

Safari Cinema, 2 Station Road, Harrow, HA1 2TU

Equality Impact Assessment



1. Summary of proposal, impact on groups with protected characteristics and mitigating actions

a) What is your proposal?

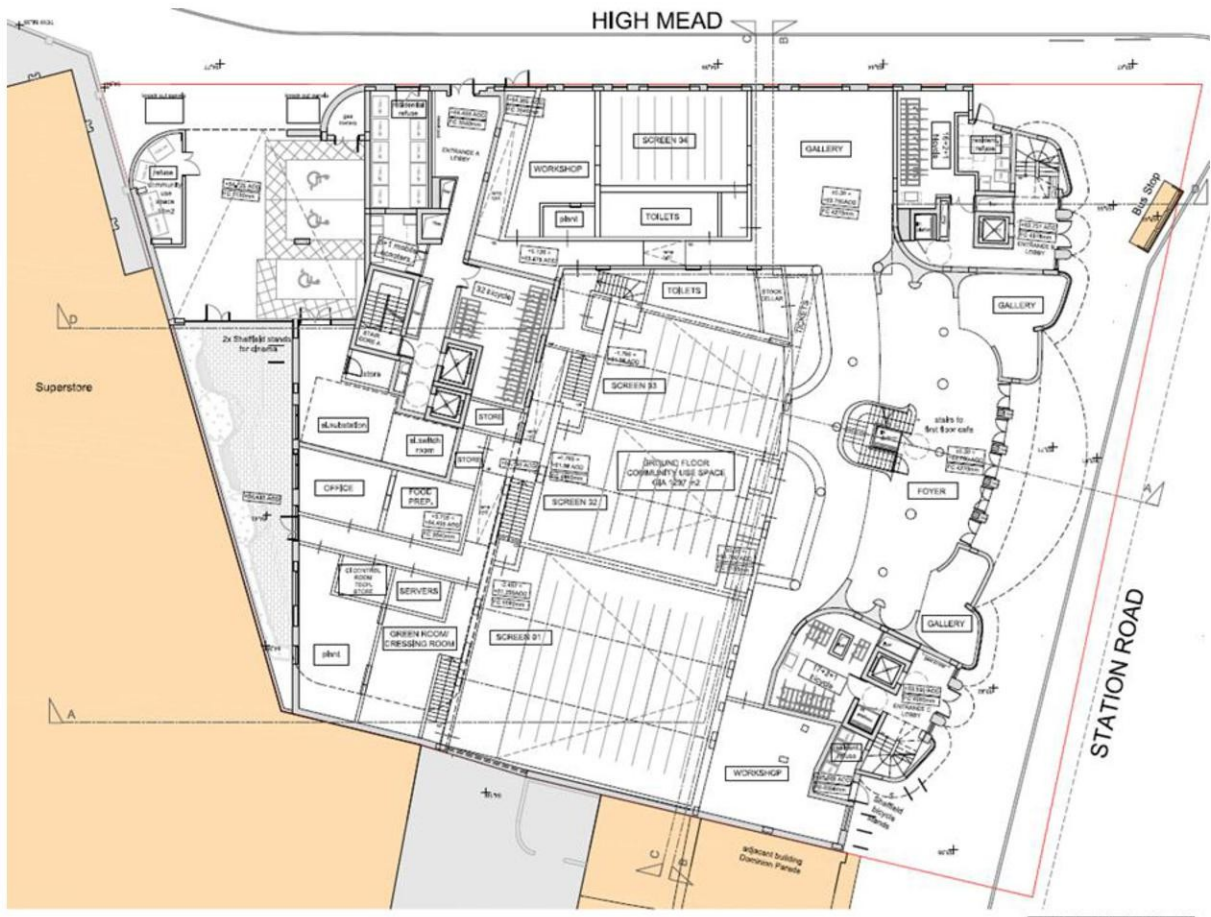
Existing uses on site

The existing building consists of 3,100.2 sqm of cinema floorspace and 1,562.8 sqm of floorspace in use as a church (total of 4,663 sqm).

The Safari Cinema is an affordable two-screen cinema (612 and 133 seats), which primarily screens Bollywood movies. On a daily basis there are between one and three viewings.

Victory to Victory Community Church (the V2V Church) describes itself as a non-denominational family church, catering to a large, multicultural community. It hosts two weekly services and two weekly online prayer meetings from the community space in the existing premises. The V2V Church website suggests that the Church's premises also plays host to additional community-oriented activities, such as cooking and gardening clubs. However, we have found no evidence of this beyond the Church's website.

Ground floor plan showing the proposed church and cinema arrangement



The proposed development

The applicant's vision entails revealing and restoring the original Art Deco cinema façade; demolition of existing building to the rear of the façade and construction of 78 residential units (3 x studios; 17 x 1 beds; 43 x 2 beds and 15 x 3 beds); the provision of 1,297sqm of community

use space on the ground floor comprising a cinema and ancillary gallery, workshops, café (also comprising an additional 79sqm on the first floor and 50sqm on the second floor) and bar; 3 disabled parking spaces, plant room, secure cycle parking, residential and commercial refuse provision and delivery area at ground floor and plant room and secure cycle parking spaces at basement level and landscaping at ground, first and fifth storeys.

The scheme will help to meet key planning priorities for Harrow Council, particularly with regards to the need for additional housing and employment floorspace across Harrow.

One of the most distinctive and essential aspects of the proposal is the unveiling of the historic Art Deco façade of the existing building, which will restore and improve the streetscape and frontage along Station Road, providing considerable historical and visual interest.

The proposed new cinema will be an ArtHouse cinema. ArtHouse previously opened their first four-screen, community-focused independent cinema in Crouch End in 2014. Their programme of film screenings and workshops is strongly focused on local tastes and requirements. The ArtHouse cinema and café space in Crouch End has helped to boost the local evening economy.

The 78 new homes provided as part of the proposed development include 3 studio, 17 one-bed, 43 two-bed and 15 three-bed units.

Schedule of Accommodation

	Entrance A					Entrance B					Entrance C			TOTAL	Residential GIA	Commercial GIA	Commercial refuse	Refuse-bicycle-plantrooms GIA	ALL GIA	ALL GEA
	Studio	1b	2b	3b4p	3b5p	Studio	1b	2b	3b4p	3b5/6p	1b	2b	3b							
BASEMENT FLOOR															38			291	329	374
GROUND FLOOR															221	1297	16	200	1734	1782
1 FLOOR	0	3	4		1	0		1		1	1	2		13	1109	79			1188	1291
2 FLOOR	1	1	5		1		1	1	1			2		13	1102	50			1152	1285
3 FLOOR	1	1	5		1	0	1	0	1	1	1	1	1	14	1099				1099	1187
4 FLOOR	1	1	5		1	0		0		1				9	967				967	1054
5 FLOOR		1	3	1										5	415				415	446
6 FLOOR		1	3	1										5	415				415	446
7 FLOOR		1	3	1										5	415				415	446
8 FLOOR		1	3	1										5	415				415	446
9 FLOOR		1	3	1										5	415				415	446
10 FLOOR		2	2											4	302				302	330
TOTAL	3	13	36	5	4	0	2	2	2	3	2	5	1	78	6913	1426	16	491	8846	9533
HABITABLE ROOMS	3	26	108	20	20	0	4	6	8	15	4	15	4	233						
TOTAL FLATS PER ENTRANCE	61					9					8									

Access Plan and Render of Proposed Development



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

The EqIA has identified a total of 18 impacts, of which **nine are temporary impacts** (none are positive, four are negative and five are neutral) and **nine permanent impacts** (three are positive, two are negative and four are neutral).

Positive impacts (three are permanent; none are temporary)

The EqIA has identified a total of **three positive impacts** on protected groups from the proposed development. All **three positive impacts are permanent**.

The main **positive permanent impacts** are as follows:

- A long-term positive impact on young people;
- A long-term positive impact on pregnant women and young mothers; and
- A long-term positive impact on those with disabilities.

Negative impacts (two are permanent; four are temporary)

The EqIA has identified a total of **six negative impacts**, of which **four are temporary** and **two are permanent**.

Neutral impacts (four are permanent; five are temporary)

The EqIA has identified a total of **nine neutral impacts**, of which **five are temporary** and **four are permanent**.

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

Temporary impacts

The main **negative temporary impacts** (there are four) are as follows:

- A short-term negative impact on young people;
- A short-term negative impact on pregnant women and young mothers;
- A short-term negative impact on ethnic minority groups; and
- A short-term negative impact on religious groups.

The key **mitigation measures** proposed for the **negative temporary impacts** are as follows:

1. Consultation with affected occupiers, to enable them to make their own plans to respond to any impacts; and
2. Sharing details with the V2V Church of potential, available alternative sites.

Permanent impacts

The main **negative permanent impacts** (there are two) are as follows:

- A long-term negative impact on ethnic minority groups; and

- A long-term negative impact on religious groups.

The key **mitigation measures** proposed for the **negative permanent impacts** are:

In the event, as appears realistic, the V2V Church can relocate and, in respect of the cinema, as appears very likely, an independent cinema operator showing films which appeal to the local population occupies the Site, the permanent impacts will be neutral. If the V2V Church struggles to relocate for a short period of time, which is not anticipated, the impact will be a minor negative permanent impact. In reality, some of the current congregation will have to travel further and some will need to travel less. As a result, for some people it is possible that the change may even be a minor positive permanent impact.

d) Consultation undertaken

The preparation of the EqIA has been supported by consultation with several parties.

The Applicant sought to meet with the V2V Church during the pre-application stages and has communicated with the Church via text and email, in order to get a more precise understanding of the composition and requirements of the local congregation, the modes of travel used by the congregation to and from the Church, the activities offered by the Church and the hours during which the Church is open to the public, amongst other issues. In addition to the attempts at direct contact with the Church, the Applicant sought to make contact by asking Harrow Council to contact the Church separately.

In preparing this EqIA, WSP | Indigo has consulted directly with the Policy Officer at Harrow Council, Mohammed Ilyas, about the potential impact of the proposals from an equalities standpoint. WSP | Indigo also spoke directly with the owners of the ArtHouse Cinema, to better understand what specific aspects of the proposals might benefit protected groups and the local population more generally. The approach of gathering the information and voluntarily submitting this EqIA was informed by meetings with Mohammed Ilyas of Harrow Council, and this document has been prepared in accordance with the Council's template document. This voluntary EqIA is being submitted by the Applicant in order to assist the Council in connection with its duty under Section 149 of the Equality Act 2010. Ultimately, the duty under Section 149 of the Equality Act 2010 resides with the Council and this document is submitted to help the Council in discharging its duty under the Act.

In addition, the Applicant spoke directly with the manager of the Safari Cinema, in order to get a better understanding of how the cinema is currently used, as well as the range of existing film listings.

2. Baseline

Introduction

In order to understand the baseline of protected groups within the local area which the facilities serve, we have sought to gather specific information on the current users of the Site (ie the V2V Church and the Safari Cinema), and to understand their presence and distribution. We have also assessed the preponderance of protected groups within a neighbourhood impact area which has been agreed with Harrow Council.

The neighbourhood impact area encompasses Greenhill Ward, which the Site falls within, as well as the neighbouring Kenton West and Marlborough wards. A relatively large neighbourhood impact area was selected, as the existing Church caters to relatively specific needs, which are likely to meet demand beyond the immediately local level.

The Safari Cinema

In the absence of precise data on the home addresses of users of the Cinema, it is also assumed that the average user is unlikely to travel much more than 1-2 kilometres in order to access the cinema. This assumption has been informed by the fact that there are cinemas which offer a rival (if not equivalent) service within several kilometres. For example, the Vue Harrow – less than a kilometre to the south of the Safari Cinema, as well as the Cineworld at Staples Corner – offer a wide selection of South Asian cinema, including Bollywood movies.

The V2V Church

In regard to the existing Church, while it is understood that a significant segment of the congregation travel to the Church by public transport and car from outside the immediate local area, in the absence of more recent, comprehensive survey data, there is no obvious way of the congregation of the Church informing the size or nature of the assessment area. The Church is non-denominational and has a specific and devoted following. As a result, the location of similar churches nearby cannot usefully inform the assessment area. Similarly, online feedback responses as part of the consultation process saw a small majority of responses coming from those living within a short driving distance of the Site, but also with many responses from those with addresses outside Harrow (including Croydon, Enfield, Luton and Dunstable). However, there was no indication as to whether the majority of respondents were part of the Church's congregation or not.

The plan below shows the neighbourhood impact area used for the baseline assessment (light blue) in relation to the London Borough of Harrow (dark blue).



2016-based GLA population figures estimate that the collective 2019 population across Greenhill, Kenton West and Marlborough wards was 42,233.

In undertaking this EqIA, WSP | Indigo has drawn on data from the following sources:

- GLA, Cultural Infrastructure Map (2019);
- GLA, Population and Household Projections (2018);
- GLA, Ward Profiles and Atlas (2015);

- GLA, Borough Profiles and Atlas (2015);
- Icen Projects, Gala Bingo Building, Harrow: Planning Statement (2014);
- Icen Projects, Gala Bingo Building, Harrow: Travel Plan (2014);
- London Borough of Harrow, Joint Strategic Needs Assessment (2015 to 2020);
- London Borough of Harrow, Our Harrow, Our Community – Equality Profile (2019);
- ONS, 2011 Census (2011);
- ONS, Live Births by Mother’s Usual Area of Residence (2018);
- Pitney Bowes, Geolnsight mapping tool (2018);
- Public Health England, Borough Public Health Profiles (2018);
- Public Health England, Ward Public Health Profiles (2016);
- Streetwise Manual Traffic Survey (March 2019); and
- Information on potential alternative premises for the V2V Church, provided by commercial agents including Bernard Gordon & Co (April 2019).

At the neighbourhood level, we have used 2011 Census-based data from the Geolnsight tool provided by Pitney Bowes. The Geolnsight tool uses Census data to provide projections for selected socio-economic characteristics for a bespoke boundary.

Data limitations

The majority of data used in this baseline report is derived from the 2011 Census. Where more up-to-date data is available, it has been included, but in certain instances 2011 Census data is the most recent and the most reliable. Given that this data is more than eight years-old and London’s population is changed considerably during this period, the data set out below should be regarded as indicative rather than representative of the local area’s demographic profile.

Protected Characteristic	Evidence																				
Age	<p data-bbox="548 304 1619 336">Population by Age Group – Local Wards relative to LB Harrow (2011 Census)</p> <table border="1" data-bbox="548 368 1308 647"> <thead> <tr> <th data-bbox="548 368 705 475">Age Group</th> <th data-bbox="710 368 853 475">Greenhill (ward)</th> <th data-bbox="857 368 1001 475">Kenton West (ward)</th> <th data-bbox="1005 368 1149 475">Marlborough (ward)</th> <th data-bbox="1153 368 1308 475">Harrow (borough)</th> </tr> </thead> <tbody> <tr> <td data-bbox="548 477 705 531">Age 0 to 15</td> <td data-bbox="710 477 853 531">17.8%</td> <td data-bbox="857 477 1001 531">19.2%</td> <td data-bbox="1005 477 1149 531">22.0%</td> <td data-bbox="1153 477 1308 531">21.1%</td> </tr> <tr> <td data-bbox="548 533 705 587">Age 16 to 64</td> <td data-bbox="710 533 853 587">72.6%</td> <td data-bbox="857 533 1001 587">64.1%</td> <td data-bbox="1005 533 1149 587">66.3%</td> <td data-bbox="1153 533 1308 587">63.4%</td> </tr> <tr> <td data-bbox="548 588 705 643">Age 65 +</td> <td data-bbox="710 588 853 643">9.6%</td> <td data-bbox="857 588 1001 643">16.8%</td> <td data-bbox="1005 588 1149 643">11.7%</td> <td data-bbox="1153 588 1308 643">15.5%</td> </tr> </tbody> </table> <p data-bbox="548 651 1973 839">As set out in the table above, all three local wards have a proportionately larger working age population (between the ages of 16 and 64) than equivalent figures for Harrow. However, the share of the population who are of pre-working age (under the age of 16) varies across the three wards, with Greenhill and Kenton West's pre-working age population proportionately smaller than that for Harrow, whilst Marlborough ward's population under the age of 16 broadly reflects the share of Harrow's population.</p> <p data-bbox="548 874 1973 1018">Across the neighbourhood impact area, a smaller than average share of the population is of retirement age or older. Kenton West's population aged 65 or older is more in line with the Harrow average, while the retirement age population of Greenhill and Marlborough wards is proportionately much smaller than that of Harrow as a whole.</p>	Age Group	Greenhill (ward)	Kenton West (ward)	Marlborough (ward)	Harrow (borough)	Age 0 to 15	17.8%	19.2%	22.0%	21.1%	Age 16 to 64	72.6%	64.1%	66.3%	63.4%	Age 65 +	9.6%	16.8%	11.7%	15.5%
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Disability	<p data-bbox="548 1054 1637 1086">Self-Assessment of Health – Local Wards relative to LB Harrow (2011 Census)</p> <table border="1" data-bbox="548 1118 1308 1369"> <thead> <tr> <th data-bbox="548 1118 763 1257"></th> <th data-bbox="768 1118 893 1257">Greenhill (ward)</th> <th data-bbox="898 1118 1023 1257">Kenton West (ward)</th> <th data-bbox="1028 1118 1153 1257">Marlborough (ward)</th> <th data-bbox="1158 1118 1308 1257">Harrow (borough)</th> </tr> </thead> <tbody> <tr> <td data-bbox="548 1259 763 1313">Very good health</td> <td data-bbox="768 1259 893 1313">49.0%</td> <td data-bbox="898 1259 1023 1313">45.1%</td> <td data-bbox="1028 1259 1153 1313">46.8%</td> <td data-bbox="1158 1259 1308 1313">47.6%</td> </tr> <tr> <td data-bbox="548 1315 763 1369">Good health</td> <td data-bbox="768 1315 893 1369">36.3%</td> <td data-bbox="898 1315 1023 1369">38.1%</td> <td data-bbox="1028 1315 1153 1369">36.6%</td> <td data-bbox="1158 1315 1308 1369">36.0%</td> </tr> </tbody> </table>		Greenhill (ward)	Kenton West (ward)	Marlborough (ward)	Harrow (borough)	Very good health	49.0%	45.1%	46.8%	47.6%	Good health	36.3%	38.1%	36.6%	36.0%					
	Greenhill (ward)	Kenton West (ward)	Marlborough (ward)	Harrow (borough)																	
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	<table border="1"> <tr> <td>Fair health</td> <td>10.5%</td> <td>12.3%</td> <td>12.0%</td> <td>11.9%</td> </tr> <tr> <td>Bad health</td> <td>3.2%</td> <td>3.2%</td> <td>3.4%</td> <td>3.5%</td> </tr> <tr> <td>Very bad health</td> <td>1.0%</td> <td>1.3%</td> <td>1.3%</td> <td>1.1%</td> </tr> </table>	Fair health	10.5%	12.3%	12.0%	11.9%	Bad health	3.2%	3.2%	3.4%	3.5%	Very bad health	1.0%	1.3%	1.3%	1.1%
Fair health	10.5%	12.3%	12.0%	11.9%												
Bad health	3.2%	3.2%	3.4%	3.5%												
Very bad health	1.0%	1.3%	1.3%	1.1%												
	<p>As part of the 2011 Census, respondents are asked to provide an assessment of their physical health. There are five different types of rating, ranging from “very bad health” to “very good health” and the figures are indicative of self-perception of health rather than an objective indicator of health.</p> <p>Residents of the three wards which comprise the neighbourhood impact area are generally as likely to consider themselves to be in “good health” or “very good health” as the average resident of Harrow. The proportion of the population who describe themselves as having “bad health” or “very bad health” is also broadly in line with the proportion across the wider borough.</p> <p>The share of the population with long-term health problems or disabilities, as of the 2011 Census, was smaller for all three of the wards than equivalent figures for Harrow (14.6% of the population with day-to-day activities limited a little or a lot) and London (14.2%).</p> <p>LB Harrow’s “Our Harrow, Our Community – Equality Profile 2017/18” found that 22,100 people, or 13.7% of Harrow’s working age population, classed themselves as disabled as of 2017 ONS data, and around 2.6% of the population received Disability Living Allowance as of 2017.</p> <p>Greenhill ward, which forms part of the impact area, was ranked as the most deprived ward in Harrow in terms of health and disability and had the lowest life expectancy of any ward (along with Roxbourne and Wealdstone wards). The site itself falls within the Harrow 020B Lower layer Super Output Area (LSOA), which ranks among the 30% most deprived small areas in England when assessed in terms of Health Deprivation and Disability or the 3rd most deprived area of Harrow’s 137 LSOAs.</p>															
Gender (sex)	There are a total of 21,333 male residents (50.5%) in the neighbourhood impact area and 20,899 female residents (49.5%).															

	<p>The share of the local population who are female is slightly smaller than that of Harrow (50.1%) and London (50.0%).</p>
<p>Marriage and civil partnership</p>	<p>2018 ONS data shows the total number of civil partnerships by the year of the ceremony, the local authority within which the civil partnership was formed and by the gender of the same-sex couple. Between 2006 (the first year for which there is data following the Civil Partnership Act 2004) and 2017, there were a total of 139 civil partnerships formed within the London Borough of Harrow – 0.8% of the total across London and the fourth lowest number of any London borough.</p> <p>Whilst the data is skewed by the fact that the location of the ceremony is not necessarily going to be in the same Borough as the couple's place of residence, the data provides a very general indication that the population across Harrow in civil partnerships is small relative to other local authorities in London. Data at the ward-level was unavailable.</p> <p>The protection of those in marriages or civil partnerships, as set out in the Equality Act 2010, tends to pertain more to employment matters, such as wrongful dismissal due to marital status, rather than the redevelopment of a community asset. In this instance there is limited evidence to suggest that those in marriages or civil partnerships represent a prominent user group of the cinema or church at the existing premises, or one whose presence would be disproportionate relative to their prevalence amongst the general population.</p>
<p>Pregnancy and maternity</p>	<p>The Office for National Statistics (ONS) does not currently collect comprehensive, ward-level data on the total number of people who are pregnant and are unlikely to in the future, due to the difficulty of assuring up-to-date data.</p> <p>The assessment has proceeded under the assumption that these groups are likely to be represented across the neighbourhood impact area and are likely to represent at least some part of the existing usership of the cinema and church.</p> <p>At the borough-level, ONS figures show that as of 2016 the live birth rate across LB Harrow was 14.5 live births per 1,000 population, compared to a UK average of 11.8.</p>

The 2011 Census includes data on household composition, including data on the number of lone parent, female-headed households.

Household Composition – Local Wards Relative to LB Harrow (2011 Census)

The red text indicates percentages across the wards that are higher than the figures for Harrow.

Age Group	Greenhill (ward)	Kenton West (ward)	Marlborough (ward)	Harrow (borough)	London (region)
One- person household	29.1%	13.5%	23.3%	22.6%	31.6%
Other household types	18.0%	22.3%	19.6%	15.3%	15.0%
One family household	52.9%	64.2%	57.1%	62.2%	53.5%
One family household: Lone parent	10.1%	8.9%	13.6%	11.0%	12.7%

As set out in the table above, the share of households across the three wards which are defined as “lone parent households”- with either dependent or non-dependent children- is either fairly typical of the figure across Harrow (10.1% of Greenhill ward households compared to 11.0% of Harrow households), or marginally higher (13.6% of Marlborough ward households). The share of single-parent households is therefore not a distinctive feature of the neighbourhood impact area.

Of single-parent households in Harrow, 92.1% of single-parent households consist of a female single-parent. The equivalent figures for Greenhill, Kenton West and Marlborough wards (at 91.8%, 92.6% and 93.0% of all households, respectively) are reflective of the borough-wide average, which is representative of the general trend for London (92.5% of all households).

Race/ ethnicity

Population by Self-Described Ethnic Group – Local Wards relative to LB Harrow (2011 Census)

The red text indicates percentages across the wards that are higher than the figures for Harrow.

Ethnic Group	Greenhill (ward)	Kenton West (ward)	Marlborough (ward)	Harrow (borough)
White- Total	41.5%	27.4%	37.1%	42.2%
English/Welsh/Scottish/Northern Irish/British	25.7%	17.8%	23.0%	30.9%
Irish	3.2%	2.7%	4.4%	3.1%
Gypsy or Irish Traveller	0.0%	0.1%	0.1%	0.1%
Other White	12.6%	6.8%	9.6%	8.2%
Mixed/multiple ethnic groups- Total	4.7%	3.0%	4.8%	4.0%
White and Black Caribbean	1.0%	0.7%	1.4%	1.0%
White and Black African	0.6%	0.3%	0.6%	0.4%
White and Asian	1.6%	1.1%	1.3%	1.4%
Other Mixed	1.5%	0.9%	1.5%	1.1%
Asian/Asian British- Total	41.4%	60.4%	41.9%	42.6%
Indian	25.9%	47.7%	23.9%	26.4%
Pakistani	4.2%	3.5%	5.4%	3.3%
Bangladeshi	0.4%	0.2%	0.9%	0.6%
Chinese	1.9%	0.7%	0.9%	1.1%
Other Asian	9.0%	8.2%	10.8%	11.3%
Black/African/Caribbean/Black British- Total	8.9%	7.3%	12.8%	8.2%
African	3.7%	2.1%	5.1%	3.6%
Caribbean	2.9%	3.6%	5.0%	2.8%

Other Black	2.3%	1.5%	2.7%	1.8%
Other ethnic group- Total	3.5%	1.9%	3.5%	2.9%
Arab	2.0%	1.2%	1.9%	1.6%
Any other ethnic group	1.5%	0.8%	1.6%	1.4%

As revealed by the table above, the London Borough of Harrow has a very diverse population in terms of self-identified ethnic group, when compared to much of London. The three wards that comprise the neighbourhood impact area have a proportionately larger share of residents from Black and Minority Ethnic (BAME) groups than even the average across Harrow. Kenton West ward has a majority Asian/ Asian British population, with 60.4% identifying as being from BAME backgrounds as of the 2011 Census, whilst a large share of Marlborough Ward's population identified as being from an Asian or Asian-British background (41.9%).

Kenton West's population appeared, as of 2011, to be less diverse, than that of Greenhill or Marlborough wards. As set out in the above table, the number of different ethnic groups in Marlborough and Greenhill wards which represented a higher share of the total population than equivalent figures for Harrow is significant. As of the 2011 Census, both wards were home to an above average number of people who identify as White-Irish, Other White, from Mixed or Multiple Ethnic Groups, Black African/ Caribbean/ Black British, Arab and from Any Other Ethnic Group, than the average across Harrow.

A more detailed analysis of 2011 Census data reveals that the neighbourhood impact area includes large Indian/ Indian-British, Pakistani/ Pakistani-British, Sri Lankan/ Sri Lankan-British, Caribbean/ Caribbean-British and African/ African-British communities. Across all three wards, residents identifying as Indian or Indian-British represented the largest share of the population of any self-identified ethnic group.

Polish, Irish, Afghan and Arabic groups also represent a significant share of the local resident population across the neighbourhood impact area.

Language

As of the 2011 Census, across all three wards, a greater share of households did not contain any member that spoke English as a first language, than the average across London or Harrow. 20.2%, 20.4% and 20.7% of households in Marlborough, Kenton West and Greenhill wards, respectively, did not contain anyone who spoke English as a first language, compared to 12.9% of London households and 15.9% of Harrow households.

As of the 2011 Census, a greater share of the population (over the age of 3) of Kenton West and Marlborough wards spoke a South Asian language as a first language than across Harrow or London. 20.3% of Kenton West residents and 9.9% of Marlborough ward residents spoke Gujarati as a first language, compared to 8.9% across Harrow and 1.3% across London.

Across the three wards, there are also more than 500 residents who speak Tamil, Polish and Romanian, respectively, as a first language.

Religion and belief, including non-belief

Population by Self-Described Religion – Local Wards relative to LB Harrow (2011 Census)

The **red text** indicates percentages across the wards that are higher than the figures for Harrow.

Ethnic Group	Greenhill (ward)	Kenton West (ward)	Marlborough (ward)	Harrow (borough)
Has religion	80.1%	89.9%	83.8%	84.2%
Christian	37.8%	28.4%	39.8%	37.3%
Buddhist	1.4%	0.7%	1.3%	1.1%
Hindu	22.2%	39.3%	22.1%	25.3%
Jewish	1.5%	1.5%	0.5%	4.4%
Muslim	14.2%	11.0%	17.7%	12.5%

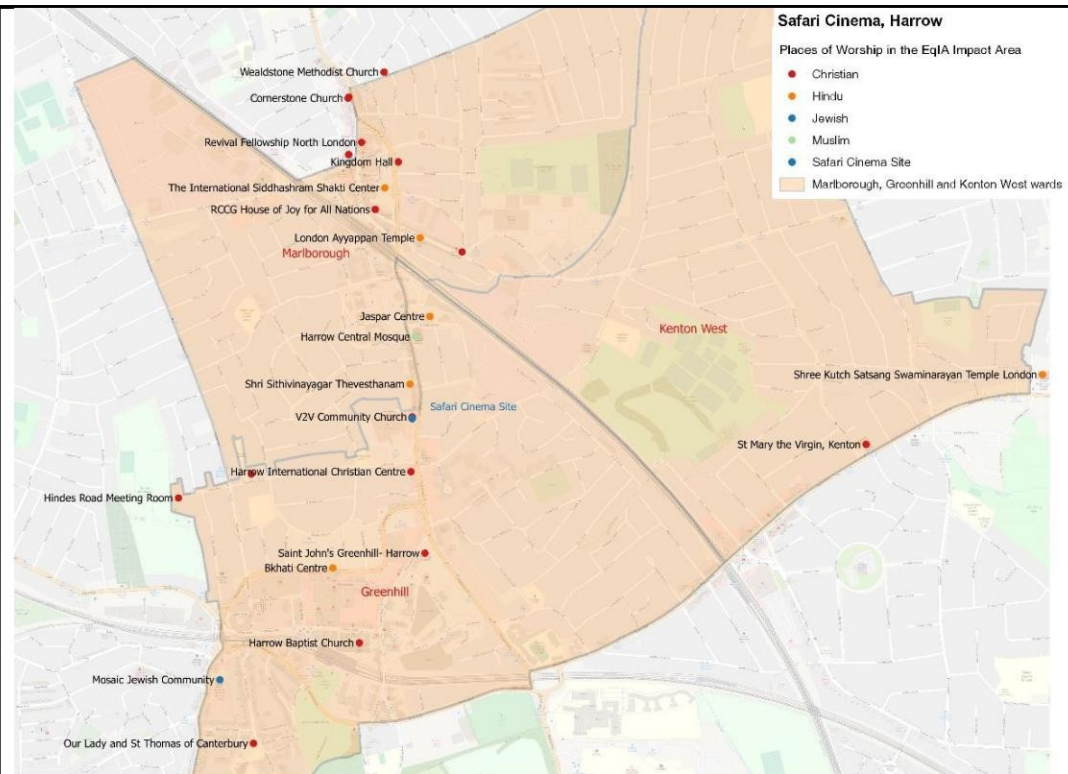
Sikh	1.3%	0.8%	0.8%	1.2%
Other religion	1.7%	8.2%	1.6%	2.5%
No religion	13.4%	5.4%	10.2%	9.6%
Religion not stated	6.5%	4.6%	6.0%	6.2%

The neighbourhood impact area is a religiously diverse area with a very large Hindu population. As of the 2011 Census, the share of Harrow's population who identified as Hindu (25.3%) significantly exceeded the London average (5.0%). However, the share of Harrow's population who identified as Christian (37.3%) was considerably less than that across London (48.4%) and the proportional size of Harrow's Muslim population (12.5% of the population) was in line with the share of London's population (12.4%).

Across the neighbourhood impact area there is a diverse and large religious population. As set out in the table above, the proportional size of Greenhill and Marlborough wards' Hindu population is reflective of the figures for Harrow, whilst 39.3% of Kenton West's population identified as Hindu as of the 2011 Census- considerably higher than equivalent figures for Harrow and London. Concomitantly, the Christian population of Kenton West ward (28.4% of the total) represents a considerably smaller share of the total population equivalent figures for Harrow (37.3%) or London (48.4%), whilst the Christian population across Marlborough and Greenhill Wards is reflective of the share across Harrow.

Within the impact area of Greenhill, Kenton West and Marlborough wards, there are a wide range of places of worship. Indigo undertook an audit of local places of worship in April 2019, using 2019 HM Passport Office data on places of worship registered for marriage, complemented by a Google Maps search and a check of individual websites.

As of April 2019, there were a total of 24 places of worship across the impact area, including 16 churches, six places of worship for Hindus, one combined synagogue and Jewish cultural centre and the Harrow Central Mosque.



There is a diversity places of worship in the impact area for different Christian denominations, encompassing Anglican, Baptist, Methodist, Jehovah's Witness and Pentecostal Christian churches amongst others. In addition to the V2V Church, there are two local, non-denominational, charismatic Christian churches in the form of Trinity Church Harrow (on Hindees Road) and Harrow International Christian Centre (HICC) on Station Road.

The V2V Church

The Applicant has attempted to meet with the Church on various separate occasions and has sought to ascertain further information on the composition and specific requirements of its congregation, as well as the community activities offered by the V2V Church, the number of congregants, where they travel from and the

method of travel to the V2V Church, amongst other issues. This information has been sought through emails sent on 23 May 2019 and 31 May 2019, as well as via messages and contact with Harrow Council, who were asked to request this information from the V2V Church. To date we have not seen a response from the V2V Church. As a result, this EqIA relies on available published information about the type and scale of the congregation and other activities offered by the V2V Church, as well as WSP | Indigo's own manual congregation counts on service days and the Streetwise Services CCTV survey (as set out in the accompanying Economic Statement).

Information on the size of the V2V Church's congregation was provided by Iceni Projects on behalf of the Church as part of the Transport Statement accompanying their 2014 planning application for conversion of the former Gala Bingo Hall to accommodate their activities (P/4933/14). As of circa November 2014, the congregation attending their then temporary premises in Wembley was estimated to be around 500, with the average congregation size for their twice-weekly services closer to 200.

The Transport Statement provided by Iceni Projects in support of the Church's 2014 planning application for the conversion of the former Gala Bingo Hall included a travel survey, where existing members of the congregation were asked what mode of transport they would use in order to get to the new location. Of the 200 respondents to the survey, all but 11 travelled to church by car, a bus service provided by the Church or public transport, rather than by cycling or walking. This suggests that the majority of the V2V Church's congregation do not live within a reasonable walking distance of the existing church. This is borne out by the statement in that document, that the Church expected growth to a congregation of circa 400 to happen once the Harrow site was occupied by local residents joining the Church.

In the absence of information from the Church, we have sought to establish the size of the congregation through a series of site visits on Wednesdays and Sundays (the days on which services take place), supplemented by CCTV data from the Streetwise Services Survey. The visits consisted of a count of the total number of unique entries into the Church within a half-hour window either side of the advertised service times of 7:30 pm on Wednesdays and 11 am on Sundays.

The counts are approximate, given that they were based on observation and not exhaustive data provided by the Church, with some room for human error. However, for methodological consistency, the count did not factor in

	<p>congregants who arrived outside of a half-hour window before and after the service and did not factor in congregants who were already inside the Church prior to the survey starting.</p> <p>As set out in the table below, the maximum total number of congregants at any of the six services was 195 visitors on Sunday 30th June. Whilst this number is broadly in line with the average attendance at services (of around 200) listed in the Transport Statement accompanying the Church's 2014 planning application, attendance at Wednesday services appears to be considerably lower than this (between 40 and 62 attendees across the three counts), even factoring in for arrivals outside of the survey times.</p> <table border="1" data-bbox="548 523 1458 970"> <thead> <tr> <th data-bbox="548 523 1193 595">Date of Visit</th> <th data-bbox="1193 523 1458 595">Count of Visitors (excluding re-entries)</th> </tr> </thead> <tbody> <tr> <td data-bbox="548 595 1193 647">Sunday, 19 May 2019 – between 10:30 am and 11:20 am</td> <td data-bbox="1193 595 1458 647">124</td> </tr> <tr> <td data-bbox="548 647 1193 700">Wednesday, 22 May 2019 – between 7 pm and 8 pm</td> <td data-bbox="1193 647 1458 700">40</td> </tr> <tr> <td data-bbox="548 700 1193 753">Wednesday, 5 June 2019 – between 7 pm and 8 pm</td> <td data-bbox="1193 700 1458 753">62</td> </tr> <tr> <td data-bbox="548 753 1193 805">Sunday, 9 June 2019 – between 10:30 am and 11:45 am</td> <td data-bbox="1193 753 1458 805">186</td> </tr> <tr> <td data-bbox="548 805 1193 858">Wednesday, 12 June 2019 – between 7 pm and 8 pm</td> <td data-bbox="1193 805 1458 858">62</td> </tr> <tr> <td data-bbox="548 858 1193 911">Sunday, 23 June 2019 – between 10:30 am and 11:40 am</td> <td data-bbox="1193 858 1458 911">194</td> </tr> <tr> <td data-bbox="548 911 1193 970">Sunday, 30 June 2019 – between 10:30 am and 12:30 pm</td> <td data-bbox="1193 911 1458 970">195</td> </tr> </tbody> </table>	Date of Visit	Count of Visitors (excluding re-entries)	Sunday, 19 May 2019 – between 10:30 am and 11:20 am	124	Wednesday, 22 May 2019 – between 7 pm and 8 pm	40	Wednesday, 5 June 2019 – between 7 pm and 8 pm	62	Sunday, 9 June 2019 – between 10:30 am and 11:45 am	186	Wednesday, 12 June 2019 – between 7 pm and 8 pm	62	Sunday, 23 June 2019 – between 10:30 am and 11:40 am	194	Sunday, 30 June 2019 – between 10:30 am and 12:30 pm	195
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Sexual Orientation	<p>The Office for National Statistics (ONS) does not currently collect comprehensive, local-level data on sexual identity or non-binary gender identity. The assessment has proceeded under the assumption that these groups are likely to be represented across the neighbourhood impact area and are likely to represent at least some part of the existing usership of the cinema and church.</p>																
Across Groups	<p>Religion and Ethnic Groups</p> <p>The Christian population of the neighbourhood impact area is ethnically diverse.</p> <p>Across Harrow, 71.4% of the Christian population identified as White in the 2011 Census, of whom 48.3% were White British, 7.2% Irish and 15.7% as Other White. 8.1% of the Christian population identified as Asian/ Asian</p>																

	<p>British, 14.1% as Black/ African/ Caribbean/ Black British, 5.1% as being from mixed ethnic groups and 1.3% as other ethnic groups.</p> <p>While the majority of the Christian population in each of the wards identified as White or White-British as of the 2011 Census, the share of the Christian population who identified as being Black or Black-British was higher than the figures for Harrow, at 14.4%, 18.2% and 20.3% of the respective Christian populations of Greenhill, Kenton West and Marlborough wards.</p> <p>Victory to Victory Church (or the V2V Church) describes itself on its website (www.v2vchurch.com) as a “non-denominational family Church” and a “multicultural and vibrant family church”. Anecdotal evidence suggests that the congregation is multicultural, with a large share of the population from Caribbean-British and African-British groups.</p>
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3. Assessing temporary impacts					
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any).	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>Minor negative impact</p> <p><u>The V2V Church</u></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>The 2014 Transport Statement accompanying the planning application for the conversion of the Gala Bingo Hall to the current church on site stated that one of the possible community uses of the Church could be a “Mothers and Toddlers group space” and “a community café”. In terms of the former, the V2V Church’s website suggests that the Church provides particular events dedicated to children each Sunday, including French classes, a Breakfast club and Sunday school classes which include drama and singing, as well as arts and crafts.</p> <p>It is anticipated that the V2V Church could and would more than likely find alternative premises. The main impact to the Church is going to be as a result of closing the existing premises and being required to move. That impact on the V2V Church is considered, or is considered very likely to be, temporary in existence.</p> <p>In the shorter term the redevelopment of the Site and the temporary discontinuation of the Church’s services on the premises is likely to represent a minor negative impact on children and young people.</p> <p>However, there may be no interruption to the Church’s services, if the Church is able to find alternative premises before construction starts, in which case there could be only a very marginal negative impact due to any change in the nature of provision, rather than as a result of disruption to services. If no alternative premises are found before construction starts, it is acknowledged that a minor temporary disruption could occur.</p> <p><u>Safari Cinema</u></p> <p>There is no information on Safari Cinema’s website to suggest that there are specific screenings or activities hosted at the site which are especially targeted at older or younger viewers, nor that the existing customer base is disproportionately composed of such groups.</p>				
Disability	No impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>There is no evidence to suggest that people suffering from a disability are disproportionately or more highly represented amongst either the V2V Church's congregation or the regular customer base of Safari Cinema. It could even be argued that certain disabled groups are relatively unlikely to be able to enjoy the Safari Cinema because of the current lack of wheelchair access into the cinema.</p> <p>The 2014 Transport Statement accompanying the planning application for the conversion of the Gala Bingo Hall to the current V2V Church stated that one community use of the Church may be as a foodbank. In this event, it could perhaps be assumed that disabled users might use this service more often than other groups and that a discontinuation of this service might negatively affect them.</p> <p>However, there is no evidence on either the V2V Church's website or during the Applicant's visit to suggest that the premises are used as a foodbank and the very limited weekly opening hours of the Church suggest that it may not be. Similarly, the Trussell Trust, who support a nationwide network of foodbanks and provide regularly updated data on local foodbanks across the UK on their website, do not list a foodbank as existing on the premises. The closest foodbanks are those provided by Harrow Food Bank at Holy Trinity Wealdstone, the Harrow Foodbank Centre at Phoenix Business Centre and St Paul's Church.</p>				
<p>Gender reassignment</p>	<p>No impact</p> <p>Whilst some of the existing customer base of the Safari Cinema or the existing congregation of the V2V Church may identify as gender non-binary, neither institution appears to provide activities that specifically target such groups or features of their service which are likely to represent a community asset to such groups.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Marriage and Civil Partnership</p>	<p>No impact</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>The V2V Church places a very strong emphasis on the importance of marriage, with the sanctity of marriage a strong component of the Church's belief system (as set out on their website).</p> <p>However, whilst the church offers community features which are open to those who are not religious, such as the group for young mothers, the relatively specific religious beliefs of the church mean that any activities specifically targeted at married couples are likely to relate only to a relatively small segment of couples. In addition, HM Passport Office data from 2019 does not list the church as being a place of worship registered for marriages.</p> <p>The short-term loss of the V2V Church will therefore have no impact on local married couples.</p>				
<p>Pregnancy and Maternity</p>	<p>Minor negative impact</p> <p>According to their website, the V2V Church currently provides space for a special interest group called "Kingdom Mums". This entails a twice-monthly drop-in (four-hour slots on the 1st and 3rd Friday of the month) and socialising session for mothers of children from ages 0 to 5. It is unclear to what extent this service is utilised by mothers and young children who are not affiliated with the congregation.</p> <p>There are a number of alternative groups for children and young mothers in the surrounding area. Equally, it is likely that the V2V Church will find alternative accommodation in the vicinity of the Site prior to redevelopment.</p> <p>The short-term loss of dedicated provision for mothers and very young children is likely to have a temporary minor negative impact on such groups. However, this impact would be minimised or would be a neutral impact in the event of alternative premises for the Church being identified and occupied prior to the construction period.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Race/ Ethnicity</p>	<p>Minor negative impact</p> <p>Whilst data or surveys on the ethnic makeup of the V2V Church's congregation are unavailable, it is generally understood that the existing congregation of the V2V Church consists primarily of groups from BAME backgrounds and that some of the church's</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>activities and style of worship can be considered to be culturally specific. Therefore, it is assumed that the short-term loss of the church will represent a disproportionate short-term minor negative impact on local Harrow residents who belong to ethnic minority groups.</p> <p>Safari Cinema's programme consists primarily of screenings of South Asian films, including Hindi-language, Tamil-language and Telugu-language films. In the absence of detailed survey data about the cinema's customer base, it is assumed that the majority of the audience consists of South Asian viewers, which (as the baseline sets out) make up a significant share of the local population.</p> <p>As such, whilst the replacement ArtHouse Cinema will include a screen dedicated specifically to South Asian films, the anticipated two-year construction period will represent an interruption to the existing service while the site is being redeveloped. Whilst there are cinemas within a walking distance of the site that regularly screen Bollywood and South Asian films, such as the Vue Harrow (less than 1km south of the Site), it is assumed that the short-term loss of the site as a community asset will have a minor negative impact on the local South Asian community.</p>				
<p>Religion or belief</p>	<p>Major negative impact</p> <p>The redevelopment of the V2V Church could result in a short-term discontinuation of a religious service before the Church provides alternative premises. The Church does not appear to have other event spaces in London and in the event that there would be a pause to their services before an alternative venue is located, this would represent a major negative impact in the short term for any Harrow residents who belong to the congregation. The scale of the negative impact is limited, however, by the fact that V2V Church has been in more than one location in the past five years and in several locations over the past twenty years (as evidenced from mention of the Church's location in Kilburn dating from 2004 in the Evening Standard). This suggests that relocation is a disruptive but ultimately not unprecedented outcome, which the Church weathers.</p> <p>In the event of alternative premises being identified for the Church and moved into prior to the construction period, the ultimate impact may be minor.</p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>

Sex	No impact There is minimal evidence that the existing customer base of Safari Cinema or the existing congregation of V2V Church are disproportionately composed of women or that the services provided there are more targeted at women than any equivalent service. As such, it is assumed that there will be no tangible short-term impact on such groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	No impact There is minimal evidence that the existing customer base of Safari Cinema or the existing congregation of the V2V Church are disproportionately composed of sexual minorities or that the services provided are more targeted at these group than any equivalent service. As such, it is assumed that there will be no tangible short-term impact on such groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

4. Assessing permanent impacts					
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any).	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>Positive impact</p> <p>As explained in Section 3, the V2V Church hosts activities which are specifically targeted at children between the ages of 0 and 5. While in the short-term, the potential disruption to these services could have a marginally negative impact on young people, in the longer term it is anticipated that equivalent activities will be accommodated again at the V2V Church's new premises.</p> <p>The proposed ArtHouse Cinema will include dedicated workshop space to accommodate community activities targeted specifically at young people looking to acquire new skills, such as set design, movie-making and costume design. Given that the services are contained in a facility which is not associated with a specific religious group, it is anticipated that such services could have a wider reach to a greater proportion of local young people, in what is a very religiously and ethnically diverse area (as set out by the baseline in Section 2 of this EqIA).</p> <p>In addition, ArtHouse Cinema seeks to employ workers who live in the local area (rather than advertising the jobs across London) and, as such, it is anticipated that this approach is likely to have a disproportionately positive impact on local young people who are looking for work.</p> <p>As such, the provision of community facilities catering to young people is considered to improve in the longer term, and represents a positive impact for young people in the local community.</p>	☒	☐	☐	☐

<p>Disability</p>	<p>Positive impact</p> <p>The new proposals will see the construction of a new four-screen cinema and community uses, which will comply with Part M of The Building Regulations 2015 and London Plan Policy.</p> <p>Accessibility of the Site will improve through enhanced access to the cinema complex from Station Road (there is no wheelchair access to the current cinema). The workshop space proposed for the Site will also be wheelchair accessible and will most likely represent a significant improvement to local community facilities for those who require a wheelchair. The facilities are likely to be more accessible to disabled users from further afield, given the overall uplift in the total number of disabled parking bays across the Site from 0 to 3 (located to the rear of the ground floor, at High Head).</p> <p>The improvement of the facility from one which was not specifically designed with disabled users in mind, to one with integrated features to accommodate such groups, will represent a positive long-term impact on those with disabilities.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Gender reassignment</p>	<p>No impact</p> <p>Whilst it is not inconceivable that a segment of the existing customer base of Safari Cinema or the existing congregation of the V2V Church identify as gender non-binary, neither institution appears to provide activities that specifically target such groups or features of their service which are likely to represent a community asset to such groups.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Marriage and Civil Partnership</p>	<p>No impact</p> <p>Whilst the V2V Church may offer community activities which are open to those who are not religious, such as the group for young mothers, the relatively specific religious beliefs of the Church mean that any activities specifically targeted at married couples are likely to relate only to a relatively small group of people. In addition, HM Passport Office data from 2019 does not list the church as being a place of worship registered for marriages.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>Pregnancy and Maternity</p>	<p>Positive impact</p> <p>The loss of the V2V Church is balanced by the arrival of a cinema with specialised facilities and screenings which will appeal to a wider array of young mothers. Given that the services are contained in a facility which is not associated with a specific religious group, it is anticipated that such services could have a wider reach to a greater proportion of pregnant women and young mothers, in what is a very religiously and ethnically diverse area.</p> <p>ArtHouse Cinema in Crouch End currently provides a number of specialised parent/ children events and it is assumed that a similar service would be offered in Harrow, if demand for it is identified.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Race/ Ethnicity</p>	<p>Minor negative impact</p> <p><u>The V2V Church</u></p> <p>The relocation of the Church away from the Safari Cinema site will most likely disadvantage any local residents who belong to the congregation in the longer term, given the increased difficulty of accessing the Church from that location, compared to a place of worship which is within walking distance.</p> <p>However, based on findings from the travel survey included in the Transport Statement accompanying the 2014 planning application for change-of-use on the Site, it is likely that the majority of the congregation do not live in Harrow, given that it would appear (from the number of congregants and the fact that the Church does not seem to have expanded as anticipated) that most of the congregation who attended the Church when it was located in Wembley (4.5 miles from the Harrow site) still attend it. Therefore, the relocation of the V2V Church to different premises but within the wider local area will most likely be an advantage to some congregants and a disadvantage to others. Given that we know that the congregation comes from places outside the Borough, we cannot be clearer in our conclusions on this.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>The change to accessibility is not necessarily beyond mitigation, given that the Church operates a bus service for certain members of the congregation and it is not unreasonable to assume that Harrow-based residents could receive this service.</p> <p>Whilst data or surveys on the ethnic makeup of the congregation are unavailable, it is generally understood that the existing congregation consists disproportionately of groups from BAME backgrounds (based on marketing material presented on the church's website). Therefore, it is assumed that the loss of the Church will represent a long-term minor negative impact on local Harrow residents who belong to such groups.</p> <p><u>Safari Cinema</u></p> <p>The proposals will see the provision of a new ArtHouse cinema, providing a total of approximately 286 seats across four screens. This is anticipated to generate 120,000 visits a year – a greater number of visitors than that calculated for the existing Safari Cinema- as set out in the accompanying Economic Statement.</p> <p>The ArtHouse Cinema assembles a programme of events based on the socio-demographic profile of the surrounding area, as informed by research through social media and engagement with local community groups. For example, at the cinema's main branch in Crouch End, the types of films screened at the cinema and the community uses, have been heavily influenced and geared towards locally prominent groups, with film screenings of movies from countries with large local populations and a programme encompassing stand-up comedy and concerts to accommodate young groups. As such, while ArtHouse Cinema is unlikely to present a programme which primarily consists of South Asian cinema, it would seek to accommodate locally prominent groups, which would include the local South Asian population.</p> <p>The new premises will represent an upgrade to the quality of sound, seating and screens. The accompanying café will also provide a space for viewers and the community to socialise and interact. At the same time, the café will not serve food and, as such, is unlikely to have a negative effect on the business of restaurants in the</p>				
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	<p>surrounding area. As such, it is assumed that the improvement to the cinema to cater simultaneously to both a general audience and groups which are likely to represent ethnic minorities, represents an overall positive permanent impact.</p> <p><u>Overall Impact</u></p> <p>On balance it is considered that the long-term minor negative impact on ethnic minority groups as a result of the relocation of the V2V Church and the overall positive impact of the upgraded cinema on all local groups, represent, on balance, a minor negative long-term impact on ethnic minority groups.</p>				
Sex	<p>No impact</p> <p>There is minimal evidence that the existing customer base of Safari Cinema or the existing congregation of the V2V Church are disproportionately composed of women or that the services provided there are more targeted at women than any equivalent service. As such, it is assumed that there will be no tangible long-term impact on such groups.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<p>No impact</p> <p>There is minimal evidence that the existing customer base of Safari Cinema or the existing congregation of the V2V Church are disproportionately composed of sexual minorities or that the services provided are more targeted at these group than any equivalent service. As such, it is assumed that there will be no tangible long-term impact on such groups.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

5.1 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

The local area is experiencing a significant amount of development, with the neighbouring former Tesco site the location of an approved, forthcoming development of 500 units and a further nine approved residential developments approved in the area surrounding Harrow-on-the-Hill Underground Station ranging from 33 units to 355 units.

These new developments will significantly increase the local population. The delivery of a community asset, in the form of the cinema, is likely to be especially valuable in ensuring community cohesion of the rapidly changing local population in the longer term.

5.2 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

The proposal for an ArtHouse Cinema for the Site coincides with the longer term decline of the traditional cinema offer. Many of the major cinema providers, such as Vue, have seen reduced demand for their product, with the chain's total number of cinemas declining from 143 in 2013 to 89 in June 2018.

At the same time the UK Cinema Association has reported an uptick in total cinema attendees from 157.5 million in 2014 to 177 million in 2018, with independent cinemas partly responsible for the growth. As such, this local cinema could take on an important local role as time passes. This is supported by a recent article in the May & Company *At Your Leisure* newsletter (Midsummer 2019 issue) which included an article highlighting the important role, and value, that town centre cinemas have to local areas. Indeed, the article highlights the role cinemas can have in regenerating town centres, creating a cultural hub, as well as the economic benefits on offer (which are addressed in the accompanying Economic Statement). The full article is attached with the Planning Statement.

6. Actions to mitigate/remove negative impact

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

<p>Minor permanent negative impact on ethnic minority groups</p>	<p>The ArtHouse Cinema, unlike a lot of major chains, will provide upgraded premises and a bespoke programme of events which is specifically informed by the composition of the local community. As such, it is considered that a wider share of the local population are likely to use the replacement cinema, given that its offer caters to a greater range of local groups. The ArtHouse Cinema is also expected to provide major regenerative benefits, as set out in the accompanying Economic Statement.</p> <p>The move of the V2V Church away from the Site is considered to represent a marginally negative impact on ethnic minority groups, given the likely over-representation of ethnic minority groups in its congregation.</p> <p>Mitigation of this negative impact is set out in the section on “minor negative impacts on religious groups”.</p>			
<p>Major temporary negative impact on religious groups</p>	<p>The Applicant has sought to engage directly with the Church on several occasions throughout the application process, in order to better understand the specific space and facilities requirements of the local congregation. The Applicant will inform the Church at key stages of the planning process, to allow the Church to make its plans in response to the proposed redevelopment.</p>			

	<p>It is considered that the negative impact of the discontinuation of the V2V Church's offer at the Site represents a major temporary negative impact on local religious groups, but in the longer term it is anticipated that the V2V Church will be able to find alternative premises (albeit with some negative effects on the Church and its congregation).</p> <p>In order to provide options for longer term relocation, the Applicant sought out alternative D1-use class sites which could accommodate a congregation of between 200 to 400, which included several sites within a 5 km radius, given the Church's history of occupation in three north London Boroughs on a temporary basis.</p>			
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7. 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

The public sector equality identified under Section 149 of the Equality Act 2010 resides with Harrow Council. Although the submission of an equality impact assessment (EqIA) is not a validation requirement in Harrow, the Applicant has prepared this EqIA for the Safari Cinema proposals on a voluntary basis to assist the Council in discharging its duty.

The Applicant's view is that this EqIA is robust and comprehensive in its assessment of both the preponderance of protected groups in the agreed neighbourhood impact area and in its balanced consideration of the temporary and permanent impacts that the proposed development will have on protected groups.

The Applicant has sought external legal advice from a leading barrister on equalities legislation. The advice provided is that the EqIA as drafted is more than sufficient for Harrow Council to discharge its responsibilities under the public sector equality duty but Harrow Council will, of course, undertake its own information gathering and consideration, and this assessment is intended to assist in that process.

8. 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.