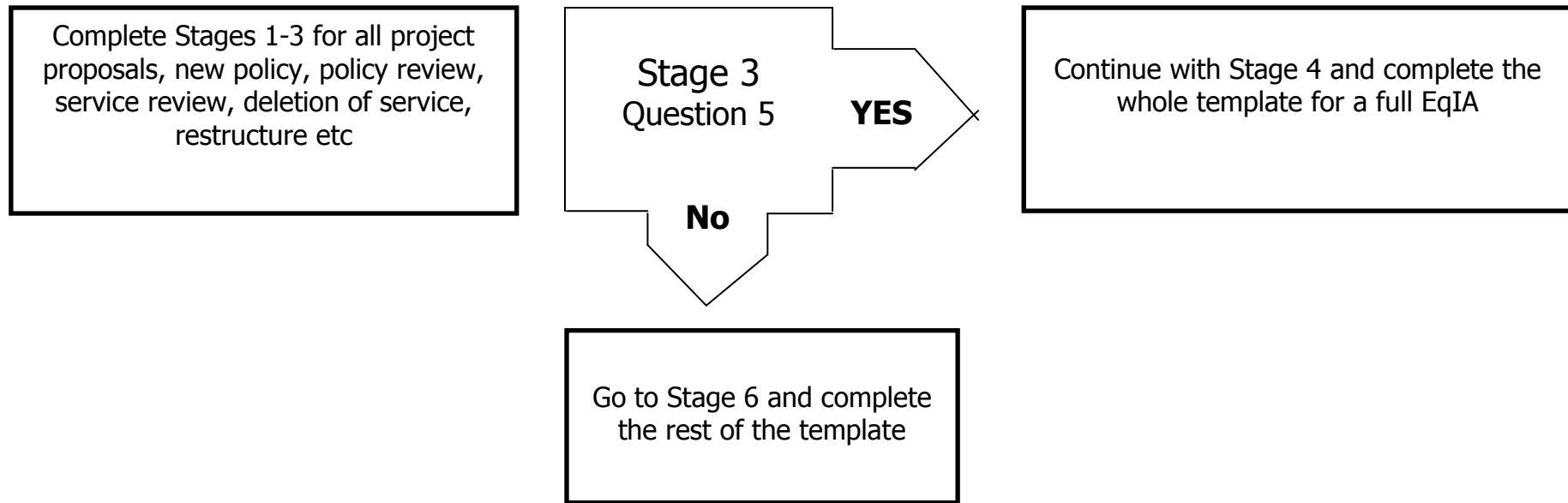


Equality Impact Assessment Template

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:	16 th November 2017						
Value of savings to be made (if applicable):	Not applicable						
Title of Project:	Public Arts Policy and Application Process						
Directorate / Service responsible:	Environment and Culture						
Name and job title of Lead Officer:	Scott Causer – Local Environment & Special Projects Manager						
Name & contact details of the other persons involved in the assessment:	Tim Bryan – Service Manager Scott Causer – Special Projects Manager						
Date of assessment (including review dates):	11/07/2017						

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>The Council wishes to encourage and enable high quality public art in Harrow, in keeping with the Council’s Strategic Objective to ‘Build a Better Harrow’. The Public Art Policy sets out the key principles with which Harrow Council will approach the authorisation and management of new Public Art installations in Harrow. The key principles of the policy can be summarised as follows:</p> <ul style="list-style-type: none"> • Consistency of approach to proposed public art installations. • Effective management of Public Art installations. • Clear understanding and clarity of roles and responsibilities of all those involved. • Improve the arts infrastructure in the Borough. 					
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<p>2. Who are the main groups / Protected Characteristics that may be affected by your proposals? (✓ all that apply)</p>	Residents / Service Users	X	Partners	X	Stakeholders	X
	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? 	Not applicable
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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)

Protected Characteristic	Evidence	Analysis & Impact
Age (including carers of young/older people)	<p>Harrow has a higher proportion of families with three plus dependent children compared to the national rate of 16.2%, but the borough's rate is below the London average of 18.4%. There were 30,780 families with dependent children in Harrow in 2011 and 5,278 (17.1%) had three or more dependent children. Nationally Harrow is ranked 52nd for the proportion of families with three or more dependent children. The central, eastern and south-west areas of the borough have the highest concentrations. Wealdstone ward has the highest level at 23% (364 families), followed by Roxeth at 21% and Queensbury at 19.6%. Greenhill has the lowest level, at 11.8% (171).</p> <p>A larger proportion of those living in Harrow are young people. Harrow is ranked in the top quintile nationally for 5 to 15 year olds. 13.5% (32,142) of Harrow's residents are aged 5 to 15, above the national and London rates. Roxbourne and Roxeth, in the east of the borough, have the highest numbers of children aged 5 to 15. Over the decade there has been population growth amongst the 5</p>	No identifiable negative impact or barriers relating to this characteristic.

	<p>to 15 year olds, in 15 out of Harrow's 21 wards. Marlborough and Wealdstone saw the biggest increases in numbers.</p> <p>6.7% (15,916) of residents were aged four and under in 2011. There are pockets of high concentration in central and south-west Harrow. Harrow is ranked in the top quartile nationally for 0-4 year olds. Wealdstone ward has the highest percentage of residents aged four and under, followed by Roxbourne. Greenhill has seen the largest percentage increase in 0-4 year olds since 2001, by Canons and Wealdstone ward at 81.9%. However, what must be kept in mind is that these figures are 6 years old now and this particular group will now be aged 6-10.</p> <p>65.7% of Harrow's residents are of working age (16 to 64), an increase since 2001 when 63.4% of residents were aged 16 to 64. Harrow is ranked 5th in London for the proportion of residents aged 65 and over. 14.1% (33,637) of Harrow's residents are aged 65 and over, 12.4% (3,700) higher than the 2001 Census. Higher proportions of older residents live in the wards to the north of the borough.</p>	
<p>Disability (including carers of disabled people)</p>	<p>There are approximately 15,000 people aged 16 to 64 with moderate or serious physical disability living in Harrow and this number is predicted to increase to 16,000 by 2020 (a 15% overall). These trends are similar to those predicted for London with the largest proportion increases being in the 55 to 64 age group (Harrow Joint Strategic Needs Assessment 2015-20). The total population aged 18-64 in Harrow predicted to have a learning disability in 2017 is 3,466 (Information taken from: www.pansi.org.uk).</p> <p>The estimated prevalence of special educational needs in Harrow has remained consistent over time (2.6%) and is lower than the London (2.7%) and England average (2.8%). The number per 1,000 of children with moderate learning disabilities in Harrow is lower than the London average but higher for children with severe</p>	<p>No identifiable negative impact or barriers relating to this characteristic.</p>

	<p>learning disabilities.</p> <p>Approximately 180 children are reported to be deaf in Harrow and known to services. The number of blind children and young people between 0 and 17 known to Harrow council (i.e. registered) is 20 and the number who are partially sighted is 30 (figures correct as of 2013/14).</p> <p>The 2011 census showed there were 24,620 carers in Harrow, an increase of over 4,000 (almost 20%) from ten years earlier. The reasons for providing care vary and can include more than one reason. In the Harrow Carers' Survey, the 3 out of 5 carers were caring for someone with a physical disability. 45% of Harrow carers were caring for an older person which is significantly higher than the national average. Around 1 in 5 were caring for someone with a mental health problems and a similar proportion for someone with a learning disability. It is difficult to estimate the number of young carers although the 2011 Census shows 2,272 self-declared young carers aged 0 – 24 years old in Harrow. The vast majority of these are hidden, i.e. not known to social care or receiving any support (Harrow Joint Strategic Needs Assessment 2015-20).</p>	
Gender Reassignment	<p>The only data Harrow currently has on Gender Reassignment is via the Analysis of demand from housing applicants (via Locata): 1 (0.02%) housing applicant has indicated that they are transgender. (Data as at April 2014).</p>	<p>No identifiable negative impact or barriers relating to this characteristic.</p>
Marriage / Civil Partnership	<p>Census data: Harrow has a very high percentage of married couples, with 53.7% of residents aged 16 and older declaring they were in a marriage in 2011. This is above the national level of 46.6%. There was a 27% increase in the number of married people living in Harrow between 2001 and 2011 (Office for National Statistics, 2001 and 2011). Between their inception and January 2012, 107 civil partnership ceremonies took place in Harrow.</p>	<p>No identifiable negative impact or barriers relating to this characteristic.</p>

Pregnancy and Maternity	Census data: There has been a 32% (+3,900) increase in 0-4 year olds since 2001. There are pockets of high concentration in central and south-west Harrow.	No identifiable negative impact or barriers relating to this characteristic.
Race	Harrow has one of the most ethnically diverse populations nationally. In 2011, 69 per cent of Harrow's residents were from minority ethnic groups in 2011, where ethnic minority is defined as all people who are non White-British. Nationally, Harrow has the fourth highest proportion of residents from minority ethnic groups (ONS 2011 Census).	No identifiable negative impact or barriers relating to this characteristic.
Religion and Belief	Harrow is Britain's most religiously diverse community and enjoys the Country's highest density of Gujarati Hindus and Sri Lankan Tamils, alongside significant Muslim, Jewish and Christian communities. The Greater London Authority (GLA) Diversity Indices rank Harrow seventh highest nationally for ethnic diversity and second for religious diversity.	No identifiable negative impact or barriers relating to this characteristic.
Sex / Gender	Census data: In 2011, 49.4% of Harrow residents were male and 50.6% are female. This is very similar to the national profile, but the number of males in Harrow has slightly increased since 2001 (Office for National Statistics, 2001 and 2011).	No identifiable negative impact or barriers relating to this characteristic.
Sexual Orientation	<p>Although sexual orientation is a protected characteristic under equalities legislation, there is no robust data on the numbers of lesbians, gay men and bisexuals in the population as no national census has ever asked people to define their sexuality. The Government estimates that 5-7% of the population are lesbians, gay men or bisexual. Stonewall, a UK charity supporting LGB rights, agrees with this estimate.</p> <p>There is debate about whether same sex partnerships registrations can be used as a proxy measure for sexual orientation, as not all LGBT people will be in a relationship let alone have a civil partnership.. Between December 2005, when the Civil Partnership Act came into force, and the end of 2013, there have been 71 civil</p>	No identifiable negative impact or barriers relating to this characteristic.

partnerships in Harrow. On 29 March 2014, same sex couples have been allowed to marry. There is no data yet on how many marriages have taken place locally or how many of these are conversions from civil partnerships.

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	X	X	X	X	X	X	X	X	X

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
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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 ✓		
Age (including carers of young/older people)					
Disability (including carers of disabled people)					
Gender Reassignment					

Marriage and Civil Partnership					
Pregnancy and Maternity					
Race					
Religion or Belief					
Sex					
Sexual orientation					
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? If yes, which Protected Characteristics could be affected and what is the potential impact?	Yes		No		
9. 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 it to happen?

Stage 6 – Improvement Action Plan

List below any actions you plan to take as a result of this Impact Assessment. These should include:

- 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
All characteristics	If any adverse impact is identified on any protected characteristic, the policy will be reviewed immediately.	Sign off by senior management	Environment & Culture	Ongoing

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"> 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 2. Advance equality of opportunity between people from different 	<ol style="list-style-type: none"> 1. The nature of the public art policy is to engage all aspects of the community and make it an inclusive experience for all. 2. The public art policy will give an opportunity for all different groups of people to have their voice heard and will provide an opportunity for everyone to shape the look of public areas in the borough.
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groups 3. Foster good relations between people from different groups	3. The public art policy will give the chance for different groups to promote their interests and to educate each other in terms of what public art means to them.
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Stage 8: Recommendation

11. 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 of opportunity are being addressed.	✓
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.	
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)	

12. If your EqIA is assessed as outcome 3 explain your justification with full reasoning to continue with your proposals.	
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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?	Directorate Equality Task Group – Community and Regeneration and Planning		
Signed: (Lead officer completing EqIA)	T. Bryan	Signed: (Chair of DETG)	D. Corby
Date:	18/09/17	Date:	26/09/17
Date EqIA presented at Cabinet Briefing (if required)		Signature of DETG Chair (following Cabinet Briefing if relevant)	

