

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	Implementation of Harrow Indoor and Outdoor Sports Facilities Strategy, 2024-2037	Date EqIA created: 02/01/24
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 (Acting) Policy Officer EDI Team	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval: 29.1.24

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? It is proposed that the Harrow Indoor and Outdoor Sports Facilities Strategy, 2024-2037 is adopted by the Council. The strategy is recommended for adoption so that the Council will have a strategic direction to improve Harrow's sports infrastructure. The strategy will inform future investment in facilities and provide an evidence base and clear priorities to inform spatial planning policy and external funding bids. The strategy will help to achieve improved health and wellbeing outcomes for Harrow by providing better access to sports facilities and increasing residents' participation in sport and physical activity.

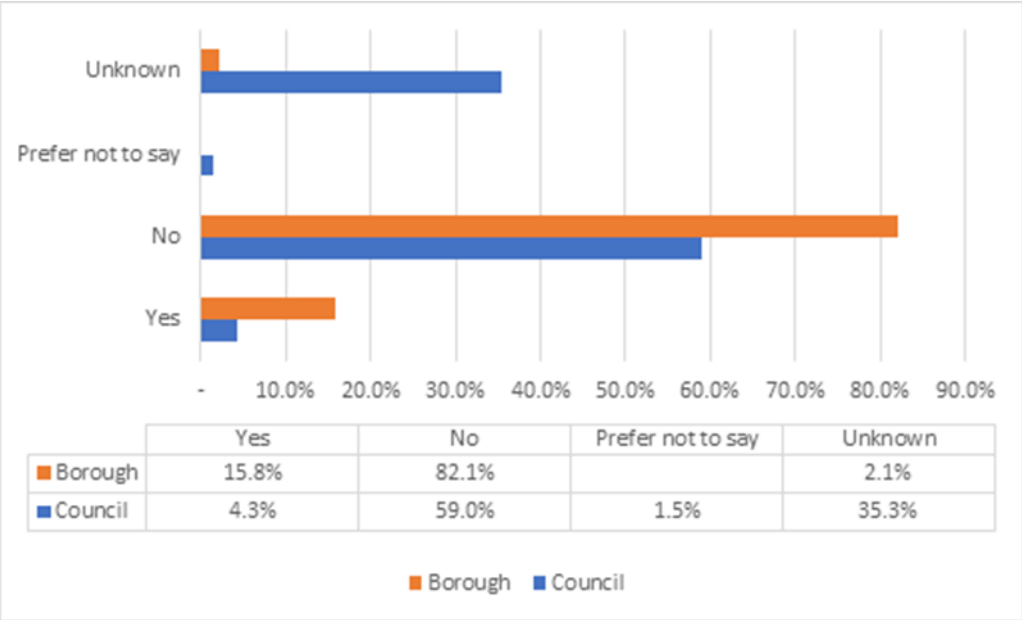
b) Summarise the impact of your proposal on groups with protected characteristics

The adoption of the proposed Indoor and Outdoor Sports Facilities Strategy would have a positive impact on all ages, races and ethnicities, sexes, and those with a disability as the Strategy will provide the Council with a strategic plan to ensure that indoor and outdoor sports facilities meet the future community needs of all these protected characteristics. No specific negative impact has been identified for any of the protected characteristics.

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

As detailed in b) above no specific negative impact has been identified for any of the protected characteristics from the adoption of the proposed Indoor and Outdoor Sports Facilities Strategy.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<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"> <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>		Yes	No	Prefer not to say	Unknown	Borough	15.8%	82.1%		2.1%	Council	4.3%	59.0%	1.5%	35.3%	<p>☒</p>	<p>☐</p>	<p>☐</p>	<p>☐</p>
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	<p>The proposed Strategy would have a positive impact on those people with a disability as it will provide the Council with a strategic plan to ensure that indoor and outdoor sports facilities meet the future community needs of all including those with a disability. This will include ensuring that new and improvements to existing sports facilities meet the needs of people with a disability including legislative requirements.</p>																		
<p>Gender reassignment</p>	<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" data-bbox="450 504 1585 852"> <tr> <td>Gender identity the same as sex registered at birth</td> <td>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>The proposed Strategy will not have a specific impact on those people in this protected characteristic.</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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<p>Marriage and Civil Partnership</p>	<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" data-bbox="450 1158 1585 1367"> <tr> <td>Never married or never registered a civil partnership</td> <td>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 leglly in a civil partnership</td> <td>3,783 (1.8%)</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 leglly in a civil partnership	3,783 (1.8%)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>						
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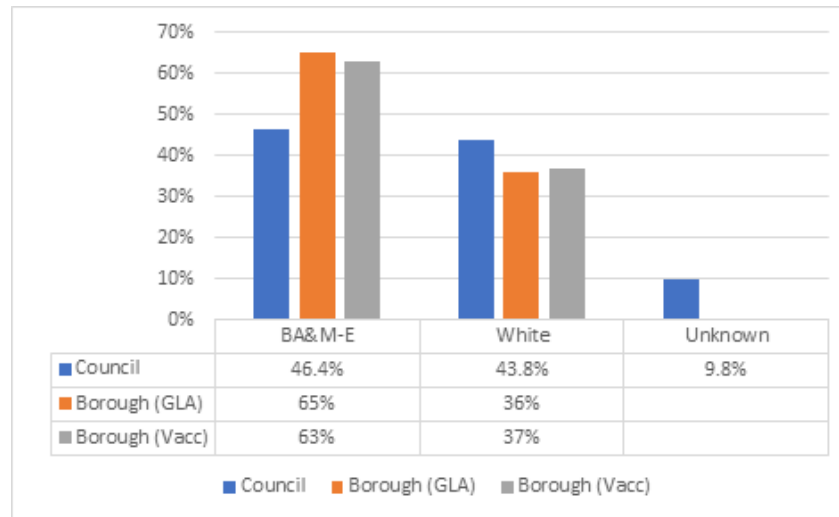
	Divorced or civil partnership desolved	11,853 (5.6%)				
	Widowed or surviving civil partnerhip parner	11,444 (5.5%)				
	The proposed Strategy will not have a specific impact on those people in this protected characteristic.					
Pregnancy and Maternity	The 2020 mid-year estimates showed a decrease 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.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	The proposed Strategy will not have a specific impact on those people in this protected characteristic.					

**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 proposed Strategy will have a positive impact on all ethnic groups as it will provide the Council with a strategic plan to ensure indoor and outdoor sports facilities meet the future community needs of all communities in Harrow. This will include ensuring that improvements to existing facilities and the development of new facilities meet the needs of specific ethnic groups.



Religion or belief

The race/ethnicity statistics from the 2021 Census for Harrow for those who responded to the question was as follows:

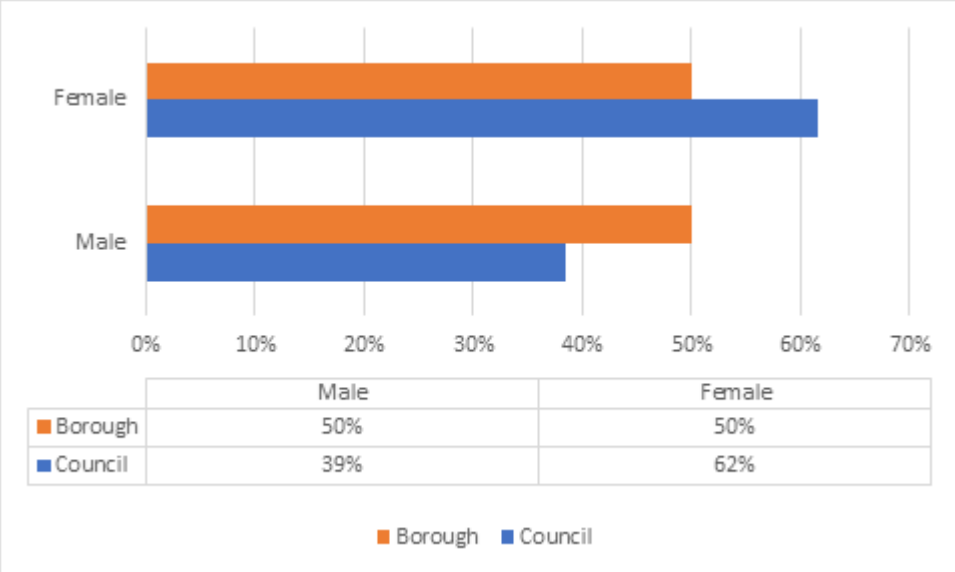
Christian	88,602 (33.9%)
Buddhist	2,812 (1.1%)
Hindu	67,392 (25.8%)
Jewish	7,304 (2.8%)
Muslim	41,503 (15.9%)
Sikh	2,743 (1.1%)
Other religion	7,695 (2.9%)
No religion	27,748 (10.6%)
Not answered	15,404 (5.9%)

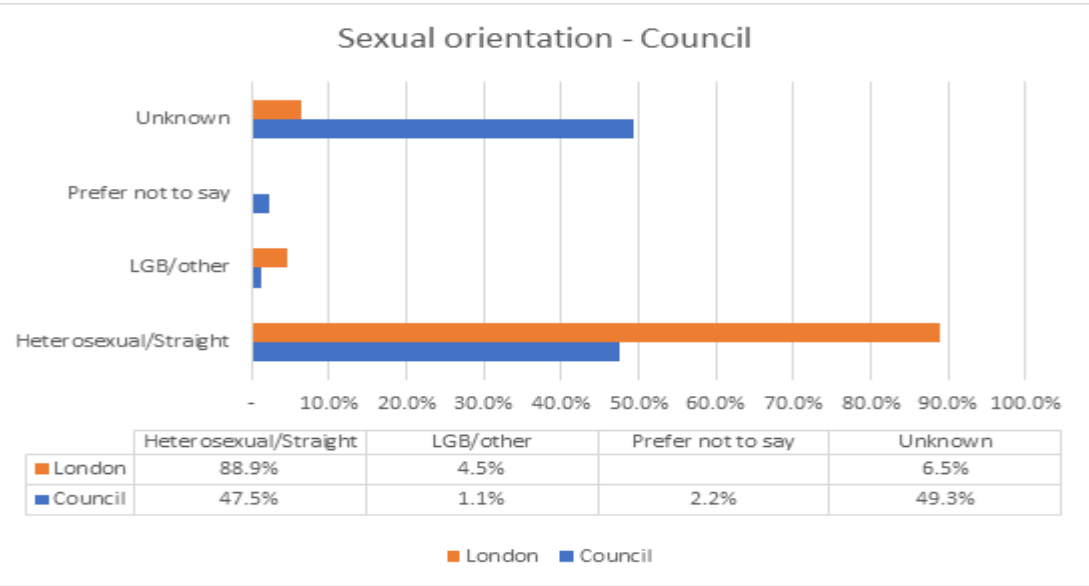
The Annual Workforce Equalities Report 2020-21 mentions that Christianity (37%), Hinduism (28%), No religion/ Atheist (13%) and Islam (12%) are the four biggest religious demographics in Harrow. Residents that are of the Jewish faith is 3% of the borough population.

The graph below illustrates this data in more detail:



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	<p style="text-align: center;"> ■ Borough ■ Council </p> <p>The proposed Strategy will not have a specific impact on those people in this protected characteristic.</p>													
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> <div style="text-align: center;">  <table border="1" style="margin: 10px auto;"> <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 style="text-align: center;"> ■ Borough ■ Council </p> </div> <p>The proposed Strategy will have a positive impact on people of all sexes as it will provide the Council with a strategic plan to ensure indoor and outdoor sports facilities meet the future needs of the whole community in Harrow. This will include ensuring that</p>		Male	Female	■ Borough	50%	50%	■ Council	39%	62%	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	improvements to existing facilities and the development of new facilities meet the needs of different sexes.																																			
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" data-bbox="450 347 1585 632"> <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> <tr> <td>Queer</td> <td>22 (0.0%)</td> </tr> <tr> <td>All other sexual orientations</td> <td>137 (0.1%)</td> </tr> <tr> <td>Not answered</td> <td>22,680 (10.8%)</td> </tr> </table> <p>The Annual Workforce Equalities Report 2020-2021 indicates that the percentage of LGBTQIA+ residents within London is 4.5%. See below:</p>  <table border="1" data-bbox="472 1171 1509 1259"> <thead> <tr> <th></th> <th>Heterosexual/Straight</th> <th>LGB/other</th> <th>Prefer not to say</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>London</td> <td>88.9%</td> <td>4.5%</td> <td></td> <td>6.5%</td> </tr> <tr> <td>Council</td> <td>47.5%</td> <td>1.1%</td> <td>2.2%</td> <td>49.3%</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%)	Queer	22 (0.0%)	All other sexual orientations	137 (0.1%)	Not answered	22,680 (10.8%)		Heterosexual/Straight	LGB/other	Prefer not to say	Unknown	London	88.9%	4.5%		6.5%	Council	47.5%	1.1%	2.2%	49.3%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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	The proposed Strategy will not have a specific impact on those people in this protected characteristic.				
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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 proposed Strategy will help to ensure that the future indoor and outdoor sports facilities community needs will be met, with the facilities being available for use by the whole community which will bring different communities together, including people of all ages, those with a disability, different ethnic groups, and all sexes. This will help to foster good relations between people from the different protected characteristics. Any new sports facilities built or refurbishment projects would be developed in accordance with legislative requirements and industry best practice. Engagement would also be undertaken with stakeholders and residents to help ensure that proposed designs would not discriminate against any particular protected group.

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