



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)

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| Type of Decision: | <input checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state) | |
| Title of Proposal | Harrow Strategic Development Partnership – Contract Close and Establishment Co | Date EqIA created June 2021 |
| Name and job title of completing/lead Officer | Julian Wain – Interim Commercial Development Director | |
| Directorate/ Service responsible | Communities | |
| Organisational approval | | |
| EqIA approved by Directorate Equalities Champion | Name | 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 bring to a close the procurement process for the Harrow Strategic Development Partnership, agree the set up of the partnership and seek approval for execution of the suite of legal documents which will facilitate the establishment of the HSDP and to approve the initial business plan which will form the early work programme. The initial business plan is high level and accordingly has limited detail on which detailed EqIAs can be based. However, the aim of the HSDP is to provide benefits for all of Harrow's diverse communities and as a result of this, at a high level the impacts of the proposals, particularly the new housing will be positive. The construction of the HNC and the move from Poets Corner Civic Centre has been considered and a detailed EqIA produced as part of the report on the Accommodation Strategy and is attached at Appendix ' '

The overarching initial business plan for the HSDP will be followed by site specific scheme related business plans with granular detail. These will be brought back to Cabinet for decision in accordance with the HSDP and as such will also receive a detailed EqIA.

The HSDP is to develop three sites at Poets Corner, Peel Road, which will include the new Civic Centre, and Byron Quarter Phase 1.

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

Although the implications of this report are high level and therefore limited there is a generally positive effect of this decision. For some groups there is no impact. There are no major negative impacts and all minor impacts can be mitigated.

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

Negative impacts and actions to mitigate are set out in detail in section 2 and in the EqIA relating to the Accommodation Strategy.

| 2. Assessing impact | | | | | |
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| <p>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.</p> | | <p>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</p> | | | |
| Protected characteristic | <p>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.</p> | Positive impact | Negative impact | | No impact |
| | | | Minor | Major | |
| Age | <p><u>Residents</u></p> <p>Harrow profile:</p> <p>20 per cent of Harrow’s residents are aged under 16 (48,200).</p> <p>65.9 per cent (158,400) of Harrow’s population fall within the working age bracket (16 to 64) and 14.1 per cent (33,900) of Harrow’s residents are 65 years of age and older.</p> <p>The average (median) age in Harrow is approximately 36 years, which ranks Harrow 284th out of 348 local or unitary authorities for age, depicting a younger average than the majority of local authorities.</p> <p>A high percentage of our customers are on housing benefit and council tax support, the breakdown below is relevant for this assessment.</p> <p>The Housing Benefit /Council Tax Support caseload is made up of 15,032 (73%) working age households and 5,652 (27%) pensioner.</p> <p>An average of 5,500 new claims are made every year of which 85% are made by working age households, and 15% by pensioners.</p> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

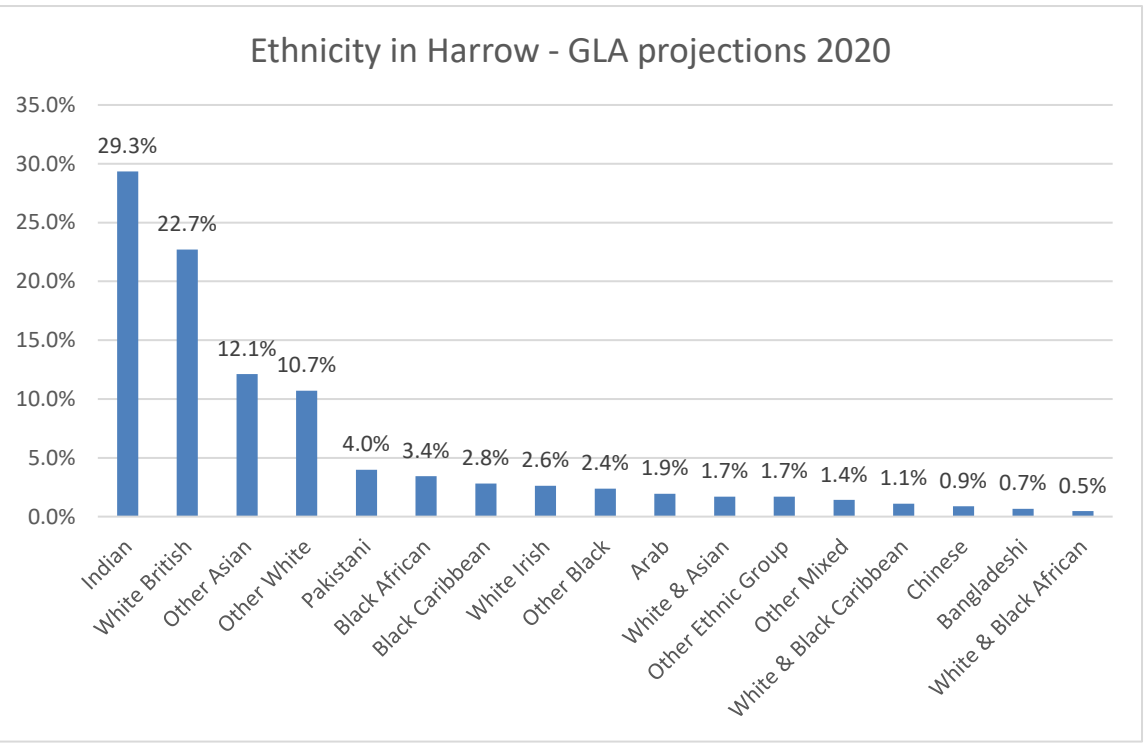
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| | <p>This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more housing including affordable housing, jobs, retail and employment space and social value activities.</p> <p>As noted in the EqIA for the Accommodation Strategy there may be some minor impact on residents as a result of the reduction of available car parking spaces in Wealdstone. However, the Council is mitigating this by exploring the development of such additional parking spaces as is feasible. Wealdstone in general, is well served with public transport</p> | | | | |
| <p>Disability</p> | <p>Harrow profile:</p> <p>17.3% of Harrow's working age population (16-64) classified themselves as disabled within the 2011-12 period (July to June), a total of 26,600 individuals. This signifies a decrease of 4.6% for the same period in 2010-11.</p> <p>13,800 (17.3%) are men and 12,900 (17.7%) are women</p> <p>Housing Benefit/Council Tax Support claimants in receipt of Disability Living Allowance, Severe Disablement Allowance or Employment Support Allowance (Support Component) are classified disabled under the regulations. 4,826 households fall under this category.</p> <p>This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more</p> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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| | <p>housing including affordable housing, jobs, retail and employment space and social value activities.</p> <p>New residential developments will be designed to modern high quality disability standards and this will have a clear positive benefit.</p> <p>As noted in the EqIA for the Accommodation Strategy there may be some minor impact on residents as a result of the reduction of available car parking spaces in Wealdstone. However, the Council is mitigating this by exploring the development of such additional parking spaces as is feasible. Wealdstone in general, is well served with public transport</p> <p>Disabled parking will be provided to current compliant standards in all developments and the demand for and take up of disabled parking monitored</p> | | | | |
| Gender reassignment | <p>This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more housing including affordable housing, jobs, retail and employment space and social value activities.</p> <p>Non residential buildings will take into account the requirements of this group and will; be built to standards complying with their needs</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Marriage and Civil Partnership | <p>The proposals for this report and for the HSDP developments will have no impact on this group.</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Pregnancy and Maternity | <p>This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

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| | <p>limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more housing including affordable housing, jobs, retail and employment space and social value activities.</p> <p>The specific provision of more homes including affordable homes will have positive benefits for this group both in terms of increased availability of accommodation and in terms of health and well being</p> <p>As noted in the EqlA for the Accommodation Strategy there may be some minor impact on residents as a result of the reduction of available car parking spaces in Wealdstone. However, the Council is mitigating this by exploring the development of such additional parking spaces as is feasible. Wealdstone in general, is well served with public transport.</p> | | | | |
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**Race/
Ethnicity**

Ethnicity overview



This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more

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| | <p>housing including affordable housing, jobs, retail and employment space and social value activities.</p> <p>The specific provision of more homes including affordable homes will have positive benefits for this group both in terms of increased availability of accommodation and in terms of health and well being. However, detailed EqIA following detailed design and planning, at the point of business plan approval will confirm the extent of this.</p> | | | | |
| <p>Religion or belief</p> | <p>This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more housing including affordable housing, jobs, retail and employment space and social value activities.</p> <p>The specific provision of more homes including affordable homes will have positive benefits for this group both in terms of increased availability of accommodation and in terms of health and well being if specific faith groups are disadvantaged in terms of accommodation. However, detailed EqIA following detailed design and planning, at the point of business plan approval will confirm the extent of this.</p> <p>The removal of car parking at Poets Corner and the reduction of spaces in Wealdstone more generally will have an effect on those attending the Harrow Central Mosque in Station Road as it will no longer be available for use, although there is no contractual right for this. Mitigation is being provided through discussions of alternative solutions, potentially park and ride from a town centre site or from dispersed sites.</p> <p>Similar considerations will apply to the ISSC Temple as a result of the redevelopment of Peel Road and Palmerston Road Car Parks. The ISSC are in ongoing discussions with the Council as part of their relocation and have been part of a landswap deal with the Council.</p> | <p>☒</p> | <p>☒</p> | <p>☐</p> | <p>☐</p> |

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| <p>Sex</p> | <p>This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more housing including affordable housing, jobs, retail and employment space and social value activities. However, detailed EqIA following detailed design and planning, at the point of business plan approval will confirm the extent of this.</p> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <p>Sexual Orientation</p> | <p>This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more housing including affordable housing, jobs, retail and employment space and social value activities.</p> <p>Non residential buildings will be designed to cater for the needs of this group to current standards</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input 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 |
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Mitigations for the minor negative impacts resulting from the loss of car parking are set out in the existing EqIA for the Accommodation Strategy.

Detailed granular site by site EqIA, including with analysis of risk and any appropriate mitigations will be carried out at the point of detailed Business Plan approval. The HSDP will consider the needs of all protected groups during the course of its work.

4. Public Sector Equality Duty

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

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

Include details in the space below

This decision which is to establish the HSDP and agree the legal documents that will lead to the development of the three core sites is largely a technical decision with limited implications. It does however facilitate the development of the three core sites which will have largely positive benefits for all residents as these proposals lead to more housing including affordable housing, jobs, retail and employment space and social value activities.

Accordingly it will facilitate the delivery of better places and services, providing benefits to all Harrow residents.

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