

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: 25/04/23
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 the EDI Team:	Name: Jennifer Rock Assistant Policy Officer EDI Team	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval: 02/05/2023

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 a further 12 months until 31st August 2025. This is to enable the leisure centres to further recover from the Covid-19 pandemic. Across the leisure sector there has been a slow and stagnating recovery from the pandemic and the subsequent cost of living crisis impacting usage and income generated from leisure centres. This has particularly impacted older sites. A further extension of the leisure contract will also enable a leisure investment strategy to be completed as it has been identified that there is likely to be limited interest in the management of Harrow's current ageing leisure facilities and the financial returns for the Council will be worse.

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 existing leisure contract so there will be the same range of sport and leisure activities available as currently under the current 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																							
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>The total resident population of Harrow according to the 2021 Census was 261,203. The breakdown by age for the whole borough was as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Age Group</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>0-4 year olds</td> <td>15,699 (6%)</td> </tr> <tr> <td>5-9 years</td> <td>16,133 (6.2%)</td> </tr> <tr> <td>10-15 years</td> <td>19,750 (7.6%)</td> </tr> <tr> <td>16-19 years</td> <td>11,772 (4.5%)</td> </tr> <tr> <td>20-24 years</td> <td>15,132 (5.8%)</td> </tr> <tr> <td>25-34 years</td> <td>38,925 (14.9%)</td> </tr> <tr> <td>35-49 years</td> <td>58,062 (22.2%)</td> </tr> <tr> <td>50-64 years</td> <td>45,549 (17.4%)</td> </tr> </tbody> </table>	Age Group	Total	0-4 year olds	15,699 (6%)	5-9 years	16,133 (6.2%)	10-15 years	19,750 (7.6%)	16-19 years	11,772 (4.5%)	20-24 years	15,132 (5.8%)	25-34 years	38,925 (14.9%)	35-49 years	58,062 (22.2%)	50-64 years	45,549 (17.4%)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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65-74 years	21,410 (8.2%)
75-84 years	13,091 (5.0%)
85 years and over	5,680 (2.2%)

The age breakdown of members of Harrow Leisure Centre as at April 2023 is as follows:

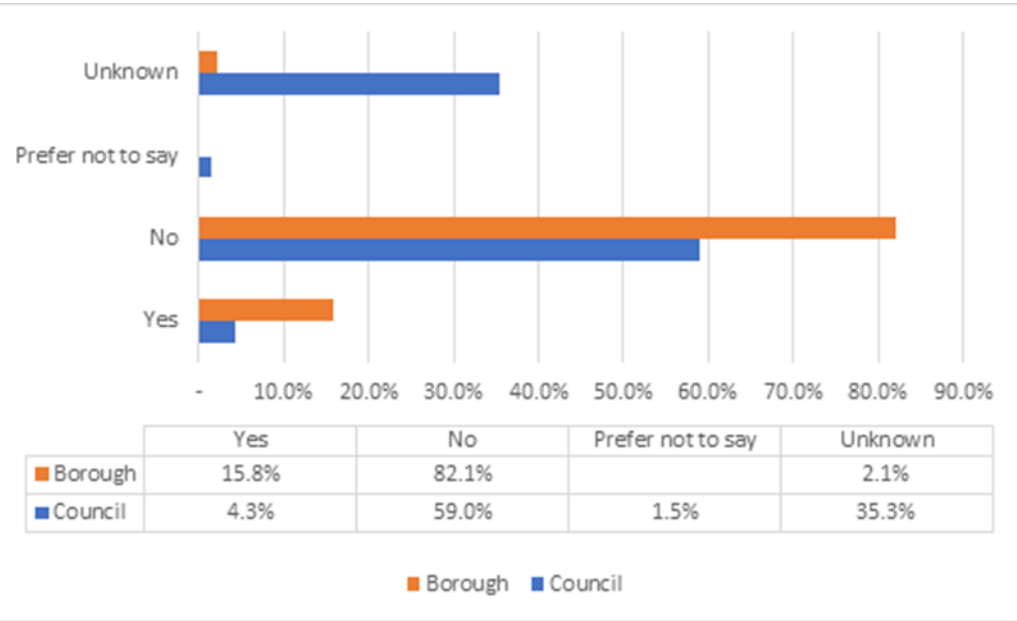
16 and Under	17 to 24	25 to 64	65 plus	No date of birth
27%	9%	54%	8%	2%

The age breakdown of members of Hatch End Swimming Pool as at April 2023 is as follows:

16 and Under	17 to 24	25 to 64	65 plus	No date of birth
56%	2%	30%	10%	2%

The age breakdown of members of the Bannister Sports Centre as at April 2023 is as follows:

16 and Under	17 to 24	25 to 64	65 plus	No date of birth
48%	12%	29%	4%	7%

	<p>No specific impact on this protected characteristic has been identified from these proposals as it is intended that the same range of sporting and physical exercise activities as under the current contract with Everyone Active (SLM Ltd) will be available that will cover all age groups.</p>																			
<p>Disability</p>	<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="472 852 1442 962"> <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 April 2023 3% of Harrow Leisure Centre members, 1% of Hatch End Swimming Pool members, and 0% 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"/>
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Gender reassignment	<p>The Gender identity breakdown from the 2021 Census for Harrow was as follows for the total residents of 209,901 who were eligible to complete this question was as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Gender identity the same as sex registered at birth</td> <td style="width: 50%;">188,901 (90.1%)</td> </tr> <tr> <td>Gender identity different from sex registered at birth but no specific identity given</td> <td>1,108 (0.5%)</td> </tr> <tr> <td>Trans woman</td> <td>318 (0.2%)</td> </tr> <tr> <td>Trans man</td> <td>342 (0.2%)</td> </tr> <tr> <td>Non-binary</td> <td>57 (0.0%)</td> </tr> <tr> <td>All other gender identities</td> <td>59 (0.0%)</td> </tr> <tr> <td>Not answered</td> <td>18,832 (9.0%)</td> </tr> </table> <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>	Gender identity the same as sex registered at birth	188,901 (90.1%)	Gender identity different from sex registered at birth but no specific identity given	1,108 (0.5%)	Trans woman	318 (0.2%)	Trans man	342 (0.2%)	Non-binary	57 (0.0%)	All other gender identities	59 (0.0%)	Not answered	18,832 (9.0%)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Marriage and Civil Partnership	<p>The legal partnership status breakdown from the 2021 Census for Harrow was as follows for the total residents of 209,901 who were eligible to complete the question was as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Never married or never registered a civil partnership</td> <td style="width: 50%;">69,622 (33.2%)</td> </tr> <tr> <td>Married</td> <td>112,690 (53.8%)</td> </tr> <tr> <td>In a registered civil partnership</td> <td>231 (0.1%)</td> </tr> <tr> <td>Separated, but still legally married or still legally in a civil partnership</td> <td>3,783 (1.8%)</td> </tr> <tr> <td>Divorced or civil partnership desolved</td> <td>11,853 (5.6%)</td> </tr> </table>	Never married or never registered a civil partnership	69,622 (33.2%)	Married	112,690 (53.8%)	In a registered civil partnership	231 (0.1%)	Separated, but still legally married or still legally in a civil partnership	3,783 (1.8%)	Divorced or civil partnership desolved	11,853 (5.6%)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>				
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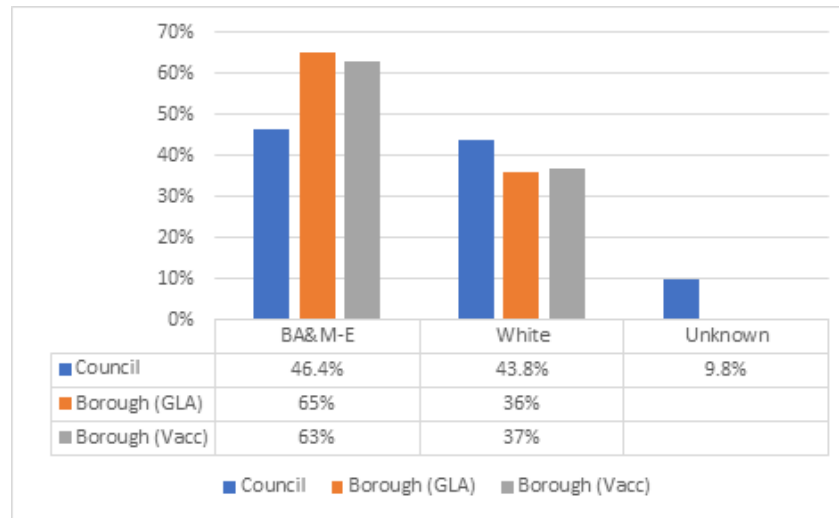
	Widowed or surviving civil partnerhip parner	11,444 (5.5%)				
Pregnancy and Maternity	<p>The 2020 mid-year estimates showed a decrease of 37 births (3,506 births in total) over 2019 mid-year estimates, a 1% decrease. There was a consistent increase from 2001/02 to 2012/13.</p> <p>Statistics broken down 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**

The race/ethnicity statistics from the 2021 Census for Harrow was as follows:

Asian, Asian British or Asian Welsh	118,152 (45.2%)
Black, Black British, Black Welsh, Caribbean or African	19,151 (7.3%)
Mixed or multiple ethnic groups	9,833 (3.8%)
White	95,233 (36.5%)
Other ethnic groups	18,836 (7.2%)

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 April 2023 are as follows:

	Asian Other	Indian	White British	Arabic	Other	Unknown
Harrow Leisure Centre	5%	7%	4%	3%	17%	52%

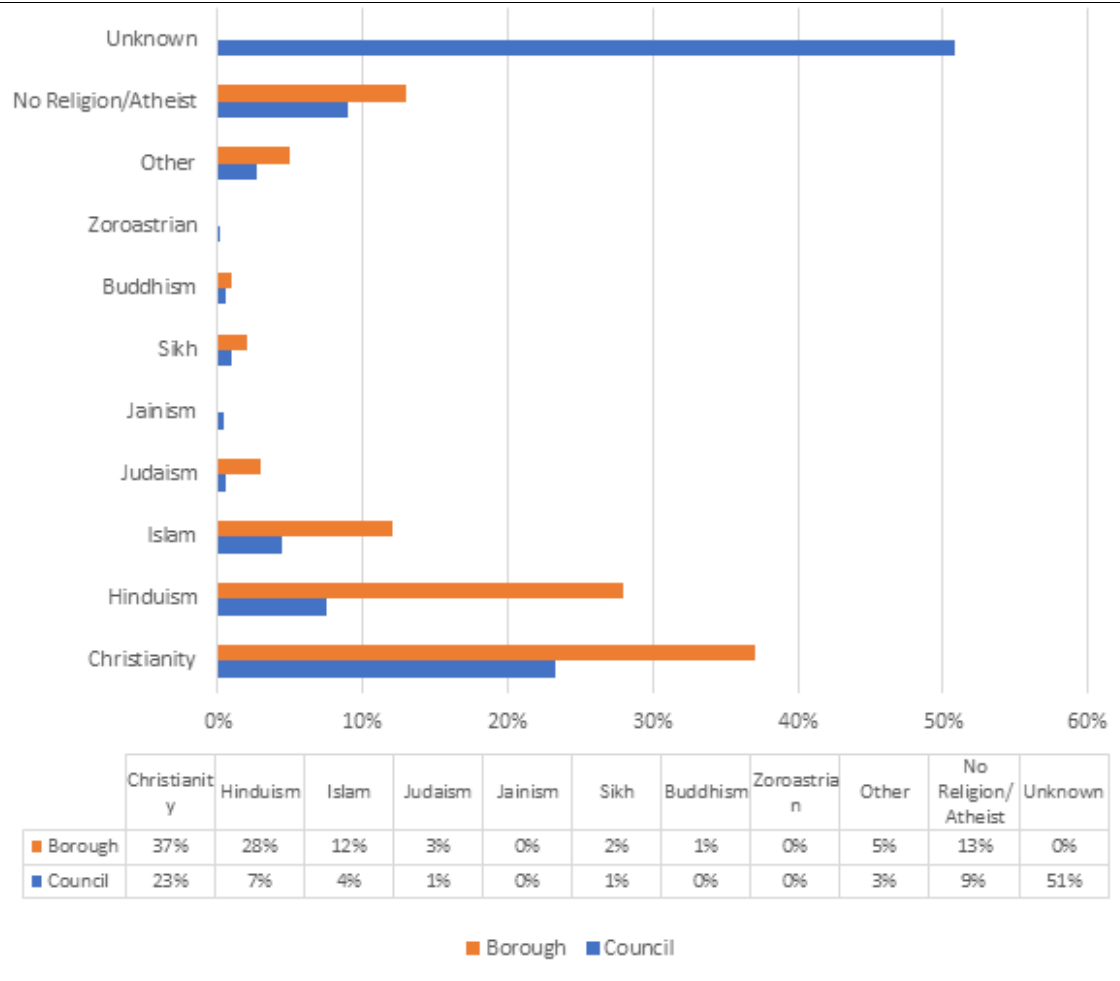
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>The largest ethnic groups for members of Hatch End Swimming Pool as at April 2023 are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>White British</th> <th>Asian Other</th> <th>Indian</th> <th>Arabic</th> <th>Other</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Hatch End Swimming Pool</td> <td>5%</td> <td>6%</td> <td>6%</td> <td>1%</td> <td>13%</td> <td>60%</td> </tr> </tbody> </table>							White British	Asian Other	Indian	Arabic	Other	Unknown	Hatch End Swimming Pool	5%	6%	6%	1%	13%	60%				
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Religion or belief	<p>The race/ethnicity statistics from the 2021 Census for Harrow for those who responded to the question was as follows:</p> <table border="1"> <tbody> <tr> <td>Christian</td> <td>88,602 (33.9%)</td> </tr> <tr> <td>Buddhist</td> <td>2,812 (1.1%)</td> </tr> </tbody> </table>						Christian	88,602 (33.9%)	Buddhist	2,812 (1.1%)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>										
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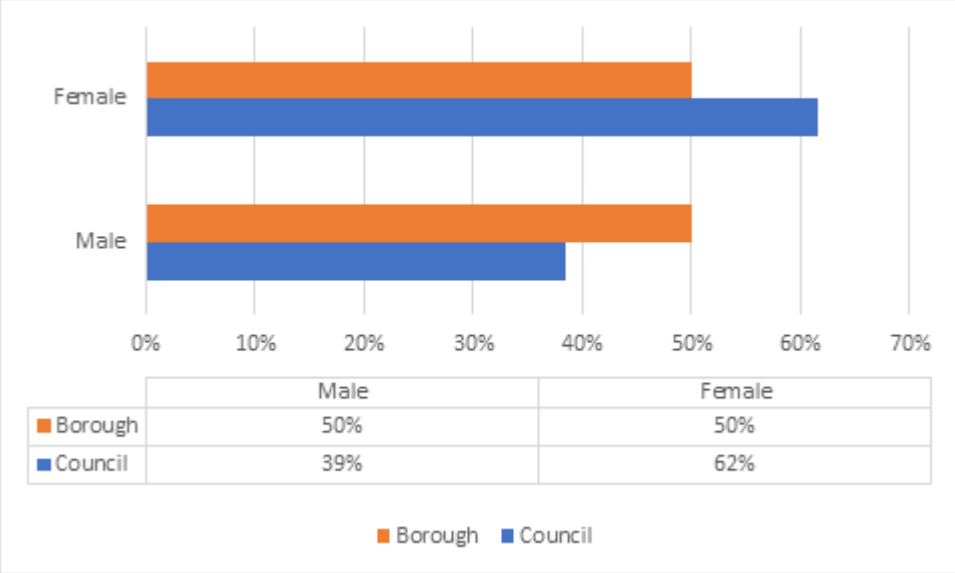
Hindu	67,392 (25.8%)
Jewish	7,304 (2.8%)
Muslim	41,503 (15.9%)
Sikh	2,743 (1.1%)
Other religion	7,695 (2.9%)
No religion	27,748 (10.6%)
Not answered	15,404 (5.9%)

The Annual Workforce Equalities Report 2020-21 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.

The graph below illustrates this data in more detail:



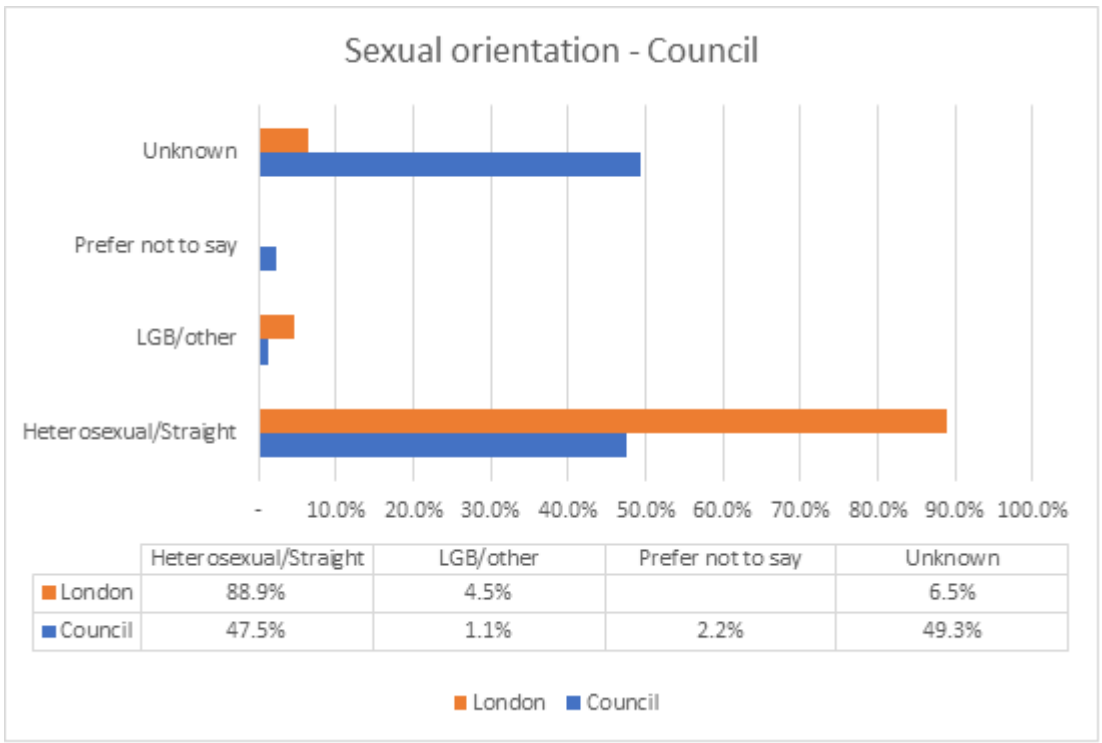
Statistics broken down by religion or belief for members of Harrow's three leisure centres are not currently available.

	No specific impact on this protected characteristic has been identified from these proposals.																					
Sex	<p>According to the 2021 Census 50.7% of Harrow's population was female and 49.3% were male.</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="470 845 1377 957"> <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> <p>The gender breakdown for members of Harrow Leisure Centre as at April 2023 is as follows:</p> <table border="1" data-bbox="448 1173 1205 1369"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Harrow Leisure Centre</td> <td>35%</td> <td>58%</td> <td>7%</td> </tr> </tbody> </table>		Male	Female	Borough	50%	50%	Council	39%	62%		Female	Male	Unknown	Harrow Leisure Centre	35%	58%	7%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Sexual Orientation	<p>The sexual orientation statistics from the 2021 Census for Harrow for those who responded to the question was as follows:</p> <table border="1"> <tbody> <tr> <td>Straight or Heterosexual</td> <td>182,702 (87.2%)</td> </tr> <tr> <td>Gay or Lesbian</td> <td>1,361 (0.6%)</td> </tr> <tr> <td>Bisexual</td> <td>1,873 (0.9%)</td> </tr> <tr> <td>Pansexual</td> <td>787 (0.4%)</td> </tr> <tr> <td>Asexual</td> <td>59 (0.0%)</td> </tr> </tbody> </table>	Straight or Heterosexual	182,702 (87.2%)	Gay or Lesbian	1,361 (0.6%)	Bisexual	1,873 (0.9%)	Pansexual	787 (0.4%)	Asexual	59 (0.0%)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Asexual	59 (0.0%)														

Queer	22 (0.0%)
All other sexual orientations	137 (0.1%)
Not answered	22,680 (10.8%)

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.

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

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 31st August 2025 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 existing 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