

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	1 hour free parking	Date EqIA created 24 th May 2022
Name and job title of completing/lead Officer	Nicolina Cooper, Interim Head of Traffic, Highways, and Asset Management	
Directorate/ Service responsible	Place	
Organisational approval		
EqIA approved by Directorate Equality, Diversity and Inclusion Team (EDI) Equality, Diversity and Inclusion Team	Name Micah McLean, Policy Officer – Equality, Diversity and Inclusion	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval 24.05.2022

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?

It is propose to implement free parking for one hour via cashless parking and pay point (via our contractor Pay by Phone) for all on street paid for parking bays where possible.

Where it is not possible to implement pay point due to a local business without a pay point option in place, a maximum stay bay will be implemented where the customer can park for free up to the maximum stay i.e. 1 hour no return within 1 hour. This is an example only and the maximum stay will be specific to the location requirements.

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

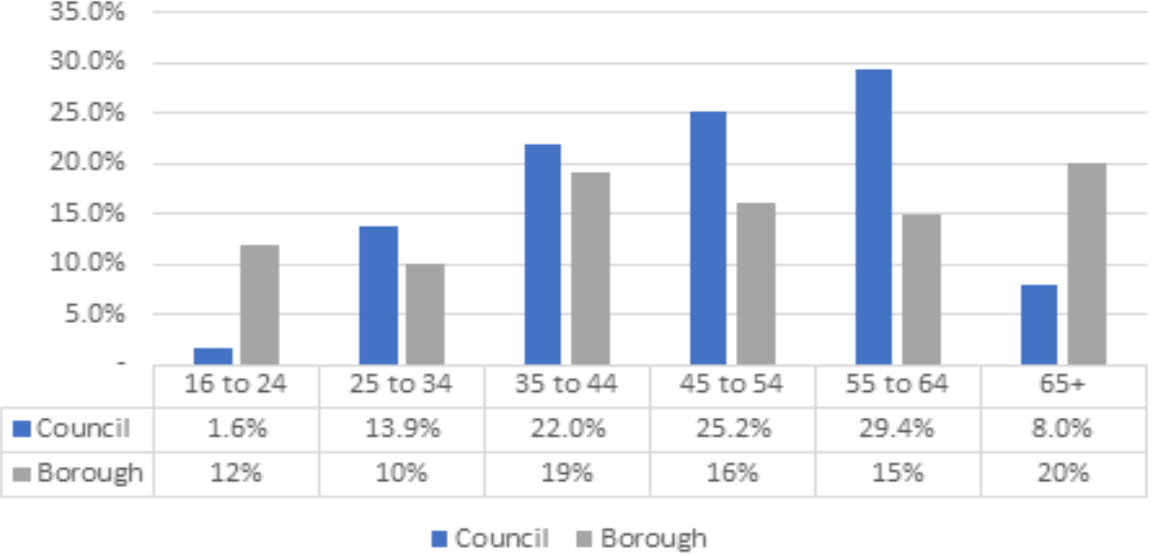
There should be no diiferential impact. This is on the basis that all groups who have a mobile phone and bank card will be able to use the new service.

Should anyone not have a mobile phone or bank card, they will be able to use the pay point function in local businesses to pay for their parking using cash in person.

For locations where pay point is not available a maximum free stay bay will be implemented.

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

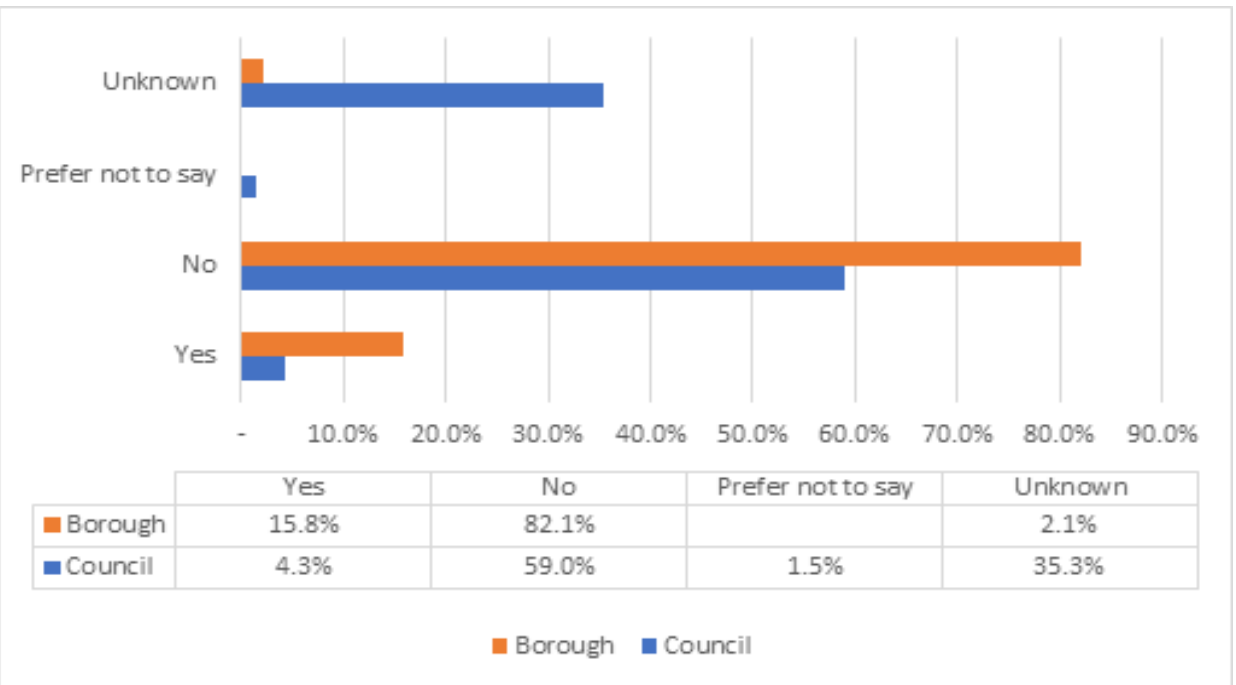
None

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	<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	 <table border="1" data-bbox="504 1157 1668 1348"> <thead> <tr> <th></th> <th>16 to 24</th> <th>25 to 34</th> <th>35 to 44</th> <th>45 to 54</th> <th>55 to 64</th> <th>65+</th> </tr> </thead> <tbody> <tr> <td>■ Council</td> <td>1.6%</td> <td>13.9%</td> <td>22.0%</td> <td>25.2%</td> <td>29.4%</td> <td>8.0%</td> </tr> <tr> <td>■ Borough</td> <td>12%</td> <td>10%</td> <td>19%</td> <td>16%</td> <td>15%</td> <td>20%</td> </tr> </tbody> </table>		16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+	■ Council	1.6%	13.9%	22.0%	25.2%	29.4%	8.0%	■ Borough	12%	10%	19%	16%	15%	20%	☒	☐	☐	☐
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The resident population of Harrow according to the 2020 mid-year population estimates was 252,338 Groups. Harrow's age demographic is captured by the graph above, which is taken from the Annual Workforce Equality Report 2020-2021.

Impact: The proposal will have a positive impact on customers from all age groups because it provides an hour of free parking and a range of payment options.

Disability



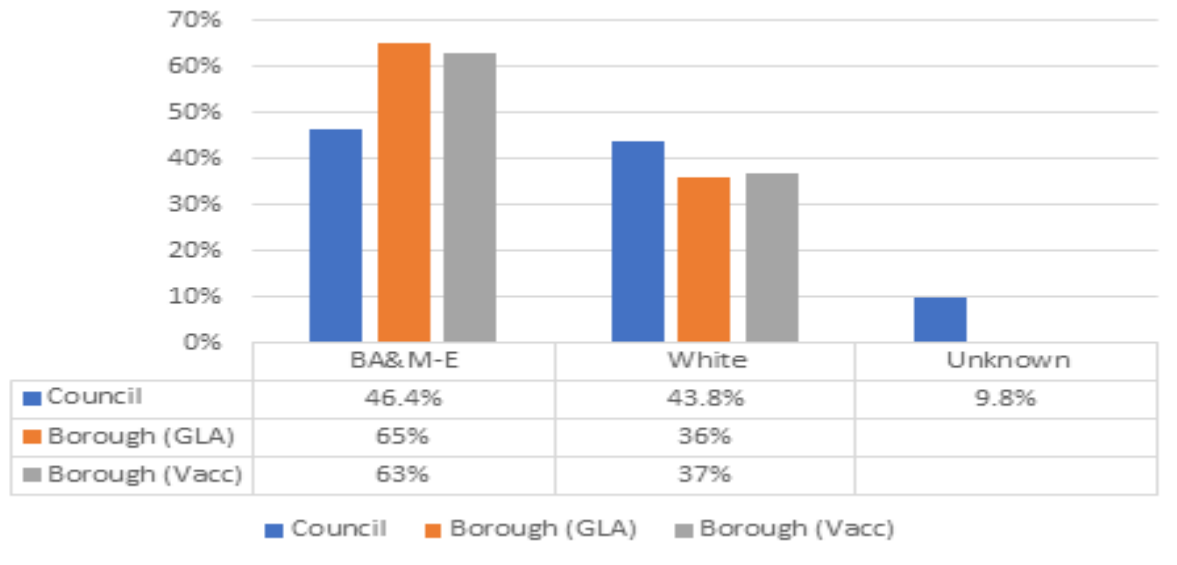
According to the Annual Workforce Equalities Report 2020-2021 15.8% of Harrow's population are disabled. There is a strong correlation between disability, in particular the extent of the disability, and economic inactivity.

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.

	<p>Accessibility and suitable transport are also barriers for disabled people.</p> <p>Disabled people are also likely to be under-represented among business owners within Harrow.</p> <p>Impact: This proposal will benefit disabled customers because it provides an hour of free parking. In addition, the proposal will benefit customers that have disabilities that impacts their ability to work and socio-economic status.</p>				
Gender reassignment	<p>There is limited national data collected for people within this protected characteristic. We will need to consider the inequalities and discrimination experienced for this protected group when data becomes available.</p> <p>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 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: There is no anticipated impact on this group.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	<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. As of October 2020 there have been 144 Same Gender Civil Partnerships in Harrow, 25 of which has been converted to a Marriage. There have also been 8 Opposite Gender Civil Partnerships and 57 Same Sex marriages within this period.</p> <p>Impact: There is no anticipated impact on this group.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	<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 & Wales average of 10.8%.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>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>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> <p>Impact: This proposal will have a positive impact on customers in the pregnancy and maternity protected group because the policy provides an hour of free parking and a range of payment options.</p>				
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Race/
Ethnicity



Harrow is one of the most culturally diverse local authorities in the UK. According to the Annual Workforce Equality Report 2020-2021 over 60% of residents are from Black, Asian, and Multi-Ethnic backgrounds and 36% are from White groups. Black African (notably the Somali Community) groups have been fast growing over the last 6 years or so, as has the Afghan community.

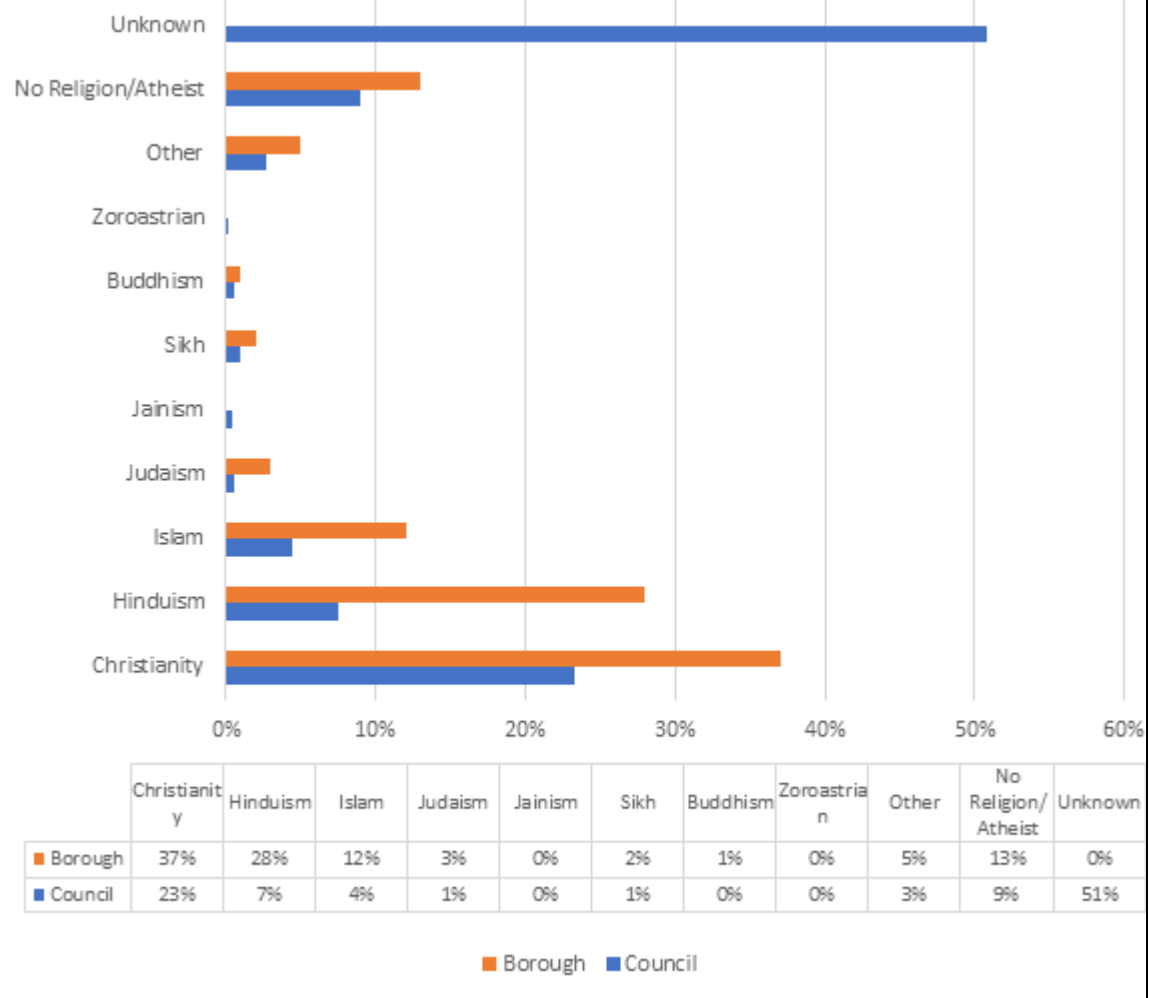
Unemployment rates are significantly higher in certain areas of the borough, particularly in the Wealdstone and Marlborough wards (central Harrow), Roxbourne (south Harrow), focused in an around the Rayners Lane estate and among residents classified as Black and Other ethnic groups. These areas are also ranked high on the indices of deprivation for the UK.

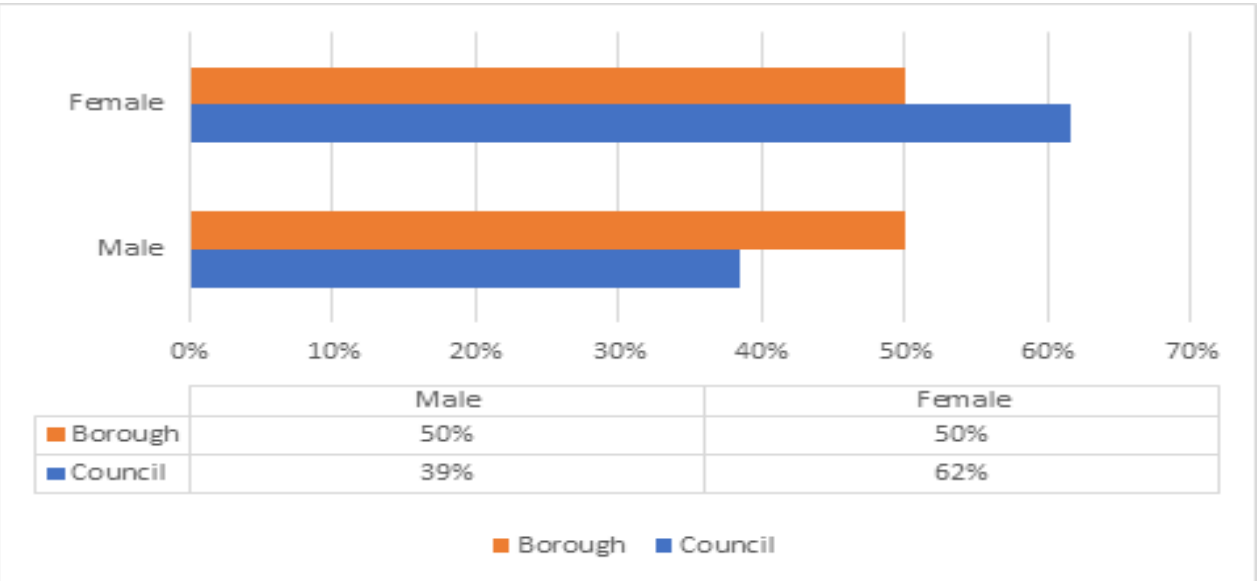
The majority of 16–18-year-olds that are classed as NEET are from BAME backgrounds and located in wards with high levels of deprivation. However, the data also shows that the single largest ethnic group of pupils aged 16-18 classed as NEET is White British.

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%.

	<p>The highest rates of overcrowding is in Greenhill ward (97.5 per 1,000 households) and a BAME population of 74% (2011 census).</p> <p>BAME residents are more likely to experience barriers to employment due to lack of English language , functional and digital skills.</p> <p>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> <p>Impact: There is no anticipated impact on this group.</p>				
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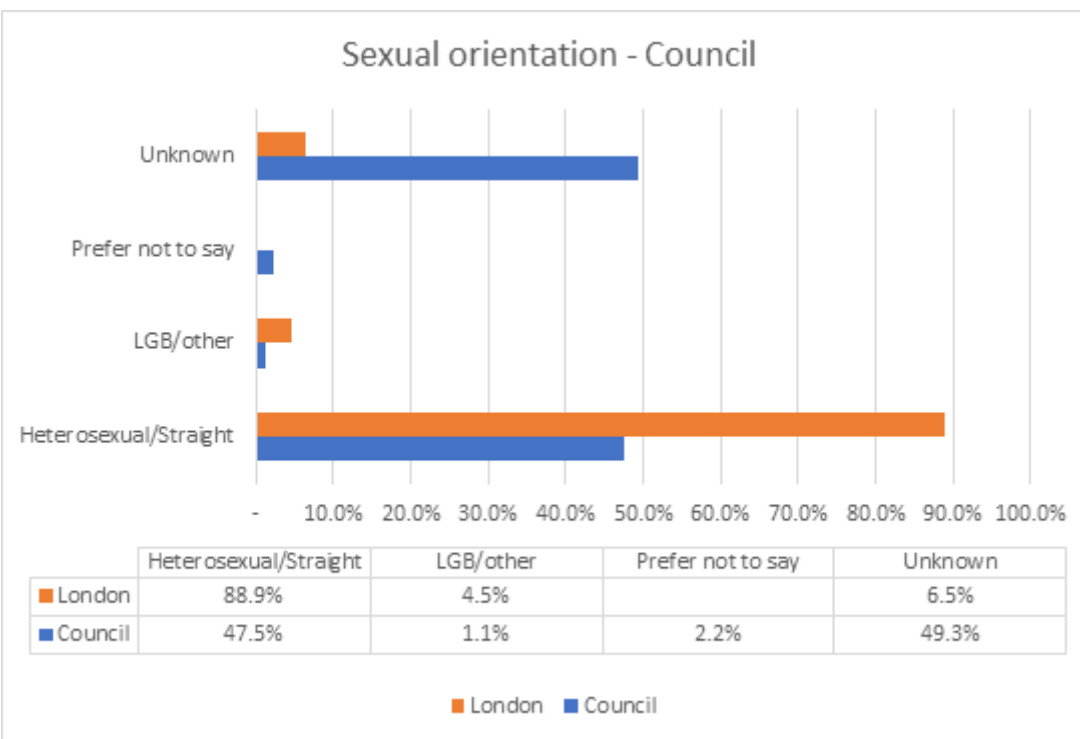
Religion or belief



	<p>The Annual Workforce Equality Report 2020-2021 mentions that Christianity (37%), Hinduism (28%), No religion/ Atheist (13%) and Islam (12%) are the four biggest religious demographics in Harrow. Residents that are of the Jewish faith is 3% of the borough population.</p> <p>Impact: There is no anticipated impact on this group.</p>				
Sex	 <p>The Annual Workforce Equality Report 2020-2021 indicates that the percentage of residents within Harrow that are male and female is split evenly at 50%. Harrow is a low wage borough, with both men and women that are employed in the borough earning less than the London average of £760⁷earning 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 £688⁸.</p> <p>20% of Harrow businesses are female led.</p> <p>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>	☐	☐	☐	☒

Impact:
There is no anticipated impact on this group.

Sexual Orientation



The Annual Workforce Equality Report 2020-2021 indicates that the percentage of LGBTQIA+ residents within London is 4.5%.

Impact:
There is no anticipated impact on this group.

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

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

All groups and customers will be treated the same under the new policy with the transaction options as set out above

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