



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	Cabinet	
Title of Proposal	HRA Budget 2019-20 & MTFS 2020-21 to 2021-22	20/12/2018
Name and job title of completing/lead Officer	Milan Joshi	
Directorate/ Service responsible	Resources and Commercial/Finance	
Organisational approval		
EqIA approved by Directorate Equalities Lead	Name Alex Dewsnap	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval:07/02/2019

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions (to be completed after you have completed sections 2 - 5)
<p>a) What is your proposal?</p> <ul style="list-style-type: none"> Reduction in social rents in line with statutory rent reduction Increase in Facilities, service and community hall charges Proposals for new housing development
<p>b) Summarise the impact of your proposal on groups with protected characteristics</p> <p>Rents – statutory 1% rent reduction for 2019-20 which his last year of rent reduction, thereafter to increase by CPI + 1% Facilities & Community Halls – charges to increase by 3% and 4% respectively reflecting cost of services and requirement to legitimately recover cost from tenants. Tenants will continue to benefit from a reduction in rent. Impact on Council mitigated by service review programme aimed at prioritising expenditure and services to ensure adverse impact on tenants, if any, is minimised.</p> <p>Tenant Service Charges – increase by CPI 2.4% reflecting increase in associated costs; review of these charges aimed at ensuring full recovery of all appropriate costs using fair and transparent methodology ongoing; in year adjustment 2019-20 possible following conclusion of project subject to Cabinet approval. Charges will help pay for costs of maintaining blocks and estates in shorter term with review aimed at ensuring transparency moving forwards which will assist tenants in selecting those services which can be scaled back or enhanced.</p> <p>New Housing Development – proposals to build additional 659 new homes using new borrowing freedoms for new build, external grant and freedoms in reinvestment of right to buy receipts. Additional supply will comprise affordable rented and shared ownership units and address family sized housing shortage for persons otherwise not adequately serviced by private rented sector.</p>
<p>c) Summarise any potential negative impact(s) identified and mitigating actions</p> <p>Increases in service and other charges reflect cost of provision reviews aimed at ensuring full cost recovery and transparency in progress.</p>

New build programme will bring significant risks to Council and these will be mitigated by setting up adequate financial reserves to offset adverse impacts e.g. increases in interest rates or build costs.

Mitigations will prevent adverse impact on front line services and ensure continuity for tenants and leaseholders in the Borough.

Tenants experiencing payment difficulties have recourse to specialist advice from HRA Resident Services who can advise on impact of Government's Welfare Reforms (mainly Universal Credit). These include payment plans, budgeting and alternative accommodation in the case of under occupation. Assistance and advice of this type is a key and important part of the service provided by Council's HRA.

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	<p>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.</p> <p>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.</p> <p>Age profile of users of all of the services covered by report has not been collated. Increase in rents in line with statutory requirements and other charges considered fair and reasonable.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>Harrow profile*: 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</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>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 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%).</p> <p>Disability profile of users of all of the services covered by report has not been collated. Increase in rents in line with statutory requirements and other charges considered fair and reasonable. Specific adaptations for Council tenants included as part of capital program and commitment to wellbeing of disabled tenants remain priority for the service.</p>				
Gender reassignment	This data is currently not available.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>marriage in the country (19.4%).</p> <p>Pregnancy and Maternity profile of users of all of the services covered by report has not been collated. Although we don't have specific data, the nature of the homes being built are aimed at families and therefore this means that there is a proportionate increase in the chance that the build programme will have a positive impact on this characteristic.'</p> <p>Increase in rents in line with statutory requirements and other charges considered fair and reasonable; these, together with new build program, will be implemented impartial to this protected characteristic.</p>				
Race/ Ethnicity	<p>Harrow profile (Census): 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.</p> <p>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.</p> <p>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.</p> <p>Race and Ethnicity profile of users of all of the services covered by report has not been collated. Increase in rents in line with statutory requirements and other charges considered fair and reasonable; these, together with new build program, will be implemented impartial to this protected characteristic.</p>	☐	☐	☐	☒

<p>Religion or belief</p>	<p>Harrow profile: 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 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%).</p> <p>Religion and Belief profile of users of all of the services covered by report has not been collated. Increase in rents in line with statutory requirements and other charges considered fair and reasonable; these, together with new build program, will be implemented impartial to this protected characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Gender</p>	<p>Harrow profile: 49.9% of the population are male and 51.1% are female</p> <p>Gender profile of users of all of the services covered by report has not been collated. Increase in rents in line with statutory requirements and other charges considered fair and reasonable; these, together with new build program, will be implemented impartial to this protected characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Sexual Orientation</p>	<p>Harrow profile: 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.</p> <p>Sexual orientation profile of users of all of the services covered by report has not been collated. Increase in rents in line with statutory requirements and other charges considered fair and reasonable; these, together with new build program, will be implemented impartial to this protected characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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 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

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

Proposals are made impartial to protected characteristics.

Tenants experiencing financial difficulties are offered help, advice and support from suitably qualified staff in accordance with agreed service standards. Tenants are regularly invited to consultative forums to ensure they are kept up to date with proposed developments and have opportunity to discuss issues directly with Council officers.

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