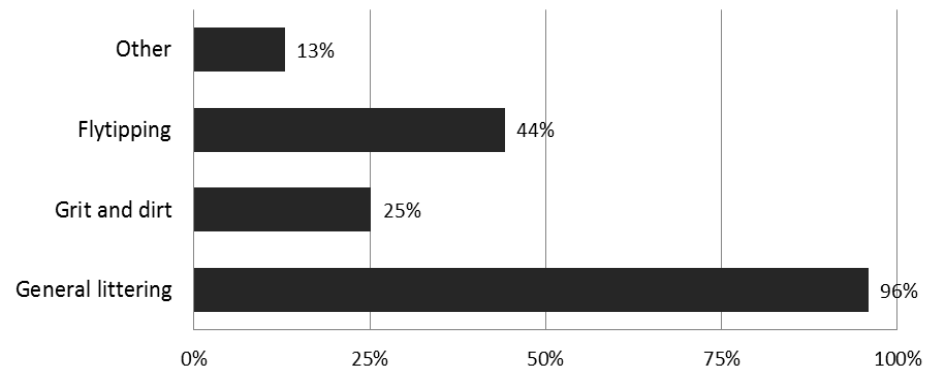
Around half of respondents (49%) rated current cleaning standards as good or excellent, with only 15% saying they were poor or and 3% very poor. This gave a mean score of 3.3 out of 5 for this rating question.

### Q22. How do you rate the current cleaning standards within shopping areas? (mean score = 3.3)



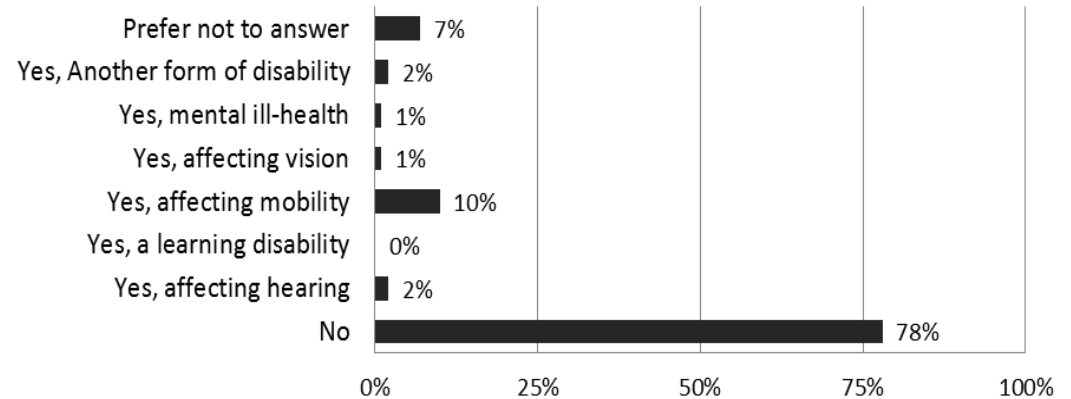
Of those who rated it poor or very poor, the majority cited general littering (96%) followed by flytipping (44%) as the main reason for that rating.

### Q23. If you are not happy with the current cleaning is it due to...?





**Are your day-to-day activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months??**



This equates to a 10% value across the population. The Environment Consultation results indicate 16% of respondents declaring a disability or health problem of which 10% refer to mobility issues.

**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>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</p>	<p>Consultation feedback has identified key priorities for any targeted cleaning the use of the rapid response teams to mitigate impacts.</p>

<p>Staff</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>reasons for that rating.</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>Socio-economic and health impacts will be monitored using the Action Plans in the EqIAs.</p> <p>E&amp;E will work with the corporate Organisational Development team in mitigating this impact.</p>
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## 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)	✓		<p>The streets are likely to be more littered as dedicated beat sweepers are being removed and therefore the quality of the area may go down. Elderly / vulnerable residents may be more affected by the perception of crime if streets are dirtier and more littered. Elderly / vulnerable residents may also feel unsafe and uncomfortable in areas that are dirtier and more littered.</p> <p>The prime implication is likely to be an increase in general littering throughout the day.</p>	<p>Of the 20% who rated standards poor or very poor, the majority cited general littering (97%) followed by flytipping (42%) as the main reason for that rating. Of these 34% (6.8% of total sample) were ages 65+</p> <p>More efficient use of mobile teams to deal with excessive accumulation</p> <p>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.</p> <p>If monitoring indicates continuing issues the roads affecting can be reviewed under the Zonal cleansing approach.</p>
Disability (including carers of disabled people)	✓		<p>If large litter items are left on the road, this could affect access mobility and significantly affect people with mobility and visual impairments.</p>	<p>Of the 20% who rated standards poor or very poor, all respondents who declared a disability cited general littering</p> <p>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.</p>

Gender Reassignment			Unlikely to have an adverse disproportionate effect.	
Marriage and Civil Partnership			Unlikely to have an adverse disproportionate effect.	
Pregnancy and Maternity			Unlikely to have an adverse disproportionate effect.	
Race			Unlikely to have an adverse disproportionate effect.	
Religion or Belief			Unlikely to have an adverse disproportionate effect.	
Sex			Unlikely to have an adverse disproportionate effect.	
Sexual orientation			Unlikely to have an adverse disproportionate effect.	
Socio Economic			Potential redundancy impact on employed staff	Staff reduction will be met by existing vacancies or discontinuation of Agency staff. There will be no redundancies affecting permanently employed staff

<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?	Yes	✓	No	
<p>If yes, which Protected Characteristics could be affected and what is the potential impact?</p>	<p>The newly introduced Zonal cleaning system – is that likely to have a cumulative impact on non-shops roads. However the adaptive nature of the zonal scheme will allow flexibility to respond to local 'hotspots'</p> <p>The potential negative impacts can be justified when the proposed mitigating steps are considered.</p> <p>Harrow's current street cleansing service provides for: the removal of all litter and debris from streets and paths and other areas adjoining the public highway and the collection of leaf fall.</p> <p>The requirement to make financial economies is likely to impact the frequency at which some aspects of street cleansing are provided. Although the cleansing approach will look to utilise resources more effectively through a targeted approach to cleansing frequencies, the reduction in static cleaners to secondary shopping centres could potentially result in a greater accumulation of litter, debris, flytips, and other obstructions on the public highway which may detrimentally and disproportionately impact upon older people, people with mobility impairments and/or people with impaired vision. An increase in litter and debris may also increase the likelihood of slips, trips and falls in the borough.</p> <p>As mitigating steps against these potential impacts, there will remain rapid response teams who will be able to address fly tips and unacceptably excessive levels of litter and other debris in between any scheduled cleansing operation. In addition, the Council will be introducing enforcement measures to tackle anti social behaviour such as littering, which should minimise obstructions, improve the street scene and enhance local environmental.</p>			

<p><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?</p> <p>If yes, what is the potential impact and how likely is to happen?</p>	Yes	✓	No
	<p>If streets and roads are left untidy, this could devalue surrounding properties. Untidy roads could also lead to shops closing down resulting in fewer turnovers for businesses. However, no particular roads or streets have been targeted therefore this group is unlikely to be adversely disproportionately affected.</p>		

**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

**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 all 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. *List the actions you propose to take to address this in the Improvement Action Plan at Stage 7*

X

**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
<b>Disability &amp; Age</b>  Possibility that the reduced cleansing frequency in some areas may affect people in wheelchairs and/or people with other mobility impairments and/or those with visual impairments	Retention of Rapid Response teams to be able to respond to service requests relating to excessive littering, debris or fly tipping to allow for removal within the current SLA of 24 hours  Monitor deployment of mobile and amend work schedules to meet variable demand	The Collective system captures all service requests and is used to monitor the response time to rectify. The retention of Rapid Response teams will allow the service to maintain its current performance	Sept 2015	Michael Wynne	

## Stage 8 - Monitoring

<p><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></p>	<p>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.</p>
<p><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></p>	<p>A full breakdown of performance, causes of litter, land class performance is provided as part of the external monitoring and assessment of cleansing performance. The classification of areas into zones is not rigid and, if data suggests that the classification of an area into a particular zone disproportionately affects one of the protected groups, this will be reviewed and appropriate adjustments made.</p>
<p><b>17.</b> Have you received any complaints or compliments about the proposals being assessed? If so, provide details.</p>	<p>Full consultation analysis to be completed.</p>

### 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.**

<p><b>19.</b> Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?</p>			
<p>Signed: (Lead officer completing EqIA)</p>	<p>Mick Wynne</p>	<p>Signed: (Chair of DETG)</p>	<p>Hanif Islam</p>
<p>Date:</p>	<p>16/01/2015</p>	<p>Date:</p>	



Date EqIA presented at the EqIA Quality Assurance Group	28/01/2015	Signature of ETG Chair	PP Hanif Islam
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# Appendix 1

## Consultees

Afghan Association of London (Harrow)	Harrow Somali Cultural & Educational Association	Harrow Nature Conservation Forum
Association of Senior Muslim Citizens	Jaago Punjabi Women's Group	Harrow St Mary's
Gujarati Arya Association	Pinner Association	Kenton Town FC
Harrow Bengalee Association	Wealdstone Active Community	Parkfield Football Club
Harrow Iranian Community Association (HICA)	ADHD and Autism Support Harrow	Parkfield Youth FC
Harrow Tamil Association	Mind in Harrow	Pinner Albion FC
Indian Association of Harrow	National Osteoporosis Society Middlesex Group	St Josephs Youth FC
Nepalese British Community UK	Rethink: Harrow Support Group	Stanmore Manor FC
Pakistan Society of Harrow	Friends of Bentley Priory Nature Reserve	Three Wishes Exiles
Russian Immigrants Association	Friends of Canons Park	Venceremos FC
The Harrow African Caribbean Association (HACAS)	Friends of West Harrow Park	APB FC
UK Asian Women's Conference (North London)	Harrow Youth Parliament	Lankians CC
Harrow in Business (HiB)	Capable Communities Ltd.	Pinner Challengers CC
Canons Community Association	The Wish Centre	Pinner Cricket Club
Harrow Association of Disabled People	The Stanmore Society	South Harrow CC
Harrow in Leaf	Bessborough Cricket Club	Tamil Union CC
Middlesex Association for the Blind	Harrow Rugby Football Club	West Harrow CC
Harrow Heritage Trust	Harrow St. Mary's Youth Football Club	Yarl CC
North West London Lesbian & Gay Group (NWLLG)	Pinner Cricket Club	Youth Wing CC
Harrow Civic Residents' Association (HCRA)	Pinnstars Football Club	Culver Bowls Club
Hatch End Association	Harrow Mencap	Harrow Weald Bowls Club
HFTRA (Harrow Federation of Tenants' & Residents' Associations)	Harrow Over 50 club	Pinner Bowls Club
Harrow Association of Voluntary Service	Harrow Community Transport	Stanmore Bowls Club
Voluntary Action Harrow	Harrow Centre for Volunteering	Pinner & Grammarians Rugby Football Club
Angolan Civic Communities Alliance (ACCA)	Harrow Volunteer Centre	
Harrow	Harrow Women's Centre	
British Afghan Women's Society	Headstone Manor Youth Football Club	
Harrow Association of Somali Voluntary Organisations (HASVO)	Parkfield Youth Football Club	
Harrow Bengalee Association	Pinner Albion Football Club	
Harrow Equalities Centre	Pinner Jewish Football Club	
	Stanmore Football Club	
	Age Concern Harrow	
	Harrow Mencap	
	CAPRA Canons Park Residents Association	