

## 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)

<b>Type of Decision:</b>	<input checked="" type="radio"/> Cabinet <input type="radio"/> <input type="radio"/> Other (state)	
<b>Title of Proposal</b>	Digital Infrastructure Strategy	<b>Date EqIA created 10/12/20; updated 18/11/21</b>
<b>Name and job title of completing/lead Officer</b>	David Sklair – External Funding Manager – Economic Development	
<b>Directorate/ Service responsible</b>	Regeneration, Enterprise, and Planning	
<b>Organisational approval</b>		
<b>EqIA approved by Directorate Equalities Champion</b>	<b>Name</b> Micah McLean – Policy Officer	<b>Signature</b> <input checked="" type="checkbox"/> <b>Tick this box to indicate that you have approved this EqIA</b>  <b>Date of approval 25/11/2021</b>

**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 to which this EqiA relates is the adoption of a Digital Infrastructure<sup>1</sup> Strategy. The draft Strategy will be reported to Cabinet for approval for consultation with relevant stakeholders. The aim of the Digital Infrastructure Strategy is to encourage and facilitate the deployment of full fibre and 5G infrastructure in the borough, working with private sector providers to do this.

It will help deliver Harrow’s Borough Plan objective that “*Everyone has a quality, energy efficient and digitally-enabled home in a thriving community*” and forms part of the Council’s wider Digital Strategy. It specifically addresses the Digital Community/Place aim within that Strategy (see Appendix B). The development of digital infrastructure is also at the heart of the council’s Economic Development Strategy, as it supports the development and growth of the local economy as a whole and key sectors within it such as the knowledge economy.

**Aims and Objectives of the Digital Infrastructure Strategy**

The Strategy:

- Defines council policy in relation to digital infrastructure
- Identifies the current level of digital infrastructure in the Borough
- Explains how the local authority will facilitate the rollout of digital infrastructure (FTTP and 4G & 5G) taking into account government and Council policy.
- Identifies issues regarding digital exclusion that can be addressed through digital infrastructure, and identifies potential social value contributions. In doing so, the Strategy aims to ensure that fibre broadband and mobile phone services (4G & 5G) are available across the borough, so as to avoid “not spots” in terms of access to these services.
- Encourages providers to look at longer term investment plans

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

The adoption of the Strategy doesn’t include a proposal to remove or reduce a service. There is no direct impact on persons with protected characteristics as a result of the installation of this new digital infrastructure.

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

<sup>1</sup> Digital infrastructure refers to all the hardware and software that is required for digital services to function in the borough. This includes broadband fibre, mobile phone hardware including 4G & 5G.

None.					
<b>2. Assessing impact</b>					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to <a href="#">borough profile data</a> , <a href="#">equalities data</a> , 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 <b>each</b> 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 <b>each</b> 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	
<b>Age</b>	<p>Harrow has a resident population of 251,160 . 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 .</p> <p>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 2030 .</p> <p>Impact</p> <p>With the shift in access to both council and businesses to on line services, access to good (free) broadband connections at public facing council owned buildings and the ability to use the facilities are essential to ensure residents, especially older residents continue to have access. Through the social value/digital inclusion objectives, the Strategy seeks to ensure good connections at council owned properties and the provision of training to residents.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Disability</b>	<p>ONS data for 2016-2018 shows that 19,208, (12.2%) of Harrow's working age population have a disability.</p> <p>Impact</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>With the shift in access to both council and businesses to on line services, access to good (free) broadband connections at accessible public facing council owned buildings and the ability to use the facilities are essential to ensure residents, especially disabled residents continue to have access. Through the social value/digital inclusion objectives, the Strategy seeks to ensure good connections at council owned properties and the provision of training to residents.</p>				
<p><b>Gender reassignment</b></p>	<p>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.</p> <p>The charity GRES 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 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><b>Impact</b> The Strategy will have a positive impact on all residents in providing better access to broadband and related services. There is insufficient data and no evidence that the proposal will have a negative impact on any individual or group due to gender reassignment.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>Marriage and Civil Partnership</b></p>	<p>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> <p><b>Impact</b> The Strategy will have a positive impact on all residents in providing better access to broadband and related services. The Strategy will aim to support residents regardless of their partnership status</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Pregnancy and Maternity</b>	<p>ONS births figures show Harrow as having 3,526 live births in 2019. 14 live births per 1000 population is higher than the England &amp; 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.</p> <p>Impact The Strategy aims to support all residents get access to good broadband and mobile connections, including residents with childcare/caring responsibilities.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Race/ Ethnicity</b>	<p>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 growing . Black African (notably the Somali Community) groups have been fast growing over the last 6 years or so, as has the Afghan community.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Religion or belief</b>	<p>Religious diversity is strong in Harrow. At the 2011 Census Harrow was the most religiously diverse borough in the country. The 2011 Census showed that Harrow has 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'.</p> <p>Impact The Strategy aims to support all residents get access to good broadband and mobile connections. There is no evidence that the proposal will have a negative impact dependent on religion or belief.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sex</b>	<p>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.</p> <p>Impact</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	The Strategy aims to support all residents get access to good broadband and mobile connections. There is no evidence that the proposal will have a negative impact dependent on sex.				
<b>Sexual Orientation</b>	<p>The Office for National Statistics estimated in 2014, 2.6% of Londoners identify as lesbian, gay, or bisexual, the highest of any UK region .</p> <p>Impact</p> <p>The Strategy aims to support all residents get access to good broadband and mobile connections. There is no evidence that the proposal will have a negative impact dependent on sexual orientation.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>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?</b></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><b>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?</b></p> <p><input checked="" type="checkbox"/> Yes                      No    <input type="checkbox"/></p>					
<p>If you clicked the Yes box, Include details in the space below</p> <p>The <b>installation</b> of new broadband fibre and mobile 4G &amp; 5G technology will allow new and revised services to be <b>delivered</b> by the council and a range of other providers. These new and revised services will have to be assessed in terms of the Equality Act.</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 <b>each</b> 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 Strategy aims to ensure that fibre broadband and mobile phone services (4G & 5G) are available across the borough, so as to avoid “not spots” in terms of access to these services.

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