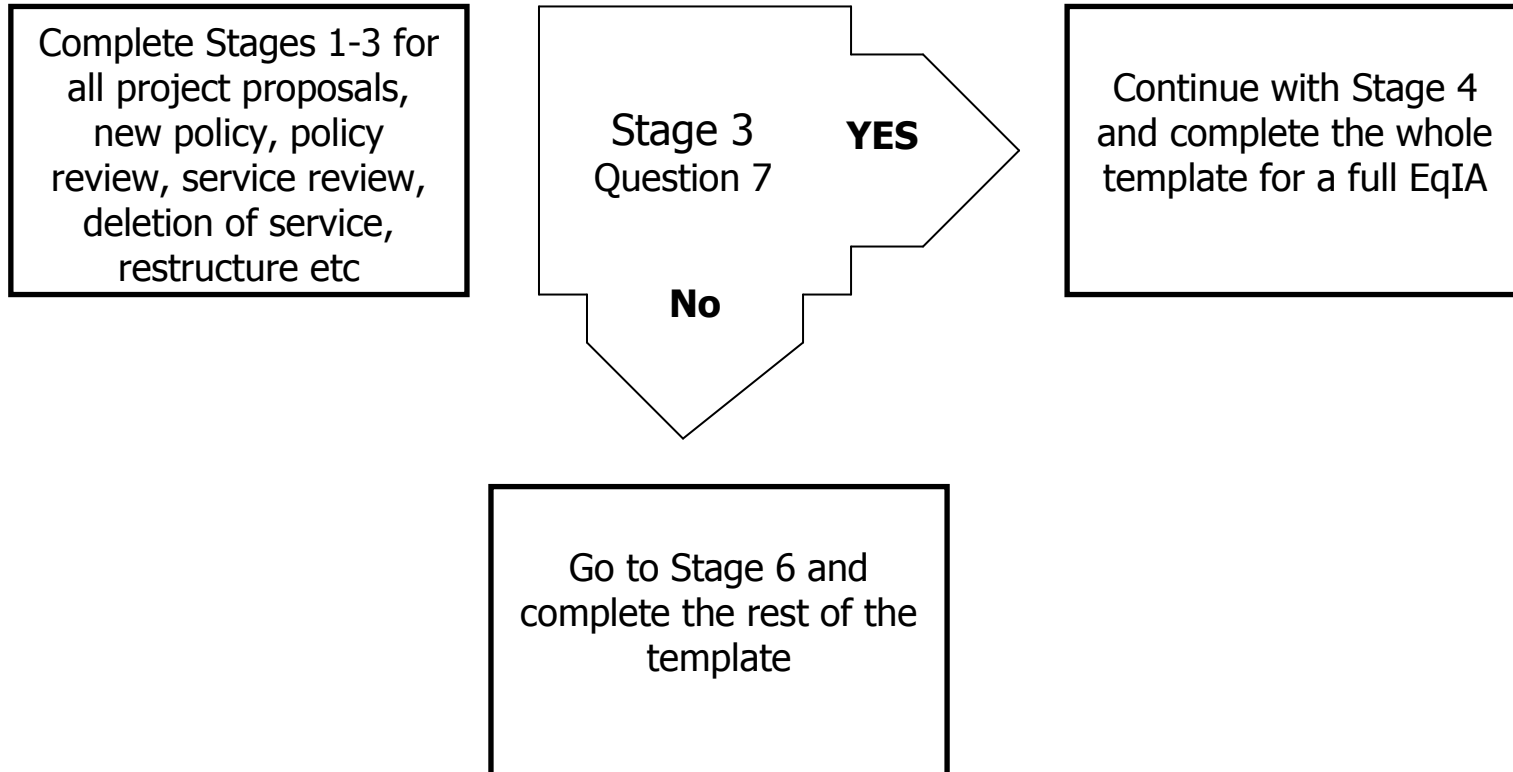


Equality Impact Assessment Template

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



Equality Impact Assessment (EqIA) Template

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

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

Type of Project / Proposal:	Tick ✓	Type of Decision:	Tick ✓
Transformation		Cabinet	
Capital		Portfolio Holder	✓
Service Plan		Corporate Strategic Board	
Other	✓	Other	
Title of Project:		CE_01 Cessation of subsidy to Metropolitan Police	
Directorate / Service responsible:		Environment and Enterprise, Public Protection	
Name and job title of lead officer:		Richard Le-Brun	
Name & contact details of the other persons involved in the assessment:		Hanif Islam	
Date of assessment:		12/06/15	

Stage 1: Overview

<p>1. What are you trying to do?</p> <p>(Explain proposals e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)</p>	<p>Harrow currently provides grant funding through the Mayors Office for Police and Crime (MOPAC), that allows a Section 92 Agreement Match funding of Police Officers scheme. As part of this scheme, Harrow has signed up to a 3 year agreement in April 2015, which provides funding for a Sergeant and Police Officer, and in return MOPAC match fund two further Police Officers.</p> <p>The current arrangement pays for a Sergeant and three Officers that should be based in the town centre. A further Officer is funded that provides the PREVENT function (anti-terrorism) for Harrow.</p> <p>The grant is discretionary, and provides a 6 month break clause on either side. The Metropolitan Police are currently going through major changes with 10,000 officer cut being proposed across the service over the next few years as well as Harrow potentially merging with other Police areas.</p>
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The proposal will see the activation of the break clause in August 2015, leading to no further funding from February 2016, This would lead to a £26,000 saving this financial year, and further £132,000 2016-17. The timing of it would fall in line with the restructure taking place in Harrow Police, as a result of their proposed merger, giving an opportunity to minimise impact.

If the scheme is continued, the costs increase year on year and would result in a total three year cost of approximately £601,000, with increased funding of £43,000 needing to be found for year 2 and 3.

2. Who are the main people / Protected Characteristics that may be affected by your proposals? (✓ all that apply)	Residents / Service Users	✓	Partners	✓	Stakeholders	✓
	Staff		Age		Disability	
	Gender Reassignment		Marriage and Civil Partnership		Pregnancy and Maternity	
	Race		Religion or Belief		Sex	
	Sexual Orientation		Other			

3. Is the responsibility shared with another directorate, authority or organisation? If so:

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

The responsibility for service lies with Enterprise & Environment, Public Protection as well as the Metropolitan Police Service

For this scheme to be moved forward, the MPS should be involved in the process to allow mitigation of the scheme.

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)	There is no data available to demonstrate that any particular protected characteristic is disproportionately affected by this change.		
Disability (including carers of disabled people)	There is no data available to demonstrate that any particular protected characteristic is disproportionately affected by this change.		
Gender Reassignment	There is no data available to demonstrate that any particular protected characteristic is disproportionately affected by this change.		
Marriage / Civil Partnership	There is no data available to demonstrate that any particular protected characteristic is disproportionately affected by this change.		
Pregnancy and Maternity	There is no data available to demonstrate that any particular protected characteristic is disproportionately affected by this change.		
Race	While evidence is lacking to support, the loss of the extremism officer would potentially have an impact due to certain cultures / races appearing more prone to this type of activity		
Religion and Belief	While evidence is lacking to support, the loss of the extremism officer would potentially have an impact due to certain religions / beliefs appearing more prone to this type of activity		
Sex / Gender	There is no data available to demonstrate that any particular protected characteristic is disproportionately affected by this change.		
Sexual Orientation	There is no data available to demonstrate that any particular protected characteristic is disproportionately affected by this change.		
Socio Economic	There is a risk of the perception of crime increasing with a potential decrease in officers. This is likely anyway due to the cuts the MPS are making themselves, and therefore they would be seeking to mitigate this already.		
5. What consultation have you undertaken on your proposals?			
Who was consulted?	What consultation methods were	What do the results show about	What actions have you taken to

	used?	the impact on different groups / Protected Characteristics?	address the findings of the consultation? (This may include further consultation with the affected groups, revising your proposals).
N/A			

6. What other (local, regional, national research, reports, media) data sources that you have used to inform this assessment?

List the Title of reports / documents and websites here.

Stage 3: Assessing Potential Disproportionate Impact

7. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes						✓	✓		
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)

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).

Stage 5: Assessing Impact and Analysis				
10. What does your evidence tell you about the impact on different groups? Consider whether the evidence shows potential for differential impact, if so state whether this is an adverse or positive impact? How likely is this to happen? How you will mitigate/remove any adverse impact?				
Protected Characteristic	Adverse ✓	Positive ✓	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur. Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 9	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 7)
Age (including carers of young/older people)				
Disability (including carers of disabled people)				
Gender Reassignment				
Marriage and Civil Partnership				

Pregnancy and Maternity					
Race	✓		While evidence is lacking to support, the loss of the extremism officer would potentially have an impact due to certain cultures / races appearing more prone to this type of activity	The responsibility to provide this post rests with the MPS, and therefore it is likely that this post would be provided through their normal funding. Additionally, any merger provides an opportunity to streamline staffing to allow the function to continue.	
Religion or Belief	✓		While evidence is lacking to support, the loss of the extremism officer would potentially have an impact due to certain religions / beliefs appearing more prone to this type of activity	The responsibility to provide this post rests with the MPS, and therefore it is likely that this post would be provided through their normal funding. Additionally, any merger provides an opportunity to streamline staffing to allow the function to continue.	
Sex					
Sexual orientation					
1. Cumulative Impact – 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	✓
If yes, which Protected Characteristics could be affected and what is the potential impact?					
11a. Any Other Impact – Considering what else is happening within the			Yes	No	✓

Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion?

If yes, what is the potential impact and how likely is to happen?

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	✓	✓	✓	✓	✓	✓	✓	✓	✓

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. <i>List the actions you propose to take to address this in the Improvement Action Plan at Stage 7</i>	
Outcome 3 – Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse	

impact and/or plans to monitor the impact. (Explain this in 13a below)	
Outcome 4 – Stop and rethink: when there is potential for serious adverse impact or disadvantage to one or more protected groups. (You are encouraged to seek Legal Advice about the potential for unlawful conduct under equalities legislation)	
13a. If your EqIA is assessed as outcome 3 or you have ticked 'yes' in Q12 , explain your justification with full reasoning to continue with your proposals.	

Stage 7: Improvement Action Plan					
14. List below any actions you plan to take as a result of this Impact Assessment. This should include any actions identified throughout the EqIA.					
Area of potential adverse impact e.g. Race, Disability	Action required to mitigate	How will you know this is achieved? E.g. Performance Measure / Target	Target Date	Lead Officer	Date Action included in Service / Team Plan
None. The equality impact assessment indicates that the equalities impact of the proposal should be neutral	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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.	
15. How will you monitor the impact of the proposals once they have been implemented? What monitoring measures need to be introduced to ensure effective monitoring of your proposals? How often will you do this? <i>(Also Include in Improvement Action Plan at Stage 7)</i>	The responsibility to Police the area falls with the MPS, and therefore any impact would be felt by them rather than the Council. It is imperative that they are involved in any discussion going forward to allow them to mitigate against the impact
16. How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 7)</i>	
17. Have you received any complaints or compliments about the proposals being assessed? If so, provide details.	No

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
Not applicable	Not applicable	Not applicable

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.

19. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?			
Signed: (Lead officer completing EqIA)	Richard Le-Brun	Signed: (Chair of DETG)	Hanif Islam
Date:	22/06/2015	Date:	23/06/2015
Date EqIA presented at the EqIA Quality Assurance Group	Signature of ETG Chair		