

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	Leisure Management Contract Extension	Date EqIA created 11/07/22
Name and job title of completing/lead Officer	Tim Bryan – Head of Service, Culture and Leisure	
Directorate/ Service responsible	Place/Inclusive Economy, Leisure and Culture	
Organisational approval		
EqIA approved by EDI Team	Name Jennifer Rock Assistant Policy Officer EDI Team	Signature J Rock <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval 22/08/22

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions

(to be completed after you have completed sections 2 - 5)

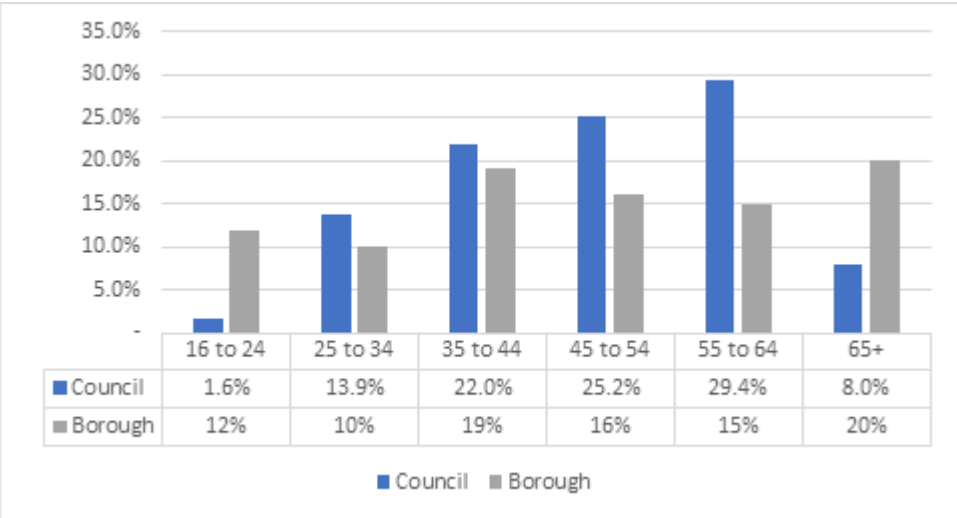
a) What is your proposal? To extend the Council's current Tri-borough leisure contract (with the London Boroughs of Brent and Ealing) with Everyone Active (SLM Ltd) for 1 year until 1st September 2024. This is to enable the leisure market to recover further following the Covid-19 pandemic, and to complete a review of the strategic objectives of leisure service provision, develop an investment strategy for leisure facilities, and complete an appraisal of management options for leisure services to be provided be completed which has been delayed due to the impact of the Covid-19 pandemic.

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

No protected characteristic would be specifically affected by these proposals for users of Harrow Leisure Centre, Hatch End Swimming Pool, and Bannister Sports Centre. The proposal is to extend the current leisure contract so there will be the same range of sport and leisure activities available as currently under the leisure contract with Everyone Active (SLM Ltd).

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

No specific negative impact has been identified for any of the protected characteristics from these proposals as detailed in b) above.

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	<p>The resident population of Harrow according to the 2020 mid-year population estimates was 252,338. According to the Annual Workforce Equalities Report 2020- 2021 the age demographic of our resident population is as demonstrated below:</p>  <table border="1" data-bbox="488 1118 1375 1233"> <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%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	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%																				

The age breakdown of members of Harrow Leisure Centre as at June 2022 is as follows:

16 and Under	17 to 24	25 to 64	65 plus	No date of birth
25%	10%	55%	8%	2%

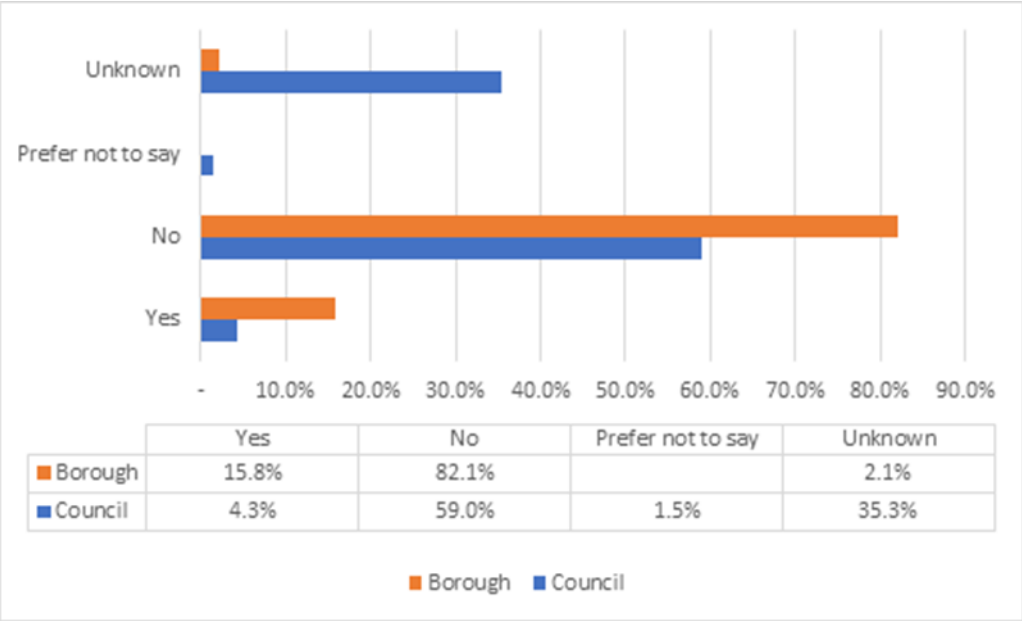
The age breakdown of members of Hatch End Swimming Pool as at June 2022 is as follows:

Site	16 and Under	17 to 24	25 to 64	65 plus	No date of birth
	37%	5%	41%	13%	4%

The age breakdown of members of the Bannister Sports Centre as at June 2022 is as follows:

Site	16 and Under	17 to 24	25 to 64	65 plus	No date of birth
	45%	14%	32%	2%	7%

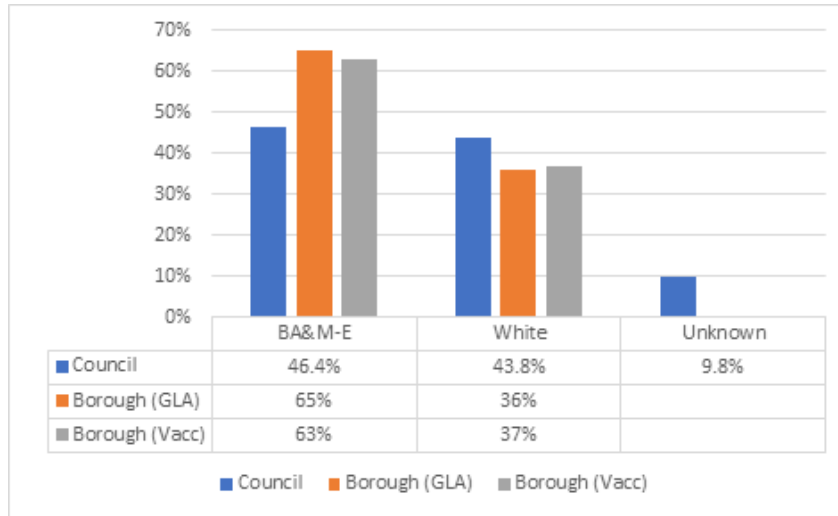
No specific impact on this protected characteristic has been identified from these proposals as the same range of sport and leisure activities will be available as is

	available under the current leisure contract with Everyone Active (SLM Ltd) that will cover all age groups.																			
Disability	<p>According to the Annual Workforce Equalities Report 2020- 2021, 15.8% of the borough's population discloses a disability. This is indicated below:</p>  <table border="1" data-bbox="470 837 1444 944"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>Prefer not to say</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>■ Borough</td> <td>15.8%</td> <td>82.1%</td> <td></td> <td>2.1%</td> </tr> <tr> <td>■ Council</td> <td>4.3%</td> <td>59.0%</td> <td>1.5%</td> <td>35.3%</td> </tr> </tbody> </table> <p>In June 2022 3.7% of Harrow Leisure members, 1% of Hatch End Swimming Pool members, and 0.4% of Bannister Sports Centre members indicated that they had a disability.</p> <p>There would be no impact on users from this protected characteristic for users of Harrow Leisure Centre, Hatch End Swimming Pool, and Bannister Sports Centre from these proposals as the same programme of activities and accessible facilities for people with disabilities will be in place as under the current leisure contract with Everyone Active (SLM Ltd).</p>		Yes	No	Prefer not to say	Unknown	■ Borough	15.8%	82.1%		2.1%	■ Council	4.3%	59.0%	1.5%	35.3%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Yes	No	Prefer not to say	Unknown																
■ Borough	15.8%	82.1%		2.1%																
■ Council	4.3%	59.0%	1.5%	35.3%																

<p>Gender reassignment</p>	<p>The only data Harrow currently has on Gender Reassignment is via the Analysis of demand from housing applicants (via Locata): 1 (0.02%) housing applicant has indicated that they are transgender. (Data as at April 2014).</p> <p>Statistics broken down by gender reassignment for members of Harrow's three leisure sites are not currently available.</p> <p>No specific impact on this protected characteristic has been identified from these proposals.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Marriage and Civil Partnership</p>	<p>Census data: Harrow has a very high percentage of married couples, with 53.7% of residents aged 16 and older declaring they were in a marriage in 2011. This is above the national level of 46.6%. There was a 27% increase in the number of married people living in Harrow between 2001 and 2011 (Office for National Statistics, 2001 and 2011). Between their inception and January 2012, 107 civil partnership ceremonies took place in Harrow.</p> <p>Statistics broken down by marriage and civil partnership for members of Harrow's three leisure sites are not currently available.</p> <p>No specific impact on this protected characteristic has been identified from these proposals.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Pregnancy and Maternity</p>	<p>The 2020 mid-year estimates showed a decrease of 37 births (3,506 births in total) over 2019 mid-year estimates, a 1% decrease. There was a consistent increase from 2001/02 to 2012/13.</p> <p>Statistics broken down by pregnancy and maternity for members of Harrow's three leisure sites are not currently available.</p> <p>No specific impact on this protected characteristic has been identified from these proposals.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Race/
Ethnicity**

According to the Annual Workforce Equalities Report 2020- 2021 the race demographic of our resident population is as demonstrated below:



The largest ethnic groups for members of Harrow Leisure Centre as at June 2022 are as follows:

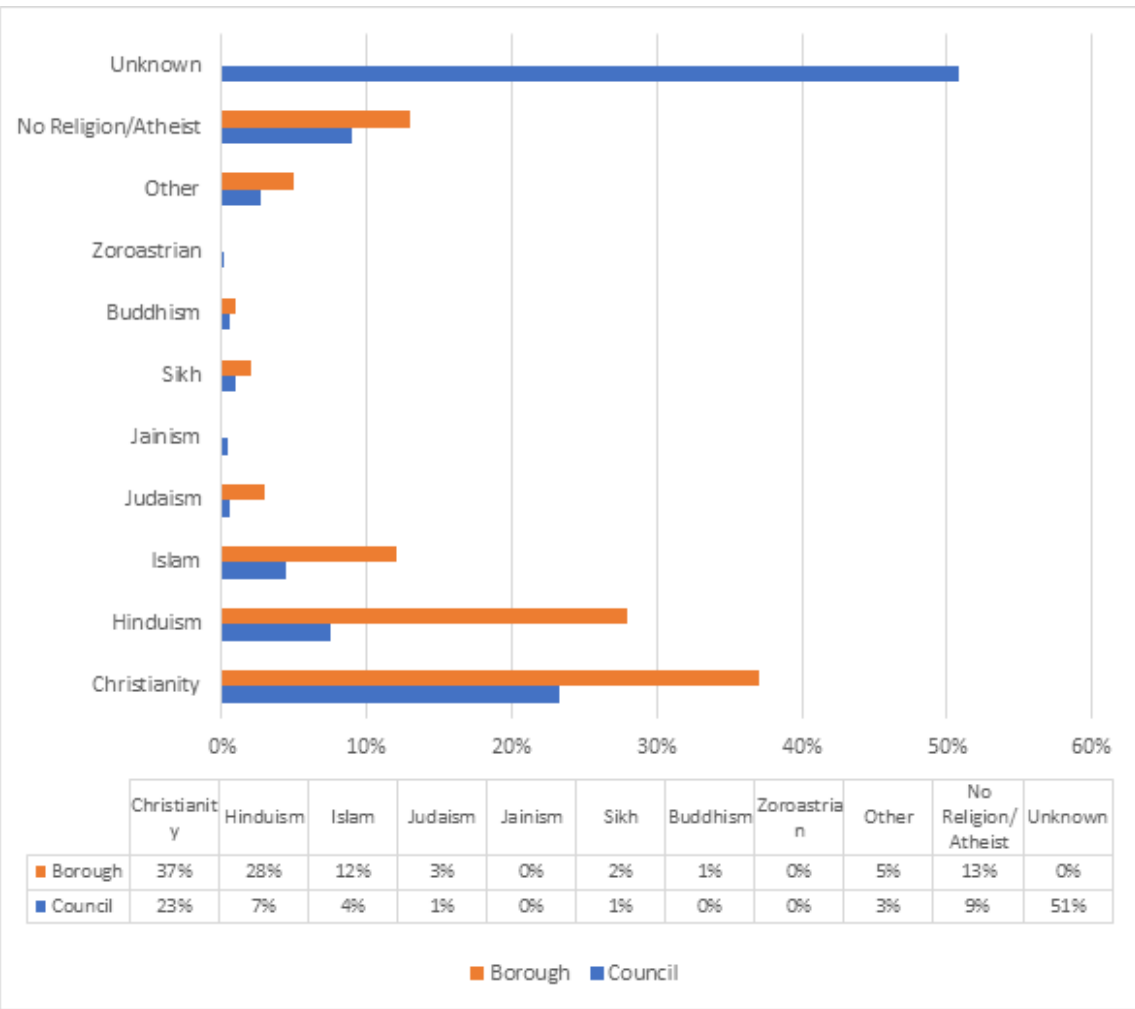
	Asian Other	Indian	White British	Arabic	Other	Unknown
Harrow Leisure Centre	4%	3%	2%	2%	18%	63%

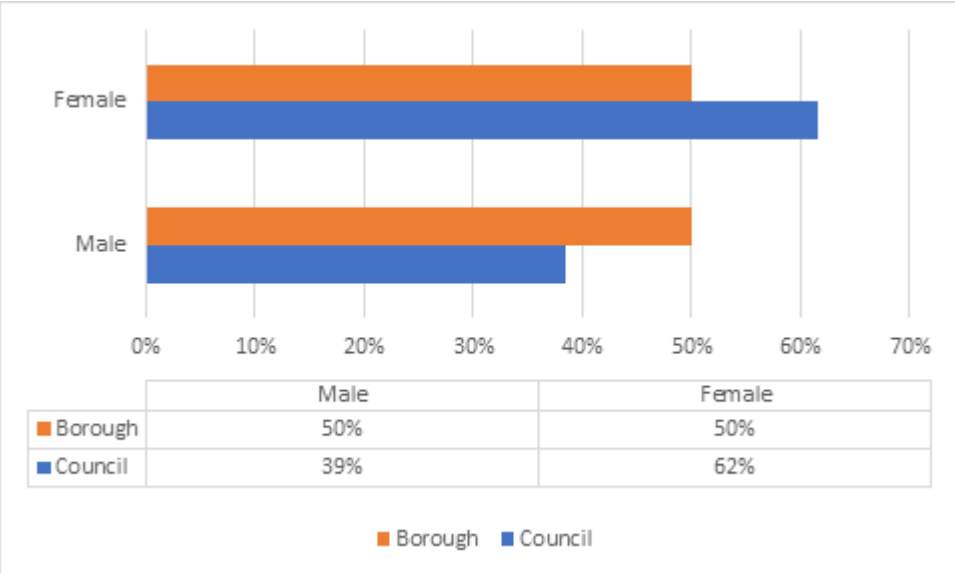
The largest ethnic groups for members of Hatch End Swimming Pool as at June 2022 are as follows:

	White British	Asian Other	Indian	Arabic	Other	Unknown

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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	<table border="1"> <tr> <td>Hatch End Swimming Pool</td> <td>5%</td> <td>2%</td> <td>2%</td> <td>1%</td> <td>14%</td> <td>70%</td> </tr> </table> <p>The largest ethnic groups for members of Bannister Sports Centre as at June 2022 are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>White British</th> <th>Asian Other</th> <th>Indian</th> <th>Black African</th> <th>Other</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Bannister Sports Centre</td> <td>5%</td> <td>2%</td> <td>1%</td> <td>1%</td> <td>15%</td> <td>67%</td> </tr> </tbody> </table> <p>There would be no specific impact on users from this protected characteristic for users of Harrow Leisure Centre and Bannister Sports Centre from these proposals as the same range of sport and leisure activities as are currently provided under the current leisure contract with Everyone Active (SLM Ltd) will be available.</p>	Hatch End Swimming Pool	5%	2%	2%	1%	14%	70%		White British	Asian Other	Indian	Black African	Other	Unknown	Bannister Sports Centre	5%	2%	1%	1%	15%	67%				
	Hatch End Swimming Pool	5%	2%	2%	1%	14%	70%																			
	White British	Asian Other	Indian	Black African	Other	Unknown																				
Bannister Sports Centre	5%	2%	1%	1%	15%	67%																				
Religion or belief	<p>The Annual Workforce Equalities Report 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>The graph below illustrates this data in more detail:</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>																					



	<p>Statistics broken down by religion or belief for members of Harrow's three leisure centres are not currently available.</p> <p>No specific impact on this protected characteristic has been identified from these proposals.</p>													
<p>Sex</p>	<p>The Annual Workforce Equalities Report 2020-2021 indicates that the percentage of residents within Harrow that are male and female is split evenly at 50%. As shown below:</p>  <table border="1" data-bbox="470 885 1377 997"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Borough</td> <td>50%</td> <td>50%</td> </tr> <tr> <td>Council</td> <td>39%</td> <td>62%</td> </tr> </tbody> </table>		Male	Female	Borough	50%	50%	Council	39%	62%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Male	Female												
Borough	50%	50%												
Council	39%	62%												

The gender breakdown for members of Harrow Leisure Centre as at June 2022 is as follows:

	Female	Male
Harrow Leisure Centre	46.1%	52.7%

The gender breakdown for members of Hatch End Swimming Pool as at June 2022 is as follows:

	Female	Male
Hatch End Swimming Pool	55.6%	41.5%

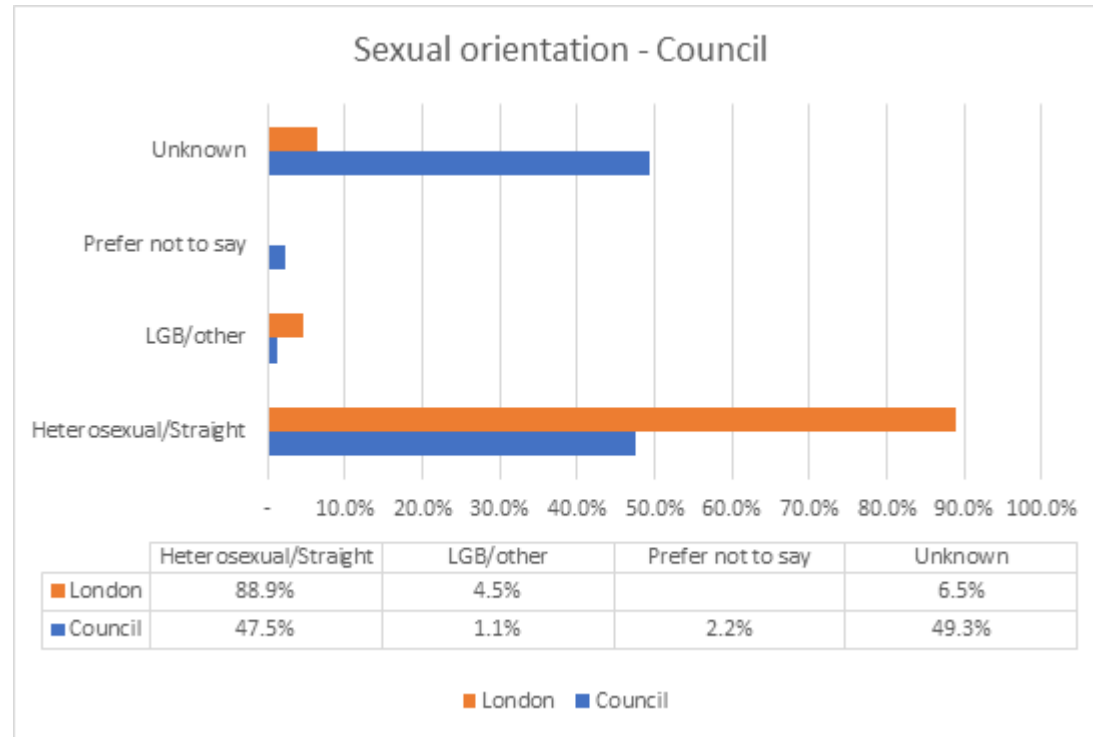
The gender breakdown for members of Bannister Sports Centre as at June 2022 is as follows:

	Female	Male
Bannister Sports Centre	37.0%	55.7%

There would be no specific impact on users from this protected characteristic for users of Harrow Leisure Centre, Hatch End Swimming Pool, and Bannister Sports Centre from these proposals as the same range of sport and leisure activities as are currently provided under the current leisure contract with Everyone Active (SLM Ltd) will be available.

Sexual Orientation

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



Statistics broken down by sexual orientation for members of Harrow's three leisure centres are not currently available.

No specific impact on this protected characteristic has been identified from these proposals.

<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 checked="" type="checkbox"/></p>					
<p>If you clicked the Yes box, Include details in the space below</p>					

<p>3. Actions to mitigate/remove negative impact</p>				
<p>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.</p>				
<p>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.</p>				
<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>Deadline date</p>	<p>Lead Officer</p>

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

The proposal to extend the Council's current leisure contract with Everyone Active (SLM Ltd) for 1 year until 1st September 2024 as part of a tri-borough leisure contract with the London boroughs of Brent and Ealing will ensure that Harrow's leisure facilities continue to provide the wide range of sport and physical exercise activities as have been provided under the current contract, helping to meet the sport and physical exercise needs of the whole community and bringing different communities together.

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