

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	Updated Statement of Community Involvement (SCI)	Date EqIA created: 05/07/2023
Name and job title of completing/lead Officer	Viv Evans, Chief Planning Officer	
Directorate/ Service responsible	Place – Planning and Building Control	
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: 10/07/23

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 Cabinet report supports an update to the Council's Statement of Community Involvement. It has been over 10 years since the Statement of Community Involvement (SCI) was last revised and adopted. The publishing of a new SCI facilitates Regulation 18 Consultation on the upcoming draft New Harrow Local Plan as it is good practice to ensure that the SCI is updated prior to launching such an extensive borough wide consultation.

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

This is an update of an existing council statutory document. Minor amendments have been made to reflect changes in planning policy and the way that the council will consult on planning applications/policy documents. There will be no impact on groups with protected characteristics as outlined in the table below.

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

N/A

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>There will be no equalities impacts on any specific age group. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council's approved Corporate Consultation standards which were subject to an EQIA.</p> <p>Between the last two censuses, the average (median) age of Harrow increased by two years, from 36 to 38 years of age. Harrow had a higher average (median) age than London as a whole in 2021 (35 years) but a lower average (median) age than England (40 years).</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<p>There will be no adverse equalities impacts on any disabled persons or groups. There may be positive equalities impacts as the new SCI updates expectations around online consultation and platforms making it easier for aurally or visually disabled persons to access materials on the new platform. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council's approved Corporate Consultation standards which were subject to an EQIA.</p> <p>In 2021, 5.9% of Harrow residents were identified as being disabled and limited a lot. This figure decreased from 8.2% in 2011.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	There will be no equalities impacts on any gender group. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>been made to reflect the Council’s approved Corporate Consultation standards which were subject to an EQIA.</p> <p>The census question on gender identity was a voluntary question asked of those aged 16 years and over. The question asked “Is the gender you identify with the same as your sex registered at birth?”.</p> <p>Overall, 45.7 million (94.0% of the population aged 16 years and over) answered the question. In total, 45.4 million (93.5%) answered “Yes” and 262,000 (0.5%) answered “No”. The remaining 2.9 million (6.0%) did not answer the question.</p> <p>90.12% of people aged 16 years and over in Harrow have a gender identity the same as their sex registered at birth.</p>				
<p>Marriage and Civil Partnership</p>	<p>There will be no equalities impacts on any person’s marital status. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council’s approved Corporate Consultation standards which were subject to an EQIA.</p> <p>The increase in the percentage of people aged 16 years and over who had never been married or in a civil partnership was greater across England (3.3 percentage points) than in Harrow (1.0 percentage points).</p> <p>In Harrow, the percentage of adults who had never been married or in a civil partnership increased from 32.3% in 2011 to 33.2% in 2021. During the same period, the percentage across England increased from 34.6% to 37.9%.</p> <p>The percentage of adults who were married or in a civil partnership in Harrow increased from 53.8% to 53.9%, while the percentage of adults who had divorced or dissolved a civil partnership increased from 5.4% to 5.7%.</p> <p>These figures include same-sex marriages and opposite-sex civil partnerships in 2021, neither of which were legally recognised in England and Wales in 2011. Same-sex marriages have been legally recognised in England and Wales since 2014 and opposite-sex civil partnerships have been recognised since 2019.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>Pregnancy and Maternity</p>	<p>There will be no equalities impacts on any pregnant person or persons with a child. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council's approved Corporate Consultation standards which were subject to an EQIA.</p> <p>The percentage of households including a couple but no children fell in Harrow, but rose across London.</p> <p>In Harrow, the percentage of households including a couple without children fell from 12.3% in 2011 to 11.0% in 2021. During the same period, the regional percentage increased from 13.8% to 14.2%.</p> <p>The percentage of households including a couple with dependent children in Harrow increased from 22.9% to 23.0%, while the percentage of households including a couple with only non-dependent children increased from 9.1% to 10.1%.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
---------------------------------------	--	--------------------------	--------------------------	--------------------------	-------------------------------------

<p>Race/ Ethnicity</p>	<p>There will be no equalities impacts on any ethnic group. The SCI's explanation of new online consultation software will allow online translation of content into other languages, potentially having a positive impact on the ability of different races and ethnicities to access and respond to information. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council's approved Corporate Consultation standards which were subject to an EQIA.</p> <p>In the latest census, around 125,100 Harrow residents said they were born in England. This represented 47.9% of the local population. The figure has decreased from just over 128,400 in 2011, which at the time represented 53.7% of Harrow's population.</p> <p>In 2021, 7.2% of Harrow residents identified their ethnic group within the "Other" category ("Arab" or "Any other ethnic group"), up from 2.9% in 2011. The 4.3 percentage-point change was the largest increase among high-level ethnic groups in this area.</p> <p>Across London, the percentage of people from the "Other ethnic groups" ("Arab" or "Any other ethnic group") increased from 3.4% to 6.3%, while across England the percentage increased from 1.0% to 2.2%.</p> <p>In 2021, 45.2% of people in Harrow identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 42.6% in 2011), while 36.5% identified their ethnic group within the "White" category (compared with 42.2% the previous decade).</p> <p>The percentage of people who identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category decreased from 8.2% in 2011 to 7.3% in 2021.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Religion or belief</p>	<p>There will be no equalities impacts on any religious group or persons. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council's approved Corporate Consultation standards which were subject to an EQIA.</p> <p>In 2021, 15.9% of Harrow residents described themselves as Muslim, up from 12.5% in 2011. The rise of 3.4 percentage points was the largest increase of all broad religious groups in Harrow. Because the census question about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>Across London, the percentage of residents who described themselves as Muslim increased from 12.6% to 15.0%, while across England the percentage increased from 5.0% to 6.7%.</p> <p>In 2021, 33.9% of people in Harrow described themselves as Christian (down from 37.3%), while 25.8% described themselves as Hindu (up from 25.3% the decade before).</p>				
Sex	<p>There will be no equalities impacts on any sex or gender posed by the SCI. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council's approved Corporate Consultation standards which were subject to an EQIA.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<p>There will be no equalities impacts on any persons regardless of their sexual orientation. The SCI is a borough wide document that enables all community members to interact with the planning system and have their say on planning matters. The SCI is an update to an existing statutory document, minor updates have been made to reflect the Council's approved Corporate Consultation standards which were subject to an EQIA.</p> <p>87.16% of people aged 16 years and over in Harrow are straight or heterosexual</p> <p>2.02% of people aged 16 years and over in Harrow are lesbian, gay, bisexual, or other (LGB+)</p> <p>10.82% of people aged 16 years and over in Harrow did not answer this question.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?</p> <p><input type="checkbox"/> Yes No <input checked="" type="checkbox"/></p>					
<p>If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below</p>					
<p>2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?</p>					

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

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