

Equality Impact Assessment (EqIA)



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 checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
Title of Proposal	Savings Proposals 21/22 COM_20.21_S05	Date EqIA created 2/2/21
Name and job title of completing/lead Officer	Paul Walker	
Directorate/ Service responsible	Community- Housing Services	
Organisational approval		
EqIA approved by Directorate Equalities Lead	Name Dave Corby Head of Service- Community Engagement Community- Commissioning Services	Signature <input type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval

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?

The proposal is to achieve budget savings in 2021/22 of £82,000 through service efficiencies, with minimal impact on services.

Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021

The housing-related floating support service is delivered by EACH Counselling & Support. The proposed saving of £38,000 to the General Fund has been achieved by substituting this with Flexible Homelessness Support Grant. There is no change in the service provided.

Reduction in funding of Harrow Council Sheltered Housing for Older People Support Service from April 2021

The support service for council tenants in sheltered housing for older people is an in-house service. The proposed saving of £30,000 to the General Fund has been achieved through management efficiencies. There is no change in the service provided to residents the deletion of the Support Coordinator Team Leader post.

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

Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021

The proposal will have no impact on service users as the service will not change, only the funding arrangements.

Reduction in funding of Harrow Council Sheltered Housing for Older People Support Service from April 2021

The proposal will have no impact on service users as the savings have been made from management efficiencies and the service to residents will not change. The service is provided to tenants with support needs across 17 schemes. There are currently 574 sheltered tenants, including joint tenants, and around 150 receive support every year.

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

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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	<u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u> The proposal will have no impact on service users as the service will not change, only the funding arrangements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u> As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. 96% of the tenants are aged 65 years or over, 3% are aged between 55 and 64 years and 1% are aged under 55 years. The support service will continue to be available to sheltered tenants who require it. No impact is anticipated on this protected characteristic.				
Disability	<u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u> The proposal will have no impact on service users as the service will not change, only	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>the funding arrangements.</p> <p><u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u></p> <p>As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. The data available shows that at least 33% of the tenants are disabled, have a long-term health condition or experience mental ill health. The support service will continue to be available to sheltered tenants who require it. No impact is anticipated on this protected characteristic.</p>				
<p>Gender reassignment</p>	<p><u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u></p> <p>The proposal will have no impact on service users as the service will not change, only the funding arrangements.</p> <p><u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u></p> <p>As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. We do not have sufficient data on gender reassignment to assess the impact of the proposed change, but we do not anticipate that it will have a negative impact on this group. The support service will continue to be available to sheltered tenants who require it.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Marriage and Civil Partnership</p>	<p><u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u></p> <p>The proposal will have no impact on service users as the service will not change, only the funding arrangements.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p><u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u></p> <p>As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. We do not have sufficient data on marriage and civil partnership to assess the impact of the proposed change, but we do not anticipate that it will have a negative impact on this group. The support service will continue to be available to sheltered tenants who require it.</p>				
<p>Pregnancy and Maternity</p>	<p><u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u></p> <p>The proposal will have no impact on service users as the service will not change, only the funding arrangements.</p> <p><u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u></p> <p>As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. Due to the age of the client group it is unlikely that any sheltered housing tenants will identify with this protected characteristic and we do not anticipate that it will have a negative impact on this group. The support service will continue to be available to sheltered tenants who require it.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Race/
Ethnicity**

Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021

The proposal will have no impact on service users as the service will not change, only the funding arrangements.

Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021

As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. 16% of tenants have not disclosed their ethnicity. Of those who did declare their ethnicity 50% are Asian, with the most common group being Indian.

Ethnicity	Number	% of total	% of those disclosed
White	146	26	30
Black	68	12	14
Asian	243	42	50
Mixed	8	1	2
Other	17	3	4
Not disclosed	92	16	N/A
Total	574	100	100

The support service will continue to be available to sheltered tenants who require it. No impact is anticipated on this protected characteristic.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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<p>Religion or belief</p>	<p><u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u></p> <p>The proposal will have no impact on service users as the service will not change, only the funding arrangements.</p> <p><u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u></p> <p>As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. Information about religion or belief is only available for 35% of the tenants. Of those for whom a religion is recorded 38% are Christian, 36% are Hindu, 11% are Muslim and 15% identify with other religions or prefer not to say. The support service will continue to be available to sheltered tenants who require it. No impact is anticipated on this protected characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Sex</p>	<p><u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u></p> <p>The proposal will have no impact on service users as the service will not change, only the funding arrangements.</p> <p><u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u></p> <p>As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. There are 340 female tenants (59%) and 234 male tenants (41%). The support service will continue to be available to sheltered tenants who require it. No impact is anticipated on this protected characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Sexual Orientation	<p><u>Change in funding of Housing-Related Floating Support delivered by EACH Counselling & Support from April 2021</u></p> <p>The proposal will have no impact on service users as the service will not change, only the funding arrangements.</p>				
	<p><u>Reduction in Harrow Council Sheltered Housing for Older People Support Service from April 2021</u></p> <p>As at 28 January 2021 there are 574 council sheltered tenants, including joint tenants. We do not have sufficient data on sexual orientation to assess the impact of the proposed change, but we do not anticipate that it will have a negative impact on this protected characteristic. The support service will continue to be available to sheltered tenants who require it.</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>					
<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?</p> <p><input type="checkbox"/> Yes No <input type="checkbox"/></p>					
<p>If you clicked the Yes box, Include details in the space below</p>					

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

The provision of support services for people with support needs, in the community and in council sheltered housing, contributes to advancing equality of opportunity between people from different groups.

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