



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 – Skills and Employment and Supply Ready West London	Date EqIA created 12/06/23
Name and job title of completing/lead Officer	Mavis Kusitor, Economic Strategy Programme Manager	
Directorate/ Service responsible	Place Directorate, Inclusive Economy, Culture and Leisure	
Organisational approval		
EqIA approved by : EDI Team - EDI Policy Officer.	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: 21.06.23

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?

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.

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

The London Borough of Harrow has been allocated funding to deliver projects under the UKSPF investment priorities of People and Skills and the Supporting Local Business Open Call. These projects are summarised in the below table:

Project Name	Project Summary	UKSPF Theme
Skills and Employment	Employability and job search support for economically inactive residents through Harrow’s Xcite job brokerage service. The project will have alignment to the Local Skills Improvement Plan. Support will also be given to residents to access job opportunities created by the Harrow Strategic Development Partnership (HSDP) and construction programmes. Key sectors include: <ul style="list-style-type: none"> - Construction - Business administration and support services - Professional scientific and technical services - Accommodation and food services - Information and communication services - Green and circular economy Clients will be referred to Learn Harrow for training in essential digital skills, English for speakers of other languages (ESOL), L2 English and L2 Maths. The value of the funding is £474,115.	People and Skills

<p>Supply Ready West London</p>	<p>Business support to SMEs in Ealing, Harrow and Hillingdon enabling them to access public sector linked supply chains, understand buyer needs, meet gateway compliance and other requirements and secure bids. The project will help to identify and map public sector market opportunities for micro-SMEs in a range of sectors to quote/ tender for: scope of purchase, accreditations, compliance and other requirements and timescale.</p> <p>The focus of the support will be to make SMEs more visible to lead contractors and broker introductions. Develop relationships with diverse lead buyers, include them in Buyer events and SME advice workshops to maximise the number of SMEs prepared to and invited to quote.</p> <p>Delivery includes sector-focused advice to enable SMEs to submit high-quality bids to Council services, LAIN orgs and other public bodies and Tier 1 / 2 contractors etc. The value of the funding is £500,869.</p>	<p>Supporting Local Business Open Call</p>	
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b) Summarise the impact of your proposal on groups with protected characteristics

Skills and Employment

1. The Skills and Employment project will be open to everyone the meets the eligibility criteria of being either unemployed or economically inactive. For the UKSPF People and Skills investment priority all London boroughs were required to set equalities targets for the following groups:
 - Black, Asian and Multi-ethnic people
 - Women
 - Disabled people
 - Over 50 years old
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 accessing well paid and sustainable employment.
3. Harrow is one of the most culturally diverse local authorities in the UK, with over 60% of residents from Black, Asian, and Multi-Ethnic backgrounds¹. These residents are more likely to experience barriers to employment due to lack of English language, functional and digital skills².

¹ Census 2021

² ONS Article: Exploring the UK's digital divide March 2019

4. Harrow has a population of 261,300 consisting of 132,500 women (50.7%) and 128,800 men (49.3%)³, this is almost a 50/50 split. Harrow's economically active male population is 89.2%, compared with the female population at 75.4%.
5. Disabled people are also likely to be under-represented among the workforce 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.
6. As part of the Government's drive to help those aged 50 and over re-join the jobs market there will be targeted support for this group to remove any barriers that are keeping older workers out of the jobs market. 65% (169k) of Harrow's population are of the working age of 16-64 of which 18% (47k) are aged 50-64⁴. In May 2023 there were 6,085 people claiming out of work benefits, 1,415 of these people are over the age of 50⁵.

Supply Ready West London

1. The Supply Ready West London project will be open to everyone the meets the SME eligibility criteria. For the UKSPF Supporting Local Business investment priority all London boroughs were required to set equalities targets for the following groups:
 - Black, Asian and Multi-ethnic people
 - Women
 - 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 is one of the most culturally diverse local authorities in the UK, with over 60% of residents being Black, Asian, Multi-ethnic or Other ethnic group. Many of these residents operate micro businesses and have the potential to secure new sales and contract through local supply chains. The Council also has targets to increase the value of its local supply chain contracts by 2026.
4. 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.

³ Census 2021

⁴ Census 2021

⁵ ONS Claimant count by sex and age

5. 6% of women in Harrow aged 16 to 64 years are self-employed, this is less than the London average of 8.5%. Whereas 13.5% of men in Harrow aged 16 to 64 years are self-employed, this is close to the London average of 14%⁶.
6. Disabled people are also likely to be under-represented among the workforce 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.

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

- People that are either White British, Men and/or are under 50 years old may be excluded from some of the messaging and outreach activities. There will be elements of support from both projects that will be available to everyone regardless of their ethnicity, gender and age– 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. Equalities monitoring is part of the performance monitoring process for both projects.

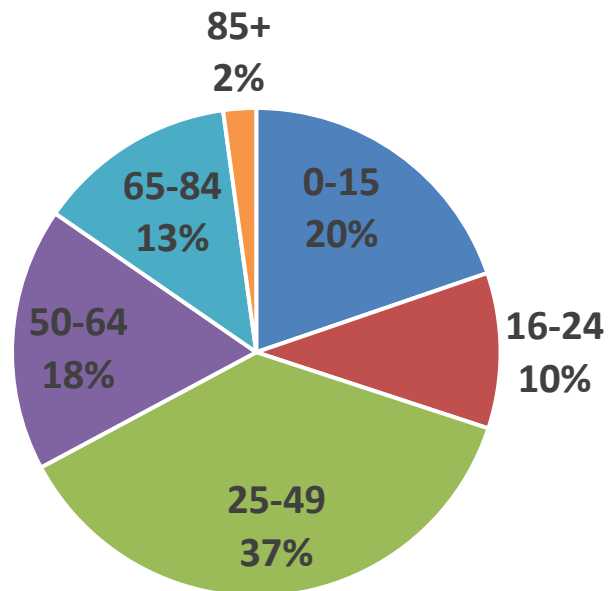
⁶ Source: ONS employment data (June 2022)

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	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 261,300⁷. 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 65% (169k) and a growing younger population aged 0-15 of 18.5% (48k), which is higher than the London average, suggesting that the borough is a popular destination for families⁸.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

⁷ Census 2021

⁸ 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 over⁹. Those aged 85 plus could increase by 60% by 2030¹⁰.
- Data available shows that the pandemic has adversely impacted young people aged 18-24, with 1 in 10 young people out of work¹¹.

⁹ Census 2021

¹⁰ Poppi and Pansi projections to 2030

¹¹ 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%¹². (Now 1.2% August 2022¹³) 65% (169k) of Harrow’s population are of the working age of 16-64 of which 18% (47k) are aged 50-64¹⁴. In May 2023 there were 6,085 people claiming out of work benefits, 1,415 of these people are over the aged of 50¹⁵. <p><u>Impact</u></p> <p>Skills and Employment</p> <ul style="list-style-type: none"> The project will aim to support people over the age of 50 into employment. The target is that up to 65% of those supported will fall within the 50-64 age group. <p>Supply Ready West London</p> <ul style="list-style-type: none"> The project will aim to support all residents that run a business regardless of their age. 				
Disability	<ul style="list-style-type: none"> The 2021 Census data shows that 9.75% of Harrow’s population aged 15 to 64 years have a disability this equates to 16,840 people. 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><u>Impact</u></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

¹² NEETS data at December 2020.

¹³ NEETS data at December 2022.

¹⁴ Census 2021

¹⁵ ONS Claimant count by sex and age

	<p>Skills and Employment</p> <ul style="list-style-type: none"> The project will aim to support people with a disability into employment. The target is that up to 6% of those supported will be classified as having a disability. <p>Supply Ready West London</p> <ul style="list-style-type: none"> The project will aim to support disabled residents that run a business. 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 10% of those supported will be classified as having a disability. 				
<p>Gender reassignment</p>	<p>The 2021 Census data shows the following:</p> <ul style="list-style-type: none"> 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) <p>Impact</p> <p>Skills and employment</p> <ul style="list-style-type: none"> The project will aim to support women into employment. The target is that up to 60% of those supported will be women. Anyone that identifies themselves as a woman will be included in this targeted support. No one will be declined access to the services based on their gender identity. <p>Supply Ready West London</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<ul style="list-style-type: none"> The project will aim support at women in business. Anyone that identifies themselves as a woman will be included in this targeted support. No one will be declined access to the services based on their gender identity. 				
Marriage and Civil Partnership	<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. 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 Skills and Employment The project will aim to support residents regardless of their marriage and civil partnership status.</p> <p>Supply Ready West London The project will aim to support residents regardless of their marriage and partnership status.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<ul style="list-style-type: none"> ONS births figures show Harrow as having 3,312 live births in 2021¹⁶. 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.¹⁷ Nationally, women have faced discrimination during pregnancy and maternity in the workplace. EHRC Survey data shows that around one in nine mothers (11%) 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

¹⁶ Source: Office for National Statistics (ONS, 2022), Live births in England and Wales 2021

¹⁷ Public Health England (2022), London's Poverty Profile 2022,

	<p>reported that they were either dismissed; made compulsorily redundant, where others in their workplace were not.</p> <p>Impact Skills and Employment The project will aim to support residents regardless of their pregnancy and maternity status, including residents with childcare/caring responsibilities.</p> <p>Supply Ready West London The project will aim to support residents regardless of their pregnancy and maternity status, including residents with childcare/caring responsibilities.</p>				
<p>Race/ Ethnicity</p>	<p style="text-align: center;">% breakdown of non-WB populations, 2019</p> <p style="text-align: center;">% breakdown of change in non-WB populations</p> <p style="text-align: center;">Harrow (62.9% non-WB)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

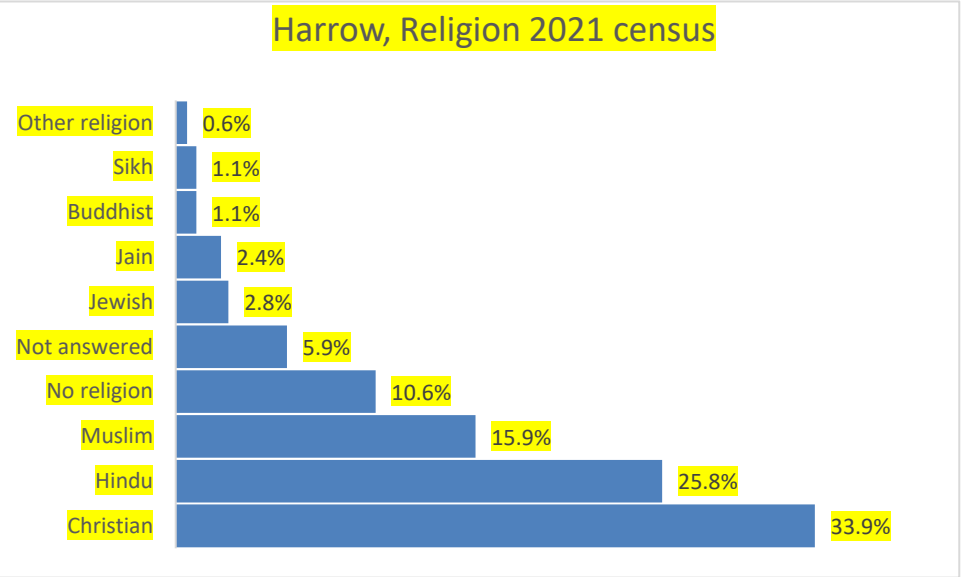
	<ul style="list-style-type: none"> • Harrow is one of the most culturally diverse local authorities in the UK, with over 60% of residents from Black, Asian, and Multi-Ethnic backgrounds and an estimated 20% Eastern European community, which is fast growing¹⁸. Black African (notably the Somali Community) 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. • The majority of 16–18-year-olds that are classed as NEET are from Black, Asian and Multi-ethnic 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 Black, Asian and Multi-ethnic population of 77% and 75%. • The highest rates of overcrowding is in Greenhill ward (97.5 per 1,000 households) and a Black, Asian and Multi-ethnic population of 74% (2011 census). • Black, Asian and Multi-ethnic 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 Black, Asian and Multi-ethnic- owned. <p><u>Impact</u> Skills and Employment</p> <ul style="list-style-type: none"> • The project will aim to support people from Black, Asian and Multi-ethnic backgrounds. The target is that up to 70% of those supported will fall within this group. • White British people may be excluded from the targeted support provided by both projects for Black, Asian and Multi-ethnic people. See section 3 for further details. 				
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¹⁸ Harrow Economic assessment 2019-2020: population

	<p>Supply Ready West London</p> <ul style="list-style-type: none"> The project will aim to support people from Black, Asian and Multi-ethnic backgrounds. The target is that up to 50% of those supported will fall within this group. White British people may be excluded from the targeted support provided by both projects for Black, Asian and Multi-ethnic people. See section 3 for further details. 				
<p>Religion or belief</p>	<ul style="list-style-type: none"> Religious diversity is strong in Harrow. At the 2021 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 change¹⁹. There is limited data on employment/unemployment rates for Harrow by religion. 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 borough²⁰. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

¹⁹ Harrow Economic Assessment: 2019-2020: population

²⁰ Annual Population Survey 2018.

	<p style="text-align: center;">Harrow, Religion 2021 census</p>  <p>Impact Skills and Employment The project will aim to support residents regardless of their religion or beliefs.</p> <p>Supply Ready West London The project will aim to support residents regardless of their religion or beliefs.</p>				
<p>Sex</p>	<ul style="list-style-type: none"> 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. Economic activity among Harrow's male population is higher than the London average at 89.2%, compared with 83.8%. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<ul style="list-style-type: none"> • Economic activity among females in the borough is also higher than the London average at 75.4%, compared with 74.9%²¹. • Harrow is a low wage borough, with all those that are employed in the borough earning gross weekly earnings of £514.20, which is 37% less than the London average of £815.90. Women in the borough have gross weekly earnings of £485.90 and men in the borough earn £615.00. The London average earnings for women is £669.20 and for men it is £935²². • 26% of Harrow businesses are female led.²³ • 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><u>Impact</u> Employment and Skills</p> <ul style="list-style-type: none"> • The project will aim to support women into employment. The target is that up to 60% of those supported will be women. <p>Supply Ready West London</p> <ul style="list-style-type: none"> • The project will aim to support women in business. The target is that up to 20% of those supported will be women. 				
<p>Sexual Orientation</p>	<p>The 2021 Census shows that 4.27 % of Londoners identify as LGBTQIA+, the highest of any UK region²⁴. 1.65% of Harrow residents identify as LGBTQIA+, this is approx. 4k people²⁵.</p> <p>LGBTQIA+ people are also likely to be underrepresented among business owners within Harrow. There is no official data on sexual orientation for Harrow in relation to employment.</p> <p><u>Impact</u> Skills and Employment</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

²¹ Source: ONS annual population survey (September 2022)

²² Source: ONS earnings by place of work: 2021

²³ Beauhurst: number of companies registered at Companies House that are female led (April 2021)

²⁴ Source: 2021 Census

²⁵ Source: 2021 Census

	<p>The projects will aim to support residents regardless of their sexual orientation.</p>				
	<p>Supply Ready West London 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 impact:

- resident’s ability to engage in skills and employment support.
- the growth and survival of businesses.

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>Race/ Ethnicity:</p> <p>White British people may be excluded from the targeted support provided by both projects for Black, Asian and Multi-ethnic people.</p>	<p>The equalities target for Black, Asian and Multi-ethnic people is part of the funding requirements that have been set by the UK government for the UKSPF programme.</p> <p>It is lawful under the Equality Act to treat people differently in some circumstances, for example taking positive action or putting in place provision where there is a need for it.</p> <p>There will not be any additional mitigating measures put in place as the negative impact will be minor.</p>	<p>The projects will ensure that there is provision in place to provide information, advice and guidance to anyone that registers an interest. There will also be signposting to other services if required.</p> <p>Xcite offers the X3 Programme which is a year-round Council initiative that supports Harrow residents who do not meet the criteria for funded employment projects.</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>
<p>Sex:</p> <p>Men, non-binary, gender neutral and other groups may be excluded</p>	<p>The equalities target for Women is part of the funding requirements that have been set by the UK government for the UKSPF programme.</p>	<p>The projects will ensure that there is provision in place to provide information, advice and guidance to anyone that registers an interest. There</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>

<p>from the support provided by both projects to Women.</p>	<p>It is lawful under the Equality Act to treat people differently in some circumstances, for example taking positive action or putting in place provision where there is a need for it.</p> <p>There will not be any additional mitigating measures put in place as the negative impact will be minor.</p>	<p>will also be signposting to other services if required.</p> <p>Xcite offers the X3 Programme which is a year-round Council initiative that supports Harrow residents who do not meet the criteria for funded employment projects.</p>		
<p>Age: Under 50s may be excluded from the targeted support through the Skills and Employment project.</p>	<p>The equalities target for over 50s is part of the funding requirements that have been set by the UK government for the UKSPF programme.</p> <p>It is lawful under the Equality Act to treat people differently in some circumstances, for example taking positive action or putting in place provision where there is a need for it.</p> <p>There will not be any additional mitigating measures put in place as the negative impact will be minor.</p>	<p>Xcite will ensure that there is provision in place to provide information, advice and guidance to anyone that registers an interest. There will also be signposting to other services if required.</p> <p>Xcite also offers the X3 Programme which is a year-round Council initiative that supports Harrow residents that do not meet the criteria for funded employment projects.</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>

<p>Cost-of-living may affect resident's ability to engage in skills and employment support.</p> <p>a) Pregnancy / Maternity: Single parents are among those most exposed to the cost-of-living crisis, particularly those aged 25 and under, who get a reduced rate of universal credit. Given this, it may be harder for these individuals to engage in employability support.</p> <p>However, the Economic Strategy states that the Council has pledged to reduce Council Tax bills for less well-off families and roll out full fibre broadband to Council housing.</p> <p>b) Sex Harrow's economically active male population is 89.2%, compared with the female population at 75.4%.</p> <p>Harrow is a low wage borough, women in the borough have gross weekly earnings of £485.90 and men in the borough earn £615.00. The London average earnings for women is £669.20 and for men it is £935.10.</p>	<p>The cost of living continues to affect households across the UK, the government has announced a new package of payments to help most households claiming benefits. Residents can contact the Council for guidance on the help that is available to them.</p> <p>Learn Harrow is the Council's Adult Community Learning Service and focal to its provision is to achieve the Council's priority to support those most in need, in doing so the Community Learning programme will include targeted support for the following groups:</p> <ul style="list-style-type: none"> • Unemployed adults and residents at risk of redundancy • Adults in low-paid employment (earning less than London Living Wage) • Older learners, particularly those in an isolated or vulnerable situation • Families, particularly where parents have basic English or Maths needs or who have not reached Level 2, where 	<p>The cost of living is a national crisis. We will assess the trend using data provided by the UK government and other data agencies.</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>
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<p>c) Race / Ethnicity: Black, Asian and Multi-ethnic residents are more likely to experience barriers to employment due to lack of English language, functional and digital skills.</p> <p>d) Disability: Disabled individuals who have lower income than their non-disabled counterparts will be disproportionately impacted by the cost-of-living crisis.</p>	<p>there is a single parent or families with complex needs</p> <ul style="list-style-type: none"> • Disabled learners including those with mild to moderate mental health issues, learning difficulties or physical and sensory impairments. <p>Xcite is Harrow Council's employment and training service. Its mission is to provide employment support and promote job opportunities to Harrow residents. They also support funding of vocational courses, supporting residents and businesses with apprenticeships and work experience placements.</p> <p>Therefore, the Council moves to mitigate the negative impact the cost-of-living will have by making access skills development and employability support accessible to people most in need.</p>			
<p>Cost-of-living may harm the growth and survival rates of businesses.</p> <p>a) Sex: 6% of women in Harrow aged 16 to 64 years are self-employed, this is less than the London average of 8.5%.</p>	<p>Although we cannot directly influence a business' decision to cease trading or to relocate outside of the borough, the Council works in close partnership with stakeholders and support agencies including Harrow Town Centre BID (HA1 BID), Federation of Small</p>	<p>The cost of living is a national crisis. We will assess the trend using data provided by the UK government and other data agencies.</p>	<p>March 2025</p>	<p>Mavis Kusitor</p>

<p>Whereas 13.5% of men in Harrow aged 16 to 64 years are self-employed, this is close to the London average of 14%.</p> <p>b) Race / Ethnicity: Harrow is one of the most culturally diverse local authorities in the UK, with over 60% of residents being Black, Asian, Multi-ethnic or Other ethnic group.</p> <p>Many residents operate micro businesses that are disproportionately impacted by the cost-of-living crisis as they lack the benefit of consumer protection schemes such as the energy price cap.</p> <p>Due to the cost of living, many businesses are finding it harder to stay open, especially those based on the high street which rely on passing trade.</p> <p>c) Disability: There is a strong correlation between disability, in particular the extent of the</p>	<p>Businesses, North-west London Chamber of Commerce, London Business Hub and London & Partners Wayfinder to track business activity. There is a Business Forum that meets every four months to discuss key matters pertaining to businesses, members include some of those named above. The Economic Development team provide business engagement support and can signpost struggling businesses to available resources.</p> <p>Harrow's UK Shared Prosperity Fund Supporting Local Business programmes consists of:</p> <ul style="list-style-type: none"> • Business Support and Engagement • Reuse Laptops and Mobile Phones Start Up Kit. <p>Each of these projects provide targeted support for existing female, Black, Asian and Multi-ethnic and disabled business owners and residents that are interested in starting a business.</p>			
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<p>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>				
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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 Skills and Employment and Supply Ready West London projects will help to advance the equality of opportunity for Black, Asian and Multi-ethnic people, women, people aged over 50 and people with disabilities by putting provision in place that targets these groups as there is a need for it.

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