



### 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)

<b>Type of Decision:</b>	<input checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
<b>Title of Proposal</b>	Serious Violence Strategy	<b>Date EqIA created 13.02.24</b>
<b>Name and job title of completing/lead Officer</b>	Mira Chauhan, Policy Officer	
<b>Directorate/ Service responsible</b>	Community Safety Team, Corporate Strategy	
<b>Organisational approval</b>		
<b>EqIA approved by</b>	<b>Name:</b> Jennifer Rock (Acting) Policy Officer EDI Team	<b>Signature</b> <input checked="" type="checkbox"/> <b>Tick this box to indicate that you have approved this EqIA 14.2.24</b>

**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 London Borough of Harrow's vision is to restore pride in Harrow. By working with key partners in the borough, Harrow's ambition is for Harrow to be a place where individuals, families and communities thrive, making the most of the opportunities to live, learn and work free from the fear of violence. In taking this forward, one of our main priorities is to create a borough that is clean and safe.

The Serious Violence Duty<sup>1</sup> was introduced under the Police, Crime, Sentencing and Courts Act 2022. The Council is a statutory duty holder and has until 31 January 2024 to demonstrate compliance with the requirement of the Duty to the Home Office.

The requirements for duty holder authorities are to:

- undertake an evidence-based analysis of the causes of serious violence in their area (and have effective data sharing to enable this)
- produce a strategic needs assessment based on the analysis.
- produce and implement a strategy with solutions to prevent and reduce serious violence in their area, which will need to be reviewed every year.

These requirements of the Serious Violence Duty have been completed and the Serious Violence Strategy is the outcome of the in-depth analysis contained within the serious violence needs assessment. The recommendations have been approved by the Safer Harrow Board, alongside extensive consultation with other stakeholders in the borough.

There are three outcomes that the Serious Violence Strategy will achieve to reduce the impact and prevent serious violence in Harrow. These align with the existing outcomes in the Community Safety Strategy 2023 - 2026 2021/26

These are:

- To reduce Serious Violent Crime with young people below the age of 25 within Harrow
- To tackle Violence against Women and Girls
- To encourage a Community Approach to tackling Serious Youth Violence in Harrow (under 25)

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

The Serious Violence Strategy aims to support groups from all protected characteristics and ensure a positive impact where possible. Some of the strategy's priorities will, by their very nature, impact some groups with protected characteristics more specifically than other priorities.

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

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<b>2. Assessing impact</b>													
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to <a href="#">borough profile data</a> , <a href="#">equalities data</a> , 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 <b>each</b> 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											
<b>Protected characteristic</b>	For <b>each</b> 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	<b>Negative impact</b>		No impact								
			Minor	Major									
<b>Age</b>	<p>There has been an increase of 19.4% in people aged 65 years and over, an increase of 7.8% in people aged 15 to 64 years, and an increase of 7.5% in children aged under 15 years.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="background-color: #d3d3d3;">Age Groups (C 2021)</th> </tr> </thead> <tbody> <tr> <td style="text-decoration: underline;">0-17 years</td> <td style="text-align: right;">58,366</td> </tr> <tr> <td style="text-decoration: underline;">18-64 years</td> <td style="text-align: right;">162,658</td> </tr> <tr> <td style="text-decoration: underline;">65+ years</td> <td style="text-align: right;">40,177</td> </tr> </tbody> </table> <p>Between the last two censuses, the average (median) age of Harrow increased by two years, from 36 to 38 years of age. This area 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). The median age is the age of the person in the middle of the group, meaning that one half of the group is younger than that person and the other half is older. The number of people aged 35 to 49 years rose by just under 8,000 (an increase of 15.9%), while the number of residents between 20 and 24 years fell by just under 950 (5.8% decrease).</p> <p><b><u>Impact</u></b></p>	Age Groups (C 2021)		0-17 years	58,366	18-64 years	162,658	65+ years	40,177	☒	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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0-17 years	58,366												
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	<ul style="list-style-type: none"> <li>The Serious Violence Strategy sets out how we will work with our partners to deliver a safer Harrow, in keeping with our corporate priority of a clean and safe borough. This will improve the safety of Harrow residents across all demographic groups.</li> <li>Surveys such as the ‘Serious Violence Youth Survey’ which was aimed at all secondary school children in Harrow and the Safer Spaces survey have identified concern about crime and feelings of safety across a range of age groups. By outlining how we will work with partners to reduce crime in the borough, including a focus on the perception of crime, the strategy aims to contribute to enhanced feelings of safety for young people in Harrow. This will include aiming to reduce high volume and high harm crimes which impact feelings of safety. As a result, it is hoped that all age groups will feel safer.</li> </ul>				
<b>Disability</b>	<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. These are age-standardised proportions.</p> <p>In 2021, 7.3% of Harrow residents were identified as being disabled and limited a little. This makes for 13.2% of Harrow residents being disabled, a decrease from 17.5% in 2011.</p> <p>Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond.</p> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>While working to improve the safety of all residents and visitors to Harrow, the strategy is prioritising hate crime as an area of focus. As such this will impact those with a disability with the definition of a hate crime being a criminal offence that is motivated by, amongst others, disability or perceived disability. Encouraging more people to report hate crimes, including disability hate crime, will challenge this behaviour.</li> <li>The Domestic Abuse service has approximately 20% of clients who have been diagnosed with mental health issues and service user data from 2021-22 shows 8% of female and male victims with physical disabilities/mobility issues were supported through the Independent Domestic Violence Advocate (IDVA) service.</li> </ul>	☒	☐	☐	☐
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>- 90.12% of Harrow residents described themselves as having the same gender identity as sex registered at birth (<i>188,901 respondents</i>)</li> <li>- 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 (<i>1,108 respondents</i>)</li> <li>- 0.15% of Harrow residents described themselves as a Trans woman (<i>318 respondents</i>)</li> </ul>	☒	☐	☐	☐

	<p>- 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> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>This protected characteristic is also covered by the legal definition of hate crime. Therefore, steps outlined that aim to address hate crime will be of benefit to this group.</li> </ul>				
<p><b>Marriage and Civil Partnership</b></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).  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%.  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%.  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.  <b>The percentage of adults who had never married or registered a civil partnership in Harrow increased by 1.0 percentage points</b></p> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>The aims of the strategy to make Harrow safer for all residents is applicable regardless of marital status. Furthermore, the actions to address hate crime should have a positive impact on same sex couples (again, regardless of marital status).</li> <li>Acknowledging the risk of domestic abuse within marriages and civil partnerships, this specific issue is considered in more depth below in the section addressing the protected characteristic of sex. Likewise, the potential for LGBTQIA+ couples to be the victims of hate crime is also addressed more specifically below in the section for sexual orientation.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p><b>Pregnancy and Maternity</b></p>	<p>ONS births figures show Harrow as having 3,312 live births in 2021. 14 live births per 1000 population is higher than the England &amp; 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.</p> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>As with all of the other protected characteristics the strategy is targeting a safer borough for all residents. This is a high-risk group in relation to domestic abuse with pregnancy and maternity being a significant risk factor for victimisation. As such, the prioritising of tackling and reducing Violence Against Women and Girls (VAWG) through the provision of a Domestic Abuse service will work to increase safety for this protected characteristic.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
<p><b>Race/ Ethnicity</b></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. 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%. 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). 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. There are many factors that may be contributing to the changing ethnic composition of England and Wales, such as differing patterns of ageing, fertility, mortality, and migration. Changes may also be caused by differences in the way individuals chose to self-identify between censuses.</p> <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" data-bbox="443 1182 1462 1393"> <tr> <td>Asian, Asian British or Asian Welsh</td> <td>118,152 (45.2%)</td> </tr> <tr> <td>Black, Black British, Black Welsh, Caribbean or African</td> <td>19,151 (7.3%)</td> </tr> <tr> <td>Mixed or multiple ethnic groups</td> <td>9,833 (3.8%)</td> </tr> <tr> <td>White</td> <td>95,233 (36.5%)</td> </tr> <tr> <td>Other ethnic groups</td> <td>18,836 (7.2%)</td> </tr> </table>	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%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<p><b>Impact</b></p> <ul style="list-style-type: none"> <li>As above, all of the priorities and work identified in the Serious Violence Strategy aim to make Harrow safer and feel safer for all residents and visitors. It is anticipated that working to address hate crime and promote community cohesion will have a specific benefit to members of the community who may be targets for race hate, such as those from Black Asian and Multi-ethnic backgrounds. Harrow Council will continue to work with partners to promote the reporting of hate crimes, either to the police or Stop Hate UK.</li> <li>In addition, some of the work to tackle and reduce VAWG is targeted specifically for survivors / victims from Black, Asian and Multi-ethnic backgrounds. This includes a IDVA service for Black African and Caribbean survivors / victims, along with offering expertise in supporting victims of honour-based violence, FGM, modern slavery and trafficking, and those with No Recourse to Public Funds.</li> </ul>																							
<p><b>Religion or belief</b></p>	<table border="1"> <tr><td>Christian</td><td>88,602 (33.9%)</td></tr> <tr><td>Buddhist</td><td>2,812 (1.1%)</td></tr> <tr><td>Hindu</td><td>67,392 (25.8%)</td></tr> <tr><td>Jewish</td><td>7,304 (2.8%)</td></tr> <tr><td>Muslim</td><td>41,503 (15.9%)</td></tr> <tr><td>Sikh</td><td>2,743 (1.1%)</td></tr> <tr><td>Other religion</td><td>7,695 (2.9%)</td></tr> <tr><td>No religion</td><td>27,748 (10.6%)</td></tr> <tr><td>Not answered</td><td>15,404 (5.9%)</td></tr> </table>	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%)	<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. 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%. 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). There are many factors that can cause changes to the religious profile of an area, such as a changing age structure or residents relocating for work or education. Changes may also be caused</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<p>by differences in the way individuals chose to self-identify between censuses. Religious affiliation is the religion with which someone connects or identifies, rather than their beliefs or religious practice.</p> <p>In 2021, 15.9% of usual residents in Harrow described themselves as Muslim</p> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>- All of the priorities and work identified in the Serious Violence Strategy aim to make Harrow safer and feel safer for all residents and visitors. It is intended that working to address hate crime and promote community cohesion will have a specific benefit to members of the community who are from Black Asian and Multi-ethnic backgrounds and are part of Harrow's religious diversity.</li> <li>- The Domestic Abuse service ensures frontline workers are trained to support victims, irrespective of their religion and to deliver support in a culturally sensitive way, for example the understanding and sensitivity surrounding cultural norms such as arranged marriage.</li> </ul>				
Sex	<p>According to the 2021 Census 50.7% of Harrow's population was female and 49.3% were male.</p> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>• Prioritising the reduction of VAWG incidents is intended to have a positive impact on female residents and visitors to Harrow. This includes increasing safety and the feeling of safety through surveys and targeted initiatives that are promoted widely through partnership working.</li> <li>• An important part of the work to address VAWG is the Domestic Abuse service, and this supports victims irrespective of their sex. Service user data shows that women are disproportionately impacted by domestic abuse (for example, in 2021/2022 98% of victims that accessed the service were female).</li> <li>• It should be noted that Metropolitan Police data on recorded domestic abuse offences for 2021/22 indicated that 25% (500) of domestic abuse victims were male<sup>1</sup>. There is no, or very limited refuge and safe accommodation provision for male victims in Harrow. The intention going forward is to strengthen our response and ensure that male victims are supported.</li> </ul>	☒	☐	☐	☐

## Sexual Orientation

The 2021 Census shows that 4.27 % of Londoners identify as LGBTQIA+, the highest of any UK region<sup>1</sup>. 1.65% of Harrow residents identify as LGBTQIA+, this is approx. 4k people<sup>2</sup>. This is reflected in more detail in the table below

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%)



### Impact

- While working to improve the safety of all residents and visitors to Harrow, the strategy is prioritising hate crime as an area of focus. As such it is intended to have a positive impact on members of the LGBTQIA+ community with the definition of a hate crime being a criminal offence that is motivated by, amongst others, sexual orientation, or perceived sexual orientation. Encouraging more people to report hate crimes, including homophobic hate crime, will challenge this behaviour.
- The Domestic Abuse service provides support to all victims, irrespective of their sexual orientation. The service provider will also ensure that LGBTQIA+ victims are supported to access specialist services where required and if requested.

<sup>1</sup> Source: 2021 Census

<sup>2</sup> Source: 2021 Census

**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

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**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

The Strategy sets out its three priority areas in order to reduce instances of Serious Youth Violence in the Borough. It encourages a holistic partnership approach focusing on early intervention and prevention. It also highlights the importance of taking a community approach to tackle Serious Youth Violence which involves:

- Greater engagement and collaboration with our Voluntary and Community Sector as well as our residents to shape Harrow's strategy going forward.
- Greater involvement of young people within local violence prevention work
- Working with young people to create opportunities for development and to support positive aspirations and role models.

We will review and report back on how we have delivered our commitments contained within this strategy. The Serious Violence Strategy deliverables will be embedded within the Community Safety Delivery Plan. This will be reviewed on a monthly basis to ensure progress is being made as well as to ensure we, as a council, are being reactive to any changes in the Borough. The Strategy will also be reviewed at the Safer Harrow Board on a quarterly basis where updates will be provided, and progress will be monitored by statutory partners.

#### 5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

**Outcome 1**

**No change required: the EqlA 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 EqlA 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