

Appendix 4



EQUALITY IMPACT ASSESSMENT TEMPLATE

Please download before editing

Completing an EQIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EQIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EQIAs must be undertaken when it is possible for the findings to inform the final decision.

SECTION 1:

Title	North Paddington Programme
<p>What are you analysing?</p> <ul style="list-style-type: none">• What is the policy/project/activity/strategy looking to achieve?• Who is it intended to benefit? Are any specific groups targeted by this decision?• What results are intended?	<p>The North Paddington Programme covers the 3 North-West wards Harrow Road, Queens Park and Westbourne, which aims to co-ordinate and support the delivery of a host of delivery projects, which will reduce inequalities, particularly in relation to health, wealth and safety.</p> <p>The Programme's governance structure aims to embed community engagement into the process from the offset by introducing and creating forums for council and community collaboration (from both community member and local strategic leaders).</p> <p>It is hoped the programme will enable the Council to improve its services by listening to community leaders lived expertise. This in turn will support internal decision making in relation to the delivery of the programme.</p> <p>All Community member from across the 3 wards are intended to benefit as this programme will offer more communities and platform to input their views and pledge investment and resource to improve the available economic, health opportunities and offer safer public realm and residential estate environments.</p> <p>The creation of the North Paddington programme stems from both deep dive analysis undertaken by the Council's Strategy and Intelligence service, which highlights the lower inequality levels in health, wealth and safety within the Northwest of the Borough by comparison the remainder of the borough.</p> <p>The results will lead to focused and more dedicates resource, investment and greater Council presence in the area and an approach which seeks to encourage and</p>

	<p>enable more community participation and collaboration, so that decisions and projects are better shaped by local residents and businesses.</p> <p>The Programme aims to utilise the feedback from the strategic local leaders and the public to deliver a transformative delivery programme which meets the needs of locals and prioritises projects based with community input.</p> <p>This programme is required to enable to the administration to fulfil its commitments and Fairer Westminster strategy.</p>
<p>Details of the lead person completing the screening/EQIA</p>	<p>Sarah Crampton, Head of Operation Delivery, Communities</p>
<p>Date sent to equalities@westminster.gov.uk</p>	<p>January 2023</p>
<p>Version number and date of update</p>	<p>1</p>
<p><i>You will need to update your EQIA as you move through the decision-making process. Record the version number here and the date you updated the EQIA. Keep all versions so you have evidence that you have considered equality throughout the process. However <u>only</u> the most updated version will be saved in the Equalities SharePoint folder. 1</i></p>	

SECTION 2: Do you need to complete a full Equality Impact Assessment (EQIA)?

Not all proposals will require a full EQIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p>2.1</p>	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"> <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i> <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i> 	
	<p>How many people use the service currently? What is this as a % of Westminster’s population?</p>	<p>The North Paddington programme will cover the 3 north west wards in the borough; Harrow Road, Queen’s Park and Westbourne, in which projects will be undertaken.</p> <p>Population sizes 12,957 – Harrow Road 13,948 – Westbourne 13,755 – Queens Park</p> <p>These wards are highly residential in character and home 19.9% of Westminster’s residents (approximately 40,660 in total across the three wards out of a borough wide population of 204,236).</p>
	<p>Gender</p>	<p>Across the three wards there is a slightly higher female population (50.25%) compared with the male population.</p> <p>This compares similarly to Westminster as a borough, which has 51.6% females and 48.4% males.</p>
	<p>Race</p>	<p>According to Census 2022 results, 55.2% of Westminster’s population is White British, Irish or Other White, while the remaining 45% is from a different ethnic backgrounds. The largest ethnic group is Asian (16.8%), followed by Black British, Caribbean and African (8.1%), Other -Arab, Mixed and Other.</p> <p>The 3 wards have proportionately lower number of White populations</p>

		(average across the 3 wards - 40.7%) with a higher average of Black (British Caribbean and African) – 17.9% but similar levels of Asian populations.
	Disability	<p>These wards occupy a higher-than-average number of residents with a long-term health problem or disability. The average % across the 3 wards is 28.13%. The median percentage across the 3 wards is 28.1%.</p> <p>In terms of long-term health problem disabilities Westminster as a borough has of 20.2% of households that have one person with a long-term health problem or disability.</p>
	Sexual orientation	<p>Estimate figures from the Census tell us as a borough Westminster records 83.3% heterosexual with 5.48% LGBT+</p> <p>The average across the 3 wards (Harrow Road, Queen’s Park and Westbourne) is similar with on average 85.32% heterosexual and an average of 4% LGBT+.</p>
	Age	<p>The populations across the 3 wards are slightly younger than the borough average.</p> <p>Median average age across the three wards is 34.5, compared to Westminster as a borough which is 35.</p> <p>In terms of younger persons (15 and under), the Census 2022 data tells us, the borough has roughly 13.1% younger persons. By comparison, across the North Paddington wards (Harrow Road, Queen’s Park and Westbourne) - the average accounts for 17.16% of their populations.</p> <p>Older persons (65+) in the Borough as a whole accounts for 12.5%. This is slightly lower within the 3 North Paddington wards, with an average of 10.3%.</p>
	Religion or belief	As a borough, Westminster’s 2 largest religions in Westminster are Christian (37.3%) and Muslim (20%), followed by no religion (25.9%).

		By comparison Within the three wards Harrow Road, Queen’s Park and Westbourne the average percentage of residents who follow the Christian faith match the borough at 37.3%. The average number of those who do not follow a religion is lower at 19.7% while the average number of those identified as Muslims far higher at 31.6%.
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<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</p>	<p><i>Race - The population of these 3 wards show a higher proportion of non-White residents by comparison to the rest of the borough. In particular Black British, Caribbean and African residents constitute a higher percentage and could be considered an overrepresented group within the areas. Therefore, when delivering projects, programme manager within the programme would need to take this into consideration when reviewing the impacts of their project. This also needs to be considered in the engagement process and the prioritisation of projects when determining the delivery programme.</i></p> <p><i>Age - The population of these 3 wards is also younger by comparison to the remainder of the borough. Given this overrepresentation, project leads need to take this into consideration when developing their project plans, to ensure the are inclusive and accessible to a wide group.</i></p> <p><i>Disability - numbers across the 3 wards again is high by comparison to the overall borough’s percentage. Again, individual projects will be requested to take this into consideration before deliver project opportunities.</i></p> <p><i>Religion - Within the North Paddington area, on the average number of those identified as Muslims was far higher (31.6%) the borough Westminster’s Muslim (20%) followed by no religion (25.9%).</i></p>
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2.3	Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?
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<p>At this stage in the programme it is anticipated the approach will lead positive impacts across groups, as the ambitions are to promote greater collaboration with local stakeholder from diverse groups, so more community members are represented.</p> <p>As the programme continues and finalises outcomes with the Partnership Board, it is recommended an EQIA is undertaken to assess impacts.</p>																					
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;"></th> <th style="width: 15%;">None</th> <th style="width: 15%;">Positive</th> <th style="width: 15%;">Negative</th> <th style="width: 15%;">Not sure</th> </tr> </thead> <tbody> <tr> <td>Men or women</td> <td></td> <td style="text-align: center;">X</td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td>People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)</td> <td style="text-align: center;">X</td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td>Disabled¹ people (consider different types of physical, learning or mental disabilities)</td> <td style="text-align: center;">X</td> <td></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </tbody> </table>		None	Positive	Negative	Not sure	Men or women		X	<input type="checkbox"/>	<input type="checkbox"/>	People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Disabled ¹ people (consider different types of physical, learning or mental disabilities)	X		<input type="checkbox"/>	<input type="checkbox"/>
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Disabled ¹ people (consider different types of physical, learning or mental disabilities)	X		<input type="checkbox"/>	<input type="checkbox"/>																	

¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

People of particular sexual orientation/s	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of faiths and beliefs	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.4	Based on your responses, should a full, detailed EQIA be carried out on the project, policy or proposal?
	<p>The Programme currently focuses on establishing and assembling the governance structure whereby the prioritisation of future projects is undertaken.</p> <p>That said, it is clear from the statistical data that this area includes higher numbers of groups with protected characteristics.</p> <p>With this in mind as the Programme encourages the continuous use of community engagement to steer prioritisation of projects, this will need to be considered and factored and raised with decision makers as it offers an opportunity to ensure these groups are better represented, and achieve better outcomes.</p>
2.5	Provide brief reasons on how you have come to this decision?
	<p><i>At this stage of the programme it is too early to conduct a full EQIA to support this, but it is recommended this is undertaken by all projects and at a high level as the programme matures and a programme of delivery is set.</i></p> <p>Any projects scheduled to run under the co-ordination and programme management of the Programme would then be required to undertake a full and comprehensive Equalities Impact Assessment, in order to establish whether the project’s activity would positively or negatively impact any of the protected groups.</p>

SECTION 3: ACTION PLAN

3.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
N/A						
N/A						
N/A						
N/A						
<i>Enter additional rows if required</i>						

