



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	UK Shared Prosperity Fund – Harrow’s Direct Allocation Proposed Spend	Date EqIA created 01/12/2022
Name and job title of completing/lead Officer	Mavis Kusitor, Economic Strategy Programme Manager	
Directorate/ Service responsible		
Organisational approval		
EqIA approved by EDI Policy Officer	Name: Yasmeen Hussein	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval: 16/12/22

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?

The UK Shared Prosperity Fund (UKSPF) is a central pillar of the UK government’s ambitious Levelling Up agenda and a significant component of its support for places across the UK. It provides £2.6 billion of new funding for local investment by March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition.

It seizes the opportunities of leaving the European Union, by investing in domestic priorities and targeting funding where it is needed most: building pride in place, supporting high quality skills training, supporting pay, employment and productivity growth and increasing life chances

Harrow Council has been allocated £1.4m of funding to deliver projects under the UKSPF themes of Communities and Place and Supporting Local Business. Our proposal is to deliver a range of projects to be funded by the UKSPF to support our local businesses, town centres, parks and open space, culture and help residents with the cost-of-living crisis.

The projects aim to develop more community facilities and amenities that residents want, so Harrow becomes the place they want to spend their time and money, creating a thriving local economy and supporting our local businesses, while the Energy advice and support for cost-of-living project. The projects are summarised in the below table:

Project Name	Project Summary	UKSPF Theme
New archive - Headstone Manor & Museum	Further to completion of a Feasibility Study, capital funding will be used to provide match funding for a National Lottery Heritage Fund application to create a new public borough archive, collections store and museum office building. Alternatively, if the Feasibility Study show that a larger project is not deliverable, the funding will be used to enhance storage and access to the existing Archive.	Communities and Place

Harrow Arts Centre - Phase 2	Phase 2 of the HAC development (total cost £1.7m) will lead to the demolition of the existing Greenhill Portakabin and creation a larger New Build of 2 storeys, circa 450m2. UKSPF funding will provide resources for roof lights, solar panels (PVs), an additional window, and contribute to public realm improvements. These are for elements of Phase 2 that had previously been "value engineered" out of the build due to lack of funds.	Communities and Place
Support to Park User Groups & Litter Picking	<p>Capital funding will be used to:</p> <ul style="list-style-type: none"> (i) support large and small interventions to create, enhance and improve the management of grassland, woodland, wetland and other habitats in public green spaces. There will be a particular focus on the creation of new meadow / wood meadow areas. (ii) Provide grant funding to Park User Groups (PUGs) (iii) Employ project officer to assist in delivery <p>Revenue funding to support PUGs, volunteer litter pickers and HNCV volunteers, through appropriate training e.g., in the use of equipment.</p>	Communities and Place
Volunteering	Funding will be used to provide support to voluntary groups - Parks Users Group, Harrow Nature Conservation Forum	Communities and Place
Harrow High Street Fund	Funding will be used as additional capital funding to support the existing Harrow High Street Fund	Communities and Place
Energy advice and support for cost of living	<p>Funding will be used to</p> <ul style="list-style-type: none"> - Provide advice via Seasonal Health Intervention Network (SHINE) to promote measures to increase energy efficiency measures e.g., insulation, etc - Employ a dedicated support officer to promote energy efficiency and retrofit opportunities 	Communities and Place
Business Engagement and Support	<p>Projects</p> <ul style="list-style-type: none"> I. Business Engagement - outreach service to raise awareness of business support services including projects, meetings, workshops, subsidised test trade spaces and consultation activities 	Supporting Local Business

	<p>II. Business Support - a dedicated business support service to all businesses offering tailored support via a one-on-one and group setting support, both online and in-person. This will include targeted support for women, young people aged 18-30 and disabled people.</p> <p>III. Reuse Laptops and Mobile Phones Start Up Kit – support for new start-ups providing them with reused and repaired laptops to assist with business operations and admin.</p>		
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b) Summarise the impact of your proposal on groups with protected characteristics

Supporting Local Business

1. The Business Engagement and Business Support project will be open to everyone and will include targeted support for women in business, young people (aged 18-30) and disabled people.
2. The rationale for building in targeted support is to help to advance the equality of opportunity by addressing the inequalities that these groups face with business start-up, business survival and access to new contracts.
3. Harrow’s population is 261,300 (2021 census) consisting of 132,500 women (50.7%) and 128,800 men (49.3%), this is almost a 50/50 split. However, data gathered from the Beauhurst platform shows that female led businesses are underrepresented amongst new business start-ups in the borough with just 26% of business registrations reported between March and July’22.
4. There are also particular groups that have specific obstacles in progressing to the labour market or sustaining self-employment. These include adults with learning disabilities and those with severe mental health issues.
5. Disabled people are also likely to be under-represented among business owners within Harrow.

Communities and Place

6. We do not anticipate that the Communities and Place projects will have a negative impact on Harrow residents or result in any direct or indirect discrimination of any group that shares protected characteristics.
7. Outcomes include the development of more community facilities, cultural assets and capacity building for resident led volunteer groups while the Energy advice and support offer will help residents with the cost of living.

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

- Men, people over the age of 30 and those without a disability may be excluded from some of the messaging and outreach activities. There will be an element of generic business support that will be available to everyone regardless of their gender, age and disability status – no one will be turned away without an offer of support or signposting to other services.

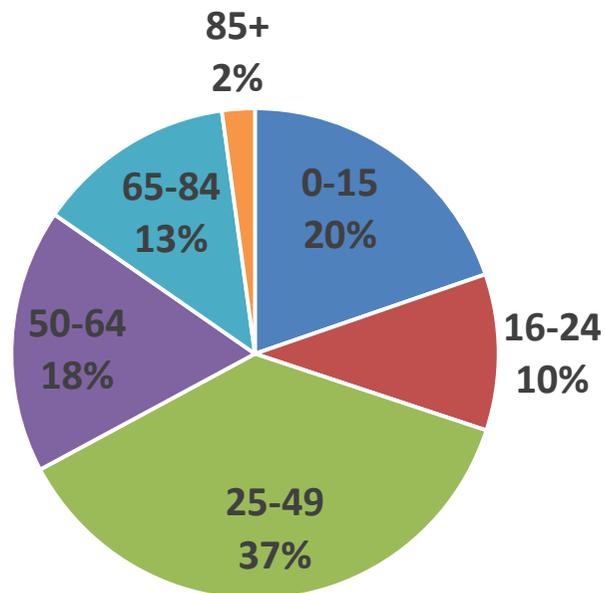
- There is limited data on Harrow's large micro-business sector, in terms of ownership by protected characteristics. Therefore, it is recommended that work is undertaken to gather baseline data, to ensure that the borough can respond to the needs of local businesses. Equality monitoring will form part of the performance monitoring process for all projects.

2. Assessing impact					
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.		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 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 261,300 ¹ . Increasing by 9.3% in the ten years between 2011 and 2021 with an increase of 7.8% in people aged 15 to 64 years, It has an above average working age population aged 16-64 of just under 64% (160,462) and a growing younger population aged 0-15 of 18.5% (48,300), which is higher than the London average, suggesting that the borough is a popular destination for families ² .	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

¹ Census 2021

² Census 2021

**Population by Age band %
(Harrow 2021 Census)**



- As with most areas in the country, the borough has an ageing population. With the number of residents aged 65 plus increasing by 19.4% in the ten years between 2011 and 2021 with 31% rise in people aged 90 years and over³. Those aged 85 plus could increase by 60% by 2030⁴.
- Data available shows that the pandemic has adversely impacted young people aged 18-24, with 1 in 10 young people out of work⁵.

³ Census 2021

⁴ Poppi and Pansi projections to 2030

⁵ DWP Job claimant data April 2021

	<ul style="list-style-type: none"> Harrow has one of the lowest proportion 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%⁶. (Now 1.2% August 2022⁷) <p>Impact</p> <p>Supporting Local Business</p> <ul style="list-style-type: none"> The Business Engagement and Business Support projects will aim to support young entrepreneurs that are aged 18 to 30. The target is 30% of those supported through the programme will fall within this age group. <p>Communities and Place</p> <ul style="list-style-type: none"> The projects will aim to support all residents regardless of their age. 				
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 or sustaining self-employment. These include adults with learning disabilities and those with severe mental health issues. Disabled people are also likely to be under-represented among business owners within Harrow. <p>Impact</p> <p>Supporting Local Business</p> <ul style="list-style-type: none"> The Business Engagement and Business Support projects will aim to support disabled residents. This project will be linked in with mainstream services such as the NHS Community Mental Health Team, Able Futures and Maximus. The target is that up to 15% of those supported through the programme will be classified as having a disability. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

⁶ NEETS data at December 2020.

⁷ NEETS data at December 2022.

	<p>Communities and Place</p> <ul style="list-style-type: none"> The projects will aim to support all residents regardless of their disability status. 				
<p>Gender reassignment</p>	<ul style="list-style-type: none"> In 2020, the Equality and Human Rights Commission (EHRC) survey found that one in six respondents identified themselves as prejudiced towards transgender people⁸. 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 Gender Identity Research & Education Society (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>Impact</p> <p>Supporting Local Business</p> <ul style="list-style-type: none"> The Business Engagement and Business Support projects will aim to support at women in business. Anyone that identifies themselves as a women will be included in this targeted support. No one will be rejected access to the services based on their gender identity. <p>Communities and Place</p> <ul style="list-style-type: none"> The projects will aim to support residents regardless of their gender reassignment status. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Marriage and Civil Partnership</p>	<ul style="list-style-type: none"> At the time of the 2021 Census 53.9% of Harrow's residents were married or in a registered civil partnership, 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. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

⁸ Equality and Human Rights Commission (2020), Attitudes transgender people, 2020

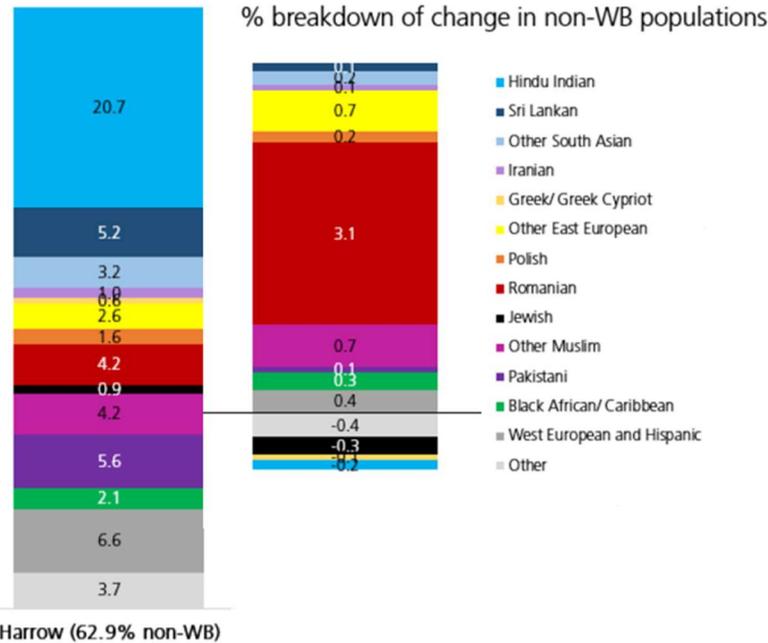
	<ul style="list-style-type: none"> At October 2020 there have been 144 Same Gender Civil Partnerships in Harrow, 25 of which has been converted to a Marriage. There have been 8 Opposite Gender Civil Partnerships. There have been 57 Same Sex marriages. <p>Impact Supporting Local Business The projects will aim to support residents regardless of their marriage and civil partnership status.</p> <p>Communities and Place The projects will aim to support residents regardless of their marriage and partnership status.</p>				
<p>Pregnancy and Maternity</p>	<ul style="list-style-type: none"> ONS births figures show Harrow as having 3,312 live births in 2021⁹. 14 live births per 1000 population is higher than the England & Wales average of 10.8 The borough has a higher-than-average infant mortality rate in London, at a rate of 3.9 deaths per 1000 live births, which is an indicator of poverty and inequality in the borough.¹⁰ 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 Supporting Local Business The projects will aim to support residents regardless of their pregnancy and maternity status, including residents with childcare/caring responsibilities.</p> <p>Communities and Place The projects will aim to support residents regardless of their pregnancy and maternity status, including residents with childcare/caring responsibilities.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

⁹ Source: Office for National Statistics (ONS, 2022), Live births in England and Wales 2021

¹⁰ Public Health England (2022), London's Poverty Profile 2022,

Race/
Ethnicity

% breakdown of non-WB populations, 2019



- 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 growing¹¹. 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.

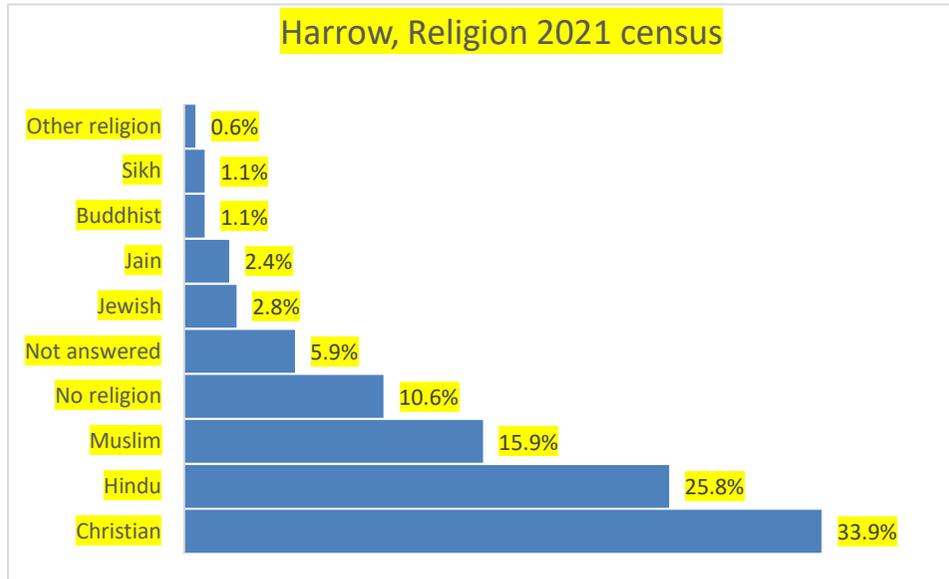
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¹¹ Harrow Economic assessment 2019-2020: population

	<ul style="list-style-type: none"> 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%. 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 Supporting Local Business The projects will aim to support residents regardless of their race and ethnicity.</p> <p>Communities and Place The projects will aim to support residents regardless of their race and ethnicity.</p>				
Religion or belief	<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 with the highest number Hindus (25%) and Jains (2.2%) and the second highest number of Zoroastrians. At the 2021 census Harrow had the highest number (and proportion) of Hindu followers in the country (25.8%). At 2.8% Harrow 's Jewish community was the ninth largest nationally. 33.9% of residents described themselves as Christians (the 11th lowest proportion in the country) and 15.9% described themselves as Muslims. Harrow had the lowest ranking for ‘no religion’ (10.9%). As the population’s ethnic composition changes, rates of participation in various religions are also likely to change¹². There is limited data on employment/unemployment rates for Harrow by religion. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

¹² 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 borough¹³.



Impact

Supporting Local Business

The projects will aim to support residents regardless of their religion or beliefs.

Communities and Place

The projects will aim to support residents regardless of their religion or beliefs.

Sex

- The 2021 census show that the total population of Harrow is now 261,300, made up of 132,500 women (50.7%) and 128,800 men (49.3%). Overall, the number of males and females living in Harrow is very similar.

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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¹³ Annual Population Survey 2018.

	<ul style="list-style-type: none"> • Economic activity among Harrow’s male population is higher than the London average at 86%, compared with 83%¹⁴. 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 £760¹⁵ 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 £688¹⁶. • 20% of Harrow businesses are female led.¹⁷ • While the pandemic may have negatively impacted both sexes, the shift to home working may have had a positive impact in enabling women to return to work, as they are able to share childcare responsibilities. <p>Impact</p> <p>Supporting Local Business</p> <ul style="list-style-type: none"> • The Business Engagement and Support projects will aim to support women in business. • The target is that up to 30% of those supported through the programme will be women. <p>Communities and Place</p> <p>The projects will aim to support all residents regardless of their sex.</p>				
<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 region¹⁸. There is no official data on sexual orientation for Harrow in relation to employment. • LGBTQ people are also likely to be underrepresented among business owners within Harrow. <p>Impact</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

¹⁴ NOMIS: Labour supply (at December 2020)

¹⁵ NOMIS: earnings by place of work 2020

¹⁶ NOMIS: earnings by place of work: 2020

¹⁷ Beauhurst: number of companies registered at Companies House that are female led (April 2021)

¹⁸ Trust for London: London’s Poverty profile 2016.

<p>Supporting Local Business The projects will aim to support residents regardless of their sexual orientation.</p> <p>Communities and Place The projects will aim to support residents regardless of their sexual orientation.</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?

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

- The uncertainty of the cost-of-living may harm the growth and survival of businesses. This may also impact resident’s ability to commit their time and resources to participate in unpaid volunteering opportunities through the parks and open spaces projects.

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
<p>Men may be excluded from the targeted business support offer for women.</p>	<p>The data provided under the Sex heading in section 2 shows that there is a need to offer targeted provision for women in business. It is lawful under the Equality Act to treat people differently in some circumstances, for example taking positive action or putting in place single-sex provision where there is a need for it.</p> <p>Men will be able to access elements of the business support services. There will not be any additional mitigating measures put in place as the negative impact will be minor.</p> <p>We have consulted with members of the Economic Strategy Steering Group and the Business Forum. Yearly performance reviews will be carried out and may include further consultation depending on the results.</p>	<p>The business support provider will ensure that there is provision in place to provide generic business information, advice and guidance to anyone that registers an interest.</p> <p>There will also be signposting available to those requiring more intensive support.</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>

<p>Over 30s may be excluded from the targeted business support offer for people aged 18-30.</p>	<p>The data provided under the Age heading in section 2 shows that there is a need to offer targeted provision for young people. Data available shows that the pandemic has adversely impacted young people aged 18-24, with 1 in 10 young people out of work.</p> <p>People over the age of 30 will be able to access elements of the business support services. There will not be any additional mitigating measures as the negative impact will be minor.</p> <p>We have consulted with members of the Economic Strategy Steering Group and the Business Forum. Yearly performance reviews will be carried out and may include further consultation depending on the results.</p>	<p>The business support provider will ensure that there is provision in place to provide generic business information, advice and guidance to anyone that registers an interest.</p> <p>There will also be signposting available to those requiring more intensive support.</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>
<p>People without a disability may be excluded from the targeted business support offer for people with a disability.</p>	<p>The data provided under the Disability heading in section 2 shows that there is a need to offer targeted provision for people with a disability. It is both lawful and a requirement of the general equality duty to consider if there is a need to treat disabled people differently, including more favourable treatment where necessary. People without a disability will be able to access elements of the business support services. There will not be any additional</p>	<p>The business support provider will ensure that there is provision in place to provide generic business information, advice and guidance to anyone that registers an interest.</p> <p>There will also be signposting available to those requiring more intensive support.</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>

	<p>mitigating measures as the negative impact will be minor.</p> <p>We have consulted with members of the Economic Strategy Steering Group and the Business Forum. Yearly performance reviews will be carried out and may include further consultation depending on the results.</p>			
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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 UKSPF will not result in any direct or indirect discrimination of any group that shares the protected characteristics.
2. The UKSPF Supporting Local Business projects will help to advance the equality of opportunity for women, young people aged 18-30 and people with disabilities by putting provision in place that targets these groups as there is a need for it.
3. The UKSPF Communities and Place projects will help foster good relations between communities through the enrichment of our historical and cultural assets and green spaces whilst building inclusivity and strong community involvement.

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