

Equality Matters

Our Harrow



*A Proud, Fair & Cohesive Harrow, a Great Place to
Live, Work & Visit*

A Map of Harrow



Introduction

Harrow is one of the most ethnically and religiously diverse boroughs in the Country with people of many different backgrounds and life experiences living side by side. It is the richness of this diversity, and the positive impact that it has on the borough and our community, that we believe helps make Harrow such a great place to live, work and visit.

In serving a diverse population, the Council aims to ensure there is equality of opportunity for its residents, service users, employees, elected members, stakeholders and partner organisations irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

As an employer, we are committed to employing a diverse workforce, to help us to understand and relate to the community we serve. Through our recruitment policies and practices, we aim to improve on our record and explore further initiatives and opportunities to encourage applicants from all sections of the community to consider joining us.

As a service provider, we are committed to ensuring our services are open, fair and accessible by taking into consideration the needs and requirements of our diverse community and service users. We will continue to improve our services through a comprehensive Equality Impact Assessment (EqIA) process, engaging with and listening to our communities and service users.

As a procurer of goods and services, we will continue to ensure our commissioning processes are fair and equitable and that service providers delivering a service on our behalf share our commitment to equality and diversity.

As well as meeting the requirement of the Public Sector Equality Duty (PSED), this document has been produced to help with informing policy and service development and reduce inequality.

The document is broken down into the following sections:

- Demographic profile of Harrow
- Employment and Income (Economic)
- Benefits
- Health
- Child Poverty
- Housing
- Education and Attainment

Our Harrow, Our Community

Harrow prides itself in being one of the most ethnically and religiously diverse boroughs in the country with people of many different backgrounds and life experiences living side by side. It is the richness of this diversity, and the positive impact that it has on the borough and our community, that we believe helps make Harrow such a great place to live, work and visit.

Population: Harrow's resident population is estimated to be 247,130¹

Age – 20.6% of Harrow's residents are under 16. 64.5% of Harrow's population are of working age (16 to 64) and 14.9% of Harrow's residents are 65 or older.² The average (median) age is 37 years, lower than most other places³. As with most areas in the country, the borough has an aging population. It is expected that the number of residents aged 65 plus will increase by nearly 42% and those aged 85 plus could increase by over 62% by 2029⁴.

Gender/Sex – 49.8% of the population are male and 50.2% are female⁵.

Disability – 15.4% of Harrow's working age population classified themselves as disabled, a total of 24,600 people⁶. 7,690 individuals, 3.1% of the total population, receive Disability Living Allowance.⁷

Race (Ethnicity) – 69.1% of residents classify themselves as belonging to a minority ethnic group. The White British group forms the remaining 30.9% of the population, (down from 50% in 2001). The 'Asian/Asian British: Indian' group form 26.4% of the population. 11.3% are 'Other Asian', reflecting Harrow's sizeable Sri Lankan community. 8.2% of residents are 'White Other', up from 4.5% in 2001.

In percentage terms, in 2011, Harrow had the second largest Indian, the largest 'Other Asian' and the 7th largest Irish population of any local authority in England and Wales. Harrow also had the highest proportion of Romanian (4,784) and Kenyan born residents, the latter reflecting migrants from Kenya who are of Asian descent.⁸

Religion or Belief – Harrow had the third highest level of religious diversity of the 348 local authorities in England or Wales. The borough had the highest proportion of Hindus, Jains and members of the Unification Church, the second highest figures for Zoroastrianism and was 6th for Judaism. 37% of the population are Christian, the 5th lowest figure in the country. Muslims accounted for 12.5% of the population⁹.

Sexual Orientation – It is estimated that 10% of the UK population are lesbian, gay and bisexual (LGB), which would equate to approximately 24,713 of our residents.

¹ At 30th June 2015, Office for National Statistics (ONS) 2015 Mid-Year Estimates

² ONS, 2015 Mid-Year Estimates

³ ONS, 2015 Mid-Year Estimates

⁴ 2014-2029, ONS, 2014 Sub-National Population Projections

⁵ ONS, 2015 Mid-Year Estimates

⁶ Oct 2015-Sept 2016, ONS, Annual Population Survey

⁷ May 2016, ONS/DWP. Rates calculated using the ONS 2015 Mid-Year Estimates

⁸ ONS, 2011 Census, Table QS203EW

⁹ ONS, 2011 Census, Table KS209EW

Civic Partnerships / Same Sex Marriage

As of 31st December 2016, there have been 142 Civil Partnerships in Harrow, 19 of which have been converted to marriage. There have been 32 same sex marriages in Harrow since inception on 29th March 2014.

Employment and Income (Economic)

Harrow has seen a reduction in unemployment and the number of long term unemployed claimants. However, a number of residents are low paid and have low functional skills. Harrow's ranking for health deprivation has improved and is better than the national average, but there are health disparities within the borough.

The JSA claimant count in December 2016 showed 1.2% (1,850 residents) were claiming job seekers allowance, of which 56% were men and 44% were women. The overall employment rate in Harrow is 73.1%, but rates vary by population group. The employment rate for white UK born residents is 81.9%, compared to 73.6% for white non-UK born residents. For UK born ethnic minority group the employment rate is 73.2% and 67.7% for non-UK born ethnic minority groups¹⁰.

The employment deprivation domain within the 2015 Index of Multiple Deprivation (IMD) indicates 12,083 of Harrow's residents experiencing employment deprivation. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities. Overall Wealdstone is Harrow's most deprived ward for employment deprivation, closely followed by Roxbourne. Unemployment figures are highest in Greenhill, Wealdstone and Roxbourne wards.

In Greenhill and Wealdstone there are proportionately more followers of Islam in the Opportunity Area, and slighter lower Hindus. There is a higher proportion of Bangladeshi and Pakistanis in these wards. Those ethnic groups have high levels of residents aged 16-64 who are economically inactive (35.4%) compared to Indians (14.7%)¹¹.

Income deprivation - The Income Deprivation scale indicates that 30,733 of Harrow's residents are experiencing income deprivation. Wealdstone is Harrow's most deprived ward for income deprivation and for income deprivation affecting children, closely followed by Roxbourne, then Marlborough and Harrow Weald.

Over a fifth of Harrow's residents are in low paid jobs. In part this relates to the business composition of the borough, with small businesses paying less than larger companies and in part due to a significant number of residents having low skills.

¹⁰ The employment rate is the number of people in employment expressed as a percentage of all people of that cohort aged 16-64, ONS Annual Population Survey, July 2015 to June 2016.

¹¹ ONS Annual Population Survey, October 2015 to September 2016

Earnings by residence (2015)

	Harrow (pounds)	London (pounds)	Great Britain (pounds)
Gross weekly pay			
Full-time workers	625.7	621.1	529.6
Male full-time workers	686.4	668.9	570.4
Female full-time workers	549.8	574.9	471.6
Hourly pay - excluding overtime			
Full-time workers	16.48	16.14	13.33
Male full-time workers	18.90	16.77	13.93
Female full-time workers	14.39	15.39	12.57

Source: ONS annual survey of hours and earnings - resident analysis

Note: Median earnings in pounds for employees living in the area. From 15/04/2014 all the data in the hourly pay table (including time series data) has been amended to show "Hourly pay excluding overtime" instead of total hourly pay.

Skills - Within Harrow, the highest proportions of the population without qualifications or with low level qualifications are in Kenton East, Edgware, Roxbourne and Roxeth. Poor language skills are a major barrier to progressing in the workplace.

Harrow was one of 25 local authority areas identified by the Department for Communities and Local Government as an area with high levels of need for English Language provision. 28.5 % of Harrow's residents have a foreign first language. In 15.9 % of households English is not the main language of any household occupants, the 10th highest ranking nationally and much higher than the national level of 4.3 %. The 2011 census showed 1% of Harrow residents unable to speak English at all, compared to 0.6% for London and a national figure of 0.3%.

Performance 2015/16

Xcite Employment Project in Economic Development is a council programme supporting Harrow residents.

There are a number of work streams all providing information advice and guidance, and access to the latest labour market information.

Xcite Programme

- Helps people into work
- Provides Apprenticeship brokerage linking young people to training providers and businesses

- Accesses Funding for vocational training for eligible people in work to improve their career opportunities
- Provides a Construction employment specialist providing job brokerage and training advice and funding for eligible residents

The table below summarises the Xcite team’s performance against equality indicators. A full breakdown against the 9 protected characteristics is available.

Clients	Clients	Job outcomes	% of clients	% of into work
Male	376	153	56%	54%
Female	440	114	44%	46%
BAME	552	169	67%	68%
White	267	78	33%	32%
Disability	33	8	4%	3%
Total	819	274		

Benefits

The Housing Benefit and Council Tax Support caseloads have been continually reducing in Harrow since 2014. The rate of reduction in 2016/17 has slowed with 16,242 and 12,862 households in receipt of Housing Benefit and/or Council Tax Support respectively as at January 2017. However, as the caseload has reduced, the makeup has changed with the number of in-work claims continuing to rise. Harrow has the second highest proportion of in-work Housing Benefit households in the country, reflecting the number of lower-paid jobs available in the borough. Furthermore Harrow has the ninth highest proportion of Housing Benefit claimants in private sector properties due to the limited social housing available. With the widening gap between average market rents and Housing Benefit, this puts increasing pressure on Harrow households to be able to remain in the borough, even if they are in employment.

Since 2012 there has been an unprecedented level of change to the welfare system. It is difficult to directly link the impacts due to the number of changes and because of other influencing factors such as the economy. However, the number of homeless households and demand for additional assistance from schemes such as Discretionary Housing Payment demonstrate that many households are finding it difficult to manage their finances in the current climate. We also know that the programme of welfare reform continues, with working age households experiencing the bulk of the changes including the rollout of Universal Credit for most working age

new claimants in Harrow from April 2018. Under Universal Credit it is expected that many households will struggle to manage a monthly payment made to them directly in place of the landlord, which will result in rising arrears and more people finding themselves in debt.

While pensioners have largely been protected from welfare reform, including through a prescribed Council Tax Support scheme, the number of claimants has reduced over the last two years. This is more noticeable in Council Tax Support with a 10% reduction since 2014 against a reduction in the total caseload of 8%.

Health Inequality

Overall statistics for health in the borough are generally good, however across the borough there are marked geographical inequalities in life expectancy: there is a 10 year difference for women between Pinner South and Wealdstone.

Overall Greenhill ward is Harrow's most deprived for health and disability, closely followed by Wealdstone and Roxbourne. Greenhill, Roxbourne and Wealdstone wards have the lowest life expectancy in Harrow. Life expectancy has decreased in Greenhill and West Harrow.

Mental health problems affect 1 in 6 of adults and national IAPT data has estimated 22700 people in Harrow with common mental health problems. Rates are higher in some BAME communities, particularly new arrival refugees (Afghan, Somali, Iranian, Tamil).

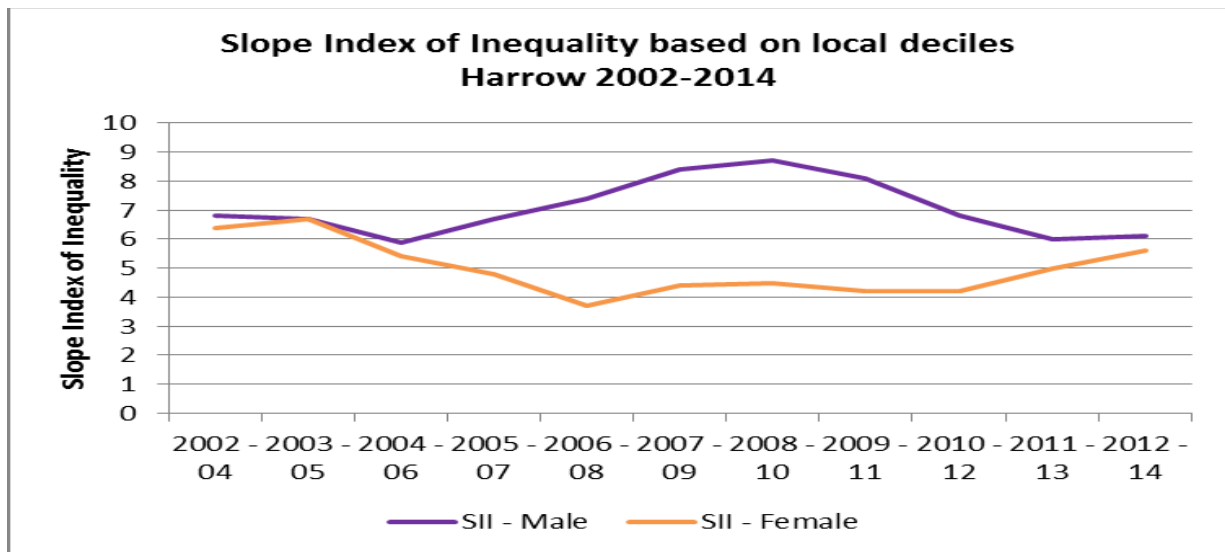
Slope index of inequality

Slope index of inequality in life expectancy at birth within English local authorities (SII) is an indicator that measures the results of inequalities with the borough. It is a key high-level health inequalities outcome. The SII is a measure of the social gradient in life expectancy, i.e. how much life expectancy varies with deprivation. It takes account of health inequalities across the whole range of deprivation within each local authority and summarises this in a single number. It enables us to focus on the deprivation that exists everywhere at small area level.

Where are we now in Harrow?

In Harrow the SII in men showed an increase between 2002-4 and 2008-10 but has reduced again. The average for 2012-14 for men showed that men in the most deprived parts of Harrow live, on average, 6 years less than men in the most affluent. In women the inequalities gap closed (decreased) between 2002-4 and 2006-8 but after a period of stability, it has increased and women in the most deprived parts of Harrow live, on average, 5.6 years less than women in the most affluent.

Figure 1 The inequalities gap in Harrow



Source: i PHE Public Health Outcomes Framework. Accessed June 2016

The JSNA says a lot about what is good in Harrow. It is generally a healthy place and we perform better or similar to national levels for many health indicators although there are a few indicators where Harrow performs worse than the England average such as:

- High rate of statutory homelessness
- High rate of fuel poverty
- High percentage of adult social care users who do not have as much social contact as they would like
- High rates of low birth weight babies
- High rates of excess weight in 10-11 year olds
- Low amount of fruit and vegetables eaten
- Low amount of exercise taken
- People entering prison with substance misuse problems who are not already known to community services
- Low rates of cervical cancer screening
- Low rates of health checks
- Low rates for HPV, PPV and flu vaccination
- High rates of late diagnosis of HIV
- High rates of TB
- High rates of tooth decay in children

What's driving the inequalities gap?

The PHE segment tool allows us to look at the causes of death that are driving the inequalities gap. It shows that in men the biggest contributor to the inequalities gap is circulatory disease followed by respiratory disease and cancer. In women, the gap

is being driven by cancer, circulatory disease respiratory disease and digestive system disease (including chronic liver disease)¹².

Figure 2 The Harrow life expectancy gap by cause of death

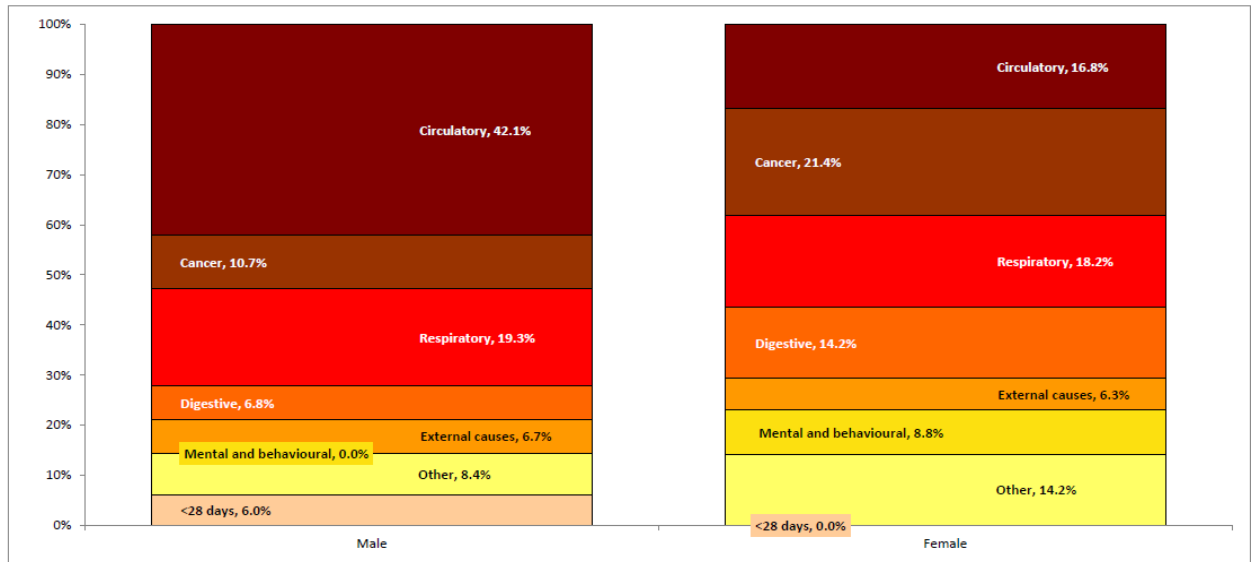
THE SEGMENT TOOL

SEGMENTING LIFE EXPECTANCY GAPS BY CAUSE OF DEATH



Within area inequalities: Life expectancy gap between the most deprived quintile and least deprived quintile of Harrow

Chart 5: Scarf chart showing the breakdown of the life expectancy gap between Harrow most deprived quintile and Harrow least deprived quintile, by broad cause of death, 2010-2012



Footnote: Circulatory diseases includes coronary heart disease and stroke. Digestive diseases includes alcohol-related conditions such as chronic liver disease and cirrhosis. External causes include deaths from injury, poisoning and suicide. Mental and behavioural includes dementia and Alzheimer's disease. Analysis by Public Health England Knowledge and Intelligence Teams (London and East Midlands) based on ONS death registration data, and mid year population estimates, and DCLG Index of Multiple Deprivation, 2010

Source: ii PHE Segment Tool accessed June 2016

The cause of death tells us something about the drivers of the gap but each of these causes has multiple causes and risk factors and in turn each of the risk factors is also affected by socio-economic inequalities. Personal lifestyle factors appear in most of these underlying causes but the ability to make healthier choices is determined by the wider factors. People can be empowered to improve their own well-being, but they need to have healthy home, work and learning environments and access to the right opportunities, in order to make lasting changes to their daily lives.

Figure 3 Underlying causes

	Risk factors	Link to inequalities
Circulatory Disease	Smoking Obesity and poor diet Physical inactivity Hypertension	Higher rates of most risk factors in more deprived communities. Higher rates of many risk factors in BAME groups.

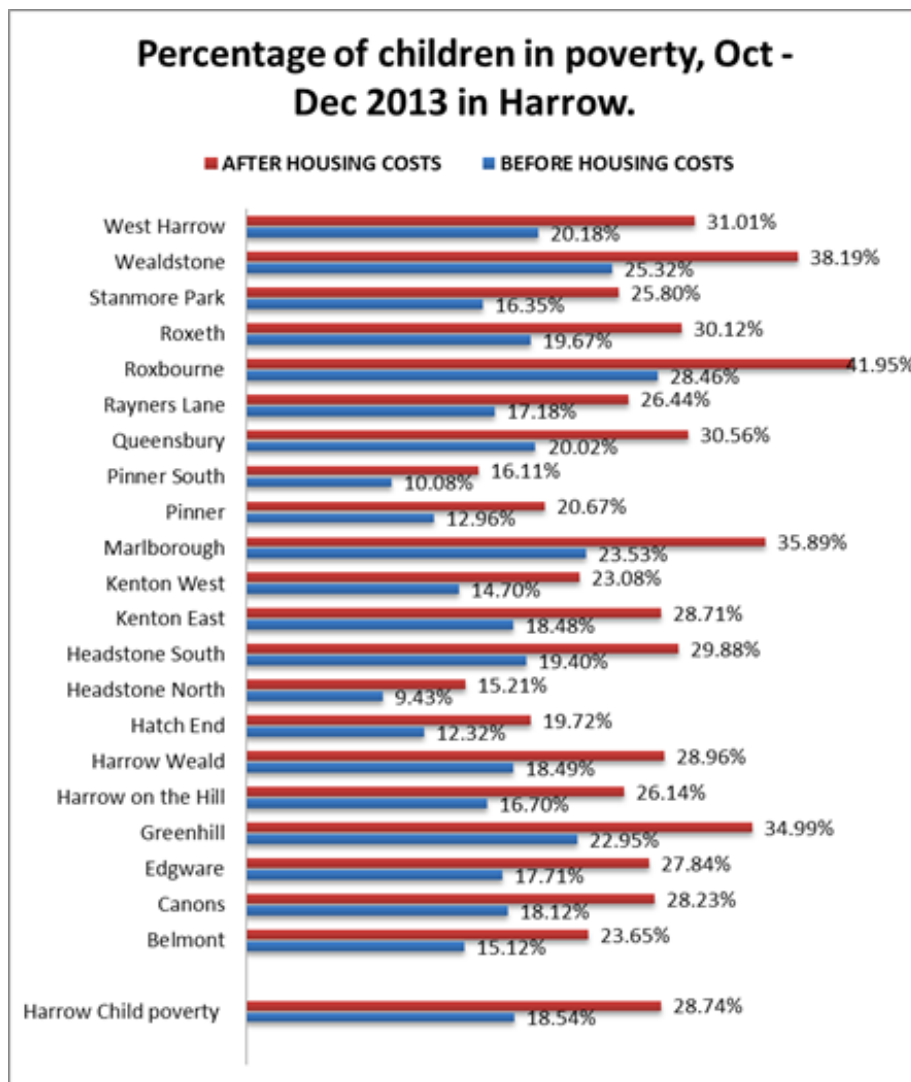
¹² Diabetes which is a leading cause of morbidity in Harrow is included in the "other" category, but the majority of deaths in people with diabetes are due to circulatory disease.

Respiratory disease	Diabetes	
	Alcohol	
	Smoking	Higher rates of smoking in more deprived communities.
	Influenza	Lower rates of flu immunisation in higher deprivation areas
Cancers	Cold weather	Poor housing/cold homes/fuel poverty
	Smoking	Higher rates of most risk factors in more deprived communities.
	Obesity	
	Poor diet	Higher rates of some risk factors in BAME groups.
	Physical inactivity	
	Alcohol	
	Genetic Factors	
Digestive diseases (including alcohol related)	Sunburn	
	Alcohol	Higher rates of binge drinking in more deprived communities but significant hidden harm from alcohol in more affluent communities..
	Hepatitis	

Child Poverty

Key stats

- There were 3.7 million children living in poverty in the UK in 2013-14. That's 28 per cent of children, or 9 in a classroom of 30.1. London is the area with the highest rates of child poverty in the country.
- As a direct result of tax and benefit decisions made since 2010, the Institute for Fiscal Studies project that the number of children in relative poverty will have risen from 2.3 to 3.6 million by 2020 (poverty figures before housing costs).
- Out of 326 most deprived Local Authority districts in England, Harrow is ranked 213th which is an improvement since 2010 when the borough was ranked 184th (where 1st is the most deprived). Harrow performs best in 'Education, Skills and Training' and performs worst in the 'Barriers to Housing' and 'Income affecting Older People' indicators.
- Work does not provide a guaranteed route out of poverty in the UK. Two-thirds (64 per cent) of children growing up in poverty live in a family where at least one member works.
- There are 18.5% children living in poverty in Harrow before housing costs, and this rises to 28.7% after housing costs in Harrow (Dec 2013)



- Children and young people under the age of 20 years make up 25.1% of the population of Harrow. Harrow is ranked in the top quartile for 0-4 year olds where, in 2011, 6.7 percent (15, 916) of Harrow's residents were children aged four and under, compared to 5.8 percent (12,019) in 2001, a 32 percent increase over 10 years.
- Population projections for the 4-10 year age group are expected to increase from 20,864 children mid-year 2012 to 25, 567 children mid- year 2024.
- Children in large families are at a far greater risk of living in poverty – 34% of children in poverty live in families with three or more children.
- Families experience poverty for many reasons, but its fundamental cause is not having enough money to cope with the circumstances in which they are living. A family might move into poverty because of a rise in living costs, a drop in earnings through job loss or benefit changes.
- Child poverty has long-lasting effects. By GCSE, there is a 28 per cent gap between children receiving free school meals (FSM) and non FSM in terms of the number achieving at least 5 A*-C GCSE grades.
- Poverty is also related to more complicated health histories over the course of a lifetime, again influencing earnings as well as the overall quality – and indeed length - of life. Men in the most deprived areas of England have a life expectancy

9.2 years shorter than men in the least deprived areas. They also spend 14% less of their life in good health.

- Childcare and housing are two of the costs that take the biggest toll on families' budgets.

Housing

Only about 10% of Harrow's 91,300 households live in social housing, the lowest proportion of social housing tenants in any London borough. At January 2017 there were 4,805 council properties and 5,814 Council tenants (including joint tenants) living in Council housing, and there are a similar number of Housing Association properties.

Households from all of Harrow's diverse ethnic groups live in social housing, reflecting the overall make-up of the borough's population. Where ethnicity is known, the largest single ethnic group housed within the Council's stock is White followed by Asian and then Black (Appendix 9).

The Council is building new homes for the first time in many years. Around 50 homes will be built on 'infill sites' on existing estates, and one entire estate is being redeveloped. Almost 500 new homes are being built, with around half being sold privately to offset the costs of the scheme. Around 40% of these are expected to be Low Cost Home Ownership (LCHO) properties offered through a range of affordable home ownership products.

At the 2011 Census 66% were homeowners, but house prices were already high, the population has increased significantly and affordability of home ownership has declined further since then. In 2011 22% lived in private rented accommodation, more than double the number in the 2001 Census, and the proportion of privately rented properties is increasing.

The 2011 Census revealed that 5.8% of Harrow's households, almost 5,000 families, were 'severely overcrowded', and this is increasing over time. 'Severely overcrowded' is defined as being at least 2 bedrooms short of the national 'bedroom standard'. At 2.8 Harrow has the second largest average household size in England and is nationally ranked 24th worst of the 326 local authorities in England for severe overcrowding. There is a concentration of severely overcrowded households in the central wards as well as to the south-east and south-west of the Borough.

Several thousand people in housing need contact the Council each year and there is a huge focus on housing advice and homelessness prevention. 775 households were enabled to remain in their existing home in 2015/16, and a further 299 households were given assistance to find alternative accommodation.

Despite this work homelessness is rising steeply. 516 households were accepted as eligible, unintentionally homeless and in priority need in 2015/16, up from 280 the year before, 180 in 2013/14 and 115 in 2012/13.

Of those accepted in 2015/16, Black applicants were over-represented at 34%. 28% were Asian, 23% were White, 9% were of Mixed heritage, 7% Other and 18% did not disclose their ethnicity.

Social housing is only available to those most in need as Harrow has a very small stock and few properties become available for new tenants each year. Harrow works with private sector landlords in a number of ways to increase the availability of affordable rented accommodation. Despite this, many homeless families have to be housed in temporary accommodation and, increasingly, outside of Harrow.

Due to the range of efforts being made on the prevention and supply front, we are now seeing a steady reduction in the number of families in Bed and Breakfast accommodation, 177 at 31 December 2016.

Education and Attainment

The inequality gap in achievement in Harrow continues to narrow, however is still above national averages. Whilst all pupils in Harrow have performed above national averages, particular ethnic groups within Harrow do not fare as well as others. Inequalities in education exist in Harrow, particularly amongst children with special educational needs (SEN), those eligible for FSM and ethnic groups. Those children who have special educational needs are at a priority as per regulatory codes of practice. The achievement gap between pupils with SEN and their peers at Key Stage 2 is slightly wider than the national average.

Although there has been a reduction in the gap, children who receive FSM show less progress across all subjects between Key Stage 1 and Key Stage 2 compared to their peers. Schools in Harrow are; on the whole, among the best performing in the country which has been maintained over a number of years, with 95% being judged as Good or Outstanding (31st August 2016). Just over a third (36.7 per cent) of Harrow School children spoke English as a first language as at the January 2016 school census.