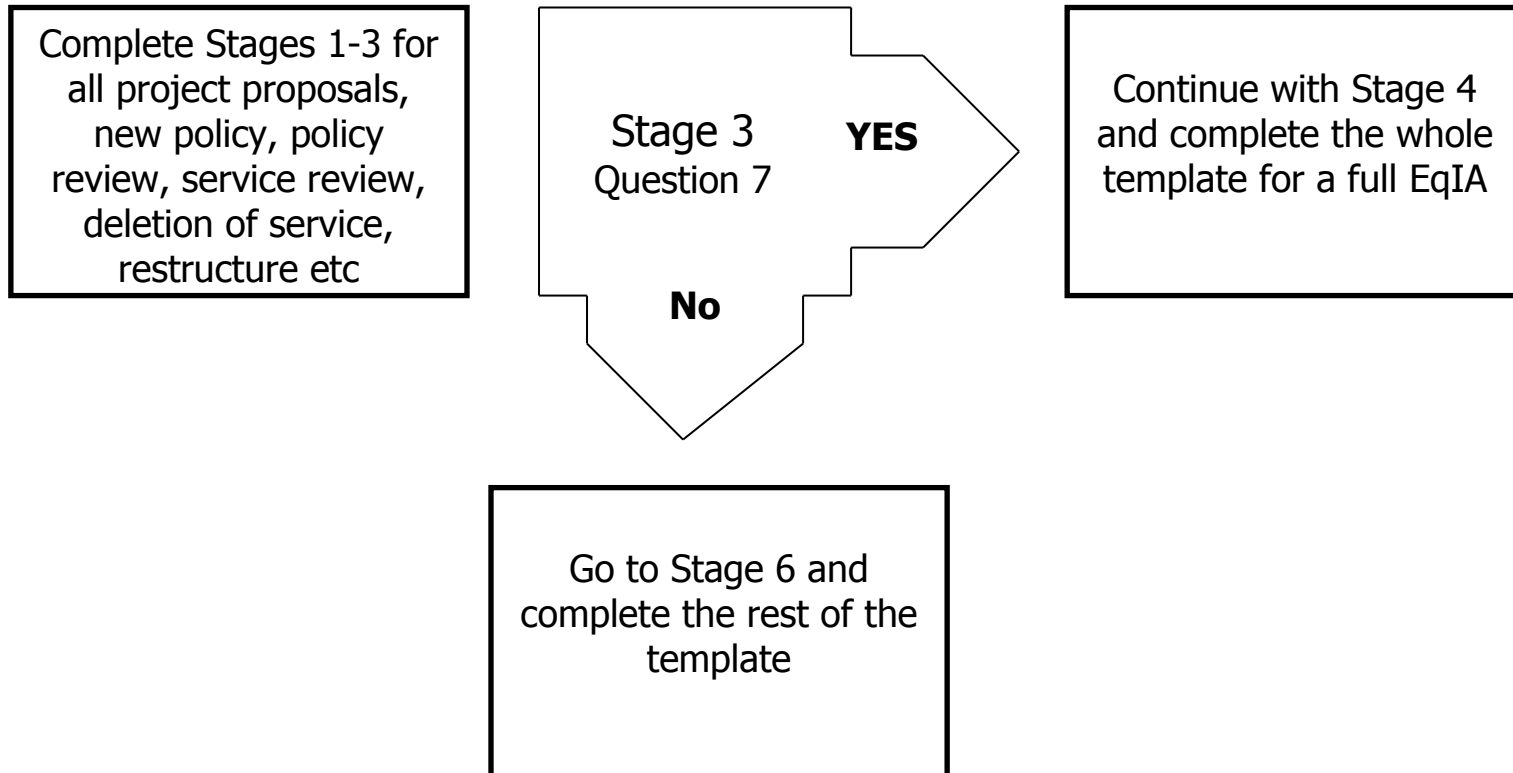


# Equality Impact Assessment Template

The Council has revised and simplified its Equality Impact Assessment process. There is now just one Template. Project Managers will need to complete **Stages 1-3** to determine whether a full EqIA is required and the need to complete the whole template.



## Equality Impact Assessment (EqIA) Template

In order to carry out this assessment, it is important that you have completed the EqIA E-learning Module and read the Corporate Guidelines on EqIAs. Please refer to these to assist you in completing this assessment.

It will also help you to look at the EqIA Template with Guidance Notes to assist you in completing the EqIA.

| Type of Project / Proposal:   | Tick<br>✓  | Type of Decision:         | Tick ✓                   |
|---|--|---------------------------|--------------------------|
| Transformation  | <input type="checkbox"/>   | Cabinet                   | ✓                        |
| Capital   | <input type="checkbox"/>   | Portfolio Holder          | <input type="checkbox"/> |
| Service Plan  | <input type="checkbox"/>   | Corporate Strategic Board | ✓                        |
| Other   | <input type="checkbox"/>   | Other                     | MTFS                     |
| Title of Project:   | Voluntary and Community Sector (VCS) Funding proposals   |                           |                          |
| Directorate / Service responsible:                                      | Community, Health and Well-Being/Community and Culture   |                           |                          |
| Name and job title of lead officer:                                     | Kashmir Takhar, Senior Commissioner  |                           |                          |
| Name & contact details of the other persons involved in the assessment: | Marianne Locke – Divisional Director, Community and Culture<br><a href="mailto:Marianne.locke@harrow.gov.uk">Marianne.locke@harrow.gov.uk</a>  |                           |                          |
|   | Carol Yarde - Head of Transformation, Community Health and Wellbeing<br><a href="mailto:Carol.yarde@harrow.gov.uk">Carol.yarde@harrow.gov.uk</a>   |                           |                          |
|   | All VCS organisations have been invited to submit comments to the EqIA and attend an EqIA Sub-Group.<br>The EqIA Sub-Group has met twice (Tuesday 16 December 2014 and Wednesday 28 January 2015) during the consultation process. Representatives of the following organisations have attended these meetings: Harrow Mencap, Mind in Harrow, Harrow Association of Disabled People (HAD), Harrow Citizens Advice Bureau (CAB), Harrow Carers, Harrow Interfaith Council, Third Sector Potential, Age UK Harrow, Harrow Equalities Centre, Harrow Law Centre. |                           |                          |

|   |  |
|---|--|
| Date of assessment:   | <p>15.12.14 Version 1 – First draft of EqIA<br/> 22.02.15 Version 2 – EqIA updated<br/> 09.03.15 Version 3 – EqIA finalised</p>  |
| <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>The Council has to make savings of £83 million over the next four years. The first phase of the savings plan is to make savings of £25 million for the financial year 2015/16. The Council is reviewing how it provides services in all its areas of operation and this includes support for the Voluntary and Community Sector (VCS).</p> <p>In light of feedback to the first Take Part consultation the Council reviewed its earlier proposals for much broader cuts to VCS funding. The amended proposals would make savings of approximately £550,000 to the funding it provides to the sector in 2015-2016. This proposed cut represents approximately 10% of the total funding provided by the Council to the VCS in 2014-15. In addition the Council is also proposing to cut funding for community festivals such as Under One Sky, Diwali, Christmas etc. This will save £40,000.</p> <p>The proposed savings for the next financial year are proposed in three areas:</p> <ol style="list-style-type: none"> <li>1. A reduction of £270,000 to the council's discretionary grant funding budget of £600,000. This budget is allocated to VCS projects and services through a competitive application process to which all eligible organisations can apply. In 2013-14 the Council introduced a new Outcomes Based Grants (OBG) programme which awarded three year grants (subject to annual confirmation as part of the Council's budget setting process) alongside an annual small grants programme which offered grants of £5,000 to smaller organisations (ie. Those with an income of £50,000 or less per annum). In 2013-14 £433,707 was allocated to 15 projects. The financial year 2015-16 is the third year of these grants. In addition £75,000 was awarded to Harrow Community Action to deliver Third Sector support services and the Small Grant programme allocated £89,000 to 25 projects for the financial year 2014-15. These are grant awards are allocated for one year only to</li> </ol> |

|  |   |   |                                |   |                         |   |
|--|---|---|--------------------------------|---|-------------------------|---|
|  | <p>31<sup>st</sup> March 2015.</p> <p>2. A reduction of £280,000 from the Adults budget of £1.079m that supports the delivery of services to older people and people with disabilities. This budget is currently allocated to 19 projects and services under three year Service Level Agreements (SLAs) which expire in March 2015.</p> <p>3. Cease funding for community festivals. £40,000 is currently allocated to support 10 community festivals, Black History Month as well as the Council's annual Under One Sky event. Each festival is allocated £1,000, Black History Month is allocated 5,000 and the organisation of each event is undertaken by community organisations with support from the council. £25,000 is allocated to the organisation of Under One Sky.</p> |   |                                |   |                         |   |
|  | 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                          |   |                         |   |
| <p><b>3.</b> Is the responsibility shared with another directorate, authority or organisation? If so:</p> <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> | <p>The overall responsibility is with the Community Health and Well-Being Directorate however responsibility for the development and delivery of the consultation process has been shared with a cross-Directorate project group. The project group was formed to oversee the consultation process and monitor the impact of reductions on organisations that receive funding from more than one</p>  |   |                                |   |                         |   |

department. These representatives have been drawn from the Resources and Children and Families directorates as well Housing, Community and Culture, Adult Social Care, Legal, Procurement and Communications.

All VCS organisations were invited to submit comments to the EqIA and attend the EqIA Sub-Group. The EqIA Sub-Group met twice during the consultation process. Representatives of the following organisations attended these meetings: Harrow Mencap, Mind in Harrow, Harrow Association of Disabled People (HAD), Harrow Citizens Advice Bureau (CAB), Harrow Carers, Harrow Interfaith Council, Third Sector Potential, Age UK Harrow, Harrow Equalities Centre, Harrow Law Centre.

## 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)

The resident population of Harrow according to the 2011 Census was 239,100. Census data by age for the whole borough was as follows:

| Age Group             | Total  | Percentage |
|-----------------------|--------|------------|
| 0-4 year olds         | 15,916 | 4%         |
| 5-17 year olds        | 38,746 | 16%        |
| 18-24 year olds       | 21,435 | 9%         |
| 25-49 year olds       | 72,703 | 30%        |
| 50-59 year olds       | 44,579 | 19%        |
| 60-74 year olds       | 29,430 | 12%        |
| 75-89 year olds       | 14,641 | 6%         |
| 90 years old and over | 1,606  | 1%         |

The breakdown by age of respondents to the service user survey (196 responses) on VCS funding carried out November 2014 to February 2015 was as follows:

|          |       |
|----------|-------|
| Under 16 | 0.00% |
|----------|-------|

|                 |        |
|-----------------|--------|
| 16-24 years     | 4.59%  |
| 25-44 years     | 30.61% |
| 45-64 years     | 30.61% |
| 65 years & over | 24.49% |

Of the 86 organisations that responded to the survey 13% stated that they serve people in this group. Of the currently funded organisations the following provide services specifically targeting people in this group:

Older People:

**Discretionary Grants (OBG)**

| Organisation                      | Service  | Expected number of users<br>(based on SLA numbers) |
|-----------------------------------|--|--|
| Age UK Harrow                     | Health, social and educational activities for older people                 | 1,700  |
| South Harrow Christian Fellowship | Provision of lunch club, coffee mornings and social activities for elderly | 16   |
| Total                             |  | 1,716  |

**Discretionary Grants (Small Grants awarded 2014-15)**

| Organisation        | Service                            | Expected number of users |
|---------------------|------------------------------------|--------------------------|
| Harrow Over 50 club | Social activities for the over 50s | 142                      |
| Total               |                                    | 293                      |

**Adult SLA funded services**

| Organisation  | Service  | Expected number of users |
|---------------|--|--------------------------|
| Age UK Harrow | Advocacy / Advice and information for older people | 3,008                    |

Children and Young People:

**OBG funded**

| Organisation                        | Service   | Expected number of users |
|-------------------------------------|---|--------------------------|
| Harrow Churches Housing Association | Reducing worklessness and homelessness amongst Young People(the under 25's) in Harrow | 54                       |
| Ignite Trust                        | Youth activities, youth work and mentoring  | 188                      |
| Roxeth Youth Zone                   | Youth activities, support and mentoring for young women and girls                     | 20                       |
| Total                               |   | 244                      |

**Small Grants (2014-15)**

| Organisation                      | Service                          | Expected number of users |
|-----------------------------------|----------------------------------|--------------------------|
| 9th Kenton Scout Group            | Scouting activities for children | 90                       |
| South Harrow Christian Fellowship | Youth activities                 | 61                       |
| Total                             |                                  | 151                      |

This list shows only those organisations/services specifically targeting this group. Other organisations and services also provide services to people from this group.

Disability (including carers of disabled people)

Disability

The table below shows the number and proportion of males and females of working age who have self-reported that they have disability in the Annual Population survey (APS).

|  | Harrow         |
|--|----------------|
| Working age females who are disabled (% of all aged 16-64) (Apr 12-13) | 17.26 (13,000) |
| Working age males who are disabled (% of all aged 16-64) (Apr 12-13)   | 15.66 (12,200) |

Carers

The table below shows the number and proportion of people receiving Carers Allowance by gender. (Carers Allowance is payable to people who provide unpaid care for more than 35 hours per week.)

|   | Harrow        |
|---|---------------|
| Carers Allowance claimants (% of whole population) (Q01 2014)                       | .9 (2,180)    |
| Carers Allowance claimants, female (% of all Carers Allowance claimants) (Q01 2014) | 76.15 (1,660) |
| Carers Allowance claimants, male (% of all Carers Allowance claimants) (Q01 2014)   | 23.85 (520)   |

Source: Department for Work and Pensions (DWP)

The table below shows the proportion of people who self-reported in the census that they provide some form of unpaid care.

|   | Harrow         |
|---|----------------|
| People providing no unpaid care (% of total population) (2011)                    | 89.7 (214,436) |
| People providing unpaid care, 1-19 hours per week (% of total population) (2011)  | 6.65 (15,889)  |
| People providing unpaid care, 20-49 hours per week (% of total population) (2011) | 1.65 (3,947)   |
| People providing unpaid care, 50+ hours per week (% of total population) (2011)   | 2 (4,784)      |

Source: Census 2011

The breakdown by disability of service user respondents (196 responses) to the VCS funding consultation carried out November 2014 to February 2015 was as follows:

|                                 |        |
|---------------------------------|--------|
| No disability                   | 40.54% |
| Yes, affecting mobility         | 18.47% |
| Yes, affecting hearing          | 4.95%  |
| Yes, affecting vision           | 3.60%  |
| Yes, a learning disability      | 5.86%  |
| Yes, mental ill-health          | 9.46%  |
| Yes, another form of disability | 5.41%  |
| No Response                     | 11.71% |



Of the 86 organisations responding to the survey 16% reported that they served people in this group. Of the currently funded organisations the following provide services specifically targeted to this group:

**OBG funded services:**

| Organisation                                | Service  | Expected number of users |
|---|--|--------------------------|
| ADHD and Autism support                     | Supporting children and young people with ADHD and Autism. | 50                       |
| Harrow Association of Disabled people (HAD) | Welfare benefits advice and support with employment        | 570                      |
| Mind in Harrow                              | Mental health information service                          | 2,661                    |
| St Luke's Hospice                           | Hospice at home service                                    | 153                      |
| Harrow Shopmobility                         | Provision of mobility equipment for the disabled           | 3,500                    |
| Total                                       |  | 6,934                    |

**Small Grant funded services (2014-15):**

|                               |                                   |     |
|-------------------------------|-----------------------------------|-----|
| Aspergers Access to Provision | Support for adults with Autism    | 30  |
| Harrow United Deaf Club       | Social activities for deaf people | 600 |
| Herts Inclusive Theatre       | Adult drama group                 | 125 |
| Total                         |                                   | 755 |

**Adult SLA funded services:**

|                   |   |       |
|-------------------|---|-------|
| HAD               | Advocacy services / Direct payment passport scheme / welfare benefits advice / information and advice | 1,950 |
| Harrow Carers     | Information / advice / advocacy / volunteer service   | 2,970 |
| Mind in Harrow    | Respite service / user group  | 48    |
| Harrow Mencap     | Support for people with learning disabilities with employment / work placements / volunteering.       | 520   |
| Voiceability      | Advocacy  | 300   |
| Harrow Blind club | Social activities   | 6     |

|  |  |                                   |            |
|--|--|-----------------------------------|------------|
|  | Tanglewood   | Social activities                 | 50         |
|  | National Autistic Society  | Support for adults with Aspergers | 20         |
|  | Middlesex Association for the Blind  | Home visiting service             | 70         |
|  | Hillingdon Aids Response Trust   | HIV and AIDS related support      | 139        |
|  | Total  |                                   | 6,073      |
| This list shows only those organisations/services specifically targeting this group. Other organisations and services also provide services to people from this group.                                 |  |                                   |            |
| Gender Reassignment  | Census data is not currently available for this group however the following information has been collected during the consultation:  |                                   |            |
|  | Service user respondents (196 survey responses) to the VCS funding consultation carried out November 2014 to February 2015 responded to the following question: 'Is your gender identity the same as the gender you were assigned at birth?' as follows: |                                   |            |
|  |  |                                   |            |
|  | Yes  |                                   | 86.22%     |
|  | No   |                                   | 1.53%      |
|  | No Response  |                                   | 12.24%     |
| None of the currently funded organisations provide services specifically targeting this group however of the 86 organisations responding to the survey 7% stated that they serve people in this group. |  |                                   |            |
| Marriage / Civil Partnership   | Harrow Vitality Profile shows within Harrow 53.7% of residents (aged 16+) are in a marriage. The number of Civil Partnerships recorded are:  |                                   |            |
|  |  |                                   | Harrow     |
|  | Civil Partnerships, females (% of females aged 16+) (2012)   |                                   | .01 (6)    |
|  | Civil Partnerships, males (% of males aged 16+) (2012)   |                                   | .02 (11)   |
|  | Civil Partners aged under 35 (% of all Civil Partnerships) (2008)  |                                   | 38.24 (13) |
|  | Civil Partners aged 35-49 (% of all Civil Partnerships) (2008)   |                                   | 55.88 (19) |
|  | Civil Partners aged 50 and over (% of all Civil Partnerships) (2008)   |                                   | 5.88 (2)   |

Source: Office for National Statistics (ONS)

The breakdown by Marriage / Civil Partnership of service user respondents (196 survey responses) to the VCS funding consultation carried out November 2014 to February 2015 is as follows:

Marriage:

|             |        |
|-------------|--------|
| Yes         | 55.10% |
| No          | 33.16% |
| No Response | 11.73% |

Civil Partnership

|             |        |
|-------------|--------|
| Yes         | 2.04%  |
| No          | 43.37% |
| No Response | 54.59% |

None of the currently funded organisations provide services specifically targeted at this group however of the 86 organisations responding to the survey 8% stated they serve people in this group.

Census information is not currently available however the following information has been collected during the consultation: In response to the question 'Have your been pregnant and / or on maternity leave during the past 2 years' the responses were as follows:

|             |        |
|-------------|--------|
| Yes         | 2.55%  |
| No          | 72.96% |
| No Response | 24.49% |

None of the currently funded organisations are providing services specifically targeted at this group however of the 86 organisations responding to the survey 7% stated that they serve people in this group.

Pregnancy and Maternity

Race

Census data (2011) shows the ethnic breakdown for Harrow as follows:

| Ethnic Group           | Total   | Percentage |
|------------------------|---------|------------|
| White British          | 73,826  | 31%        |
| White Other            | 27,165  | 11%        |
| Mixed                  | 9,499   | 4%         |
| Asian or Asian British | 101,808 | 43%        |
| Black or Black British | 19,708  | 8%         |
| Arab and Other Group   | 7,050   | 3%         |

The breakdown by Ethnic Origin of service user respondents (196 responses) to the VCS funding consultation carried out November 2014 to February 2015 is as follows:

|                         |        |
|-------------------------|--------|
| Asian or Asian British  | 30.61% |
| Black or Black British  | 11.22% |
| Mixed ethnic background | 2.04%  |
| Other ethnic Background | 3.57%  |
| White or White British  | 34.18% |
| No Response             | 18.37% |

Of the 86 organisations responding to the survey 11% stated they serve people in this group. Of the currently funded organisations the following are providing services that specifically target this group:

**OBG funded**

| Organisation | Service  | Service Users |
|--------------|--|---------------|
| EACH         | Trauma, Violence and Abuse Counselling and Support for Somali, Tamil and South Asian communities | 135           |

|  |   |  |       |
|--|---|--|-------|
|  | Small Grant funded (2014-15):                                       |  |       |
|  | Harrow Bengalee Association   | Social activities                        | 284   |
|  | Harrow Kuwaiti Association  | Football activities                      | 15    |
|  | Harrow Tamil Association  | Activities and support for older people  | 35    |
|  | Indian Association of Harrow  | Activities and support for older people  | 250   |
|  | London Kalibari   | Activities and support for the community | 450   |
|  | Navnat Yuva Mandil  | Activities and support for the community | 1,378 |
|  | Russian Immigrants Association                                      | Advice and support for the community     | 400   |
|  | Somali Cultural Association   | Educational support                      | 30    |
|  | Tamil Association of Brent  | Support for women                        | 200   |
|  | Total   |  | 3,042 |
|  | Adult SLA funded:   |  |       |
|  | DIWA Asian Women's Network  | Counselling / support                    | 37    |
|  | Asian Elder Group   | Social activities                        | 70    |
| Edgware Satsung Mandal   | Social activities   | 60                                       |       |
| Total  |   | 167                                      |       |
| This list shows only those organisations/services specifically targeting this group. Other organisations and services also provide services to people from this group. |   |  |       |
| Religion and Belief  | Census data (2011) shows the religious breakdown for Harrow:        |  |       |
|  |   | Harrow                                   |       |
|  | People stating religion as Christian (% of total population) (2011) | 37.31 (89,181)                           |       |
|  | People stating religion as Buddhist (% of total population) (2011)  | 1.13 (2,700)                             |       |
|  | People stating religion as Hindu (% of total population) (2011)     | 25.27 (60,407)                           |       |
|  | People stating religion as Jewish (% of total population) (2011)    | 4.41 (10,538)                            |       |
| People stating religion as Muslim (% of total population) (2011)   | 12.5 (29,881)   |  |       |

|   |               |
|---|---------------|
| People stating religion as Sikh (% of total population) (2011)            | 1.15 (2,752)  |
| People stating religion as Other Religions (% of total population) (2011) | 2.49 (5,945)  |
| People stating religion as No Religion (% of total population) (2011)     | 9.57 (22,871) |
| People not stating religion (% of total population) (2011)                | 6.18 (14,781) |

The breakdown by Religion and Belief of service user respondents (196 responses) to the VCS funding consultation carried out November 2014 to February 2015 is as follows:

|                                  |        |
|----------------------------------|--------|
| Buddhism                         | 1.53%  |
| Christianity (all denominations) | 37.24% |
| Hinduism                         | 16.33% |
| Islam                            | 13.27% |
| Jainism                          | 1.02%  |
| Judaism                          | 1.53%  |
| Sikh                             | 0.51%  |
| Zoroastrian                      | 0.00%  |
| No religion / Atheist            | 9.69%  |
| Other -please specify            | 3.06%  |
| No Response                      | 0.00%  |

Of the 86 organisations that responded to the survey 9% stated that they serve people in this group. Of the currently funded organisations the following specifically target this group:

Adult SLA funded:

|             |                   |    |
|-------------|-------------------|----|
| Jewish Care | Social activities | 14 |
|-------------|-------------------|----|

This list shows only those organisations/services specifically targeting this group. Other organisations and services also provide services to people from this group.

Sex / Gender

Of Harrow's total population (242,400), 119,900 (49.5%) are male and 122,400 (50.5%) are female

|                                      | <p>The breakdown by Sex / Gender of service user respondents (196 responses) to the VCS funding consultation carried out November 2014 to February 2015 is as follows:</p> <table border="1" data-bbox="631 209 1854 339"> <tr> <td>Male</td> <td>36.22%</td> </tr> <tr> <td>Female</td> <td>55.61%</td> </tr> <tr> <td>No Response</td> <td>8.16%</td> </tr> </table> <p>Of the 86 organisations that responded to the survey 9% stated that they serve people in this group. Of the currently funded services the following provide specific services for women:</p> <p>Small Grant funded (2014-15):</p> <table border="1" data-bbox="631 523 2000 715"> <thead> <tr> <th>Organisation</th> <th>Service</th> <th>Number of service users</th> </tr> </thead> <tbody> <tr> <td>African Women Welfare</td> <td>Education and training support</td> <td>17</td> </tr> <tr> <td>Harrow Cricket Town (Ladies section)</td> <td>Development of female cricket</td> <td>60</td> </tr> <tr> <td>Total</td> <td></td> <td>77</td> </tr> </tbody> </table> <p>This list shows only those organisations/services providing specific services for women. Other organisations and services provide services to both men and women.</p> | Male                    | 36.22% | Female              | 55.61% | No Response | 8.16% | Organisation | Service | Number of service users | African Women Welfare | Education and training support | 17    | Harrow Cricket Town (Ladies section) | Development of female cricket | 60 | Total |  | 77 |
|--------------------------------------|--|-------------------------|--------|---------------------|--------|-------------|-------|--------------|---------|-------------------------|-----------------------|--------------------------------|-------|--------------------------------------|-------------------------------|----|-------|--|----|
| Male                                 | 36.22%   |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Female                               | 55.61%   |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| No Response                          | 8.16%  |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Organisation                         | Service  | Number of service users |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| African Women Welfare                | Education and training support   | 17                      |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Harrow Cricket Town (Ladies section) | Development of female cricket  | 60                      |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Total                                |  | 77                      |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Sexual Orientation                   | <p>The breakdown by sexual orientation of service user respondents (196 survey responses) to the VCS funding consultation carried out November 2014 to February 2015 is as follows:</p> <table border="1" data-bbox="631 935 1854 1198"> <tr> <td>Bisexual</td> <td>2.55%</td> </tr> <tr> <td>Gay Woman / Lesbian</td> <td>1.02%</td> </tr> <tr> <td>Gay Man</td> <td>1.02%</td> </tr> <tr> <td>Heterosexual</td> <td>67.86%</td> </tr> <tr> <td>Other – Please specify</td> <td>1.53%</td> </tr> <tr> <td>[No Response]</td> <td>0.00%</td> </tr> </table> <p>None of the currently funded services specifically target people in this group however of the 86 organisations that responded to the survey 7% stated that they serve people in this group.</p>   | Bisexual                | 2.55%  | Gay Woman / Lesbian | 1.02%  | Gay Man     | 1.02% | Heterosexual | 67.86%  | Other – Please specify  | 1.53%                 | [No Response]                  | 0.00% |                                      |                               |    |       |  |    |
| Bisexual                             | 2.55%  |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Gay Woman / Lesbian                  | 1.02%  |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Gay Man                              | 1.02%  |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Heterosexual                         | 67.86%   |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Other – Please specify               | 1.53%  |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| [No Response]                        | 0.00%  |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |
| Socio Economic                       | <p>Harrow is ranked 203<sup>rd</sup> out of 354 Districts in England. Harrow was less deprived in 2010, compared to 2007 when it was ranked 196<sup>th</sup>. Analysis of the average Lower Layer Super Output Area (LSOA) shows</p>   |                         |        |                     |        |             |       |              |         |                         |                       |                                |       |                                      |                               |    |       |  |    |

that Harrow's most deprived wards are Wealdstone, Roxbourne, Greenhill and Marlborough.

Of the currently funded services the following provide support for people to improve their socio-economic status by providing services such as welfare advice, debt advice etc:

**OBG funded:**

| Organisation      | Service                   | Number of service users |
|-------------------|---------------------------|-------------------------|
| Harrow CAB        | Telephone advice line     | 2,369                   |
| Harrow Law Centre | Legal advice and casework | 500                     |
| Total             |                           | 2,869                   |

**Adult SLA funded**

|            |                          |     |
|------------|--------------------------|-----|
| Harrow CAB | Community advice project | 617 |
|------------|--------------------------|-----|

This list shows only those organisations/services specifically targeting this group. There are a number of other organisations providing services to people in this group.

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?<br>(This may include further consultation with the affected groups, revising your proposals).  |
|--|--|---|---|
| VCS organisations and service users were consulted. The consultation was carried out over the period 25 <sup>th</sup> November 2014 to 20 <sup>th</sup> February 2015. | The consultation was launched on the 25 <sup>th</sup> November, 2014 with a consultation and engagement meeting attended by 50 VCS representatives. These representatives gave their feedback during round table discussions.<br><br>A second consultation meeting | In response to the questions:<br>1. How can we take £550k out of the budget in 2015-16 and achieve minimal impact on service users?<br>2. How do we achieve a sustainable voluntary sector with the budget likely to be reduced by as much as 50% over the next four years? | The ideas and suggestions put forward during the 25 <sup>th</sup> November consultation event and in meetings with Council officers were used as the basis for developing the questions in the VCS and Service User survey. The survey questions aimed to seek feedback on the ideas put forward at these |



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|  | <p>was held on 3rd February attended by nine representatives.</p> <p>Specific web pages relating to the consultation were created on the Council website and an online web survey was launched on 6th January 2015. Information about the survey was circulated to 450 email contacts.</p> <p>A separate service user survey was developed and was available to complete on-line or hard copy format. An easy read version of the service user survey was developed by Harrow Mencap and made available to service users.</p> <p>Hard copies of the service user survey were circulated to Children's Centres, Neighbourhood Resource Centres (NRCs), Access Harrow, Libraries and voluntary organisations.</p> <p>Consultation drop-in events were organised for VCS service users. These were arranged as follows:</p> <ul style="list-style-type: none"> <li>- Drop-in at Access Harrow,</li> </ul> | <p>The following comments were received:</p> <ul style="list-style-type: none"> <li>- The need for council departments to communicate to be informed of potential duplication of services;</li> <li>- Consolidation of services;</li> <li>- Development of partnerships to reduce overheads; Pooling resources; remove duplication; sharing back office functions;</li> <li>- Suggestions were made about how funding reductions could be applied to organisations;</li> <li>- Suggestions about how the sector could fundraise; how Council support helps generate match funding;</li> <li>- The value added offered by voluntary sector; more use of volunteering;</li> <li>- suggestions for in-kind support that could be offered; the need for a longer-term strategy; ideas for outsourcing services to the voluntary sector.</li> </ul> <p>The feedback from the service user drop-ins were captured as consultation survey responses and information about these is provided below.</p> <p>The feedback received during meetings with VCS representatives was:<br/>Suggestion to combine Adult Social Care services in to a single combined</p> | <p>meetings.</p> <p>The Council has undertaken an exercise to collate information from departments on funding allocated to VCS organisations.</p> <p>The feedback received from organisations and service users during the consultation period has been used to inform the EqIA and the proposals that will be presented to Cabinet on the 19<sup>th</sup> March.</p> |
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|  | <ul style="list-style-type: none"> <li>- Drop-in at Flash Musicals</li> <li>- Drop-in at Harrow CAB</li> <li>- Drop-in for Mind service users at Harrow Civic Centre</li> <li>- Drop-in for Harrow Mencap service users</li> <li>- Drop-in for Byron Park NRC service users</li> <li>- Drop-in at Red Brick Café, Wealdstone</li> <li>- Drop-in at the Carramea Community Resource Centre, South Harrow</li> <li>- Drop-in for Harrow Carers service users</li> <li>- Drop-in for users of the South Harrow Christian Fellowship</li> </ul> <p>Drop-in sessions offered service users the opportunity to give their views verbally and be assisted in completing the survey.</p> <p>An EqlA Sub Group was established. Two meetings of the EqlA sub-group were held and attended by 12 VCS representatives.</p> <p>VCS organisations and service users were also able to submit</p> | <p>SLA;<br/>Explore opportunities for the provision of in-kind support and ways of reducing overhead costs such as rent by using shared accommodation.</p> |  |
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|  | <p>their comments by email or letter.</p> <p>Meetings were held with representatives of VCS organisations and the Director of Adult Social Services.</p> <p>Individual meetings were also held with organisations including Mind in Harrow, Age UK, HAD, Harrow Carers etc.</p> |  |  |
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| <p>6. What other (local, regional, national research, reports, media) data sources that you have used to inform this assessment?<br/>List the Title of reports / documents and websites here.</p> | <p>Other data sources used:<br/>The Harrow Vitality profile:<br/><a href="http://www.harrow.gov.uk/info/200088/statistics_and_census_information/966/vitality_profiles">http://www.harrow.gov.uk/info/200088/statistics_and_census_information/966/vitality_profiles</a></p> |
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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 | ✓                      | ✓                             |                     |                                |                         | ✓    | ✓                   | ✓   |                    |
| No  |                        |                               | ✓                   | ✓                              | ✓                       |      |                     |     | ✓                  |

**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)

Analysis of consultation feedback.  
Information regarding protected characteristics served by grant funded organisations.  
SLA information and mid year monitoring data from grant funded and Adult social care funded organisations.  
Formal responses provided by Mind in Harrow, Harrow Law Centre, Harrow Community Action, St Luke's Hospice.

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?<br>(This may include further consultation with the affected groups, revising your proposals). |
|--------------------------------------|--------------------------------------|--|--|
| VCS organisations and service users. | Consultation survey                  | In response to Question 4 of the service user survey which asked how users thought potential reductions in service would affect them the following | The results of the consultation with voluntary sector organisations and service users have informed the EqIA   |

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|  |   | <p>impacts were identified;</p> <ul style="list-style-type: none"> <li>- They would not know where else to go;</li> <li>- It would affect their health and well-being including mental health;</li> <li>- It would affect the elderly, vulnerable and those on low incomes;</li> <li>- Services would be cut or reduced;</li> <li>- Support services would be affected;</li> <li>- Users would have to pay increased fees;</li> <li>- There would be knock-on effect on other services;</li> <li>- Reduced support for users;</li> <li>- Increased social isolation;</li> </ul> | <p>process and the development of proposals that will be presented to Cabinet in March 2015.</p> <p>The proposals include a commitment to ring-fence £379k from the Adult Social care voluntary sector budget to deliver services that meet the requirements of the Care Act 2014. These services will include the provision of Information and Advice services, Independent Advocacy and Carers services. These services will target all vulnerable groups and provide preventative services that aim to prevent people moving on to accessing statutory services.</p> |
|  | <p>Feedback during EqIA sub-group meetings.</p> | <p>During the initial EqIA sub-group meeting it was identified that there was a need for further clarity on the proposals and a need to extend the consultation deadline to give service users more time to give their views.</p> <p>At the EqIA meeting held on 28<sup>th</sup> January the following issues were identified;</p> <p>Wider impact on ability of organisations to lever in funding;</p>   | <p>A statement clarifying the proposals was issued on the 23<sup>rd</sup> December 2014 and the consultation deadline was extended in response to concerns expressed by VCS.</p> <p>All organisations were invited to make submissions to the EqIA process. The EqIA process takes in to account any cumulative impacts as well</p>   |

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|  |  | <p>previous funding reductions; knock on effect to other services; loss of relationships and staff; Impact on capacity to meet equalities duties.</p>   | <p>as other impacts.</p> <p>The Cabinet proposals include a commitment to ensure that no organisation has less than three months' notice in which to implement the funding decisions.</p>  |
|  | <p>Formal responses received from voluntary sector organisations</p> | <p>Formal responses to the consultation were received from Mind in Harrow, Harrow CAB, Harrow Law Centre, Harrow Community Action and St Luke's Hospice.</p> <p>A number of organisations in their responses set out their view that information about the percentage reduction to VCS Council funding has been unclear; that the proposed reduction will disproportionately impact the voluntary sector and puts services at risk.</p> <p>The response from Mind in Harrow set out how reduced funding would impact on the service users of the Mental Health Information Service, Carers Respite Service, User Involvement project and core services. The response set out the potential reductions to services that would be available to service users including loss of access to specialist support, loss of access to up-to-date information, loss of respite service,</p> | <p>A statement was issued in December clarifying the proposed reductions. In addition a number of meetings have taken place with VCS organisations to clarify the proposals.</p> <p>The formal responses to the consultation have informed the development of proposals to be presented to Cabinet in March.</p> <p>Adult Social care has committed to ring-fence £379k to deliver services that meet the requirements of the Care Act 2014. These services will include the provision of Information and Advice services, Independent Advocacy and Carers services to vulnerable groups including those affected by mental health problems.</p> <p>To assist organisations in</p> |

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|  |  | <p>loss of volunteering hours, reduced engagement with stakeholders.</p> <p>The response from Harrow CAB and accompanying feedback from 211 users set out their views on the importance and value of the service provided by CAB and the impact on them if funding was reduced. Service users identified that reductions would mean they would not know where else to go for advice, the service helps people cope at difficult times, the service helps a range of people with a wide variety of issues.</p> <p>The response from Harrow Law Centre set out the impact of a reduction in funding to the Law Centre and its service users. The Law Centre identified that a reduction of the service could impact people affected by welfare reform, the council tax reduction scheme, homelessness, immigration issues as well as opportunities for young people who are supported in to employment.</p> <p>The response from HAC sets out the service provided by HAC and some of its achievements as well as HAC's concern about a question being included in the consultation survey about their services. HAC state they can help strengthen and build the</p> | <p>identifying other funding and capacity building opportunities to help them maintain their services the proposals include full funding of HCA during 2015-16.</p> <p>In addition the council will continue to provide the following support:</p> <p>Support to develop their services so that they can be purchased through personal budgets thereby generating income.</p> <p>Harrow Council's Sustainable Procurement policy sets out its commitment to support local providers including Third Sector providers. Voluntary organisations or consortia bidding for commissioned services will continue to be offered support to respond to tendering opportunities.</p> <p>The council is committed to supporting the delivery of the Third Sector Strategy.</p> <p>The Community Sector Services team organises the External Funding network</p> |
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|  |  | <p>capacity of VCS organisations particularly the smaller groups.</p> <p>St Luke's Hospice submitted information about the service they provide and feedback from their service users. The service users provided testimonies of the usefulness and the value of the hospice at home service which would be impacted by reduced levels of funding.</p> | <p>which provides information and support on sources of external funding and circulates a regular e-bulletin with a range of useful information.</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.   | 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>13% of the organisations responding to the consultation stated that they provided services to people in this group. Four of the currently funded services provide services specifically targeting older people serving approximately 5,017 people Five organisations provide services to children and young people serving approximately 395 people. Most of the funded services provide services to people of all ages. These organisations and some service users may be affected by the proposals as these organisations may receive reduced levels of funding in 2015/16 to deliver services as</p> | <p>All SLA funded services (OBG and Adults) will receive full funding for three months.</p> <p>Adult Social care proposals will prioritise funding to the direct delivery of services.</p> <p>£379k of the Adult Social care budget will be ring-fenced to deliver Care Act services which will include services for older people.</p> <p>The Small Grants programme will</p> |



|   |          |  |   |  |
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|   |          |  | <p>described in Question 4 above.</p>   | <p>be administered in 2015-16 providing the opportunity for organisations receiving small grants to reapply for these.</p> <p>Full funding to HCA will ensure that support to seek alternative sources of funding will be available.</p> <p>The Council will offer the following support to organisations affected by the proposals; help to develop services that can generate income through personal budgets; identification of opportunities for in-kind support to help reduce costs; identification and support with opportunities to reduce overhead costs.</p> |
| <p>Disability (including carers of disabled people)</p> | <p>✓</p> |  | <p>16% of the organisations responding to the survey stated that they provided services to disabled people. 16 of the currently funded organisations provide specific services for this group reaching approximately 13,762 users. People from this group are also likely to use many of the other funded services. Organisations serving this group and some service users may be affected by the proposals as a result of reduced funding levels in 2015/16 to deliver services as described in Question 4 above.</p> | <p>All SLA funded services (OBG and Adults) will receive full funding for three months.</p> <p>Adult Social care proposals will prioritise funding to the direct delivery of services.</p> <p>£379k of the Adult Social care budget will be ring-fenced to deliver Care Act services which will include services for disabled people.</p> <p>The Small Grants programme will be administered in 2015-16 providing the opportunity for organisations receiving small grants to reapply for these.</p> <p>Full funding to HCA will ensure</p>                            |

|                                |   |  |  |   |
|--------------------------------|---|--|--|---|
|                                |   |  |  | <p>that support to seek alternative sources of funding will be available.</p> <p>The Council will offer the following support to organisations affected by the proposals; help to develop services that can generate income through personal budgets; identification of opportunities for in-kind support to help reduce costs; identification and support with opportunities to reduce overhead costs.</p> |
| Gender Reassignment            |   |  | <p>None of the currently funded organisations provide services specifically targeted at this group however 7% of the VCS organisations responding to the survey stated that they provide services to this group. There is likely to be minimal impact of the proposals on this group</p> | <p>All funded services are required to ensure that their services are accessible to all groups. These services will be encouraged to undertake equality monitoring to ensure all groups are accessing services.</p>   |
| Marriage and Civil Partnership |   |  | <p>None of the currently funded organisations provide services specifically targeting this group however 8% of the VCS organisations responding to the survey stated that they provide services to this group. There is likely to be minimal impact of the proposals on this group.</p>  | <p>All funded services are required to ensure that their services are accessible to all groups. These services will be encouraged to undertake equality monitoring to ensure all groups are accessing services.</p>   |
| Pregnancy and Maternity        |   |  | <p>None of the currently funded organisations provide services specifically targeting this group however 7% of the VCS organisations responding to the survey stated that they provide services to this group.. There is likely to be minimal impact of the proposals on this group.</p> | <p>All funded services are required to ensure that their services are accessible to all groups. These services will be encouraged to undertake equality monitoring to ensure all groups are accessing services.</p>   |
| Race                           | ✓ |  | <p>11% of the VCS organisations responding to the survey stated that they provide services to this group. Of the currently funded</p>  | <p>The Small Grants programme will be administered in 2015-16 providing the opportunity for</p>   |

|                    |   |  |  |  |
|--------------------|---|--|--|--|
|                    |   |  | <p>organisations 13 are providing services specifically targeting BME groups serving approximately 3,344 people as shown in Question 4 above.</p> <p>Most of the services targeting BME groups are funded from the annual Small Grants programme. People of all ethnic groups make use of funded services. Organisations and people in this group may be affected by the proposals as reduced funding levels in 2015-16 may impact on services provided.</p>                             | <p>organisations receiving small grants to reapply for these.</p> <p>Full funding to HCA will ensure that support to seek alternative sources of funding will be available.</p> <p>The Council will offer the following support to organisations affected by the proposals; help to develop services that can generate income through personal budgets; identification of opportunities for in-kind support to help reduce costs; identification and support with opportunities to reduce overhead costs.</p>  |
| Religion or Belief | ✓ |  | <p>9% of the VCS organisations responding to the survey stated that they provide services to this group. Of the currently funded organisations one provides specific services to this group reaching 14 people as shown in Question 4 above (Jewish Care). People of all religions and beliefs are likely to be accessing any of the funded services. Organisations and people in this group may be affected by the proposals as they may receive reduced funding levels in 2015-16.</p> | <p>The Small Grants programme will be administered in 2015-16 providing the opportunity for organisations receiving small grants to reapply for these. Adult Social care funding will prioritise funding to smaller groups.</p> <p>Full funding to HCA will ensure that support to seek alternative sources of funding will be available.</p> <p>The Council will offer the following support to organisations affected by the proposals; help to develop services that can generate income through personal budgets; identification of opportunities for in-kind support to help reduce costs; identification and support with opportunities to</p> |

|   |   |  |   |  |    |  |
|---|---|--|---|--|----|--|
|   |   |  |   | reduce overhead costs.   |    |  |
| Sex   | ✓ |  | <p>9% of the VCS organisations responding to the survey stated that they provide services to this group. Two of the currently funded organisations are providing services specifically targeted at women reaching approximately 77 people. Both of these services are funded through the small grants programme.</p> <p>Both men and women access most of the other funded services. Organisations and people in this group may be affected by the proposals as reduced levels of funding in 2015-16 may impact on services provided.</p> | <p>The Small Grants programme will be administered in 2015-16 providing the opportunity for organisations receiving small grants to reapply for these.</p> <p>Full funding to HCA will ensure that support to seek alternative sources of funding will be available.</p> <p>The Council will offer the following support to organisations affected by the proposals; help to develop services that can generate income through personal budgets; identification of opportunities for in-kind support to help reduce costs; identification and support with opportunities to reduce overhead costs.</p> |    |  |
| Sexual orientation  |   |  | <p>7% of the VCS organisations responding to the survey stated that they provide services to this group. None of the currently funded organisations provide specifically targeted services to this group. Organisations and people in this group may be affected by the proposals due to reduced funding levels being available in 2015-16.</p>   | <p>Commissioned services will be expected to ensure that their services are accessible to all groups. This will be monitored as part of the council's regular monitoring processes.</p>  |    |  |
| <p><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?</p> <p>If yes, which Protected Characteristics could be affected and what is the potential impact?</p> |   |  | Yes   | ✓  | No |  |
|   |   |  | <p>As a result of other budget proposals and reductions to funding in previous years there is potential for a cumulative adverse impact on those protected characteristics identified in Question 7.</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?<br><br>If yes, what is the potential impact and how likely is to happen? | Yes   | <input checked="" type="checkbox"/> | No |  |
|  | Other budget proposals affecting services such as Children’s Centres, libraries etc. and the impact of national government policy such as welfare reform could have an impact on individuals/service users which affects their financial well-being and health. |                                     |    |  |

**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 | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |                                     |                                     |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |                                     |
| No  |                                     |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |                                     |                                     |                                     | <input checked="" type="checkbox"/> |

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)

|   |                          |
|---|--------------------------|
| <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. | <input type="checkbox"/> |
| <b>Outcome 2</b> – Minor adjustments to remove / mitigate adverse impact or advance equality have been  | <input type="checkbox"/> |

|  |  |
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| <p>identified by the EqIA. <i>List the actions you propose to take to address this in the Improvement Action Plan at Stage 7</i></p>   |  |
| <p><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></p> | ✓  |
| <p><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)</p>  |  |
| <p><b>13a.</b> If your EqIA is assessed as <b>outcome 3</b> or you have <b>ticked 'yes' in Q12</b>, explain your justification with full reasoning to continue with your proposals.</p>  | <p>The EqIA has identified potential for an adverse impact on some protected characteristics however some mitigations have been identified for these. Harrow Council will receive less money from central Government which means it has to save £83 million over the next four years. Harrow Council is planning to make savings of approximately £25 million in 2015-2016. In order to achieve this it is recognised that there may be a severe impact on services delivered to Harrow residents. All council departments are making savings and if savings are not made from reviewing funding to voluntary organisations they would need to come from elsewhere within the council's budget. Harrow Council has a low level of financial reserves compared to other Local Authorities (approximately £10 million), which is insufficient to offset the reduction in the Council's budget. Harrow Council has consulted on the option of raising Council Tax by up to 2% during the initial 'Take Part' consultation exercise. At the February Cabinet meeting it took a decision to raise council tax by 1.99%.</p> <p>Following feedback from the Take Part consultation the council reviewed its earlier proposals for much broader cuts to VCS funding. It has now consulted on an amended proposal to make savings of approximately £550,000 to the funding it provides to the sector in 2015-2016.</p> |

**Stage 7: Improvement Action Plan**

| <b>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.</b> |  |   |             |                                 |   |
|---|--|---|-------------|---------------------------------|---|
| 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 |
| Age, Disability/Carers  | Funding ring-fenced for the provision of Care Act services will include targeted delivery to these groups. | Performance measures to be built in to SLA.                           | July 2015   | Kashmir Takhar                  |   |
| Age, Disability/Carers, Race  | SLAs affected by these proposals to receive full funding for three months.                                 | Funding administered and payments received.                           | April 2015  | Kashmir Takhar / Marianne Locke |   |
| Race, Religion and Belief, Sex.   | The Small Grants programme to be administered in 2015-16.  | Administration of Small Grants programme / Grant recommendations      | July 2015   | Marianne Locke                  |   |

## 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> | Monitoring of organisations and services awarded funding through ring-fenced Care Act funding.<br>Mid Year monitoring of grant funded and Adult social care funded services to be undertaken in August 2015. |
| <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>   | Monitoring results reported to Director of Adult Social Services and Divisional Director Community and Culture   |
| <b>17.</b> Have you received any complaints or compliments about the proposals being assessed? If so, provide details.  | A number of Councillor and Public Questions about the proposals were submitted to February cabinet.  |

<http://www.harrow.gov.uk/www2/documents/b19101/Public%20and%20Councillor%20Questions%20Accepted%20Thursday%2019-Feb-2015%2018.30%20Cabinet.pdf?T=9>

### 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  |
|--|--|---|
| <p>A portion of the Adult social care voluntary sector budget will be ring-fenced for the delivery of Care Act services. These services will support the needs of vulnerable client groups covered by the Act.</p> | <p>The commissioning of services that support the delivery of the Care Act will be accessible to all sections of the community. This will include measures to ensure information is made available in community languages, large print and other formats.</p> <p>The Council's application and tendering processes require organisations to demonstrate that they have adequate and up-to-date equal opportunities policies in place. Organisations must also demonstrate what measures will be taken to ensure services will be accessible.</p> <p>The Council will ensure that in the reduced funding available that this is still a priority in allocation of resources</p> | <p>Although the proposal is to reduce funding those organisations that continue to receive funding will be required to continue to provide evidence of how they foster good relations between people from different groups.</p> |

### 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? | Project group for VCS consultation and engagement. EqIA sub-group. |                         |  |
| Signed: (Lead officer completing EqIA)  | Kashmir Takhar   | Signed: (Chair of DETG) |  |
| Date:   | 9 <sup>th</sup> March 2015   | Date:                   |  |
| Date EqIA presented at the EqIA Quality Assurance Group   |  | Signature of DETG Chair |  |

DRAFT