

Appendix 2

Equality Impact Assessment (EqIA) June 2021



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	Draft Economic Strategy	Date EqIA created May 2021
Name and job title of completing/lead Officer	Farah Ikram, Senior Policy Officer, Policy Team	
Directorate/ Service responsible		
Organisational approval		
EqIA approved by Directorate Equalities Champion	Name : Shumailla Dar, Head of Policy, Equality, Diversity and Inclusion	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval 28 June 2021

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 draft Economic Strategy has been developed in response to and in support of the Council's Borough Plan 2019-2030. The Plan sets out a vision for Harrow which is to build an inclusive sustainable thriving economy, with flourishing local enterprises, providing well paid employment opportunities for Harrow's growing and diverse population.

The Draft Strategy aims to address a number of key challenges and deliver corporate priorities to address disproportionality, helping people to move into sustainable and better paid employment, tackling socio-economic disadvantage, poverty and racial disparities experienced by residents, while achieving the borough's ambition to be a net zero carbon borough by 2030.

Note: For the purposes of this document, when referring to Black, Asian and Multi-ethnic communities, the term has been shortened and the acronym BAME is being used throughout.

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

1. Based on the data available we do not anticipate that the Strategy will have a negative impact on Harrow residents, or result in any direct or indirect discrimination of any group that shares protected characteristics.
2. The Strategy will help to advance the equality of opportunity for groups who share relevant protected characteristics and those who do not by addressing inequalities around access to employment and skills, rates of pay and business opportunities.
3. The Strategy will help foster good relations between communities through the creation of 15- minute neighbourhoods, providing economic growth, and is building on the foundation of inclusive, strong, cohesive and sustainable communities.

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

- While the EQIA process has not identified any negative impacts on groups with protected characteristics, the following issues should be taken into consideration:
- Population and borough profile data for Harrow referenced in this EQIA is based on 2011 Census data, which is out of date. Therefore, the population profile of the borough may have changed significantly since then. This makes it difficult to identify

disproportionality and inequality faced by certain groups in Harrow. It is recommended that the EQIA is reviewed at regular intervals to consider the outcomes of the 2021 Census data and intelligence on Harrow's demographic profile.

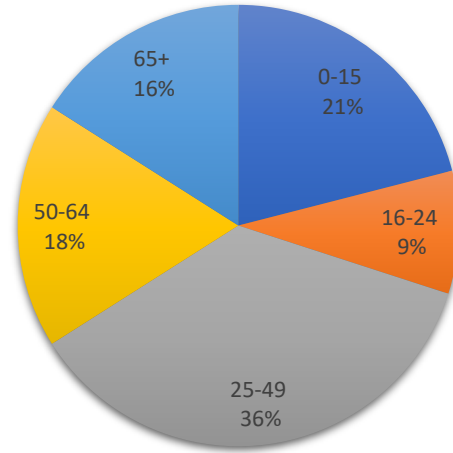
- Data on the impact of COVID-19 on individual groups in Harrow is limited. Therefore, it is recommended that the EQIA is reviewed at a later stage when data becomes available, and in conjunction with the results of the 2021 Census to identify any groups that are at multiple disadvantages in the borough.
- There is limited data on Harrow's large micro-business sector, in terms of ownership by protected characteristics. Therefore, it is recommended that work is undertaken to gather baseline data, to ensure that the borough can respond to the needs of local businesses.
- It is also recommended that equality monitoring is robust and incorporated as part of the performance monitoring process for all projects, initiatives and actions to support the delivery of the Strategy.

2. Assessing impact					
<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	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	Harrow has a resident population of 251,160 ¹ . It has an above average working age population aged 16-64 of just under 63% (158,000) and a growing younger population aged 0-15, which is higher than the London average, suggesting that the borough is a popular destination for families ² .	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

¹ Nomis 2019

² ONS -2018 mid-year estimates

Population % by age band



- As with most areas in the country, the borough has an ageing population. It is expected that the number of residents aged 65 plus will increase by 38% and those aged 85 plus could increase by 60% by 2030³.
- Data available shows that the pandemic has adversely impacted young people aged 18-24, with 1 in 10 young people out of work⁴.
- Harrow has one of the lowest proportions of young people Not in Education, Employment and Training (NEETS). However, due to the Covid-19 pandemic, there has been a significant increase in numbers, from 0.8% to 1.8%⁵.

Impact

³ Poppi and Pansi projections to 2030

⁴ DWP Job claimant data April 2021

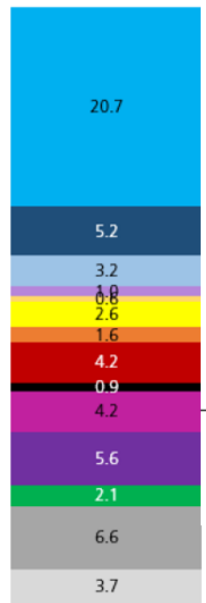
⁵ NEETS data at December 2020.

	<p>The Strategy aims to:</p> <ul style="list-style-type: none"> • Support young people to develop their skills through access to apprenticeships and training. • Develop routes into vocational qualifications in key employment sectors including health, social care, and IT as well as growth sectors. • Reduce the number of NEETS to pre-Covid levels (0.8%) or lower. • Support older people into employment and better paid jobs. This could involve looking at recruitment practices and explore how jobs could be modified/adapted to enable a broader age group to access jobs and volunteering opportunities. 				
Disability	<ul style="list-style-type: none"> • ONS data for 2016-2018 shows that 19,208, (12.2%) of Harrow's working age population have a disability. • There is a strong correlation between disability, in particular the extent of the disability, and economic inactivity. • There are also particular groups that have specific obstacles in progressing to the labour market. These include adults with learning disabilities and those with severe mental health issues. • Accessibility and suitable transport are also barriers for disabled people. • Disabled people are also likely to be under-represented among business owners within Harrow. <p>Impact</p> <ul style="list-style-type: none"> • The Strategy will aim to support residents from disabled and other disadvantaged communities to access skills and employment through its focus in upskilling through its Adult Learning strategy and employment support programmes. • The plans also aim to make our towns and district centres more accessible. • It is recommended that further research into access for disabled people in the borough is undertaken through consultation with disability organisations. 	☒	☐	☐	☐
Gender reassignment	<ul style="list-style-type: none"> • There is limited national data collected for this characteristic. We will need to consider the inequalities and discrimination experienced for this protected group when data becomes available. • The charity GIRES estimated in their Home Office funded study in 2009 the number of transgender people in the UK to be between 300,000 and 500,000. More recently Stonewall advised that it is estimated that around 1% of the population might identify 	☒	☐	☐	☐

	<p>as trans, including people who identify as non-binary. This would represent about 600,000 trans and non-binary people in Britain and about 2,500 people in Harrow.</p> <p>Impact</p> <ul style="list-style-type: none"> The Strategy will have a positive impact on all residents in supporting residents to access skills and employment. 				
<p>Marriage and Civil Partnership</p>	<ul style="list-style-type: none"> At the time of the 2011 Census 54% of Harrow's residents were married, which was the highest level in London. 21% of households were married, or in same-sex civil partnerships, with dependent children, the highest level in London. At October 2020 there have been 144 Same Gender Civil Partnerships in Harrow, 25 of which has been converted to a Marriage. There have been 8 Opposite Gender Civil Partnerships. There have been 57 Same Sex marriages. <p>Impact</p> <ul style="list-style-type: none"> The Strategy will aim to support residents regardless of their partnership status. 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Pregnancy and Maternity</p>	<ul style="list-style-type: none"> ONS births figures show Harrow as having 3,526 live births in 2019. 14 live births per 1000 population is higher than the England & Wales average of 10.8 The borough has the worst infant mortality rate in London, at a rate of 5.1 deaths per 1000 live births, which is a strong indicator of poverty and inequality in the borough. Nationally, women have faced discrimination during pregnancy and maternity in the workplace. EHRC Survey data shows that around one in nine mothers (11%) reported that they were either dismissed; made compulsorily redundant, where others in their workplace were not. <p>Impact</p> <ul style="list-style-type: none"> The Strategy aims to support all residents into work, including residents with childcare/caring responsibilities. The strategy aims to address poverty and inequality in the borough through increased employment and better paid jobs. 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

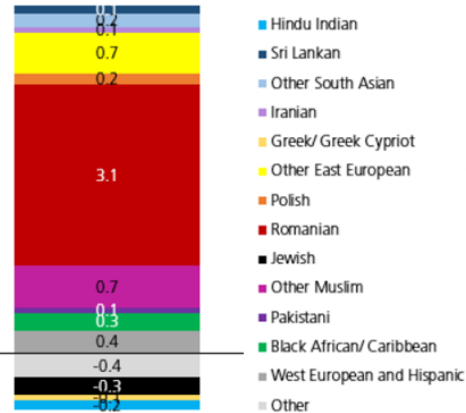
Race/
Ethnicity

% breakdown of non-WB populations, 2019



Harrow (62.9% non-WB)

% breakdown of change in non-WB populations



- Hindu Indian
- Sri Lankan
- Other South Asian
- Iranian
- Greek/ Greek Cypriot
- Other East European
- Polish
- Romanian
- Jewish
- Other Muslim
- Pakistani
- Black African/ Caribbean
- West European and Hispanic
- Other

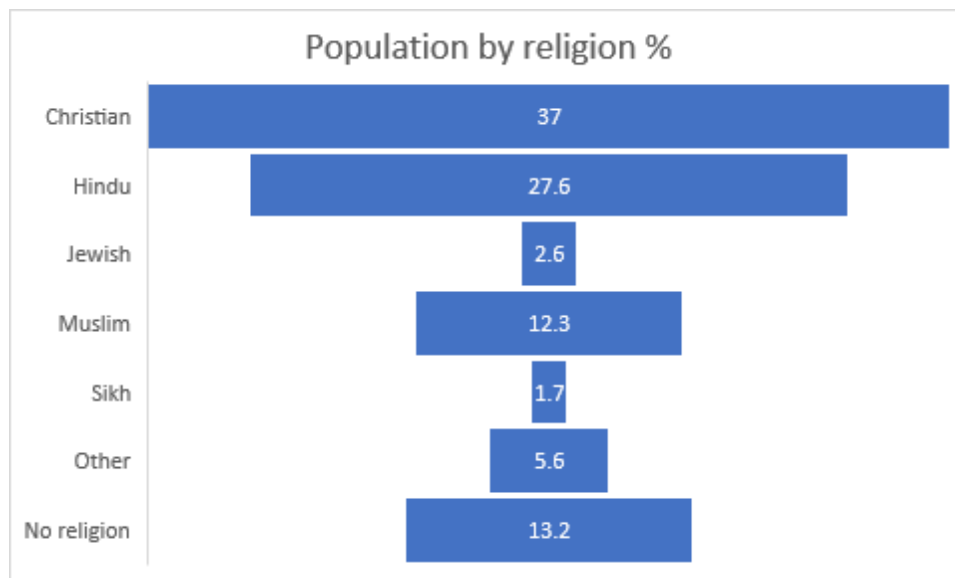


- Harrow is one of the most culturally diverse local authorities in the UK, with over 60% of residents from Black, Asian, and Multi-Ethnic backgrounds and an estimated 20% Eastern European community, which is fast growing⁶. Black African (notably the Somali Community) groups have been fast growing over the last 6 years or so, as has the Afghan community.
- Unemployment rates are significantly higher in certain areas of the borough, particularly in the Wealdstone and Marlborough wards (central Harrow) and Roxbourne (south Harrow), focused in an around the Rayners Lane estate and among residents classified as Black and Other ethnic groups. These areas are also ranked high on the indices of deprivation for the UK.
- The majority of 16–18-year-olds that are classed as NEET are from BAME backgrounds and located in wards with high levels of deprivation. However, the data

	<p>also shows that the single largest ethnic group of pupils aged 16-18 classed as NEET is White British.</p> <ul style="list-style-type: none"> • At ward level Marlborough, and Wealdstone have the highest number of households in need of re-housing. These respectively have a BAME population of 77% and 75%. • The highest rates of overcrowding is in Greenhill ward (97.5 per 1,000 households) and a BAME population of 74% (2011 census). • BAME residents are more likely to experience barriers to employment due to lack of English language, functional and digital skills. • Over 94% of Harrow businesses are classed as micro-businesses. There is limited data on the profile of business ownership by protected characteristics. Anecdotal evidence suggests that most retail businesses in Harrow's town centres are BAME-owned. <p>Impact</p> <ul style="list-style-type: none"> • The Strategy focuses on ensuring that Harrow's BAME communities and businesses are supported to access a wide skills offer, leading to better paid jobs and business growth. • The strategy also supports the priorities of the Borough Plan, the Council's Equality and Diversity Strategy and Adult Learning Strategy to ensure that our borough is a place where everyone, regardless of background, can reach their full potential. 				
<p>Religion or belief</p>	<ul style="list-style-type: none"> • Religious diversity is strong in Harrow. At the 2011 Census Harrow was the most religiously diverse borough in the country. Harrow had the highest number (and proportion) of Hindu followers in the country (25.3%), the highest number of Jains (2.2%) and the second highest number of Zoroastrians. Harrow's Jewish community was the sixth largest nationally. 37.3% of residents were Christians (the 5th lowest proportion in the country) and 12.5% were Muslims. Harrow had the 2nd lowest ranking for 'no religion'. • As the population's ethnic composition changes, rates of participation in various religions are also likely to change⁷. • There is limited data on employment/unemployment rates for Harrow by religion. 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

⁶ Harrow Economic assessment 2019-2020:population
⁷ Harrow Economic Assessment: 2019-2020:population

- Data for London suggests that educational attainment and employment among the capital's Muslim community is lower than those from other faith groups located in the borough⁸.



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Impact

The Strategy will aim to support all residents to access skills, jobs and benefit from improvements to the borough.

Sex

- The Government's population estimates as of mid-2019 show that the total population of Harrow is now 251,200, made up of 125,800 men and 125,400 women. Overall, the number of males and females living in Harrow is very similar.



⁸ Annual Population Survey 2018.

⁹ Annual Population Survey (ONS) mid-year estimates 2019

	<ul style="list-style-type: none"> • Economic activity among Harrow’s male population is higher than the London average at 86%, compared with 83%¹⁰. However, economic activity among females in the borough is lower than the London average at 72%. • Harrow is a low wage borough, with both men and women that are employed in the borough earning less than the London average of £760¹¹ earning less compared to men. Women earn less than men in the borough. Average gross weekly earnings among women working in Harrow is £500, nearly 38% lower than the London average of £688¹². • 20% of Harrow businesses are female led.¹³ • While the pandemic may have negatively impacted both sexes, the shift to home working may have had a positive impact in enabling women ton return to work, as they are able to share childcare responsibilities. <p><u>Impact</u></p> <ul style="list-style-type: none"> • The Strategy aims to support all residents into better paid employment. Through its strategy, the Council can use its influence to review recruitment practices and explore how jobs may be modified or adapted, so that women with caring responsibilities can return to the workplace. Therefore, a positive impact can be assumed among this group. 				
<p>Sexual Orientation</p>	<ul style="list-style-type: none"> • The Office for National Statistics estimated in 2014, 2.6% of Londoners identify as lesbian, gay, or bisexual, the highest of any UK region¹⁴. There is no official data on sexual orientation for Harrow in relation to employment. • LGBT people are also likely to be underrepresented among business owners within Harrow. <p><u>Impact</u></p> <p>The Strategy aims to support all residents regardless of their sexual orientation to gain appropriate skills and employment in their chosen field and better paid jobs.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

¹⁰ NOMIS: Labour supply (at December 2020)

¹¹ NOMIS: earnings by place of work 2020

¹² NOMIS: earnings by place of work: 2020

¹³ Beauhurst: number of companies registered at Companies House that are female led (April 2021)

¹⁴ Trust for London: London’s Poverty profile 2016.

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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

- The recommendations of the Council's internal race report and the creation of a new Equality, Diversity and Inclusion function, and the development of an Equalities, Diversity and Inclusion strategy later in 2021, will have an initial focus on responding to the issues raised by the Black Lives Matter agenda and is intended to set the foundations for improving the experiences of Harrow staff and residents.

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

- The pandemic has impacted the socio-economic, health and wellbeing of people across the capital and. Young people aged 16-24 in Harrow have been adversely impacted by the pandemic. The Strategy will need to respond to the evidence from official government data on the true scale and nature of the impact of the pandemic on groups with protected characteristics, nationally, regionally and in Harrow, when it becomes available.
- The uncertainty of Brexit may also harm the establishment of migrant communities.

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
Limited data is available on the demographic and ethnic profile of Harrow's SMES	<ul style="list-style-type: none"> • Analysis of 2021 Census data when published • Collate baseline data on SMEs by ethnicity through the Harrow Residents Survey 	<ul style="list-style-type: none"> • The EQIA will be revised to incorporate new Census data on group with protected characteristics • Gathering of baseline data on Harrow's SMEs, to ensure that the borough can respond to the needs of local businesses. • Robust equality monitoring is undertaken as part of the performance monitoring process for all projects, initiatives and actions to support the delivery of the Strategy. 	2022	Mark Billington

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

1. The Strategy will not result in any direct or indirect discrimination of any group that shares the protected characteristics.
2. The Strategy will help to advance the equality of opportunity for groups who share relevant protected characteristics and those who do not by addressing inequalities around access to employment and skills, rates of pay and business opportunities.
3. The Strategy will help foster good relations between communities through the creation of a good economy, which whilst providing economic growth, is built on the foundations of inclusivity and strong, cohesive communities.

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