

Our Harrow, Our Story - Meeting the Public Sector Equality Duty

Annual Progress & Data Analysis Report 2017/18



Foreword

Welcome to the 2017/18 Annual Equalities Progress and Data Analysis Report which outlines our performance against our Corporate Equality Objectives via a basket of indicators and case studies and includes this year the equalities data for the Council and the borough. This report provides details of the progress we are making in achieving our equality objectives. It illustrates the wide range of work carried out by the Council to promote inclusion, cohesion, fairness and justice and sets out our suggested priority actions for the year ahead.

Harrow prides itself in being one of the most ethnically and religiously diverse boroughs in the country with people of many different backgrounds and life experiences living side by side. As a community leader, we will continue to work in partnership with the public, voluntary and private sectors to ensure we achieve this vision for our borough.

The Council operates a robust approach to the governance and mainstreaming of equality and diversity across the organisation. Our Corporate Equalities Group (CEG) provides senior leadership and strategic direction for the equality and diversity agenda in Harrow. It sets the priorities for the equalities annual action plan and monitors the outcomes and progress. Each Directorate has a Directorate Equality Task Group (DETGs) which forms a link between the CEG and Directorates. As well as playing a key role in championing equality, diversity and inclusion, promoting good practice on equality and diversity with regards to employment, service delivery and equality impact assessments. ETGs also have a role in supporting the delivery of the equalities action plan. Alongside this we are indebted to the work that staff and Councillors do in addition to their paid role as Diversity Champions, Straight Allies or Mental Health Champions to promote diversity, tolerance and inclusion in the workplace and the wider community. Equalities truly is everybody's business and we couldn't make the difference we do without their passion, dedication and commitment.

Harrow is a vastly diverse Council and borough, and there is much being done across the Council to continue to further equality and to celebrate the Borough's diversity. The borough's diversity is something to value and the Council can be proud of the achievements highlighted in this report, which build on our firm commitment to promote fairness, inclusiveness and tolerance, as outlined in our Corporate Plan. The report highlights examples of our continued commitment to maintaining and building on our strengths by ensuring equality and diversity are integral to everything we do and uses this evidence to inform the priorities for the year ahead.

Cllr Graham Henson
Leader

Tom Whiting
Interim Chief Executive

Contents

1. Introduction	4
2. Our Harrow, Our Community – Equalities Profile	6
3. Reviewing Progress and setting priorities	16
4. Proposed priorities for the 2018/19 Action Plan	24
Appendix 1 – Corporate Equality and Diversity Performance targets 2017/18	26

1. Introduction

Harrow is one of the most ethnically and religiously diverse boroughs in London with people of many different backgrounds and life experiences living side by side. It is the richness of this diversity, and the positive impact that it has on the borough and our community, that we believe helps make Harrow such a great place to live, work and visit. We know that the borough's diversity is something to value and encourage and this report highlights our commitment to maintaining and building on our strengths by ensuring equality and diversity is integral to everything we do.

In serving a diverse population, the Council aims to ensure there is equality of opportunity for its residents, service users, employees, elected members, stakeholders and partner organisations irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. However, we recognise that in our society, groups and individuals continue to be unlawfully discriminated against and we acknowledge our responsibilities to eliminate unlawful discrimination and to promote equality of opportunity and good relations within the rich diversity of Harrow's communities.

The Equality Act 2010 introduced the Public Sector Equality Duty (PSED) which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The PSED covers nine protected characteristics:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or Belief – this includes lack of belief
- Sex
- Sexual Orientation
- Marriage and Civil partnership

Our vision for equality and diversity in Harrow is: “*A Proud, Fair & Cohesive Harrow, a Great Place to Live, Work & Visit*”. In order to achieve this vision we set three Corporate Equality Objectives, as set out in the ‘Harrow Council Corporate Plan 2015-19, which are:

1. An inclusive workforce that feels valued, respected and reflects our community
2. An improved understanding of our communities to ensure that services are fair, equitable and accessible to all and reduce inequality
3. Promote and celebrate the diversity of our borough and foster community cohesion

As an employer, we are committed to employing a diverse workforce, to help us to understand and relate to the community we serve. Through our recruitment policies and practices, we will aim to improve on our record and explore further initiatives and opportunities to encourage applicants from all sections of the community to consider joining us.

As a service provider and commissioner, we are committed to ensuring our services are open, fair and accessible by taking into consideration the needs and requirements of our diverse community and service users. We will continue to improve our services through a comprehensive Equality Impact Assessment (EqIA) process, engaging with and listening to our communities and service users.

As a community leader, we will continue to work in partnership with the public, voluntary and private sectors to foster good relations in our community and ensure people from all backgrounds continue to get on well with each other.

2. Our Harrow, Our Community – Equalities Profile

Harrow prides itself in being one of the most ethnically and religiously diverse boroughs in the country with people of many different backgrounds and life experiences living side by side. It is the richness of this diversity, and the positive impact that it has on the borough and our community, that we believe helps make Harrow such a great place to live, work and visit. The following headline data and information provides a profile of equality and diversity in Harrow. The information is updated annually and is based on the latest available information as at March 2018 (n.b not all information is updated annually.) More detailed information can be found in the respective strategies, links to which are available on the Council's website.

PROTECTED CHARACTERISTICS

Population: Harrow's resident population is estimated to be 248,750¹ so Harrow's population is estimated to have increased by 42,550 (20.5%) since 2001.

Age – 20.6% of Harrow's residents are under 16. 64.2% of Harrow's population are of working age (16 to 64) and 15.2% of Harrow's residents are 65 or older.² The average (median) age is 37.4 years, lower than many other places³. As with most areas in the country, the borough has an aging population. It is expected that the number of residents aged 65 plus will increase by 41% and those aged 85 plus could increase by over 67% by 2031⁴. It is also expected that the number of children (0-15) will also increase by 14% during the 10 year period between 2014 – 2024.

Disability – 13.7% of Harrow's working age population classified themselves as disabled, a total of 22,100 people⁵. 6,470 individuals, 2.6% of the total population, receive Disability Living Allowance.⁶ A total of 2302 people received long term social care services primarily for physical support needs during 2016-17. This is about 1% of the total resident population. An additional 86 people received long term support primarily for sensory impairments. There were 575 Harrow residents receiving long-term social care support from Harrow Adult

¹ At 30th June 2016, Office for National Statistics (ONS) 2016 Mid-Year Estimates

² ONS, 2016 Mid-Year Estimates

³ ONS, 2016 Mid-Year Estimates

⁴ 2017-2032, ONS, 2014 Sub-National Population Projections

⁵ July 2015 - June 2017, ONS, Annual Population Survey

⁶ May 2017, ONS/DWP. Rates calculated using the ONS 2016 Mid-Year Estimates

Social Care Services for learning disabilities during '16-17. 518 (approximately 90%) were younger adults under the age of 65. (source: SALT). 18% of younger adults with learning disabilities were in paid employment during the year. In comparison to London (7.2%) and England (5.7%), Harrow has a high number of LD clients who are in employment. In 2016-17, 73% younger adults with learning disabilities were in settled accommodation (with security of tenure). This is slightly below the England average (76%), but is above that of London (71%).

Gender reassignment – we do not hold and information on gender reassignment in Harrow.

Pregnancy and Maternity – in 2016 there were 14.5 live births per 1000 population which is higher than the UK average of 11.8. The fertility rate is 2.03 children per woman, higher than the UK average of 1.79. For women under the age of 18, the birth rate was 3.7 per 1000 population which is in line with the London average of 3.8 and lower than the UK average of 5.7. Harrow has the lowest levels of live births outside of marriage in the country (19.4%)⁷

Race (Ethnicity) – 61.8% of residents classify themselves as belonging to a minority ethnic group. The White British group forms the remaining 38.2% of the population, (down from 50% in 2001). 26.4% of Harrow's residents are of Indian origin – the largest minority ethnic group in the borough, followed by Kenyans and Sri Lankans. Harrow is home to the largest Sri Lankan born community in the country. 8.2% of residents are 'White Other', up from 4.5% in 2001.

In 2015/16 Harrow recorded its 2nd highest levels of migration in a decade signifying a significant change in population make up since the 2011 census. The top three nationalities of these most recent arrivals are Romanian, Indian and Polish.

The top 5 most recorded community languages in Harrow are: English, Gujarati, Tamil, Romanian, Arabic and there are over 155 languages spoken in Harrow schools.

Religion or Belief – Harrow is also said to be the most religiously diverse borough in the country. The borough had the highest proportion of Hindus, Jains and members of the Unification Church, the second highest figures for Zoroastrianism and was 6th for Judaism. 37% of the population are Christian, the 5th lowest figure in the country. Muslims accounted for 12.5% of the population⁸. In Greenhill and Wealdstone there are proportionately more followers of Islam and slighter lower Hindus. There is a higher proportion of Bangladeshi and

⁷ ONS Births by mothers' usual area of residence in the UK 2016

⁸ ONS, 2011 Census, Table KS209EW

Pakistanis in these wards. Those ethnic groups have high levels of residents aged 16-64 who are economically inactive (35.4%) compared to Indians (14.7%)⁹.

Gender/Sex – 49.9% of the population are male and 51.1% are female¹⁰.

Sexual Orientation – It is estimated that 10% of the UK population are lesbian, gay and bisexual (LGB), which would equate to approximately 24,713 of our residents.

Marriage, Civic Partnerships and Same Sex Marriage

54% of Harrow residents are married, the highest level in London. As of 31st December 2016, there have been 142 Civil Partnerships in Harrow, 19 of which have been converted to marriage. There have been 32 same sex marriages in Harrow since inception on 29th March 2014.

DRIVERS OF INEQUALITY

Employment

Harrow has seen a reduction in unemployment and the number of long term unemployed claimants. However, a number of residents are in low paid jobs and have low functional skills.

The JSA claimant count in January 2018 showed 1.1% (1,805 residents) were claiming job seekers allowance below the London and national average of 1.9% and 1.8% respectively¹¹, 55% were men and 46% were women. The overall employment rate in Harrow is 76.5%, but rates vary by population group¹². The employment rate for white UK born residents is 82.9%, compared to 88.5% for white non-UK born residents. For UK born ethnic minority groups the employment rate is 68.4% and 69.4% for non-UK born ethnic minority groups¹³.

⁹ ONS Annual Population Survey, October 2015 to September 2016

¹⁰ ONS, 2016 Mid-Year Estimates

¹¹ ONS Claimant Count data

¹² ONS Annual Population Survey, October 2016 to September 2017

¹³ The employment rate is the number of people in employment expressed as a percentage of all people of that cohort aged 16-64, ONS Annual Population Survey (APS), October 2016 to September 2017. The APS is a sample survey and confidence intervals vary for the different groups.

The employment deprivation domain within the 2015 Index of Multiple Deprivation (IMD) indicates 12,083 of Harrow's residents experiencing employment deprivation. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities. Overall Wealdstone is Harrow's most deprived ward for employment deprivation, closely followed by Roxbourne. Unemployment figures are highest in Greenhill, Wealdstone and Roxbourne wards.

Income deprivation - The Income Deprivation scale indicates that 30,733 of Harrow's residents are experiencing income deprivation. Wealdstone is Harrow's most deprived ward for income deprivation and for income deprivation affecting children, closely followed by Roxbourne, then Marlborough and Harrow Weald.

Over a fifth of Harrow's residents are in low paid jobs. Wages paid in Harrow workplaces (average £575.00/week for full-time workers) are generally lower than in London (£692.20) and in most of the West London Boroughs (£575-£689). In part this relates to the business composition of the borough, with small businesses paying less than larger companies and in part due to a significant number of residents having low skills. The earnings of Harrow residents (estimated average of £714.80/week for full-time workers) are the second highest of the West London Boroughs and a little over the London average (£701.40).¹⁴

At 2.1%, the borough has the lowest level of 16-17 year old NEETs (not in education, employment or training) nationally¹⁵.

Skills - 45% of Harrow's residents (aged 16-64) have higher level qualifications (NVQ Level 4+), with 2.8% having no qualifications at all. The borough has a high percentage of residents with 'Other' qualifications (including foreign qualifications), at 11.5%, compared to London (8.2%) and England overall (6.7%)¹⁶. Within Harrow, the highest proportions of the population without qualifications or with low level qualifications are in Kenton East, Edgware, Roxbourne and Roxeth.

Poor language skills are a major barrier to progressing in the workplace. Harrow was one of 25 local authority areas identified by the Department for Communities and Local Government as an area with high levels of need for English Language provision. 28.5 % of Harrow's residents have a foreign first language. In 15.9 % of households English is not the main language of any household occupants,

¹⁴ Source: ONS Annual Survey of Hours and Earnings 2017 – Residents and Workplace analyses – using median of full-time workers' gross pay

¹⁵ DFE, 2016 Figures. Isles of Scilly excluded, due to very low counts overall

¹⁶ ONS Annual Population Survey, 2016

the 10th highest ranking nationally and much higher than the national level of 4.3 %. The 2011 census showed 1% of Harrow residents unable to speak English at all, compared to 0.6% for London and a national figure of 0.3%.

Benefits

The Housing Benefit and Council Tax Support caseloads have been continually reducing in Harrow since 2014. The rate of reduction in 2016/17 has slowed with 16,242 and 12,862 households in receipt of Housing Benefit and/or Council Tax Support respectively as at January 2017. However, as the caseload has reduced, the makeup has changed with the number of in-work claims continuing to rise. Harrow has the second highest proportion of in-work Housing Benefit households in the country, reflecting the number of lower-paid jobs available in the borough. Furthermore Harrow has the ninth highest proportion of Housing Benefit claimants in private sector properties due to the limited social housing available. With the widening gap between average market rents and Housing Benefit, this puts increasing pressure on Harrow households to be able to remain in the borough, even if they are in employment.

Health Inequality

Harrow's ranking for health deprivation has improved and is better than the national average, but there are health disparities within the borough. Overall statistics for health in the borough are generally good,

In 2011 the census showed that 14.6% of residents in Harrow had a limiting long-term illness or disability. This was an increase of 13.2% (+4,000) since 2001. Harrow's rate is now higher than the average for London (14.2%)¹⁷.

In 2016-17, 18.4%% of all 4-5 year olds are classified as having excess weight with 8.3% of them being considered obese. Obesity rates in the reception year for children are falling overall. The rates for reception year children are lower than both the London and National averages. 36.5% of 10-11 year olds are classified as having excess weight with 20.6% being classified as obese. The rates are lower than the London rates but higher than the National rate.

Mental health problems affect 1 in 6 adults and national data has estimated 22,700 people in Harrow have a common mental health problem. Rates are higher in some BAME communities, particularly new arrival refugees (Afghan, Somali, Iranian, Tamil).

¹⁷ 2011 Census, ONS

Across the borough there are marked geographical inequalities in life expectancy. There is a 10 year difference for women between Pinner South and Wealdstone. Overall Greenhill ward is Harrow's most deprived for health and disability, closely followed by Wealdstone and Roxbourne. Greenhill, Roxbourne and Wealdstone wards have the lowest life expectancy in Harrow. Life expectancy has decreased in Greenhill and West Harrow.

Slope index of inequality in life expectancy at birth within English local authorities (SII) is an indicator that measures the results of inequalities with the borough. The SII is a measure of the social gradient in life expectancy, i.e. how much life expectancy varies with deprivation. It takes account of health inequalities across the whole range of deprivation within each local authority and summarises this in a single number. The healthy life expectancy (HLE) gap between the least and most deprived areas of Harrow for women aged at 65 is 10.7 years and for men is 9.3 years.

The Joint Strategic Needs Assessment says a lot about what is good in Harrow. It is generally a healthy place and we perform better or similar to national levels for many health indicators although there are a few indicators where Harrow performs worse than the England average such as:

- High rate of statutory homelessness
- High rate of fuel poverty
- High percentage of adult social care users who do not have as much social contact as they would like
- High rates of low birth weight babies
- High rates of excess weight in 10-11 year olds
- Low amount of fruit and vegetables eaten
- Low amount of exercise taken
- People entering prison with substance misuse problems who are not already known to community services
- Low rates of cervical cancer screening
- Low rates of health checks
- Low rates for HPV, PPV and flu vaccination
- High rates of late diagnosis of HIV
- High rates of TB
- High rates of tooth decay in children

The PHE segment tool allows us to look at the causes of death that are driving the inequalities gap. It shows that in men the biggest contributor to the inequalities gap is circulatory disease followed by respiratory disease and cancer. In women, the gap is being driven by cancer, circulatory disease respiratory disease and digestive system disease (including chronic liver disease)¹⁸. Personal lifestyle factors appear in most of these underlying causes but the ability to make healthier choices is determined by wider factors. People can be empowered to improve their own well-being, but they need to have healthy home, work and learning environments and access to the right opportunities, in order to make lasting changes to their daily lives.

Figure 1 Underlying causes

	Risk factors	Link to inequalities
Circulatory Disease	Smoking Obesity and poor diet Physical inactivity Hypertension Diabetes Alcohol	Higher rates of most risk factors in more deprived communities. Higher rates of many risk factors in BAME groups.
Respiratory disease	Smoking Influenza Cold weather	Higher rates of smoking in more deprived communities. Lower rates of flu immunisation in higher deprivation areas Poor housing/cold homes/fuel poverty
Cancers	Smoking Obesity Poor diet Physical inactivity Alcohol Genetic Factors Sunburn	Higher rates of most risk factors in more deprived communities. Higher rates of some risk factors in BAME groups.
Digestive diseases (including alcohol related)	Alcohol Hepatitis	Higher rates of binge drinking in more deprived communities but significant hidden harm from alcohol in more affluent communities.

¹⁸ Diabetes which is a leading cause of morbidity in Harrow is included in the “other” category, but the majority of deaths in people with diabetes are due to circulatory disease.

Child Poverty

- Child poverty is increasing. There were 4.1 million children living in poverty in the UK in 2016/17 (compared to 3.7m in 2013/14) that's 30 per cent of children, or 9 in a classroom of 30. London is the area with the highest rates of child poverty in the country.
- Child poverty levels in Harrow are 19% before housing costs (BHC), and rise to 29% after housing costs in Harrow (2017). The Highest levels of child poverty are found in Roxborne (28.4% BHC), Wealdstone (25.3% BHC) and the lowest in Pinner South (10% BHC) and Headstone North (9.43% BHC)
- Out of 326 most deprived Local Authority districts in England, Harrow is ranked 213th which is an improvement since 2010 when the borough was ranked 184th (where 1st is the most deprived). Harrow performs best in 'Education, Skills and Training' and performs worst in the 'Barriers to Housing' and 'Income affecting Older People' indicators.
- Work does not provide a guaranteed route out of poverty in the UK. Two-thirds (64 per cent) of children growing up in poverty live in a family where at least one member works.
- Children in large families are at a far greater risk of living in poverty – 34% of children in poverty live in families with three or more children.
- Child poverty has long-lasting effects. By GCSE, there is a 28 per cent gap between children receiving free school meals (FSM) and non FSM in terms of the number achieving at least 5 A*-C GCSE grades.
- Poverty is also related to more complicated health histories over the course of a lifetime, again influencing earnings as well as the overall quality – and indeed length of life. Childcare and housing are two of the costs that take the biggest toll on families' budgets.

Housing

At just 10% Harrow has the third lowest proportion of households living in social housing of any of the London boroughs¹⁹. At March 2018 there were 4,759 council properties and there are a similar number of Housing Association properties. Households from all of Harrow's diverse ethnic groups live in social housing, reflecting the overall make-up of the borough's population. Where ethnicity is known, the largest single ethnic group housed within the council's stock is White followed by Asian and then Black.

At the 2011 Census, 66% of residents were homeowners, but that has declined since to around 60% in 2017 whilst private rented sector is increasing from 22% in 2011 to around 30% in 2017. Over half of Harrow's council homes have been sold under Right to Buy since it was introduced in 1980.

¹⁹ 2016, Dwelling Stock Table 100, DCLG

The 2011 Census revealed that 5.8% of Harrow's households, almost 5,000 families, were 'severely overcrowded', and this is increasing over time. 'Severely overcrowded' is defined as being at least 2 bedrooms short of the national 'bedroom standard'. At 2.8 Harrow has the second largest average household size in England and is nationally ranked 24th worst of the 326 local authorities in England for severe overcrowding. There is a concentration of severely overcrowded households in the central wards as well as to the south-east and south-west of the Borough.

Applications for social housing have doubled over the last 7 years and the number accepted as being eligible, unintentionally homeless and in priority need has risen tenfold (45 in 2009/10 to 449 in 2016/17), mostly due to loss of private rented accommodation. Despite the huge emphasis on homelessness prevention there has been a 50% increase in demand for temporary and emergency accommodation over the last three years. At March 2018 we had about 880 families in temporary accommodation (with the majority leased from a private landlord) with about 10% placed out of borough. We have successfully brought down the number of households in emergency B&B accommodation by over 60% from a peak of 307 families in June 2016 to 116 families by the end of 2017.

Education and Attainment

Schools in Harrow are on the whole, among the best performing in the country which has been maintained over a number of years. There are 59 schools in the borough, of which 96% are judged as good or outstanding by Ofsted. Our primary schools rank in the top 10% nationally for key stage 2 results in reading, writing and maths and our secondary schools rank 15th out of 150 local authorities for pupils achieving Grade 5 or above in English & maths and 22nd for the Attainment 8 score at KS4. Harrow has also been ranked joint 4th best performing area nationally in 2017 for pupils progress (progress 8 score) and in December 2016 a report by the Education Policy Institute ranked Harrow top nationally for the highest density of high performing schools in England by local authority between 2010 – 2015. 98.7% of 16-18 year olds are in education, employment or training.

The inequality gap in achievement in Harrow continues to narrow, however is still above national averages. Whilst all pupils in Harrow have performed above national averages, particular ethnic groups within Harrow do not fare as well as others. Inequalities in education in Harrow exist particularly amongst children with special educational needs (SEN), those eligible for Free School Meals (FSM) and ethnic groups. The achievement gap between pupils with SEN and their peers at Key Stage 2 is slightly wider than the national average. Although there has been a reduction in the gap, children who receive FSM show less progress across all subjects between Key Stage 1 and Key Stage 2 compared to their peers.

Just over a third (36.7 per cent) of Harrow School children spoke English as a first language as at the January 2016 school census.

Adult Social Care

2227 older people were receiving long-term support services from Harrow Adult Social Care Services during 2016-17 (SALT) – approximately 6.6% of all older people in the Borough. This compares to London (which averages 8.5%) and England (average of 6.7%.) The majority (73%) of people receiving long-term services in Harrow are residing in the community. The remaining users are in either residential (14%) or nursing care (13%). The proportion is almost identical to the London average. Older service users (74%) are similarly mainly residing in the community with the remaining users either in (14%) residential or (12%) nursing settings. In comparison to the England average (61%), we find Harrow has a much higher proportion of older people receiving services in the community and a far smaller proportion in residential placement (25%). Nursing placements in England (13%) are however the same as Harrow.

The 2017 Long Term Services User Survey found differences in self-reported Quality of Life between those respondents over and under 75. Those over 75 were less likely to report “very poor” Quality of Life, but also less likely to report “very good” Quality of Life. Those over 75 were less likely to report being “extremely satisfied” with the support they received than those under 75.

Carers

376 carers assessed or supported by the local authority during 2016-17 were aged 65 or over, accounting for 36% of all carers supported by the local authority. 39 (3.7%) of them were aged 85 and older. The Quality of Life of older carers responding to the survey was not significantly different than younger carers (2016-17 Carers Survey)

Our Workforce

Amongst the councils staff, including schools, as at the end of March 2018, 43.72% are BAME, 77.10% are female and 22.90% are male and 1.99% declared a disability.

3. Reviewing Progress & Setting Priorities

The following section of this report outlines Harrow Council’s progress in 2017/18 against the Corporate Equality Objectives. As well as reporting our overall performance against key performance indicators, it also highlights some examples of the work we are doing to contribute to each objective. This section also includes an overview of how many of the performance indicators associated with each Corporate Equality Objective (listed in appendix 1) were Green, Amber and Red, using the following criteria:

- High Green:** Target exceeded by more than 5%
- Low Green:** Target Met
- Amber:** Target missed by no more than 5%
- Low Red:** Target missed by 5-10%
- High Red:** Target missed by over 10%

Each Equality Objective has been given an overall ‘RAG’ status using the following criteria:

If two thirds of the indicators within a priority are a particular status then this will determine its status. If not, then the priority status will become Amber.

Overall, progress against delivery of the Equalities Objectives is being reported as green in the Council’s Strategic Performance Report for quarter 4 of 2017/18.

Deliver improvements against our Corporate Equality Objectives	On the whole, good progress is being made against the Corporate Equality Objectives Action Plan as reported to the Corporate Equalities Group in January 2018.	GREEN
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Objective 1 – An inclusive workforce that feels valued, respected and reflects our community

Green	5
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Amber	1
Red	4
Overall Status	A

It is a key priority that our workforce reflects our community. We continue to try to improve our understanding of the profile of the workforce as a substantial number of staff still do not provide any social identity information and in particular in respect of religion and sexual orientation. Steps are being taken to acquire this information from staff that do not have immediate access to IT. The Council is doing well with regards to the number of BAME staff and female top earners thanks to targeted recruitment briefs, development and succession plans for staff, mentoring and coaching and blind recruitment. However, we need to continue to focus on improving the percentage of disabled employees, employees under 25 and the completion of the mandatory e-learning for new starters where we are planning to undertake team E-Learning and face-to-face sessions in 2018/19.

Reducing the stigma of mental health in the workplace

In partnership with Public Health, a new course '*Being a mindful manager*' was launched to support this objective.

A workshop was delivered by Thrive London in January was held at the Civic Centre. The purpose of the workshop was to look at how the six principles of Thrive London can be achieved. The workshop was attended by approximately 50 residents and community groups, with some excellent ideas on how to achieve Thrive's principles. The next steps are for a borough wide Action Plan for this year to be developed, which will include initiatives, projects and events being delivered by partners, stakeholders and the VCS. So far events have included a workshop on how to cope with stress hosted by Mind in Harrow to mark Mental Health Awareness Week, story telling at Harrow libraries and the promotion of the '*Being a mindful manager*' course. There is also a corporate offer to support managers to deal with staff in times of emotional and mental health.

Stonewall Workplace Equality Index

In 2017, we were ranked at 154 in the Stonewalls Workplace Index which we are pursuing in order to ensure we are as fair, inclusive and LGBT friendly in the execution of our HR policies. We are currently in the process of developing our submission to Stonewall. The process for this year's submission has now been launched by the senior officer – Paul Hewitt and member champion – Cllr Adam Swersky, who have circulated Stonewalls feedback report to a cross-council virtual working group made up of officers who will be responsible for providing evidence for the 2018 submission.

Disability Working Group

The Council has set up a Disability Working Group this year to address a number of issues that were raised by staff including accessibility to facilities such as toilets, IT issues and compatibility with specific software. In March 2018, radar locks were installed to three toilets. Parking was another issue being addressed with plans to paint yellow lines around the two disabled parking spaces next to the council's canteen that is constantly misused.

The group is now looking at a further range of issues that effect staff. The Two Tick Disability Scheme has been replaced with the Disability Confident Scheme and in April 2018, the council signed up to Level 1 and the disability confident logo and scheme information has started to be used on the council's recruitment pages from June onwards. The group is also working on putting on further Disability Awareness training and there are plans in place to link it to the Mental Health Action Plan.

2017 gender pay gap.

In 2017 all employers with 250 or more staff were required to publish statutory gender pay gap calculations for the first time. The gender pay gap compares the average (mean) and median (central point) of all male and female hourly pay rates. The presence of a gender pay gap does not imply that there is an equal pay issue. Equal Pay is the right for men and women to be paid the same, for the same, or equivalent, work or work of equal value. The pay gap value for female employees in Harrow Council is greater than that for male employees with the mean hourly rate for women 3.88% higher than men's and the median women's pay rate 13.3% higher than men's. The reasons for the gender pay gap at Harrow Council are:

- There is a higher % of women in the top quartile (62%), the upper middle quartile (70%) and the lower middle quartile (68%) of the workforce. Compared to the workforce as a whole women in these three bands account for 61.5% and men 38.5%.
- There is a lower % of women in the bottom quartile of the workforce (46%), when compared to the whole workforce, (61.5% women, 38.5% men)

Objective 2 – An improved understanding of our communities to ensure services are fair, equitable and accessible to all and reduce inequality

Green	3
Amber	0
Red	1

Equality Impact Assessments

In 2017 we undertook a review of our Equalities Impact Assessment (EQIA) form. This is the form all services in the council use to assess if there is any disproportionate impact from any new initiatives or service changes to the nine protected characteristics set out in the PSED and if there is, what mitigations, if any, can be put into place. The EQIA serves to demonstrate how decision-makers in the Council have paid due regard to the requirements of the PSED. The new template was devised in consultation with council officers and built on best practice in other councils. The shorter, simpler form was approved in February 2018 and should make it easier for officers to complete, thereby improving the quality of the EQIAs and our understanding of our communities and the services we provide or commission.

Mental Health in schools

Ten mental health awareness training sessions were delivered in conjunction with Mind in Harrow in various communities across Harrow. Support continues to those secondary schools who have Youth Health Champions; and the Mental Health First Aid for Schools session in March 2018 was well attended.

Early Intervention Childrens' Services

The Council's new Early Support model went live in 2017. It is delivered via Children's Centres and youth centre hubs ensuring these centres are kept open and accessible to residents in the areas of greatest need, despite budget constraints. Part of the Early Support Model is a Youth Offer which is integrated with the Youth Offending Team and local voluntary and community organisations to ensure as many young people as possible are engaged in positive activities and have an array of support available to target support for those considered at risk.

Harrow's Early Support hubs had reached 82% of children (age 0-5) living in the most deprived areas of Harrow by the end of March 2018. Around 7,950 different families have accessed Early Support hubs since January 2017. The Early Years Strategy has as one of its focuses the improvement in the quality of provision across all settings, targeting disadvantaged children, those with special educational needs and disability, funded children, and those eligible for the pupil premium, many of whom fall into the bottom 20%. As well over 90% of private, voluntary, and independent (PVI) settings and currently 100% of schools with early years provision are judged "good" or better by Ofsted [above the national average], it is clear that the vast majority of disadvantaged children are educated in strong settings.

Harrow Young People's Needs Analysis

In 2017 Young Harrow Foundation in partnership with Harrow Council and over 50 voluntary organisations conducted the largest ever survey and analysis of young people's needs. This comprised an extensive survey of over 4000 young people aged 10-19 in the borough, focus groups and a data review. The Analysis revealed that Mental Health, youth violence and employment were the top priorities for young people. The rich evidence base we now have about young people's needs in the borough is the beginning of being able to help local charities deliver and fund some of the most important and vital services to help more young people reach their potential. We hope this can play a role in helping to prove local need and increase external funding into Harrow as well as provide an online platform to see the issues and specific opportunities for young people based on the survey findings and a new Young Harrow Foundation website to include searchable platform for children and young people services in Harrow.

Housing

We know housing is a key factor in inequality with a combination of a lack of affordable housing and changes to welfare benefits exacerbating the problem. The Council's response has been to start to build the first new council homes in a generation, providing new family homes at affordable rents. By March 2018, 50 new council homes were completed or on site and there are 30 more in pipeline awaiting funding. The Grange Farm estate regeneration project to deliver circa 500 new mixed tenure homes has been using GLA grant and HIF funding has been approved and our 100 homes property acquisition programme providing temporary accommodation at LHA level rents supported by General Fund borrowing has been launched helping to reduce the numbers in emergency B&B accommodation.

We have also been working to improve the standards of rented properties in Harrow by introducing licensing schemes in Edgware, Wealdstone and South Harrow and tackle unlicensed houses of multiple occupation. We have also continued to improve our own stock by investing £20m in a five year programme to upgrade the quality of our homes with more efficient boilers, new kitchens and bathrooms, upgraded door entry systems and fire safety works.

Prevention remains challenging while there is such a gap between actual rents and Housing Benefit payments, but we have succeeded in bringing down the number of households in emergency B&B accommodation by over 60% from a peak of 307 families in June 2016 to 116 families by the end of 2017. We have largely done this through our property purchase programme, actively working with private landlords to prevent homelessness and offering longer term private rented accommodation in London and elsewhere to end the uncertainty of homelessness.

Crime and Community Safety

In July 2017 Harrow undertook a Home Office led Locality Assessment focussing on the issue of gangs and serious youth violence. The process involved a series of interviews and focus groups with front-line practitioners to gather information, knowledge and perception whilst building a qualitative picture of the key issues and drivers around county lines, gangs, youth violence and vulnerability. The

assessment provided us with a much deeper understanding of the key issues and drivers of youth violence, which have since informed our Youth Offending Plan and Community Safety Violence, Vulnerability and Exploitation Strategy.

In 2017 we were also allocated funding under the Mayor’s London Crime Reduction Fund (LCPF). We worked with our Voluntary and Community Sector to design a range of interventions that have been proven to be successful in the borough and elsewhere to reduce offending, these were:

1. The development of a problem profile to underpin our strategy on Violence, Vulnerability and Exploitation which has improved our understanding of local gang activity, drugs market, links between gang activity and missing/absent young people and other vulnerable groups.
2. Work with 69 young offenders resulted in half starting to make positive choices and 40% increasing their aspirations and hopes for the future.
3. An art and drama project in schools to divert young people away from youth violence and gain increased confidence, self-esteem and skills demonstrated progress in 88% of participants
4. Work to reduce the number of young people involved in the supply of illicit substances and to build resilience in young people so that they are able to spot the signs of dealer grooming.
5. Providing critical support to the most vulnerable members of our community who are affected by domestic and sexual violence.
6. Reducing alcohol and drug-related reoffending via targeted early support and treatment for ex-prisoners so now over 20% of drug using offenders in treatment.
7. To generate and embed a cultural shift within the schools on the issues of sexual assault, Child Sexual Exploitation and digital exploitation and to promote a culture of awareness. To date 75% of children and young people involved in the project report an increased awareness about the issues and 70% of young victims supported reported a significant improvement in their sense of safety from repeat victimisation.

Apprenticeships

Xcite Employment Project is a council programme supporting Harrow residents that helps people into work, provides Apprenticeship brokerage linking young people to training providers and businesses, accesses funding for vocational training for eligible people in work to improve their career opportunities and provides a Construction employment specialist providing job brokerage and training advice and funding for eligible residents. The table below summarises the Xcite team’s performance in 2017/18 against equality indicators.

Clients	Clients	Job outcomes	% of clients	% of into work
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Male	269	144	64%	73%
Female	152	53	36%	27%
BAME	236	101	56%	51%
White	184	96	44%	49%
Disability	39	9	9%	5%
Total	421	197		

Objective 3 – Promote and Celebrate the Diversity of our Borough and Foster Community Cohesion

Green	1
Amber	0
Red	0
Overall Status	G

As and extremely diverse borough community cohesion is integral in all that we do. We set out to increase the amount of those who felt that people from different backgrounds get on well together in the area. In order to support this objective, we agreed an annual diversity calendar for 2017/18. Diversity Champions, the staff Making a Difference group, partners, stakeholders and the VCS worked together to organise, deliver and celebrate the events including: an event on gender violence and domestic abuse in November 2017 to coincide with White Ribbon Day; celebrating LGBT history Month in February 2018 and organising a Thrive Harrow Community Event on reducing the stigma of mental health in January to coincide with Time to Talk day on 1st February 2018.

The Council also organised events for 'Remembering Sebrenica' – the largest genocide in Europe since the Second World War and Holocaust Memorial Day. We were also pleased to be able to provide match-funding to the Wealdstone Active Community group to put on three successful community events: a St George's Day Festival, a Summer Festival and a Carol Concert as part of a prototype crowdfunding project.

We are taking active steps to ensure hate crime in the borough does not escalate and that there are effective third party reporting channels. Following the Manchester, London Bridge and Finsbury Park attacks, a community leaders meeting was held which involved the Leader, CEO & Borough Commander where they talked about hate crime and voiced that it would not be tolerated in Harrow. Key messages regarding the importance of reporting hate crime were also given and this was followed up by a press release. Community Leaders were encouraged to share this message with their communities/members/congregations.

Ongoing work to ensure the Prevent Duty requirements (under the Counter Terrorism and Security Act 2015) continues to take place with over 1500 people trained by the Council using the Home Office WRAP package, Chanel Panel and the delivery of Equaliteach critical thinking project to schools in the borough.

4. Proposed priorities for the 2018/19 Action Plan

Based on the data and evidence in this report and what we know about the priorities for the Council for 2018/19, the following priorities are proposed for the 2018/19 action plan. The intention is for the 2018/19 action plan to focus on a smaller number of projects where we want to make a concerted difference that year. It is these projects whose progress will be monitored by the Corporate Equalities Group on a quarterly basis. Other mainstreamed equalities and diversity work will continue within the services and be monitored via their own service plans and strategies. We will capture relevant information via a revised basket of indicators and case studies that we will use in the annual report to demonstrate progress against our Corporate Equality Objectives.

Objective 1 – An inclusive workforce that feels valued, respected and reflects our community

Disability

Improve our processes as a council to achieve Disability Confident accreditation.

Mental Health

Focus on reducing the stigma of mental health in the work place and work with the Youth Parliament on young people and mental health – the top issue identified in the Young Harrow Foundation's Youth Needs Analysis.

Stonewall

To continue to participate in the Stonewall Workplace Equality Index and work towards a top 100 ranking.

Social Identity Recording

To continue to increase the levels of social identity recording amongst staff.

Mandatory Equality Matters e-learning training

To continue to increase the numbers of staff completing the mandatory e-learning training

Objective 2 – An improved understanding of our communities to ensure services are fair, equitable and accessible

to all and reduce inequality

Communities and Regeneration

Gain a better understanding of the transient migrant populations and the impact on community cohesion and community safety especially fly tipping and overcrowding housing.

Improve understanding of homelessness, particularly the impact of the Homeless Reduction Act

Peoples

Adult social care Resilient Communities vision and improved accessibility to adult social care website, information packs and online information, improved profiling of young offenders.

Resources and Commercial

L&D – Member induction, e-learning, EQIA guidance and quality assurance

Objective 3 – Promote and Celebrate the Diversity of our Borough and Foster Community Cohesion

Diversity Champions, Straight Ally and community events

Appendices

Appendix 1 – Corporate Equality & Diversity Performance Targets 2017/18

Measure	Target 2017/18	Actual 2017/18	RAG Status	Comments (include comparisons against National Average and Neighbouring Borough(s) where available)
Objective 1: An inclusive workforce that feels valued, respected and reflects our community				
Improve on our position in Stonewall Workplace Index (WI) <ul style="list-style-type: none"> KPI – Achieving a top 100 place in the workplace index in 2017 	100	154	A	We have maintained our position in 2017 with a ranking of 154 out of 439.
Achieve a more comprehensive profile of the workforce by improving the reporting and recording of protected characteristics, particularly disability. <ul style="list-style-type: none"> KPI - % of staff providing social identify information 	20.8%	27.2%	HG	<ul style="list-style-type: none"> The issue is raised at corporate induction The staff Making a Difference Group are discussing ideas for how to incentivise staff to update their info on SAP Staff awards were held to celebrate work against the values including work around Equalities & Diversity. Values also included as part of the appraisal where staff can update any work around equalities for the “do it Together” Value. There’s a high percentage of unknowns still for both Religion or Belief (77.33%) and Sexual Orientation (78.42%). Stonewall data indicates that nationally only 27% of LGBT staff feel confident disclosing their sexuality at work.

Measure	Target 2017/18	Actual 2017/18	RAG Status	Comments (include comparisons against National Average and Neighbouring Borough(s) where available)
Improve the proportion of BAME staff <ul style="list-style-type: none"> • KPI – Proportion of BAME employees • KPI - % of top 5% earners who are BAME 	45% 20%	45.99% 25.49%	LG HG	<p>The proportion of BAME staff is steadily increasing (it was 45.47% last year); whilst it is above target is it still short of reflecting the proportion of BAME residents in the borough which is at around 62%.</p> <p>The proportion of BAME in the top 5% of earners has also increased from 21.9% in 2016/17. This is on a par with national figures from DWP which state that 24% of BAME households are in the top income band earning £1000/wk or more gross.</p>
Improve the proportion of disabled employees <ul style="list-style-type: none"> • KPI – proportion of disabled employees • KPI - % of top 5% earners who are disabled 	3% 3%	2.02% 3.92%	HR HG	<p>The employment rate for disabled people has remained at around 2%, but has decreased from 2.2% in 2016/17; however there has been good progress in increasing the number of disabled people in the top5% of earners in the council.</p> <p>According to the Labour Force survey there are over 3.4m disabled people in employment in the UK which would represent about 5% of the population.</p>
Improve % top 5% earners who are women <ul style="list-style-type: none"> • KPI - % top5% earners who are women 	50%	51.96%	LG	<p>The actual rate has declined by 2.3% since 2016/17 but remains above target. The Council's gender pay gap report also presents a positive story about female pay in the council.</p>
Improve the recruitment, support and retention of young people <ul style="list-style-type: none"> • KPI - Proportion of Harrow Council employees aged less than 25 	3.31%	2.41%	HR	<p>Despite strong performance in getting over 500 young people into apprenticeships in the borough, the percentage of employees under 25 in the council has fallen compared to 2016/17.</p> <p>We have meet with external recruitment provider, Pertemps, to identify actions that would</p>

Measure	Target 2017/18	Actual 2017/18	RAG Status	Comments (include comparisons against National Average and Neighbouring Borough(s) where available)
				encourage young people to apply for opportunities in Harrow. We are also working with Xcite to identify apprentices that can be trained in areas across the council.
<p>All staff to complete the mandatory Equality Matters training every two years to ensure they are up to date with the latest legislation, Council's policies and best practice.</p> <ul style="list-style-type: none"> KPI - % of new starters who completed the mandatory Equality Matters training (either face to face or E-Learning Module) within the first 8 weeks of their employment KPI - % of existing staff (as at April '16) who are up to date with Equality Matters refresher training (either face to face or E-Learning Module) 	95%	36%	HR	The % of new starters completing the training is higher than it was last year (up 10%) but has fallen back from a high of 78% in Q3. As previously reported, at present a high proportion of depot staff have no access to online training. We are planning on undertaking team ELearning and face-to-face sessions throughout 2018/19 to improve the situation
	95%	75%	HR	The % of existing staff completing the training has increased by 12% from last year. Improved reporting from the Learning Management System and a greater focus on this from managers has contributed to the increase
Objective 2: An improved understanding of our communities to ensure that services are fair, equitable and accessible to all and reduce inequality				
<p>DisabledGo – increase the number of people who use the Access Guide</p> <ul style="list-style-type: none"> KPI – No. access guide views 	8,000	8,806	HG	The number of Access Guide views has increased every year over the past 3 years (7311 in 2015) thanks to increased communications. The top guides were Harrow Association for the Disabled, Harrow on the Hill Station, Harrow Arts Centre, Harrow Children's Centres and Harrow Leisure Centre.
<p>Narrow the education attainment gap</p> <ul style="list-style-type: none"> The percentage inequality gap in 	24%	31%	HR	There has been no change in this indicator

Measure	Target 2017/18	Actual 2017/18	RAG Status	Comments (include comparisons against National Average and Neighbouring Borough(s) where available)
achievement across all the Early Years Learning Goals (EYFS)				
Adult Learning Development, delivery and evaluation of community learning programmes to support recovery from mental health problems <ul style="list-style-type: none"> KPI - % of adults in contact with secondary mental health services in paid employment 	7%	8.3%	HG	
Adult Social Care <ul style="list-style-type: none"> KPI – equality of service provision (Adult Social Care) 	0.9-1.1%	0.97%	G	There has been no change in this indicator
Objective 3: Promote and celebrate the diversity of our borough and foster community cohesion				
Work in partnership with partners, stakeholders and the VCS to organise, deliver and celebrate key diversity events within the borough <ul style="list-style-type: none"> KPI - % of residents who agree that my local area is a place where <i>people from different ethnic backgrounds get on well together</i>. 	70%	77%	G	Harrow Residents Survey July 2017 shows community cohesion remains positive in Harrow despite various terrorist attacks that year. Nationally 81% of people think their local area is a place where people from different ethnic backgrounds get on well together. But given the higher levels of diversity in Harrow compared with other local authorities a score of 77% is good.