



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	Household Support Fund 4	Date EqIA created: April 2023
Name and job title of completing/lead Officer	Nahreen Matlib, Senior Policy Officer	
Directorate/ Service responsible		
Organisational approval		
EqIA approved by the EDI Team:	Name: Yasmeen Hussein, EDI Policy Officer	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval: 28.04.23

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?

Harrow Council's Household Support Fund grant allocation for the period April 2023 - March 2024 is £2,953,414 which must be spent by 31st March 2024. The funding includes:

- **Free school meals** (FSM) vouchers, issued to approximately 6,500-7,000 children for each school holiday up to Easter 2024
- **Proactive voucher awards** to approximately 1450-1650 households in receipt of housing benefits who missed out on the Government cost of living payment, and care leavers moving to independent accommodation
- **HelpHarrow and the Community Hub** to provide approximately 45,000 food parcels to 9,000 households throughout the year
- An **Application Based Scheme** run within the Voluntary and Community Sector to provide support to 310 households throughout the year
- **Advice services** built upon the existing Conversation Café approach to support unpaid carers
- Any underspend on unredeemed vouchers will be recycled in order of priority
 - the application-based scheme
 - funding for the Warm Hubs in Winter 2023/24
 - to rent arrears (if not needed elsewhere)

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

Based on the data available we do not anticipate that the delivery of the Household Support Fund will have any negative impact on Harrow residents or result in any direct or indirect discrimination of any group that shares protected characteristics. We expect that there will be a positive impact on residents, as the key driver of the Household Support Fund is reducing hardship and the evidence in Harrow is that some groups are more disadvantaged from an income inequality perspective than others and would as a result of the Council's proposed allocation be positively impacted.

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

This EQIA process has not identified any negative impacts on groups with protected characteristics. However, continuous monitoring will take place for each aspect of the scheme. Due to the continuous monitoring that will take place during the scheme, this means that if mitigating actions are deemed necessary, they can be carried out at any point during the scheme.

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	<p>Harrow has a resident population of 261,205¹. 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</p> <p>The borough has an ageing population with 51% of the population aged 45 and above, and 20% of the population aged 65 and over. 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.</p> <p>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.</p> <p>Impact: The Free School Meals element of the scheme will support families with children. Although the data available doesn't breakdown to assess exactly where parental age will be, it is more than likely that the majority of parents would be aged 25-60. The</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

number of pupils eligible for Free School Meals has increased by 3% from 6263 in May 2022 to 6451 in January 2023. This Scheme will have a positive impact on those children eligible for Free School Meals as well as their parents.

The second iteration of the Household Support Fund (1 April 2022 to 30 September 2022) provided targeted support to pensioners - whilst this group will not receive targeted support in this iteration of funding, the proposed application-based scheme will have a positive impact on pensioners due to the qualifying benefits. The application-based scheme will also have a positive impact on those

Moreover, targeted support for care leavers moving to permanent accommodation will have a positive impact on young persons aged 16-24. The targeting of households on housing benefits will also have a positive impact on pensioners, people of working age and households with children. For the third iteration of HSF (1 October 2022 to 31 March 2023), the households on housing benefit cohort had the following household composition:

21/9/22 total	1573
Pensioners	814
Disabled and not pensioner	165
Child and not pensioner or disabled	263
Other	332

HelpHarrow will provide food support that reaches all age groups. During the previous iteration of the Household Support Fund (iteration 3, October 2022 to March 2023), HelpHarrow distributed 20,726 food parcels and supported 5,047 households in Harrow. Almost half of these households included children and 18% pensioners. Data from the last 6 months (September 2022 - March 2023) provided by HelpHarrow shows a breakdown of the top three age profiles supported via their food provision:

- 1) 0-17
- 2) 18-50

	<p>3) 51+</p> <p>This data suggests that there is disproportionate support for those in younger age groups compared to the pensioner age groups relative to our borough population. A third of those coming to the community hub for food support are families with children. The higher prevalence of younger residents being supported is due to a high level of families being supported through the service, especially through the direct support into schools. On this basis, taken altogether, the various elements of the scheme would have a positive impact on age.</p> <p>For those households with rent arrears due to the pandemic, the Councils Housing Benefit data shows the breakdown against age as follows:</p> <table border="1" data-bbox="427 608 1563 979"> <thead> <tr> <th></th> <th>Council tenants</th> <th>Temporary accommodation tenants</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>21 – 24</td> <td>5 (2%)</td> <td>1 (1%)</td> <td>6 (2%)</td> </tr> <tr> <td>25 – 34</td> <td>16 (8%)</td> <td>8 (10%)</td> <td>24 (8%)</td> </tr> <tr> <td>35 – 44</td> <td>47 (23%)</td> <td>26 (34%)</td> <td>73 (26%)</td> </tr> <tr> <td>45 – 54</td> <td>59 (29%)</td> <td>22 (29%)</td> <td>81 (29%)</td> </tr> <tr> <td>55 – 64</td> <td>49 (24%)</td> <td>7 (9%)</td> <td>56 (20%)</td> </tr> <tr> <td>65+</td> <td>21 (10%)</td> <td>1 (1%)</td> <td>22 (8%)</td> </tr> <tr> <td>Data not available</td> <td>7 (3%)</td> <td>12 (16%)</td> <td>19 (7%)</td> </tr> <tr> <td>Total</td> <td>204</td> <td>77</td> <td>281</td> </tr> </tbody> </table> <p>This data suggests that funding towards Rent Arrears would be likely to have a positive impact on residents aged 35-64. Furthermore, data from the previous iteration of the Household Support Fund, shows that 72% of all households helped through Rent Arrears were households with children. However, as Rent Arrears is the lowest priority of the underspend, it is unlikely that much of the allocation will be spent this way.</p>		Council tenants	Temporary accommodation tenants	Total	21 – 24	5 (2%)	1 (1%)	6 (2%)	25 – 34	16 (8%)	8 (10%)	24 (8%)	35 – 44	47 (23%)	26 (34%)	73 (26%)	45 – 54	59 (29%)	22 (29%)	81 (29%)	55 – 64	49 (24%)	7 (9%)	56 (20%)	65+	21 (10%)	1 (1%)	22 (8%)	Data not available	7 (3%)	12 (16%)	19 (7%)	Total	204	77	281				
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Disability	<p>Current data shows that 31,255 of Harrow’s residents have a disability which limits their day-to-day activities as defined by the Equality Act. This equates to 13.2% of the population. There is a strong correlation between disability, in particular the extent of</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																				

	<p>the disability, and economic inactivity and therefore experiencing potential financial hardship.</p> <p>Impact: With regards Free School Meals, across all Harrow schools the percentage of pupils with an Education and Healthcare Plan who are eligible for FSM increased from 19.6% (223 pupils) in 2019 to 26.9% (345 pupils) in 2021. In parallel, the percentage of pupils on SEN Support Plan who are eligible for FSM increased from 17.2% (633 pupils) in 2019 to 24.1% (867 pupils) in 2021. Pupils with No SEN who are eligible for FSM increased too, from 8.8% (2,839 pupils) in 2019 to 13.6% (4,516 pupils) in 2021.</p> <p>For the Housing Benefit cohort, data is not held on whether or not a claimant would classify themselves as having a disability, only what disability benefits they receive. Also, this information is only recorded if the services know that the benefit is received and, in most instances, only if it affects the level of entitlement. For instance, in an extract ran on 21/9/22 there were six claims where at least one member of the household in receipt of a Personal Independent Payment, and in two of these claims a member of the household was also in receipt of Employment Support Allowance. This suggests that the targeting of households on Housing benefit will have a positive impact on those with disabilities, however the impact will be difficult to quantify or monitor.</p> <p>Regarding the Care leavers cohort, there is a lack of data on if this group classifies themselves as having a disability. Support will be given to this cohort regardless of their disability status.</p> <p>The funding of advice services which will build upon Harrow’s existing Conversation Café model will provide additional support to unpaid carers within the borough. Unpaid carers are a cohort that have not been targeted by previous Household Support Funds in Harrow. Therefore, through support aimed at unpaid carers, this iteration of the</p>				
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	<p>Household Support fund will have a positive impact on the families of those who are disabled in the borough.</p> <p>Disability is also an increasing reason for people requesting food support from HelpHarrow. During the third iteration of the Household Support Fund (1 October 2022 to 31 March 2023), of 5047 households supported via HelpHarrow, 745 (15%) of which were identified as Households with Disabled Person.</p> <p>Those who receive disability benefits will not be excluded from the application-based scheme. Through the application scheme and via HelpHarrow, we will be able to report as part of the monitoring information how many households with a disability have been supported, which would include physical and non-physical disabilities.</p> <p>It can be concluded that these aspects of the scheme will have a positive impact on those people and families who are disabled and in receipt of disability benefits or FSM.</p>				
<p>Gender reassignment</p>	<p>In 2018 it was estimated there are 200,000-500,000 transgender people in the UK.⁶ For the 2021 census, people were asked: 'Is the gender you identify with the same as your sex registered at birth?', 262,000 (0.5%) of people answered 'No', indicating that their gender identity was different from their sex registered at birth⁷. 90.12% of Harrow residents described themselves as having the same gender identity as sex registered at birth (188,901 respondents). 0.53% of Harrow residents described themselves as having a gender identity which differs to the sex registered at birth but gave no specific identity (1,108 respondents). 0.15% of Harrow residents described themselves as a Trans woman (318 respondents). 0.16% of Harrow residents described themselves as a trans man (342 respondents). 0.03% of Harrow residents described themselves as non-binary (57 respondents). 0.03% of Harrow residents described themselves as 'All other gender identities' (59 respondents). 8.98% of Harrow residents did not respond (18,832 respondents)⁸.</p> <p>Impact: 2018</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

6 ONS 2018 Census, Office for National Statistics

7 ONS 2021 Census <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>

	<p>At this stage there is no way of concluding whether the Household Support Fund would have either a positive or negative impact on this group.</p>				
<p>Marriage and Civil Partnership</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. In 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>Impact: The implementation of Household Support Fund will aim to support residents regardless of their partnership status.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Pregnancy and Maternity</p>	<p>The most recent figures for birth rates in Harrow from ONS 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.</p> <p>Impact: This tranche of the Household Support Fund will not target this cohort specifically, however through various means of communications, we will promote the Healthy Start Scheme (HSS), such signposting to the scheme on Harrow’s Cost-of-living Support webpages website and signposting via VCS orgs. During the previous Household Support Fund, HelpHarrow included HSS leaflets when giving out baby bank resources. This will be repeated for this iteration of the Household Support Fund. The Healthy Start Scheme provides a pre-paid debit card to eligible parents/carers/ of children under four. The card enables parents to purchase essential items for young children such as cow’s milk, fruit, and vegetables as well as free vitamins for both</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>mother and child. Uptake for the HSS has increased in 2023, as shown in the table below:</p> <table border="1"> <thead> <tr> <th>Time period</th> <th>Total eligible beneficiaries in Harrow</th> <th>Number signed up to scheme</th> <th>% uptake</th> </tr> </thead> <tbody> <tr> <td>January 2023</td> <td>1997</td> <td>1065</td> <td>53%</td> </tr> <tr> <td>February 2023</td> <td>1984</td> <td>1080</td> <td>54%</td> </tr> <tr> <td>March 2023</td> <td>1958</td> <td>1095</td> <td>56%</td> </tr> </tbody> </table> <p>Although the Council does not hold data on whether recipients of Free School Meals (or their parents) are either pregnant or on maternity leave the extension Household Support Fund implementation will aim to support residents regardless of their status.</p>	Time period	Total eligible beneficiaries in Harrow	Number signed up to scheme	% uptake	January 2023	1997	1065	53%	February 2023	1984	1080	54%	March 2023	1958	1095	56%				
	Time period	Total eligible beneficiaries in Harrow	Number signed up to scheme	% uptake																	
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	March 2023	1958	1095	56%																	
<p>Race/ Ethnicity</p> <p>Harrow is one of the most culturally diverse local authorities in the UK. Current census figures show that 64% of residents are from Black, Asian, and Multi-ethnic backgrounds. The largest single ethnic group in the borough is Indian with this group comprising 28.6% of Harrow's population.</p> <p>Impact:</p> <p>With regards Free School Meals, the highest proportion of pupils who are eligible are of Traveller/Irish Heritage Background (89.6% - 60 pupils). The second highest group are of White and Black Caribbean ethnic origin (34.6% - 187 pupils). The third highest group are of Black Caribbean ethnic origin (32.8% - 314 pupils). Furthermore, Black heritage, Bangladeshi and Pakistani pupils are disproportionately represented on the cohort of children in receipt of Free School Meals.</p> <p>For those residents accessing food support from HelpHarrow, the largest share are from an Asian or Asian British background. Also, the number of residents accessing support who are black or Black British is disproportionately higher than the general</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																	

Harrow Population. Data from the last 6 months (September 2022 - March 2023) shows the top 5 ethnicities supported via HelpHarrow's food provision:

- 1) White British
- 2) Indian
- 3) Romanian
- 4) Caribbean
- 5) African

Although the council does not hold data relating to race/ethnicity for the Housing benefit and Care Leavers cohort, the proxy indicator of Black, Asian and Minority Ethnic residents being more likely to experience barriers to work would suggest that all the elements of the Household Support Scheme will have a positive impact on those with a Black, Asian and Minority Ethnic heritage, by virtue of the relationship between barriers to employment, hardship and a higher likelihood of therefore being in receipt of financial assistance.

Therefore, we can conclude that this iteration of the Household Support Fund will have a positive impact on race/ethnicity due to disproportionately represented groups

For those households with rent arrears due to the pandemic, the Councils Housing Benefit data shows the breakdown against ethnicity as follows:

	Council tenants	Temporary accommodation tenants	Total
Asian / Asian British	25 (12%)	13 (17%)	38 (14%)
Black / African / Caribbean / Black British	66 (32%)	16 (20%)	82 (29%)
Mixed / multiple ethnic groups	13 (6%)	2 (3%)	15 (5%)
White	50 (25%)	13 (17%)	63 (22%)
Another ethnic group	5 (2%)	2 (3%)	7 (3%)
Prefer not to say	45 (22%)	31 (40%)	76 (27%)
Total	204	77	281

	<p>This data suggests that funding towards Rent Arrears may have the greatest impact on residents of Black/African/Caribbean/Black British decent. However, as Rent Arrears is the lowest priority of the underspend, it is unlikely that much of the allocation will be spent this way.</p>				
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<p>Religion or belief</p>	<p>At the 2021 Census, the most predominant religion in the borough is Christianity (37%), with 28% Hindus, 12% Muslims and 3% are Jewish. 13% stated they were atheist or had 'no religion'. As the population's ethnic composition changes, rates of participation in various religions are also likely to change⁹. There is limited data on employment/unemployment rates for Harrow by religion. Data for London suggests that educational attainment and</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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⁹ Harrow Economic Assessment: 2019-2020: population

	<p>employment among the capital's Muslim community is lower than those from other faith groups located in the borough¹⁰.</p> <p>Impact: The previous Household Support Fund allocated £5,000 towards setting up a Network of 40 Warm Hubs that were open to everyone and 16 were run by faith organisations. The fourth iteration of the Household Support Fund will support Warm Hubs in Winter 2023/24 with the underspend from the voucher scheme.</p> <p>Overall, the scheme will aim to support all residents regardless of their religion or belief, and where possible, monitoring information will be obtained to understand the impact on this characteristic.</p>				
<p>Sex</p>	<p>The latest census figures show that Harrow has a population of 132,406 females (50.69%) and 128,797 males (49.31%). Economic activity among Harrow's male population is higher than the London average at 86%, compared with 83%¹¹. However, economic activity among females in the borough is lower than the London average at 72%.</p> <p>Harrow is a low wage borough, with both men and women that are employed in the borough earning less than the London average of £760¹² earning less compared to men. Women earn less than men in the borough. Average gross weekly earnings among women working in Harrow is £500, 38% lower than the London average of £688¹³.</p> <p>In the 2021 Census, 90.12% of Harrow residents described themselves as having the same gender identity as sex registered at birth (188,901 respondents). 0.53% of Harrow residents described themselves as having a gender identity which differs to the sex registered at birth, but gave no specific identity (1,108 respondents). 0.15% of Harrow residents described</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

¹⁰ Annual Population Survey 2018.

¹¹ NOMIS: Labour supply, December 2020

¹² NOMIS: earnings by place of work 2020

¹³ NOMIS: earnings by place of work: 2020

themselves as a Trans woman (318 respondents). 0.16 of Harrow residents described themselves as a trans man (342 respondents). 0.03% of Harrow residents described themselves as non binary (57 respondents). 0.03% of Harrow residents described themselves as 'All other gender identities' (59 respondents). 8.98% of Harrow residents did not respond (18,832 respondents)¹⁴.

Impact:

With regards Free School Meals, there is a marginal difference between the proportion of male pupils who were eligible for FSM than the proportion of female pupils. This difference does not suggest there is any disproportionate impact with regards gender for pupils in receipt of Free School Meals.

For those households with rent arrears due to the pandemic, the Councils Housing Benefit data shows the breakdown against female and male headed households as follows:

	Council tenants	Temporary accommodation tenants	Total
Female headed household	136 (67%)	55 (71%)	191 (68%)
Male headed household	61 (30%)	19 (25%)	80 (28%)
Data not available	7 (3%)	3 (4%)	10 (4%)
Total	204	77	281

As more households in council housing or temporary accommodation are occupied by women, there is a higher likelihood that the scheme will have a more positive impact on women than men. However, as Rent Arrears is the lowest priority of the underspend, it is unlikely that much of the allocation will be spent this way.

On the basis that economic activity is lower in women than in men and earnings are less in women than men, there is a higher likelihood that the scheme will have a more positive impact on women than men. However, the Household Support Scheme is targeted at all

¹⁴ 2021 Government Census, Office for National Statistics

	groups who face financial hardship, which will have a positive impact on residents, regardless of their gender.				
Sexual Orientation	<p>2021 Census data from 2018 87.2% of Harrow residents described themselves as ‘Straight or Heterosexual’ (182702 respondents). 0.6% of Harrow residents described themselves as ‘Gay or Lesbian’ (1361 respondents). 0.9% of Harrow residents described themselves as ‘Bisexual’ (1873 respondents). 0.5% of Harrow residents described themselves as ‘All other sexual orientations’ (1005 respondents) 10.8% of Harrow residents did not answer (22680 respondents)¹⁵.</p> <p>Impact: Although there is not any data the Council holds for housing benefit or Free School Meals on the sexual orientation of recipients (or their parents), there is a higher likelihood that families with children will be heterosexual couples. Therefore, the Household Support Fund is more likely to have a positive impact on those whose sexual orientation is heterosexual. However, the implementation of the scheme will aim to support residents regardless of their sexual orientation.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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?

¹⁵ 2021 Government Census, Office for National Statistics

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

Include details in the space below

1. The Scheme (Household Support Fund, fourth iteration) 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 financial support for many groups in financial hardship.
2. The Scheme (Household Support Fund, fourth iteration) will help foster good relations between communities through the creation of financial support for those most in need.
3. The Scheme (Household Support Fund, fourth iteration) will provide support to Harrow's Conversation Café and Warm Hubs. These models have demonstrated positive outcomes around social integration and tackling loneliness.

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

<input type="checkbox"/> 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