



**You will need to produce an Equality Impact Assessment (EqIA) if:**

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity. You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process (outlined in appendix 1). Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Equalities and borough profile data, as well as other sources of statistical information can be found on the Harrow hub, within the section entitled: [Equality Impact Assessment](#) - sources of statistical information.

## Equality Impact Assessment (EqIA)

<b>Type of Decision:</b>	<input type="radio"/> Cabinet <input type="radio"/> Portfolio holder	
<b>Title of Proposal</b>	Haslam House Contractor Procurement and Delivery	<b>Date EqIA created</b> 26 <sup>th</sup> November 2018
<b>Name and job title of completing/lead Officer</b>	Charlotte Khatso - Regeneration PM	
<b>Directorate/ Service responsible</b>	Regeneration	
<b>Organisational approval</b>		
<b>EqIA approved by Directorate Equality Task Group (DETG) Chair</b>	<b>Name</b> Paul Walker	<b>Signature</b> <input type="checkbox"/> <b>Tick this box to indicate that you have approved this EqIA</b>  <b>Date of approval</b> November 2018

**1. Summary of proposal, impact on groups with protected characteristics and mitigating actions**  
(to be completed after you have completed sections 2 - 5)

**a) What is your proposal?**

Procure a contractor to build housing which will be either part of the Council’s Open Market sale and generate an income, or be invested in the HRA and meet Council statutory obligations in terms of housing local people.

Successful completion of the project will result in the delivery of 9 units of 2 bedroom duplex houses, with nine car parking spaces and a shared bin and bike store.

These 9 units will be for sale on the open market, as part of the amended regeneration strategy. Haslam House was previously linked to Chichester Court up until the first iteration of the site, but is now managed by Housing.

**b) Summarise the impact of your proposal on groups with protected characteristics**

Main protected characteristics that may be affected by this proposal:

Age :The following reports identified the need to develop apprenticeships and address the changing demographics of the workforce:

Chartered Institute of Building Inquiry into Skills in the UK Construction Industry, EC Harris, 2014, London Prime Residential Development Pipeline: The race to secure capacity,

COIB report: Skills in the UK Construction industry, April 2013

As such the new development provides opportunities for construction jobs and apprenticeships for young people with in the construction delivery phase as well as support from the design team in providing work experience and school workshop.

**c) Summarise any potential negative impact(s) identified and mitigating actions**

Haslam House is due to start on site Jan 2019 and to complete Jan 2020, the Contractor is to keep local residents and businesses informed of any construction works that may be in any way disruptive, H&S, Noise, or access. The Contractor will also be responsible for engagement with the neighbours, stakeholders and Members to understand and re-provide a safe and suitable alternative access if required and also to ensure the development has minimal negative impact.

<b>2. Assessing impact</b>					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to <a href="#">borough profile data</a> , <a href="#">equalities data</a> , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on <b>each</b> group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
<b>Protected characteristic</b>	For <b>each</b> protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	<b>Negative impact</b>		No impact
			Minor	Major	
<b>Age</b>	<p>In the period 2001-2011, Harrow's population has grown by more than 15% to 239,000. The 0-14 age group is estimated to have increased by 15.7% due to a significant number of births within the Borough within the last 10 years, and those aged 65+ are estimated to have increased by 12.3% within the same period. Household size within the borough is the second highest in the country at 2.8 people per household (Office for National Statistics, 2001 and 2011).</p> <p>The housing built will be available on the open market to all people regardless of age, homes will be available to those from different socio-economic backgrounds. New public realm and landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqIA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p><b>Disability</b></p>	<p>The 2001 housing stock condition survey, and updated in 2008 highlighted that 78% of private sector housing stock within the borough was pre-1949, and with older housing comes particular issues of condition and its impact on the health and safety of those living within it, especially vulnerable households, such as disabled households requiring adaptations to maintain independent living.</p> <p>The Haslam housing built will be a compliant mix of lifetime homes as defined by the Mayor of London which will ensure they are habitable by those with disabilities.</p> <p>Affordable housing was to be allocated according to Harrow's Allocation Scheme, which was subject to an EqlA in March 2013. The PRS and sub-market PRS housing was to be allocated in accordance with the procedures of the new Harrow lettings agency. An EqlA has been carried out on the establishment of the agency in July 2015. However in May 20018 following the Aspire Review the Council took the decision to sale the Haslam Housing on the Open Market (OM). The houses all have a level access.</p> <p>The housing built will be available to all people regardless of disability New public realm and landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqlA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>Gender reassignment</b></p>	<p>No data has been reviewed as it is unavailable, however both affordable and private rented housing will be available to all gender groups.</p> <p>Prior to the decision to sale the Haslam Housing on the Open Market (OM) the PRS and sub-market PRS housing will be allocated in accordance with the procedures of the new Harrow lettings agency. An EqlA was carried out on the establishment of the agency in July 2015.</p> <p>The housing built will be available to all people regardless of gender, and a mixture of homes will be available to those from different socio-economic backgrounds. New public realm and</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqlA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p>				
<p><b>Marriage and Civil Partnership</b></p>	<p>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). 0.16% of residents were in a same-sex civil partnership.</p> <p>Affordable housing was to be allocated according to Harrow's Allocation Scheme, which has been subject to an EqlA in March 2013. The PRS and sub-market PRS housing was to be allocated in accordance with the procedures of the new Harrow lettings agency. An EqlA has been carried out on the establishment of the agency in July 2015. However in May 2018 following the Aspire Review the Council took the decision to sale the Housing on the Open Market (OM).</p> <p>The housing built will be available to all people regardless of marital status, and a mixture of homes will be available to those from different socio-economic backgrounds. New public realm and landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and was granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqlA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Pregnancy and Maternity</b>	<p>Vitality Profiles, GLA Data sets, Local Economic Assessment reviewed no data to determine impact. Although improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit.</p> <p>The project would have a positive impact on pregnant women and those with young children as it would provide new family housing suitable for those in the borough.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Race/ Ethnicity</b>	<p>2011 Census data shows that 69.1% of Harrow's residents are minority ethnic, where minority ethnic is defined as all people who are non-White British. Nationally, Harrow now has the fourth lowest proportion of White British residents, compared to a ranking of 8th in 2001. The White British population group has fallen by 28.5% since 2001, suggesting that Harrow is becoming increasingly diverse (Office for National Statistics, 2011)</p> <p>Affordable housing was to be allocated according to Harrow's Allocation Scheme, which was subject to an EqIA in March 2013. The PRS and sub-market PRS housing was to be allocated in accordance with the procedures of the new Harrow lettings agency. An EqIA has been carried out on the establishment of the agency in July 2015. However in May 2018 following the Aspire Review the Council took the decision to sale the Housing on the Open Market (OM).</p> <p>The housing built will be available to all people regardless of ethnicity, and a mixture of homes will be available to those from different socio-economic backgrounds. New public realm and landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqIA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Religion or belief</b>	<p>The 2011 Census revealed that religious affiliation is very high in Harrow; at 9.6%, the borough has the 2<sup>nd</sup> lowest number of residents who stated that they have no religion. This compares to 24.7% nationally (Office for National Statistics, 2011).</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>Affordable housing was to be allocated according to Harrow's Allocation Scheme, which was subject to an EqlA in March 2013. The PRS and sub-market PRS housing was to be allocated in accordance with the procedures of the new Harrow lettings agency. An EqlA has been carried out on the establishment of the agency in July 2015. However in May 20018 following the Aspire Review the Council took the decision to sale the Housing on the Open Market (OM).</p> <p>The housing built will be available to all people regardless of religion and belief, and a mixture of homes will be available to those from different socio-economic backgrounds. New public realm and landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqlA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p> <p>Data suggest no impact to said protected characteristics however improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit.</p>				
<p><b>Gender</b></p>	<p>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).</p> <p>The project will provide new homes and will have a positive impact for both males and females.</p> <p>Affordable housing was to be allocated according to Harrow's Allocation Scheme, which has been subject to an EqlA in March 2013. The PRS and sub-market PRS housing was to be allocated in accordance with the procedures of the new Harrow lettings agency. An EqlA has been carried out on the establishment of the agency in July 2015. However in May 20018 following the Aspire Review the Council took the decision to sale the Housing on the Open Market (OM).</p> <p>The housing built will be available to all people regardless of sex/gender, and a mixture of homes will be available to those from different socio-economic backgrounds. New public realm and</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



	<p>landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqIA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p>				
<p><b>Sexual Orientation</b></p>	<p>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).</p> <p>The project will provide new homes and will have a positive impact for both males and females.</p> <p>Affordable housing was to be allocated according to Harrow's Allocation Scheme, which was subject to an EqIA in March 2013. The PRS and sub-market PRS housing was to be allocated in accordance with the procedures of the new Harrow lettings agency. An EqIA has been carried out on the establishment of the agency in July 2015. However in May 20018 following the Aspire Review the Council took the decision to sale the Housing on the Open Market (OM).</p> <p>The housing built will be available to all people regardless of sex/gender, and a mixture of homes will be available to those from different socio-economic backgrounds New public realm and landscaping will benefit all who spend time in the area.</p> <p>The project has been submitted for planning and granted permission on its compliance with planning policy. All of Harrow's planning policies have been subject to a full EqIA as part of their adoption process.</p> <p>The contractor will be required to have an Equalities Policy that is in accordance with that of the Council, and this policy will form part of the contract documents.</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>

**2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?**

Yes                      No   

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below

**2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc.), could your proposals have an impact on individuals/service users, or other groups?**

Yes                      No   

If you clicked the Yes box, Include details in the space below

### 3. Actions to mitigate/remove negative impact

**Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.**

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for <b>each</b> group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer
N/A				


#### 4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

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 groups
3. Foster good relations between people from different groups

#### Include details in the space below

1. The scheme meets the needs of people from protected groups where the needs for each group are different; the units meet socio economic needs, disability & elderly housing needs; and a need for areas for children's safe play.
2. The scheme meets the needs of people from protected groups where the needs for each group is different; level access for wheelchair accessible. The units all complying to Part M Building Regulations, meeting socio economic needs, disability & elderly housing needs; and need for areas for children's safe play.
3. The units aim to provide an advanced quality of living between people from different groups which include but are not limited to: disability, age and socio economic protected characteristics. The scheme includes a car parking space per house, gardens and bike storage, to

encourage social interaction for the health and well being of all residents. The units face towards the centralised landscaped area to also provide a natural surveillance for children as well as those who use the space.

#### 5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

**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**

**Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4**

**Outcome 3**

**This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.**

Include details here

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<sup>i</sup> CIOB: