



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)

Type of Decision:	<input type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input checked="" type="radio"/> Other (state)	
Title of Proposal	Harrow Arts Centre Capital Investment	Date EqIA created 27/11/2018
Name and job title of completing/lead Officer	Shehzad Ahmed, Economic Development Officer (Place)	
Directorate/ Service responsible	Community	
Organisational approval		
EqIA approved by Directorate Equalities Lead	Name Dave Corby	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval 13/12/2018

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?

To support the delivery, growth and participation at Harrow Arts Centre (HAC) by:

- creating a Masterplan to recommend a short and long term approach to the site
- improve derelict spaces and bring them back into use as creative workspaces
- improve public realm and wayfinding on the site
- create new modular units for classes and workshops in order to increase from 10,000 to 14,000 classes and workshops
- increase the numbers of beneficiaries from 231,000 to 300,000 per annum.

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

In general the proposal to support the delivery, growth and participation at Harrow Arts Centre (HAC) has an overall positive impact on all the protected characteristic groups. HAC's commitment to promote access and involvement in cultural and artistic activities, and maximise opportunities to improve health through artistic and creative activity to all residents. In particular HAC is committed to increasing participation of those groups that least access the facilities including those from an Asian/Indian background, who despite being the largest ethnic group in the borough, make up only 23% of HAC users.

One element of the proposal, the creation of new modular units for classes and workshops, may temporarily affect some existing user groups as a result of classrooms being unavailable for bookings, whilst demolition of existing classrooms are undertaken and new modular units are installed. However we will work closely with the architects undertaking the masterplanning of the site and the suppliers of the modular units to phase in the works with minimum disruption and taking classrooms out of service for the least amount of time. Where classrooms are closed, alternative rooms within HAC itself and in nearby locations such as libraries, schools and community centres.

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

2. Assessing impact					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to borough profile data , equalities data , 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 each 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			
Protected characteristic	For each 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	Negative impact		No impact
			Minor	Major	
Age	Harrow commissioned a survey in June 2018 asking 'What is it like to be a young person living in Harrow'. The results of that survey indicate a ready-made market for HAC. 41% wanted support to increase confidence, 37% wanted to improve social and comms skills, 23% more positive activities and 23% to have volunteering opportunities. This project will increase HAC's capacity to deliver more classes and workshops such as dance, music and drama, targeting young people and in turn improving their health and wellbeing. HAC also provides routes into volunteering and together with the Council's Xcite team can provide advice and guidance for progression into training, apprenticeships and employment opportunities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	Data from the Harrow Arts Centre ticketing system (Spektrix) shows that in 2016-17 5% of ticket dispensed were to those who identified themselves as disabled. HAC's in-house programming is all inclusive and covers the breadth of contemporary arts including groups with a disability. This has included hosting an annual Disability Arts Festival, Wheelchair Dance Workshop, Books Beyond Words. HAC is committed to increasing its offer for people with a disability through greater number of workshops and classes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Gender reassignment	2017 MYEs: 50.1% women, 49.9% male (Gender reassignment, non binary not recorded). No data recorded by HAC, but this project aims to improve inclusion and cultural activities to all, including groups under this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	No data available to demonstrate that this group would be disproportionately affected. This this project aims to improve inclusion and cultural activities to all, including groups under this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	No data available to demonstrate that this group would be disproportionately affected. This this project aims to improve inclusion and cultural activities to all, including groups under this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>Race/ Ethnicity</p>	<p>The GLA's 2011 Census Ethnic Diversity Indices show that Harrow is ranked 7th nationally for ethnic diversity. Diversity indices measure the number of different/distinct groups present in the population and the sizes of these distinct groups relative to each other.</p> <p>The main ethnic groups identified by the 2011 Census were: 30.88% White (UK); 41% Asian, 8% Black and 7% White other. Data from the Harrow Arts Centre ticketing system (Spektrix) shows that in 2016-17 29% of the audience were White British, 23% Asian, 18% Black and 12% White other.</p> <p>Currently HAC's in-house programming is all inclusive and covers the breadth of contemporary arts to reflect the diversity in Harrow, offering something for everyone. An experienced programming team chooses performances not only for its artistic quality but its suitability for a varied and inclusive audience. Examples include:</p> <ul style="list-style-type: none"> - the screening of A United Kingdom and Black Panther to mark Black History Month - Panchamukhee Durga Utsav Festival to celebrate the arts and cultural heritage of the Indian subcontinent. <p>This project will target its outreach activity to residents living south of the borough particularly residents from the Asian community whose participation is under-represented.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Religion or belief</p>	<p>The 2011 Census showed the following religions in Harrow: Christian 37.31%; Buddhist 1.13%; Hindu 25.27%; Jewish 4.41%; Muslim 12.5%; Sikh 1.15%; other religions 2.49%.</p> <p>Data from the Harrow Arts Centre ticketing system (Spektrix) shows that in 2016-17</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>11% of the audience were from the Christian faith followed by 8% from the Hindu faith.</p> <p>This project will target its outreach activity to residents living south of the borough particularly residents from the Asian community whose participation is under-represented, as a result increasing the percentage of participants from different religions/beliefs.</p>				
Gender	<p>The 2011 Census showed that there were 118,000 males and 121,000 females in Harrow.</p> <p>Data from the Harrow Arts Centre ticketing system (Spektrix) shows that in 2016-17 56% of the audience were female, and 44% were male.</p> <p>HAC will continue to publicise and market its offer, and ensure its in-house programming, targets people of all genders.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<p>No data available to demonstrate that this group would be disproportionately affected. HAC will continue to publicise and market its offer, and ensure its in-house programming, targets people of all genders.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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?</p> <p><input type="checkbox"/> Yes No <input checked="" type="checkbox"/></p>					
<p>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</p>					

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 each 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
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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

HAC is committed to inclusion which it currently evidences through its diverse offer to residents. Its in house programming offers a broad artistic programme aimed at all groups, and its participation and outreach programme specifically targets local people who do not visit the Centre or take part in its programmes. This is met through the work of the Outreach and Participation Officer at HAC and is reviewed by the Centre Manager who identifies where there are gaps in participation groups and then engages with those groups. HAC sits in a sub area of Harrow in the bottom 20% nationally for deprivation affecting children and containing the most deprived LSOA's (Headstone & Mill Farm Close Estates), as such is committed to expanding provision for young people aged 14-25 such as the '100% Producers' group. Additional targeted outreach has also been committed and planned for residents living south of the borough particularly residents from the Asian community whose participation is under-represented

HAC's in-house programming is all inclusive and covers the breadth of contemporary arts to reflect the diversity in Harrow, offering something for everyone. An experienced programming team chooses performances not only for its artistic quality but its suitability for a varied and inclusive audience. Examples include:

- the screening of A United Kingdom and Black Panther to mark Black History Month
- Panchamukhee Durga Utsav Festival to celebrate the arts and cultural heritage of the Indian subcontinent
- Disability Arts Festival

We know that 1 in 3 adults in Harrow are physically inactive and 21% of children over 10 are obese. We will engage with external artists and organisations to deliver classes such as dance and drama to address this reality. Occupants will be carefully selected to ensure they are inclusive to the community and address issues such as low skills, employment support, ill health, and physical inactivity, which

in turn will improve well-being, raise aspirations and promote wider economic development in Harrow.

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