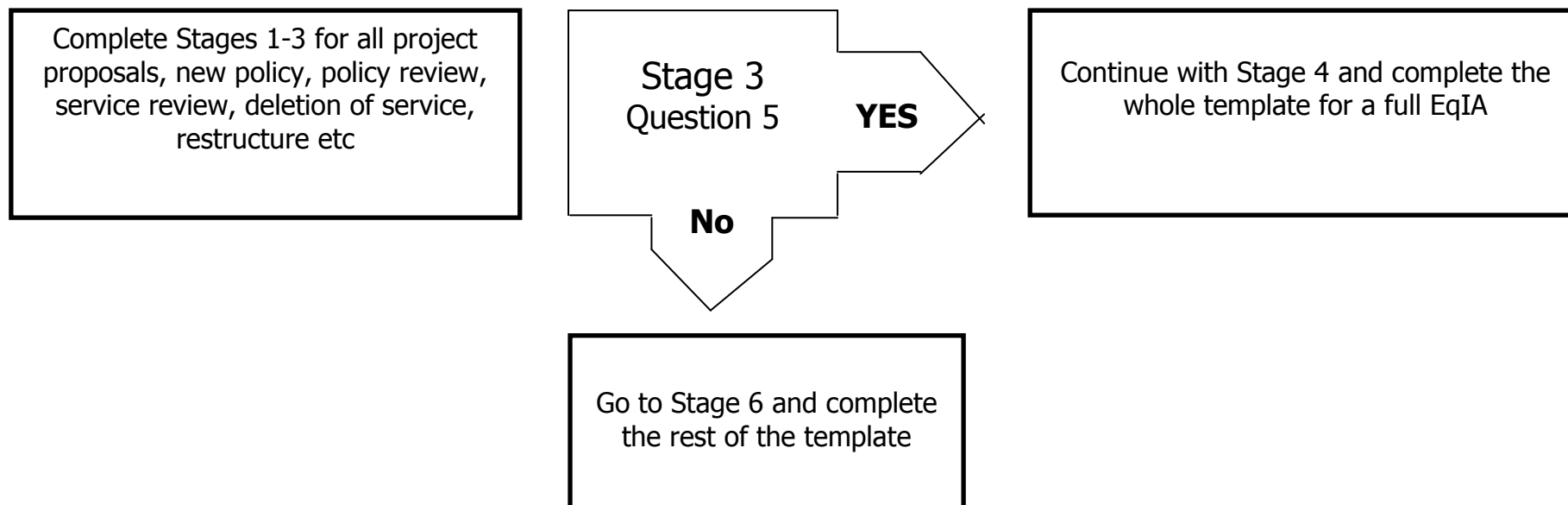


Equality Impact Assessment Template

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



- In order to complete this assessment, it is important that you have read the Corporate Guidelines on EqIAs and preferably completed the EqIA E-learning Module.
- You are also encouraged to refer to the EqIA Template with Guidance Notes to assist you in completing this template.
- SIGN OFF: All EqIAs need to be signed off by your Directorate Equality Task Groups.
- Legal will NOT accept any report without a fully completed, Quality Assured and signed off EqIA.
- The EqIA Guidance, Template and sign off process is available on the Hub under Equality and Diversity

Equality Impact Assessment (EqIA) Template

Type of Decision: Tick ✓	✓	Cabinet		Portfolio Holder		Other (explain)	
Date decision to be taken:	8 December 2016 – Cabinet						
Value of savings to be made (if applicable):	£734,000 over 3 years (2017/18 to 2019/20)						
Title of Project:	Voluntary and Community Sector Funding Proposals 2016/17						
Directorate / Service responsible:	Resources and & Commercial / Strategic Commissioning People's Services / Adult Social Services						
Name and job title of Lead Officer:	Nahreen Matlib, Senior Policy Officer						
Name & contact details of the other persons involved in the assessment:	Jasbinder Baddhan, Community Sector Development Officer Rachel Dickinson – Care Act programme lead Cross-directorate project group overseeing the coordination of the consultation around VCS funding proposals. VCS organisations through a number of consultation events in October 2016.						
Date of assessment (including review dates):	September – November 2016						
Stage 1: Overview							
<p>1. What are you trying to do?</p> <p>(Explain your proposals here e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)</p>	<p>This consultation presents a joined up proposal from a number of areas in the Council (Adult Social Care, Revenues and Benefits, Community Grants and Housing) about the future relationship and funding arrangements for the Voluntary and Community Sector over the next three years 2017/18 – 2019/20.</p> <p>The funding proposals and on-going financial challenges faced by the Council set the context for a strategic shift in the Council's relationship with the Voluntary and Community Sector to focus on statutory service delivery, the provision of general information & advice and working in partnership with the sector to support it to access and generate alternative sources of funding and build strong local consortia.</p> <p>The proposal builds on pre-consultation and co-production work carried out with the Voluntary and Community Sector and service users during the spring and summer of 2016 principally around the creation of a new Information, Advice and Advocacy Strategy</p>						

	<p>(see separate report and EQIA on 8 December 2016 Cabinet agenda) and have been the subject of extensive consultation with the sector and service users during September and October.</p> <p>The proposal is to:</p> <ol style="list-style-type: none"> 1. Continue funding statutory Care Act and advocacy service provision. 2. Tender for a generalist advice service for 3 years 3. Introduce a tapered fund allocated via a grants process for specialist and non-statutory information and advice that the Voluntary and Community Sector could access over the next two years and would reduce incrementally to zero by year 3. 4. Provide support through officer capacity and other initiatives such as crowdfunding to assist the sector and the community to bring in additional income. 5. Arrange a Harrow Crowdfunding platform with a specialist provider to support access to this alternative funding option and a Council Top Up Fund which would be used to contribute towards Crowdfunding initiatives. 6. Continue to fund a Voluntary and Community Sector infrastructure organisation on the same or similar specification as now. 					
<p>2. Who are the main groups / Protected Characteristics that may be affected by your proposals? (✓ all that apply)</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>3. Is the responsibility shared with another directorate, authority or organisation? If so:</p> <ul style="list-style-type: none"> • Who are the partners? • Who has the overall responsibility? • How have they been involved in the assessment? 	<p>The development and delivery of the consultation process has been shared with a cross-directorate project group, with representatives drawn from Resources & Commercial and People's Services.</p> <p>The Voluntary and Community Sector (VCS) have been involved in the development of</p>					

this EQIA through four consultation events in October.

Stage 2: Evidence & Data Analysis

4. What evidence is available to assess the potential impact of your proposals? 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, press reports, letters from residents and complaints etc. Where possible include data on the nine Protected Characteristics.

(Where you have gaps (data is not available/being collated for any Protected Characteristic), you should include this as an action to address in your Improvement Action Plan at Stage 6)

OVERALL IMPACT

Under these proposals some organisations who are currently funded will no longer receive funding – since 2013/14 approximately 25 organisations have received an annual small grant award and 15 organisations were awarded a 3-year outcome based grant (OBG).

¹Mind in Harrow provided analysis of 2013/14 and 2014/15 external funding levels for the 2015 Take Part consultation. This forecast the impact of the proposed cut of voluntary sector capacity to deliver preventative services benefitting the four priority client groups (learning disability, mental health, physical disability, older people) and their carers funded external sources. For example, for the organisations under the Harrow Community Action consortium that deliver the Harrow Care Act Information and Advice Service² (Harrow Carers, Harrow Mencap, Age UK, HAD, Mind in Harrow) and other local adult social care providers, the combined impact was forecast as:

- The loss of over £1,000,000 funding per annum from Big Lottery, charitable grant-making trust and national government sources not being raised for Harrow services.
- As a result, over 350 volunteers supported by these externally funded projects not recruited and trained to contribute to service delivery.
- As a result, over 6,000 people from the priority vulnerable groups not benefitting from a range of preventative outcomes, including improved mental and physical health, increased social integration, better sustained caring role and reduced need for care and support.
- Even if only 10% of 6,000 people access FACS eligible personal budget resources following the loss of voluntary sector externally funded services, it is estimated the financial impact on the Council could be very significant, totalling hundreds of thousands of pounds or more per annum.

There are 287 VCS organisations on the Harrow Community Action (third sector support organisation) database. The council currently funds 13 organisations through the Outcome Based Grants programme, 16 through the Small Grants programme and 13 through Adult SLAs (2016/17 grants) and this represents 38 different organisations. So at most, the council funds 13% of VCS organisations through this route. These groups

¹ Mind in Harrow evidence submission in relation to impact of Council proposed funding cut to all VCS funding 2015-16 (January 2015)

² Support & Wellbeing Information Service Harrow (SWiSH)

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support the delivery of a range of activities to a diverse cross-section of people from across the borough. In the latest grants monitoring report, the number of beneficiaries of these grant funded services during the monitoring period October 2014 to March 2015 was 69,989³.

Organisations identified specific protected characteristics relating to their service users in their 2014-15 monitoring forms:

OBGs (15)

Age	10
Disability	6
Race	2
Sex	2
All	1

Small grants (25)

Age	21
Disability	8
Race	9
Sex	4
Religion	1
Gender reassignment	2
Marriage	1

The quality of monitoring across the organisations is not consistent. Monitoring returns highlight that not all organisations have accurately captured the protected characteristics that represent their service users, and therefore caution should be exercised when considering the further analysis (by protected characteristic) given below.

The data used below relates to that provided by organisations in receipt of community grants (OBGs and small grants) for 2014/15 as part of the annual monitoring process. This is the latest live information that the council holds, as monitoring information for 2015/16 is yet to be collected and analysed. At the request of some VCS organisations, the monitoring for 2015-16 has been delayed given the consultation activity around funding proposals 2016/17. We recognise that the information below therefore relates to a period before the funding reductions for 2015-16⁴ and therefore the projects and number of beneficiaries may not necessarily reflect current activity.

Protected Characteristic	Evidence	Analysis & Impact
Age (including carers of young/older people)	2011 Census	The resident population of Harrow according to the 2011 Census was 239,100. Census data by age for the whole borough was as follows:

³ It should be noted that funding was then reduced by 42% from April 2015 and therefore the number of beneficiaries is likely to have fallen

⁴ Cabinet, 19 March 2015 – Cabinet report and accompanying EQIA can be found at:
<http://www.harrow.gov.uk/www2/ieListDocuments.aspx?CId=249&MId=62361&Ver=4>

	Community Grants Scheme 2014/15 returns	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%
		Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:		
OBGs				
Organisation	Project description	Number of beneficiaries (actual)		
ADHD & Autism Support Harrow	The Transitions Project	101		
Age UK Harrow	Sustainable Services Project	1590		
Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126		
Harrow Law Centre	Harrow Law Centre	1165		
HARROW SHOPMOBILITY	Promoting Integration and Independence of Disabled People	3686		
Ignite Trust	Expression Youth Community	529		

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	Relate London North West	Emotional Support for Individuals and Families	1005
	Roxeth Youth Zone	The Space Project	1454
	South Harrow Christian Fellowship	Supporting the Elderly	70
	St Luke's Hospice	Home service for the residents of Harrow	146
	The WISH Centre	Sexual Violence Prevention, Advocacy and Support Service	2869
		TOTAL	15741
Small grants			
	Organisation	Project description	Number of beneficiaries (actual)
	9th Kenton Group	Scouting activities for children aged 6-14 years	95
	Harrow Athletic Club	Quaadkids and Super 8 athletics	133
	Harrow Bengalee Association	Senior Citizen / Family Support	292
	Indian Association of Harrow (IAH)	Community Seniors Club	200
	Navnat Yuva Vadil Mandal	Provision of Transport Facility For The Harrow Elderly and Disabled Members.	53
	Harrow Community Radio	Being the voice of Harrow	3040
	Russian Immigrants Association (RIA)	Drop in Centre	222
	Somali Cultural and Educational Association (SCEA)	Educational Support	30
	African Women Welfare	Empowering African Women Through Education	15
	Harrow Environmental Forum	Environmental activity and learning school and teacher support	1500
	Harrow United Deaf Club	HUDC's bringing people together project	615
	Herts Inclusive Theatre	Acting up - adult drama group	200
	London Kalibari	London Kalibari working in and	400

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			involving the community										
		Radio Northwick Park	Radio Northwick Park running costs	7700									
		South Harrow Christian Fellowship	Youth enrichment project	90									
		Tamil Association	Women outreach project	77									
		VAH Co-operative	Harrow trustee network better governance and trustee diversity pilot	141									
			TOTAL	14803									
		<p>The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.</p> <p>Adult SLA funded services 2015-16</p> <table border="1"> <thead> <tr> <th>Organisation</th> <th>SLA details</th> <th>Expected number of users (based on SLA numbers)</th> </tr> </thead> <tbody> <tr> <td>Age UK Harrow</td> <td>Core Services, Befriending, Reablement user Survey. Services provided to Harrow Residents aged 65+</td> <td>3,008</td> </tr> </tbody> </table> <p>POPPI data suggests an increase in the number of people aged 65 and over by 14% by 2020 and 29% by 2025. The biggest predicted increase is in people over 85 (26% increase by 2020) this amounts to 14.83% of the population of Harrow who are 65+ and 2.07% that are 85+; this is predicted to increase to 15.63% of the population who are 65+ and 2.37% who are 85+ by 2020.</p> <p>With evidence of an ageing population, and social care records evidencing that the majority of people present with more/ more complex needs the proposal to reduce the funding to Age UK Harrow who provide specific services aimed at people aged 65 and over is likely to have a negative impact on people aged 65 and over.</p> <table border="1"> <tr> <td>Harrow Carers</td> <td>Core Services to support</td> <td>2,970</td> </tr> </table>			Organisation	SLA details	Expected number of users (based on SLA numbers)	Age UK Harrow	Core Services, Befriending, Reablement user Survey. Services provided to Harrow Residents aged 65+	3,008	Harrow Carers	Core Services to support	2,970
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POPPI PANSI data

	<p>Harrow Joint Strategic Needs Assessment (JSNA 2015-2020)</p>	<table border="1" data-bbox="752 132 2096 252"> <tr> <td data-bbox="752 132 1200 252"></td> <td data-bbox="1200 132 1648 252"> <p>carers in Harrow including training, respite, day trips and support groups</p> </td> <td data-bbox="1648 132 2096 252"></td> </tr> </table> <p>In 2015, the Department of Health estimated 12% of people aged 16 or over in England in 2009/10 were looking after or giving special help to a sick, disabled or elderly person. Half were caring for someone who was living with them. The Census (2011) showed there were 24,620 carers in Harrow, an increase of over 4000 (almost 20%) from ten years earlier. With an increase in the number of older people, and people requiring care and support it is likely that the number of carers in the Borough will continue to increase.</p> <p>The Care Act 2014 introduced new responsibilities for Councils to provide support for carers, this support is also provided by Harrow Carers and is not included within these proposals. While there may be some impact on the level of support provided by Harrow Carers, there is significant funding still accessible to carers support in the form of the Care Act Contract.</p>		<p>carers in Harrow including training, respite, day trips and support groups</p>				
	<p>carers in Harrow including training, respite, day trips and support groups</p>							
<p>Disability (including carers of disabled people)</p>	<p>Census 2011</p>	<p>Disability – 17.3% of Harrow’s working age population classified themselves as disabled, a total of 26,600 people⁵. 8,370 individuals, 3.4% of the population, receive Disability Living Allowance.⁶</p> <p>The table below shows the proportion of people who self-reported in the census that they provide some form of unpaid care.</p> <table border="1" data-bbox="752 1034 2096 1295"> <thead> <tr> <th data-bbox="752 1034 1774 1107"></th> <th data-bbox="1774 1034 2096 1107">Harrow</th> </tr> </thead> <tbody> <tr> <td data-bbox="752 1107 1774 1181">People providing no unpaid care (% of total population) (2011)</td> <td data-bbox="1774 1107 2096 1181">89.7 (214,436)</td> </tr> <tr> <td data-bbox="752 1181 1774 1295">People providing unpaid care, 1-19 hours per week (% of total population) (2011)</td> <td data-bbox="1774 1181 2096 1295">6.65 (15,889)</td> </tr> </tbody> </table>		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)
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⁵ In 2011/2012, ONS, Annual Population Survey

⁶ In February 2014, Rate is calculated using the ONS 2013 Mid-Year Estimates

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	Community Grants Scheme 2014/15 returns	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)	
		Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:		
		OBGs		
		Organisation	Project description	Number of beneficiaries (actual)
		ADHD & Autism Support Harrow	The Transitions Project	101
		Harrow Association of Disabled People	Overcoming barriers of poverty and exclusion	570
		Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126
		Harrow Law Centre	Harrow Law Centre	1165
		HARROW SHOPMOBILITY	Promoting Integration and Independence of Disabled People	3686
Mind in Harrow	Harrow Mental Health Information Service	9949		
St Luke's Hospice	Home service for the residents of Harrow	146		
	TOTAL	18743		
Small grants				
Organisation	Project description	Number of beneficiaries (actual)		
Asperger's Syndrome Access to Provision	Improving Social Understanding, teaching autistic client show to understand themselves and others	30		
Navnat Yuva Vadil Mandal	Provision of Transport Facility For The Harrow Elderly and Disabled	53		

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	Members.	
Harrow Community Radio	Being the voice of Harrow	3040
Harrow Town Cricket Club - Ladies Section	Ongoing development of female cricket	45
Harrow United Deaf Club	HUDDC's bringing people together project	615
Herts Inclusive Theatre	Acting up - adult drama group	200
Radio Northwick Park	Radio Northwick Park running costs	7700
	TOTAL	11683

The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.

Adult SLA funded services 2015-16

Organisation	SLA details	Expected number of users (based on SLA numbers)
HAD	Support to people with a disability to overcome worklessness, poverty, homelessness and to more lead independent lives	1,950
Mind	Core services, to support people in Harrow suffering from a mental health condition, and the people who care for them. Funding for the Harrow User Group (HUG) providing training around representation and participation for people with mental health difficulties	48
Harrow Mencap	Core Services to support people	520

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	POPPI PANSI data		in Harrow with a learning disability. In particular, employment and volunteering support, outreach and community activities	
		Tanglewood	Contribution towards the running of a learning disability group running on a Monday evening with an average of 50 attendees per week	50
		National Autistic Society	Small Support group for people with Autism and Asperger's that meets monthly. Includes outings and trips as well as arranged group sessions	20
		Middlesex Association for the Blind	Part time co-ordinator to manage volunteer in Harrow. Specialist home visiting service to recruit and train volunteers to support people in Harrow who are blind, deafblind and visually impaired	70
		Hillingdon Aids Response Trust	Services to support adults and children in Harrow impacted by HIV and AIDS	139
			Total	2,767
<p>Due to the nature of support provided by Adult Social care, and the role the existing organisations play in supporting people in the community it is likely that these proposals will have a negative impact on people with disabilities. PANSI data suggests that the number of people with a learning disability is increasing year on year from 3,782 in 2014 to 3,958 by 2025, these proposals impact Harrow Mencap and Tanglewood and NAS who provide support specifically to people with a learning</p>				

		<p>disability.</p> <p>The same data states that the number of people aged 18-64 with a moderate or serious physical disability is also increasing from 14,908 in 2014 to 15,956 in 2020. This proposal impacts several organisations providing support to people with physical disabilities.</p> <p>The mental health data for Harrow states that the number of people 18-64 predicted to have a common mental disorder is also increasing, from 24,975 in 2014 to 26,064 in 2020, with 11,168 of these people predicted to have two or more psychiatric disorders increasing to 11,674 by 2020 . This proposal impacts Mind in Harrow, who specifically support people in Harrow with mental health difficulties, and as such this proposal is likely to have a specific impact on people with a mental health related disability.</p>																							
<p>Gender Reassignment</p>	<p>Community Grants Scheme 2014/15 returns</p>	<p>Census data is not currently available for this group.</p> <p>Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:</p> <p>OBGs</p> <table border="1" data-bbox="752 847 2096 1007"> <thead> <tr> <th>Organisation</th> <th>Project description</th> <th>Number of beneficiaries (actual)</th> </tr> </thead> <tbody> <tr> <td>Harrow Citizens Advice Bureau</td> <td>AdviceLine for Harrow</td> <td>3126</td> </tr> <tr> <td colspan="2">TOTAL</td> <td>3126</td> </tr> </tbody> </table> <p>Small grants</p> <table border="1" data-bbox="752 1086 2096 1345"> <thead> <tr> <th>Organisation</th> <th>Project description</th> <th>Number of beneficiaries (actual)</th> </tr> </thead> <tbody> <tr> <td>African Women Welfare</td> <td>Empowering African Women Through Education</td> <td>15</td> </tr> <tr> <td>Harrow Town Cricket Club - Ladies Section</td> <td>Ongoing development of female cricket</td> <td>45</td> </tr> <tr> <td colspan="2">TOTAL</td> <td>60</td> </tr> </tbody> </table>			Organisation	Project description	Number of beneficiaries (actual)	Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126	TOTAL		3126	Organisation	Project description	Number of beneficiaries (actual)	African Women Welfare	Empowering African Women Through Education	15	Harrow Town Cricket Club - Ladies Section	Ongoing development of female cricket	45	TOTAL		60
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returns

Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:

OBGs

Organisation	Project description	Number of beneficiaries (actual)
Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126
TOTAL		3126

Small grants

Organisation	Project description	Number of beneficiaries (actual)
Russian Immigrants Association (RIA)	Drop in Centre	222
TOTAL		222

The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.

Adult SLA funded services 2015-16

Organisation	SLA details	Expected number of users (based on SLA numbers)
None of the currently funded organisations provide services specifically targeting this group however of the 86 organisations responding to the 2015 Take Part survey, 8% stated that they serve people of this group.		

The information relating to Marriage/ civil partnership is not currently collected in relation to the Adult SLAs, none of the organisations are funded specifically to provide support in relation to marital

		status and as such it is unlikely that there will be a disproportionate impact on this protected characteristic.			
Pregnancy and Maternity	Community Grants Scheme 2014/15 returns	Census data is not currently available for this group.			
		Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:			
		OBGs			
		Organisation	Project description	Number of beneficiaries (actual)	
		Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126	
		TOTAL		3126	
Small grants					
Organisation	Project description	Number of beneficiaries (actual)			
None					
The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.					
Adult SLA funded services 2015-16					
Organisation	SLA details	Expected number of users (based on SLA numbers)			
None of the currently funded organisations provide services specifically targeting this group however of the 86 organisations responding to the 2015 Take Part survey, 7% stated that they serve people of this group.					

		The information relating to pregnancy/ maternity is not currently collected in relation to the Adult SLAs, none of the organisations are funded specifically to provide support connected to pregnancy or maternity and as such it is unlikely that there will be a disproportionate impact on this protected characteristic .		
Race	Census 2011	Census data 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%
Community Grants Scheme 2014/15 returns	Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:			
	OBGs			
	Organisation	Project description	Number of beneficiaries (actual)	
	EACH Counselling and Support	Trauma, Violence and Abuse Counselling and Support	0	
	Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126	
	Mind in Harrow	Harrow Mental Health Information Service	9949	
	TOTAL		13075	

Small grants		
Organisation	Project description	Number of beneficiaries (actual)
Harrow Anti-Racist Alliance	Community Support Service (CSS)	302
Harrow Bengalee Association	Senior Citizen / Family Support	292
Indian Association of Harrow (IAH)	Community Seniors Club	200
Somali Cultural and Educational Association (SCEA)	Educational Support	30
Harrow Environmental Forum	Environmental activity and learning school and teacher support	1500
London Kalibari	London Kalibari working in and involving the community	400
VAH Co-operative	Harrow trustee network better governance and trustee diversity pilot	141
TOTAL		2865
<p>The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.</p>		
Adult SLA funded services 2015-16		
Organisation	SLA details	Expected number of users (Actual from 2014 monitoring report)
DAWN Yakeen	Specialist Counselling for Asian Women	72
<p>Ethnicity data seen showed that 69 clients identify as Indian, 13 as Pakistani, 6 as Afghani, 8 as Sri Lankan, with other users identifying as Iranian and Iraqi. All service users from DAWN – Yakeen are</p>		

		Asian, and as such these proposals have a much greater impact on this protected characteristic. In particular Asian Women, and Asian women with a mental health difficulty.		
Religion and Belief	Census 2011	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)		
Community Grants Scheme 2014/15 returns	Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:			
	OBGs			
	Organisation	Project description	Number of beneficiaries (actual)	
	Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126	
		TOTAL	3126	

		<p>Small grants</p> <table border="1"> <thead> <tr> <th data-bbox="752 213 1211 293">Organisation</th> <th data-bbox="1211 213 1675 293">Project description</th> <th data-bbox="1675 213 2136 293">Number of beneficiaries (actual)</th> </tr> </thead> <tbody> <tr> <td data-bbox="752 293 1211 363">Harrow Anti-Racist Alliance</td> <td data-bbox="1211 293 1675 363">Community Support Service (CSS)</td> <td data-bbox="1675 293 2136 363">302</td> </tr> <tr> <td colspan="2" data-bbox="752 363 1675 402">TOTAL</td> <td data-bbox="1675 363 2136 402">302</td> </tr> </tbody> </table> <p>The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.</p> <p>Adult SLA funded services 2015-16</p> <p>None of the Adults impacted organisations provide support specifically based on religion/ belief and therefore the proposals are unlikely to specifically impact this protected characteristic.</p>	Organisation	Project description	Number of beneficiaries (actual)	Harrow Anti-Racist Alliance	Community Support Service (CSS)	302	TOTAL		302						
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TOTAL		302															
Sex / Gender	<p>Census 2011</p> <p>Community Grants Scheme 2014/15 returns</p>	<p>Of Harrow's total population (242,400), 119,900 (49.5%) are male and 122,400 (50.5%) are female</p> <p>Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:</p> <p>OBGs</p> <table border="1"> <thead> <tr> <th data-bbox="752 1034 1211 1114">Organisation</th> <th data-bbox="1211 1034 1675 1114">Project description</th> <th data-bbox="1675 1034 2136 1114">Number of beneficiaries (actual)</th> </tr> </thead> <tbody> <tr> <td data-bbox="752 1114 1211 1152">Harrow Citizens Advice Bureau</td> <td data-bbox="1211 1114 1675 1152">AdviceLine for Harrow</td> <td data-bbox="1675 1114 2136 1152">3126</td> </tr> <tr> <td data-bbox="752 1152 1211 1190">Roxeth Youth Zone</td> <td data-bbox="1211 1152 1675 1190">The Space Project</td> <td data-bbox="1675 1152 2136 1190">1454</td> </tr> <tr> <td data-bbox="752 1190 1211 1260">The WISH Centre</td> <td data-bbox="1211 1190 1675 1260">Sexual Violence Prevention, Advocacy and Support Service</td> <td data-bbox="1675 1190 2136 1260">2869</td> </tr> <tr> <td colspan="2" data-bbox="752 1260 1675 1299">TOTAL</td> <td data-bbox="1675 1260 2136 1299">7449</td> </tr> </tbody> </table> <p>Small grants</p>	Organisation	Project description	Number of beneficiaries (actual)	Harrow Citizens Advice Bureau	AdviceLine for Harrow	3126	Roxeth Youth Zone	The Space Project	1454	The WISH Centre	Sexual Violence Prevention, Advocacy and Support Service	2869	TOTAL		7449
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TOTAL		7449															

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Organisation	Project description	Number of beneficiaries (actual)
Asperger's Syndrome Access to Provision	Improving Social Understanding, teaching autistic client show to understand themselves and others	30
Harrow Athletic Club	Quadkids and Super 8 athletics	133
Tamil Association	Women outreach project	77
	TOTAL	240

The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.

Adults SLA

Organisation	SLA details	Expected number of users (Actual from 2014 monitoring report)
DAWN Yakeen	Specialist Counselling for Asian Women	72

DAWN Yakeen, provides support mainly to Asian Women (though the programme has recently extended to include male service users) if the proposal is accepted, and DAWN are no longer able to provide the support as they are now, it is likely that there will be a disproportionate impact on Asian Women in Harrow.

HART – While the data relating to the gender split of users at HART is not considered in this EQIA, nationally out of the 6095 people diagnosed with HIV ⁷ 75% of these were men, the support provided to sufferers and their families in Harrow is not specifically targeted at men, but it is likely that more clients will be men, due to the nature of the gender split for HIV sufferers on a national level.

⁷ www.nat.org.uk/we-inform/HIVStatistics

Sexual Orientation	Equality Matters – Reducing Inequality in Harrow, August 2016	Census data is currently not available for this group.			
		Sexual Orientation – It is estimated that 6% of the UK population are lesbian, gay and bisexual (LGB), which would equate to approximately 14,430 of our residents. ⁸			
		Of the 2014/15 funded organisations the following provide services specifically targeting people in this protected characteristic group:			
		OBGs			
		Organisation	Project description	Number of beneficiaries (actual)	
	Harrow Citizens Advice Bureau	AdviceLine for Harrow		3126	
		TOTAL		3126	
	Community Grants Scheme 2014/15 returns	Small grants			
		Organisation	Project description	Number of beneficiaries (actual)	
		None			
The list shows only those organisations/services specifically targeting this group, as noted in their annual grants monitoring form. Other organisations and services may also provide services from this group.					
Adult SLA funded services 2015-16					
Organisation	SLA details	Expected number of users (based on SLA numbers)			
None of the currently funded organisations provide services specifically targeting this group however of the 86 organisations responding to the 2015 Take Part survey, 7% stated that they serve people of this group.					

⁸ Equality Matters – Reducing Inequality in Harrow, August 2016

	<p>While the information around the sexual orientation of the clients impacted by these proposals has not been captured, nationally gathered statistics by the University of Cambridge (and published in the Journal of General Internal Medicine) stated that 12% of lesbian women and 19% of bisexual women reported mental health problems. This is compared to 6% of heterosexual women. 11% gay men, and 15% bisexual men reported mental health problems, compared to just 5% of straight/heterosexual males. This means that there may be an impact on the group, and special care will need to be taken when looking at the support available in the market for the LGBT community, and with this proposal directly impact people with mental health difficulties.</p> <p>The council is not aware of any groups in Harrow that specifically provide information and advice to the LGBT community, however we do know that some of our LGBT and gender reassigned residents use services in neighbouring Ealing⁹. Harrow does not have a local specialist LGBT forum through which to support the local LGBT community, although there is a LGBT youth group based in Harrow. Data shows increased prevalence of domestic violence, hate crime¹⁰ and health inequalities in the LGBT community and therefore for example more need for information and advice in these areas for the LGBT community.</p> <p>The council has not had any grant applications from specific groups supporting the LGBT community in the last 5 years.</p>
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Stage 3: Assessing Potential Disproportionate Impact

5. 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									

⁹ West London LGBT Forum

¹⁰ <https://www.theguardian.com/society/2016/oct/08/homophobic-attacks-double-after-brexit-vote>

YES - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, complete a FULL EqIA.

- **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 6

Stage 4: Further Consultation / Additional Evidence

6. 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? E.g. revising your proposals
Preliminary consultation – developing ideas with the VCS (May – July 2016) <ul style="list-style-type: none"> • With service providers – questionnaires, telephone surveys, workshops (facilitated by New Local Government Network), co-production event, 	As this tranche of consultation activity relates primarily to developing an Information, Advice & Advocacy Strategy (IAAS) for the borough, the results and implications for different groups / protected characteristics reflect more relevance to the IAAS development rather than funding proposals per se. As there is a separate EQIA for the IAAS, please refer to the IAAS EQIA for consultation results. <p>Additional issues raised of relevance to the funding proposals are:</p> <p>Access With fewer organisations receiving grant funding from the council, organisations providing services to specific communities may no longer exist or may no longer be able to specialise in specific community languages.</p>	Ensuring the new service for information and advice adequately reflects the need for translation into community

<p>discussion meeting to hear VCS concerns. 39 different organisations have been engaged with through these consultation exercises.</p> <ul style="list-style-type: none"> • With service users – questionnaires, meetings with user groups, face to face meetings with service users to develop case studies 	<p>Training and quality assurance</p> <p>Users argued that there was a lack of expert advisors due to a reduced flow of volunteers into the VCS sector in recent years, and because organisations may struggle to retain these volunteers once they are fully trained. ‘Volunteers receive intense training but then leave and move on’ was a common response. The VCS may therefore require a stronger base for attracting volunteers and incentivising them to remain in their positions once trained.</p> <p>The proposal to have a generalist advice service, VCS organisations have told us, risks undermining groups that specialise and often target specific protected characteristics.</p>	<p>languages (including new communities coming into Harrow), the provision of interpreters and demonstration of cultural sensitivity. For example the tapered fund could be used by the service for translation and interpretation provision.</p> <p>Volunteer use will be part of service specification for the generalist information and advice service. 3-year service provision will give a level of assurance to investing in volunteering.</p> <p>Infrastructure organisation for supporting the VCS to maximise volunteers into the VCS so as to build up capacity and knowledge of specialisms.</p> <p>Infrastructure organisation to support organisations of all sizes/specialisms to attract alternative sources of funding for their services.</p>
<p>Co-production of</p>	<p>As this tranche of consultation activity relates primarily to developing an</p>	<p>Most of these actions were</p>

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<p>Information, Advice and Advocacy strategy between Council and VCS: (Event on 17 October 2016)¹¹</p> <ul style="list-style-type: none"> • Workshop style – about 20 attendees 	<p>Information, Advice & Advocacy Strategy (IAAS) for the borough, the results and implications for different groups / protected characteristics reflect more relevance to the IAAS development rather than funding proposals per se. As there is a separate EQIA for the IAAS, please refer to the IAAS EQIA for consultation results.</p> <p>Additional issues (not captured in the above) of relevance to the funding proposals emerging from this event are:</p> <p>Vulnerable groups Social care groups and migrant groups were identified by the VCS as particularly vulnerable and therefore perhaps most impacted by the funding proposals. The most in need must be identified through partnership work within the VCS.</p> <p>Social isolation A common concern surrounded social isolation, especially for the elderly and those with disabilities, who currently use support from VCS organisations for information and advice, but also a range of other support e.g. face to face contact, befriending, building up confidence/skills. This rests on the point stressed by the VCS that their organisations offer more than just information and advice, and that by their services potentially no longer being available a lot of preventative work will be lost, at the expense of vulnerable people on the edge of 'crisis point'.</p> <p>Signposting/referrals The VCS told us of the tendency for referring organisations to refer to their own service rather than elsewhere. This may not be possible if the number of organisations and the services they offer funded by the council are reduced. It was suggested that there be a database which maps all services available in the local VCS, and that a Continuous Professional Development programme be run with the aim of improving collaboration between providers.</p>	<p>suggested by the VCS at the event:</p>
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¹¹ Given that the majority of OBG and small grants are awarded in the area of information and advice, there are significant overlaps between the development of the new Information, Advice & Advocacy strategy/services and the funding landscape for the VCS going forward.

	<p>Furthermore it was suggested that a digital portal similar to the HAT may improve accessibility/referral pathways.</p> <p>Attracting alternative funding A number of organisations raised that without council funding they would struggle to continue to provide the services they currently do, and this may particularly hit projects that are additional to core provision. External funding will be difficult to attract due increased competition and may not cover statutory/core services. Also, without council funding, organisations can lose the infrastructure capacity needed to apply for other funding (e.g. staff capacity) and external bodies often check if the applicant is backed by council funding before awarding grants. There will be need to apply for funding with good marketing which reflects the priorities of external funding bodies.</p> <p>Some organisations pointed out that crowdfunding is not a universally suitable or attractive alternative to more traditional ways of raising funds. Crowdfunding may not be attractive to all clientele, as Shopmobility (whose clientele are predominantly elderly) noted. Also as the WISH Centre and Young Harrow Foundation noted, not all causes are equally attractive or global enough to attract funds through crowdfunding e.g. young Asian girls who are victims of sexual violence, addressing gang culture. The more attractive causes are ones that most people can relate to or see as relevant to them e.g. animal welfare, environmental causes, health and wellbeing.</p> <p>There is a skillset needed within organisations to successfully access crowdfunding and organisations need an awareness around how best to market/showcase their services so that they have a presence in the wider Harrow community.</p>	<p>Infrastructure organisation to support organisations in pulling together funding applications and marketing.</p> <p>Crowdfunding platform to be set up by the council to support VCS. However crowdfunding will not substitute funding levels or all types of activities. A suggested mitigation to this was for the council to support robust bids for alternative funding before funding ceases. The council should help the VCS lever in funding proactively and work with HCA to identify alternative funding sources and the best ways to support applications.</p> <p>Council to set up a session between the crowdfunding partner and local VCS to explore how crowdfunding can best work in Harrow and how local opportunities for income maximisation can be realised.</p>
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	<p>Timeframe for changes Support is needed now to stop small organisations from closing due to being financially unviable, although even some of the larger organisations have said they may close if they lose their grants and core funding.</p> <p>Although there were requests for the council to prolong the tapering of funds so as to allow organisations to acclimatise to the funding landscape/demands, the funding envelope for the council cannot sustain this.</p> <p>The 'value add' of VCS organisations Many VCS organisations provide more than just information/advice which is at risk of being lost if the organisations ceased to exist e.g. work on prevention/ intervention, engagement and outreach, user involvement. The impact of this may be unknown as there will be a critical period of time within which organisations will assess whether they can continue in the new funding environment. CAB referred to the escalation of cases to the council, especially of vulnerable social care cases, that will increase should people no longer be able to have their needs met through the VCS. In addition, there is data/intelligence gathering that the VCS do that may be lost.</p>	<p>Explore Hackney giving scheme which informs local philanthropists about local needs and encourages businesses to donate. Whilst most businesses in Harrow are small, the VCS organisations at the co-production event suggested that there are still untapped resources here.</p> <p>Encourage services to amalgamate/merge where possible to better enjoy economies of scale and maximise income across a larger geographical area.</p> <p>Outreach work on key areas of support, as identified in the needs analysis (e.g. welfare reform), to be included in the service specification for the generalist advice service.</p>
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	<p>Staff/Volunteers DAWN raised the impact not only on vulnerable people but also the counsellors and interns who rely on working in specialist organisations for their professional development. Without access to clients of certain groups, their skills and expertise may be lost from the local sector.</p>	<p>Peer to peer advocates was suggested by the VCS – training members of the public to conduct outreach and engagement work on behalf of the VCS, and identifying vulnerable members of the public who may need assistance.</p>
<p>Consultation with the VCS on funding proposals (22 September to 31 October 2016)</p> <ul style="list-style-type: none"> • Online and paper consultation¹² - 25 responses from 19 organisations were received. In addition, 8 written submissions covering 21 organisations were also received • 2 open discussion meetings (26 September attended by 4 organisations, 6 October attended by 8 organisations) 	<p>Issues emerging from consultation responses (additional to the above) are:</p> <p>Volunteering Capturing people through volunteering opportunities can help harness and grow their social skills and engagement, and therefore in part address their social isolation. Organisations who know their clients and each individual’s multitude of issues can best identify these people where it is suitable.</p> <p>Holistic approach to information/advice services Adopting a holistic approach raises the fear that the sector could lose the specialism of some services which will no longer be funded in the traditional route. The holistic approach should be towards client group needs rather than provide for all groups of clients, “responding to people’s needs rather than people’s labels”.</p> <p>Specific clientele It was raised that historically larger grants have been awarded to organisations that serve adults (“the big players in the VCS”) and this puts organisations supporting children and young people at a disadvantage. It should not be</p>	<p>Developing volunteering support capacity within VCS whilst recognising that not all organisations will want the formality/recognition of Community Click. See above point regarding peer-to-peer advocates. Volunteering will be part of the service specification for the new generalist information and advice service.</p>

¹² Consultation documents available at: <https://consult.harrow.gov.uk/consult/ti/VCSfund/consultationHome%20%20>

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<ul style="list-style-type: none"> 4 consultation events were held in the Council over 3 days from the 10th – 13th October during the daytime and evening, which provided opportunities for the VCS to let us know their views and the implications of our proposals (In total 21 organisations attended). <p>There were 25 responses from 19 different organisations to the online questionnaire. Furthermore, the quality of the equalities data completed as part of the online responses was poor (with respondents answering for their own individual protected characteristics rather than that of their service users) and therefore compromising the analysis of equalities implications that can be carried out in Stage 5 of the EQIA.</p>	<p>assumed that all information/advice needs of all children and young people can be met through schools.</p> <p>Impact of closure of large information/advice organisations due to loss of core funding</p> <p>There is a popular view amongst the written submissions that the loss of core Adult SLA grants will impact on the most vulnerable residents in Harrow.</p> <p>In its written response to the consultation, Citizens Advice Harrow (CAH) stated that if it were to close its services entirely because of financial unviability (e.g. the loss of core funding impacts upon the ability to secure other funding, CAB is unable to charge for its services), the impact of any closure would result in:</p> <ul style="list-style-type: none"> The loss of the face to face service (over 11,000 clients contact in 2015-16) The loss of the telephone advice service (AdviceLine calls in excess of 10,000 in 2015-16) The loss of the email enquiry service 9 locally based outreach services, supporting some of the most vulnerable families, would cease to take place All the preventative work, financial capability and energy switching education would stop The entire skilled workforce would be made redundant and 58 skilled volunteers would be lost, many of them speaking community languages. <p>CAH questioned 'where the axe would fall', as if they only offer service in times of crisis, they lose the opportunity for early preventative work and enabling clients' empowerment, whilst if they cut every aspect of service, clients would suffer 'at all stages of the customer journey'.</p> <p>CAH data on current service users shows that the majority are on a low income, have a mental or physical disability, are long-term sick, are women, are black or are from a minority-ethnic background. These clients, they state already experience 'higher than average rates of unemployment, debt and homelessness'.</p>	
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<p>Analysis of the qualitative evidence provided by the written responses to the consultation as well as the general questions in the online consultation is given by theme.</p>	<p>Service user monitoring for 2015/16 showed that:</p> <ul style="list-style-type: none"> • 59% of service users were women • 65% BME • 33% disabled • 26% had long-term health conditions <p>CAH therefore stated that the cuts would impact 'thousands' of vulnerable and low income people, their children and hard-to-reach groups such as those with long term ill-health or disabilities, mental health conditions, from BAME communities or with low qualifications – as they would be 'deprived of access to an independent, free advice service'. The organisation also stated that the community trust built up with vulnerable people through current delivery of service would be lost as a result of the proposals.</p> <p>Age UK Harrow raised particular concerns about older people suffering from social exclusion who may not be supported or prevented from reaching 'crisis' point due to cuts to Adult SLA core funding. This is because Age UK Harrow states that services such as the befriending project ('the only one in Harrow that supports older isolated people') would need to close.</p> <p>Mind in Harrow believes that cuts to Adult SLA funding will have strongly adverse impacts on two areas of its service: The Harrow Mental Health User Involvement Project ('HUG' Project – which aims to engage and promote the voice of people with mental health issues) and Mind's core services (which cover a broad range of areas such as increasing mental health awareness in the community and challenging stigma, offering wellbeing info and advice and increasing peer-to-peer support opportunities).</p> <p>The Mental Health User Involvement Project receives £24,735 per annum from Adult SLA core funding, which is match funded by NHS Harrow Clinical Commissioning Group (CCG) for NHS service user involvement activities. As such, the project is 'entirely reliant on Harrow Council funding for all of its running costs'. Mind states that there is no alternative means of funding support because</p>	
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the primary purpose of the project is to support the legal obligations of the Council to consult and engage with Harrow mental health users.

Mind in Harrow is sceptical that crowd-funding would raise more than to fund small-scale time-limited activities (ie £2-3,000). If any grants were to be provided through crowd-funding, Mind states these would be restricted to specific projects and the same exclusions would apply as for other grants as explained above.

Impact on protected characteristics: In 2016, the HUG project has 600 members/beneficiaries. Equalities data of those who attended a recent HUG forum showed that:

- 59% were women
- 65% were above the age of 51 (including 18% aged 66+)
- 5% Black or Black British, 36% Indian, 12% Other Asian, 6% mixed parentage, 38% white British or other white background, and 3% other ethnic groups.
- 100% had mental health problems and 10% on Autistic spectrum

MiH believes the closure of the project which would result from the loss of Adult SLA funding would be 'indirect discrimination' towards those with mental health conditions, because they are less able to participate in consultations without support (struggle to access digital and need advocacy).

Mind in Harrow's Core Services support per year over 7,000 Harrow residents experiencing mental health needs or their carers through 13 recovery, preventative and community outreach projects in partnership with CNWL NHS Foundation Trust, other public sector partners, private and community organisations. The organisation states that 'this very significant contribution to the Harrow adult social care economy is often not recognised and its preventative impact often not quantified.'

Mind in Harrow assert that the majority of the service users impacted by the Core Services funding cut will have a mental health disability and at one or more other

	<p>'protected characteristics' under the Care Act 2010. Demographic profile of users of MiH's Core Services:</p> <p>Demographic profile of respondents</p> <ul style="list-style-type: none"> • Gender: 55% Female, 45% Male • Age ranges: 0% (20 and under), 12% (21 – 35), 35% (36 – 50), 43% (51 – 65), 9% (66+) • Ethnicity: 2% Black or Black British, 36 % Indian, 12% Other Asian Background, 9% Mixed Parentage, 51% White British or Other White Background, 2% Other Ethnic Groups • Disability: 100% mental health problems <p>MiH states that unless Harrow Council aligns to VCS priorities for sustainability urgently, Mind in Harrow will close within the next 2-3 years</p> <p>The Harrow VCS forum response¹³ found that 3 organisations believed it was 'very likely' that reduction of Adult SLAs would have a significant impact on their beneficiaries: 'Service users would be in crisis, children and families adult social care rates would escalate.'</p> <p>With regard to the loss of OBGs, there was a view that this would cause organisations to close, which would impact the most vulnerable residents, such as those experiencing domestic violence, and the retired and elderly experiencing social isolation. It was also felt that the closure of organisations would lead to increased demand for key public services such as Harrow Council ASC/NHS, which would overwhelm them: 'The withdrawal of grants will severely reduce the sector's ability to deliver against need. This will increase discrimination.'</p>	
<p>Engagement with residents and service users over the</p>	<p>Much of the feedback through these engagements reinforced the messages from the VCS as given above. Additional issues emerging are:</p>	

¹³ This response includes feedback from Capable Communities, Citizens Advice Harrow, Friends of Bentley Priory Nature Reserve, Harrow Domestic & Sexual Violence, Harrow Women's Centre, Newcleus, South Harrow Christian Fellowship, Talk:Harrow, Voluntary Action Harrow Co-operative

<p>Council's proposed changes to Adult SLAs funding - As well as seeking participation from the VCS representatives in the above, the Council also made particular efforts to engage with service users likely to be affected by changes to Adult SLAs funding in order to fully understand the impacts of these proposals on vulnerable people as well as the organisations that support them, and the long term implications on the Council.</p> <p>In terms of the Adult SLAs, the consultation process involved:</p> <ul style="list-style-type: none"> • Informal meetings, such as a Disability Day Service meeting, Mental Health User Group meeting and Learning Disability group. • Four formal meetings from 21st October – 27th October, each of 	<p>Paying for services Users of VCS organisations were willing to pay for services that they are currently not being charged for (e.g. helping with paperwork, befriending, handyman, and support groups). For example, users of Age UK Harrow services said that they would be happy to pay for some services they currently receive for free as it would help the organisation to remain financially viable.</p> <p>Strategic development of meeting the needs of disadvantaged people in the borough Age UK Harrow identified the role Age UK Harrow and other VCS organisations play in the '<i>strategic development of meeting the needs of disadvantaged people in the Borough</i>' through the LSAB and other strategic groups. The reduction in financial support provided will prevent this input being possible and Age UK Harrow urged the Council to consider some form of funding to allow for this. One suggestion included within their letter is '<i>you may want to consider giving us premises without the commercial rent</i>' Age UK Harrow also mentioned within their questionnaire response that premises with a non-commercial rent would support their sustainability. Throughout the consultation events many VCS organisations including Age UK Harrow cited the burden of rent and requested the Council to explore more options around providing more affordable rents/ rents with benefits in kind as a form of mitigation and suggests that '<i>Putting all the money in information and Advice is not the right move</i>'.</p> <p>Service user voice and engagement Mind in Harrow's Harrow User Group (HUG) involves many service users who have been involved in a number of Harrow consultations in the past including (but not limited to); the fairer contributions policy change, the Health and Wellbeing strategy, Take Part, the Bridge closure and service redesign and many more. The user group felt that the current Council proposal, which would see the Council funding to HUG (50% Council funded 50% health funded) cut would mean that the Council would fail to meet its requirements around consultation and</p>	<p>The Council to work closely with VCS organisations to support them towards sustainability, this includes considering viable projects that could be funded through the crowdfunding platform, support to put costed services onto the electronic system My Community ePurse (this would allow them to advertise costed services to people with personal budgets). It is accepted however that users paying for services alone is unlikely to replace the full amount currently received by many organisations through core funding.</p> <p>The Council does not underestimate its duties under the Equality Act and the common law duty to consult. If the funding proposal is accepted the Council will ensure that officer capacity is used, as it</p>
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<p>which was attended by users from the client groups impacted by the proposal in receipt of Adult SLAs (including Mind in Harrow's 'Harrow User Group' service users, Carers connected to Harrow Carers, and service users from Harrow Mencap and Age UK respectively)</p> <ul style="list-style-type: none"> A meeting open to all 13 organisations in receipt of Adult SLAs which would be directly impacted by the Council's proposals. 	<p>engagement of a vulnerable group who otherwise would not be able to engage fully.</p> <p>Mind in Harrow felt they would struggle to receive additional funding for this user group due to the nature of the service provided and the benefit to statutory services in allowing the voice of mental health service users to be heard, and says that without the service the Council will not have the <i>'capacity to properly consult mental health service users'</i> and goes on to state that <i>'we believe from several years of evidence provided below that Harrow Council does not have the in-house capacity to fulfil this function, owing to reductions in commissioning and contracting staff'</i>.</p> <p>Their response also goes on to outline the impact the proposal will have on the service users, and refers to a potential breach of equality legislation and common law duties to consult that may happen should the service be cut as part of this savings proposal.</p>	<p>does for all clients groups, to prevent unlawful discrimination be it direct or indirect on the basis of any protected characteristic.</p>
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Stage 5: Assessing Impact

7. What does your evidence tell you about the impact on the different Protected Characteristics? Consider whether the evidence shows potential for differential impact, if so state whether this is a positive or an adverse impact? If adverse, is it a minor or major impact?

Protected Characteristic	Positive Impact ✓	Adverse Impact		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 7	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 6)
		Minor ✓	Major ✓		

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Age (including carers of young/older people)			✓	<p>See above (Stage 4) comments relating to:</p> <ul style="list-style-type: none"> • Social isolation • Attracting alternative funding • Specific clientele • Paying for services 	<p>Infrastructure organisation to support organisations in pulling together funding applications and marketing.</p> <p>Crowdfunding platform to be set up by the council to support VCS. However crowdfunding will not substitute funding levels or all types of activities. A suggested mitigation to this was for the council to support robust bids for alternative funding before funding ceases. The council should help the VCS lever in funding proactively and work with HCA to identify alternative funding sources and the best ways to support applications.</p> <p>Council to set up a session between the crowdfunding partner and local VCS to explore how crowdfunding can best work in Harrow and how local opportunities for income maximisation can be realised.</p> <p>Explore Hackney giving scheme which informs local philanthropists about local needs and encourages businesses to donate. Whilst most businesses in Harrow are small, the VCS organisations at the co-production event suggested that there are still untapped resources here.</p> <p>Encourage services to amalgamate/merge where possible to better enjoy economies of scale and maximise income across a larger geographical area.</p> <p>Infrastructure organisation to support organisations of all sizes/specialisms to attract alternative sources of funding for their services.</p> <p>The Council to work closely with VCS organisations to support</p>
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					<p>them towards sustainability, this includes considering viable projects that could be funded through the crowdfunding platform, support to put costed services onto the electronic system My Community ePurse (this would allow them to advertise costed services to people with personal budgets). It is accepted however that users paying for services alone is unlikely to replace the full amount currently received by many organisations through core funding.</p> <p>Criteria for the use of the Tapered fund has been broadened so that complimentary services which support residents seeking information, advice and advocacy services can be supported. Some of those services currently funded by Adults SLAs and Community Grants would be able to access this funding, albeit time limited and lesser amounts of funding than was previously available.</p> <p>Funding for organisations that support young people specifically, especially around violence, vulnerability and exploitation could be funded by the Mayor’s Office of Policing and Crime, as an alternative source of funding.</p> <p>It has been recommended that the contracts under the Care Act, including the SWISH service, (providing information and advice in line with the Care Act requirements) are extended; at present this is delivered by a consortium of 5 organisations one of which is Age UK Harrow, Age UK Harrow are also part of the consortium providing Independent Care Act Advocacy, this should go some way to mitigate the adverse impact of these proposals on older people and protects some level of funding for Age UK Harrow.</p>
Disability			✓	See above (Stage 4) comments relating to:	Explore the HAT portal as a possible solution to developing and supporting the proposals in the consultation

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<p>(including carers of disabled people)</p>				<ul style="list-style-type: none"> • Social isolation • Signposting • The value add of the VCS • Vulnerable groups • The closure of organisations due to loss of core funding 	<p>Peer to peer advocates was suggested by the VCS – training members of the public to conduct outreach and engagement work on behalf of the VCS, and identifying vulnerable members of the public who may need assistance.</p> <p>Outreach work on key areas of support, as identified in the needs analysis (e.g. welfare reform), to be included in the service specification for the generalist advice service.</p> <p>Criteria for the use of the Tapered fund has been broadened so that complimentary services which support residents seeking information, advice and advocacy services can be supported. Some of those services currently funded by Adults SLAs and Community Grants would be able to access this funding, albeit time limited and lesser amounts of funding than was previously available.</p> <p>Infrastructure organisation to support organisations of all sizes/specialisms to attract alternative sources of funding for their services.</p> <p>It has been recommended that the SWISH service, providing information and advice in line with the Care Act requirements and the Independent Care Act Contracts are extended; at present SWISH is delivered by a consortium of 5 organisations, many of these providing support to people with disabilities including; learning disability, physical disabilities, mental health and their carers.</p> <p>In addition, the Independent Care Act Advocacy contract is provided across all client groups and needs relating to disability, this should go some way to mitigate the impact of these proposals on people with disabilities in Harrow and their</p>
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					carers.
Gender Reassignment		✓			<p>The needs analysis for the Information, Advice and Advocacy Strategy does not identify gender reassignment, marriage, pregnancy, sex or sexual orientation as high need areas and provision of information and advice on these areas exists elsewhere. With regards understanding need for other areas that the Council is proposing to cut funding for through the cut to Adult Social Care SLAs and Community Grants, there has not been a clear impact established, so the Council will continue to request providers of services to develop systems to capture equalities data so that where such groups are directly in receipt of services, future impacts can be understood.</p> <p>None of the SLAs provided by Adults specifically support people who have undergone gender reassignment, and most provide support irrespective of this characteristic as such no specific mitigations are required for this characteristic.</p>
Marriage and Civil Partnership		✓			<p>The needs analysis for the Information, Advice and Advocacy Strategy does not identify gender reassignment, marriage, pregnancy, sex or sexual orientation as high need areas and provision of information and advice on these areas exists elsewhere. With regards understanding need for other areas that the Council is proposing to cut funding for through the cut to Adult Social Care SLAs and Community Grants, there has not been a clear impact established, so the Council will continue to request providers of services to develop systems to capture equalities data so that where such groups are directly in receipt of services, future impacts can be understood.</p> <p>None of the SLAs provided by Adults specifically support needs relating to marriage and civil partnership, and most provide support irrespective of this characteristic as such no specific mitigations are required for this characteristic.</p>

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Pregnancy and Maternity		✓			<p>The needs analysis for the Information, Advice and Advocacy Strategy does not identify gender reassignment, marriage, pregnancy, sex or sexual orientation as high need areas and provision of information and advice on these areas exists elsewhere. With regards understanding need for other areas that the Council is proposing to cut funding for through the cut to Adult Social Care SLAs and Community Grants, there has not been a clear impact established, so the Council will continue to request providers of services to develop systems to capture equalities data so that where such groups are directly in receipt of services, future impacts can be understood.</p> <p>None of the SLAs provided by Adults specifically support needs relating to pregnancy and maternity, and most provide support irrespective of this characteristic as such no specific mitigations are required for this characteristic.</p>
Race			✓	<p>See above (Stage 4) comments relating to:</p> <ul style="list-style-type: none"> • Vulnerable groups • The closure of organisations due to loss of core funding 	<p>Ensuring the new service for information and advice adequately reflects the need for translation into community languages (including new communities coming into Harrow), the provision of interpreters and demonstration of cultural sensitivity. For example the tapered fund could be used by the service for translation and interpretation provision.</p> <p>Criteria for the use of the Tapered fund has been broadened so that complimentary services which support residents seeking information, advice and advocacy services can be supported. Some of those services currently funded by Adults SLAs and Community Grants would be able to access this funding, albeit time limited and lesser amounts of funding than was previously available.</p> <p>Infrastructure organisation to support organisations of all sizes/specialisms to attract alternative sources of funding for their services.</p>

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					DAWN provides services specifically to Asian women, and as such this characteristic is likely to be negatively impacted by these proposals. Support will be provided to DAWN around crowdfunding for this particular project.
Religion or Belief		✓			<p>Infrastructure organisation to support organisations of all sizes/specialisms to attract alternative sources of funding for their services.</p> <p>None of the SLAs provided by Adults specifically support particular religions/ beliefs, and most provide support irrespective of religious background as such no specific mitigations are required for this characteristic.</p>
Sex		✓		<p>See above (Stage 4) comments relating to:</p> <ul style="list-style-type: none"> The closure of organisations due to loss of core funding 	<p>Infrastructure organisation to support organisations of all sizes/specialisms to attract alternative sources of funding for their services.</p> <p>The needs analysis for the Information, Advice and Advocacy Strategy does not identify gender reassignment, marriage, pregnancy, sex or sexual orientation as high need areas and provision of information and advice on these areas exists elsewhere. With regards understanding need for other areas that the Council is proposing to cut funding for through the cut to Adult Social Care SLAs and Community Grants, there has not been a clear impact established, so the Council will continue to request providers of services to develop systems to capture equalities data so that where such groups are directly in receipt of services, future impacts can be understood.</p>
Sexual orientation		✓			The needs analysis for the Information, Advice and Advocacy Strategy does not identify gender reassignment, marriage, pregnancy, sex or sexual orientation as high need areas and provision of information and advice on these areas exists elsewhere. With regards understanding need for other areas that the Council is proposing to cut funding for through the cut

					<p>to Adult Social Care SLAs and Community Grants, there has not been a clear impact established, so the Council will continue to request providers of services to develop systems to capture equalities data so that where such groups are directly in receipt of services, future impacts can be understood.</p>				
<p>8. 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?</p> <p>If yes, which Protected Characteristics could be affected and what is the potential impact?</p>					<table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">Yes</td> <td style="width: 30%;"></td> <td style="width: 20%;">No</td> <td style="width: 30%; text-align: center;">✓</td> </tr> </table> <p>Across the council, the impact of budget reductions is likely to be sustained over the medium-term and this is likely to lead to changes in how services are commissioned. However it is not anticipated that there should be a significant impact on any particular protected characteristic.</p>	Yes		No	✓
Yes		No	✓						
<p>9. Any Other Impact – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion?</p> <p>If yes, what is the potential impact and how likely is it to happen?</p>					<table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">Yes</td> <td style="width: 30%;"></td> <td style="width: 20%;">No</td> <td style="width: 30%; text-align: center;">✓</td> </tr> </table> <p>Harrow is one of the lowest funded councils in London and a recent review identified that in 2015/16 Harrow’s revenue spending power per head is projected to be £159 (or 17.3%) lower than the London average which ranks Harrow 26th out of the 32 London Boroughs. The amount of Government funding we receive continues to reduce from a total of £86.9m in 2013/14 to £42.7m in 2018/19 as a result of the national public sector austerity measures. Harrow Council will therefore have £83 million less to spend in 2018 compared with 2014.</p> <p>Local government faces sustained cuts to its funding from central government over the forthcoming years. This is likely to lead to changes in how/what services are commissioned and provided. However the council will mitigate against any significant adverse impact on any particular protected characteristic.</p>	Yes		No	✓
Yes		No	✓						
<p>Stage 6 – Improvement Action Plan</p>									

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List below any actions you plan to take as a result of this Impact Assessment. These should include:				
<ul style="list-style-type: none"> Proposals to mitigate any adverse impact identified Positive action to advance equality of opportunity Monitoring the impact of the proposals/changes once they have been implemented Any monitoring measures which need to be introduced to ensure effective monitoring of your proposals? How often will you do this? 				
Area of potential adverse impact e.g. Race, Disability	Proposal to mitigate adverse impact	How will you know this has been achieved? E.g. Performance Measure / Target	Lead Officer/Team	Target Date
<p>Major adverse impact may impact on the following protected characteristics:</p> <ul style="list-style-type: none"> Age Disability Race <p>Minor adverse impact may impact on the following protected characteristics:</p> <ul style="list-style-type: none"> Religion and belief Gender reassignment Marriage/civil partnership 	<ul style="list-style-type: none"> Crowdfunding platform to be set up by the council to support VCS. However crowdfunding will not substitute funding levels or all types of activities. A suggested mitigation to this was for the council to support robust bids for alternative funding before funding ceases. The council should help the VCS lever in funding proactively and work with HCA to identify alternative funding sources and the best ways to support applications. Council to set up a session between the crowdfunding partner and local VCS to explore how crowdfunding can best work in Harrow and how local opportunities for income maximisation can be realised. Ensure HCA is supporting the VCS to be able to maximise volunteers into the VCS so as to build up capacity and knowledge of specialisms. Explore Hackney giving scheme which informs local philanthropists about local needs and encourages 	<p>Performance measures to be built into the new contract(s) for information, advice and advocacy.</p> <p>Review impact of proposals within 12 months of the new contracts starting.</p>	<p>Rachel Gapp / Policy Team</p>	<p>1st July 2018.</p>

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<ul style="list-style-type: none"> • Pregnancy/ maternity • Sex / gender • Sexual orientation 	<p>businesses to donate. Whilst most businesses in Harrow are small, the VCS organisations at the co-production event suggested that there are still untapped resources here.</p> <ul style="list-style-type: none"> • Encourage services to amalgamate/merge where possible to better enjoy economies of scale and maximise income across a larger geographical area. • The Council to work closely with VCS organisations to support them towards sustainability, this includes considering viable projects that could be funded through the crowdfunding platform (as set out above), support to put costed services onto the electronic system My Community ePurse (this would allow them to advertise costed services to people with personal budgets). It is accepted however that users paying for services alone is unlikely to replace the full amount currently received by many organisations through core funding. • Criteria for the use of the Tapered fund has been broadened so that complimentary services which support residents seeking information, advice and advocacy services can be supported. Some of those services currently funded by Adults SLAs and Community Grants would be able to access this funding, albeit time limited and lesser amounts of funding than was previously available. 			
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	<ul style="list-style-type: none"> • Funding for organisations that support young people specifically, especially around violence, vulnerability and exploitation could be funded by the Mayor’s Office of Policing and Crime, as an alternative source of funding. • Include outreach work on key areas of support, as identified in the needs analysis (e.g. welfare reform), in the service specification for the generalist advice service. • Include volunteering will be part of the service specification for the new generalist information and advice service. • In its Information, Advice & Advocacy Strategy, the Council recognises that one risk of procuring services (generalist and targeted) in a holistic way is the potential loss of specialist providers, and this may impact groups of particular protected characteristics, although the expansion of the tapered fund would mitigate this risk more than the original proposal • Help the VCS explore avenues to exploit local philanthropy and tap into local businesses for donations. • Extend the SWISH service, providing information and advice in line with the Care Act requirements and the Independent Care Act Contracts. 			
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	<ul style="list-style-type: none"> Review impact of proposals within 12 months of the new Information and Advice contract starting. Monitoring will be undertaken by the Policy Team, as contract managers, with overall responsibility resting with the Divisional Director for Strategic Commissioning. 			
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Stage 7: Public Sector Equality Duty

<p>10. How do your proposals meet the Public Sector Equality Duty (PSED) to:</p> <ol style="list-style-type: none"> 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>The service providers commissioned to provide the information, advice and advocacy services will be required to comply with the Public Sector Equality Duty as set out within the contract documents and in accordance with the provisions of their method statement submission concerning "Social Value". This will include data collection around the 9 protected characteristics, providing inclusive services and providing training to staff/volunteers on equalities.</p> <p>Services funded by the tapered fund will also be expected to meet to comply with the Public Sector Equality Duty.</p> <p>Although as a result of this proposal there will be a reduction in services provided by the voluntary and community sector, and these reductions will have an adverse impact on certain protected characteristics the Council will still be able to meet its Public Sector Equalities Duty.</p>
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Stage 8: Recommendation

<p>11. Which of the following statements best describes the outcome of your EqIA (✓ tick one box only)</p>	
<p>Outcome 1 – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed.</p>	
<p>Outcome 2 – Minor Impact: Minor adjustments to remove / mitigate adverse impact or advance equality of opportunity have been identified by the EqIA and these are included in the Action Plan to be addressed.</p>	

<p>Outcome 3 – Major Impact: Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality of opportunity. 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 Q12 below)</p>	
<p>12. If your EqIA is assessed as outcome 3 explain your justification with full reasoning to continue with your proposals.</p>	<p>As the EQIA has shown, and the VCS has stated throughout the consultation, continuing with the proposals put forward by the council will potentially have major adverse impact on VCS organisations and their service users.</p> <p>The council has attempted to mitigate the impact of the loss of council grants for VCS organisations by:</p> <ul style="list-style-type: none"> • Having a tapered fund to support the continuation of complimentary wrap around services to the general information and advice service and which that service can refer to. • Committing to work with the VCS and its infrastructure organisation whose role it is to support the sector in diversifying its funding base and seeking alternative sources of funding. • Providing a crowdfunding platform to support VCS organisations to lever in alternative funds. <p>A number of other mitigations and actions to lessen the impact have been included in the Information, Advice and Advocacy Strategy and its accompanying EQIA.</p> <p>However, the Council accepts there is a risk still in agreeing to progress this proposal as a) not all mitigations may impact as initially planned, and b) there will still be gaps in services currently provided by the VCS and some of the organisations currently funded to provide these services may close. This is difficult to quantify in terms of impact on specific protected characteristics as different organisations do provide services which impact on different protected characteristics. However, in spite of this difficulty in understanding exactly when or where any closure of an</p>

	organisation may occur, this has been factored into the conclusion of this EQIA that in making this decision there is expected to be an adverse impact.
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Stage 9 - Organisational sign Off

13. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?	EQIA has been presented to: <ul style="list-style-type: none"> Resources Making a Difference Group – 25 October 2016 Information and Advice Strategy Officers Group – 3 November 2016 		
Signed: (Lead officer completing EqIA)	Nahreen Matlib	Signed: (Chair of DETG)	Alex Dewsnap
Date:	24 November 2016	Date:	25 November 2016
Date EqIA presented at Cabinet Briefing (if required)	24 November 2016	Signature of DETG Chair (following Cabinet Briefing if relevant)	