

# Our Harrow, Our Community – Equality Profile

Annual Data Report  
2017/18



## 1. Introduction

Harrow is one of the most ethnically and religiously diverse boroughs in London 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. We know that the borough's diversity is something to value and encourage and this report highlights our commitment to maintaining and building on our strengths by ensuring equality and diversity is integral to everything we do.

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. However, we recognise that in our society, groups and individuals continue to be unlawfully discriminated against and we acknowledge our responsibilities to eliminate unlawful discrimination and to promote equality of opportunity and good relations within the rich diversity of Harrow's communities.

The Equality Act 2010 introduced the Public Sector Equality Duty (PSED) which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The PSED covers nine protected characteristics:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or Belief – this includes lack of belief
- Sex
- Sexual Orientation
- Marriage and Civil partnership

Our vision for equality and diversity in Harrow is: “*A Proud, Fair & Cohesive Harrow, a Great Place to Live, Work & Visit*”. In order to achieve this vision we set three Corporate Equality Objectives, as set out in the ‘Harrow Council Corporate Plan 2015-19, which are:

1. An inclusive workforce that feels valued, respected and reflects our community
2. An improved understanding of our communities to ensure that services are fair, equitable and accessible to all and reduce inequality
3. Promote and celebrate the diversity of our borough and foster community cohesion

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 will 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 and commissioner, 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 community leader, we will continue to work in partnership with the public, voluntary and private sectors to foster good relations in our community and ensure people from all backgrounds continue to get on well with each other.

## 2. Our Harrow, Our Community – Equalities Profile

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. The following headline data and information provides a profile of equality and diversity in Harrow. The information is updated annually and is based on the latest available information as at March 2018 (n.b not all information is updated annually.) More detailed information can be found in the respective strategies, links to which are available on the Council's website.

### PROTECTED CHARACTERISTICS

**Population:** Harrow's resident population is estimated to be 248,750<sup>1</sup> so Harrow's population is estimated to have increased by 42,550 (20.5%) since 2001.

**Age** – 20.6% of Harrow's residents are under 16. 64.2% of Harrow's population are of working age (16 to 64) and 15.2% of Harrow's residents are 65 or older.<sup>2</sup> The average (median) age is 37.4 years, lower than many other places<sup>3</sup>. 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 41% and those aged 85 plus could increase by over 67% by 2031<sup>4</sup>. It is also expected that the number of children (0-15) will also increase by 14% during the 10 year period between 2014 – 2024.

**Disability** – 13.7% of Harrow's working age population classified themselves as disabled, a total of 22,100 people<sup>5</sup>. 6,470 individuals, 2.6% of the total population, receive Disability Living Allowance.<sup>6</sup> A total of 2302 people received long term social care services primarily for physical support needs during 2016-17. This is about 1% of the total resident population. An additional 86 people received long term support primarily for sensory impairments. There were 575 Harrow residents receiving long-term social care support from Harrow Adult

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<sup>1</sup> At 30<sup>th</sup> June 2016, Office for National Statistics (ONS) 2016 Mid-Year Estimates

<sup>2</sup> ONS, 2016 Mid-Year Estimates

<sup>3</sup> ONS, 2016 Mid-Year Estimates

<sup>4</sup> 2017-2032, ONS, 2014 Sub-National Population Projections

<sup>5</sup> July 2015 - June 2017, ONS, Annual Population Survey

<sup>6</sup> May 2017, ONS/DWP. Rates calculated using the ONS 2016 Mid-Year Estimates

Social Care Services for learning disabilities during '16-17. 518 (approximately 90%) were younger adults under the age of 65. (source: SALT). 18% of younger adults with learning disabilities were in paid employment during the year. In comparison to London (7.2%) and England (5.7%), Harrow has a high number of LD clients who are in employment. In 2016-17, 73% younger adults with learning disabilities were in settled accommodation (with security of tenure). This is slightly below the England average (76%), but is above that of London (71%).

**Gender reassignment** – we do not hold and information on gender reassignment in Harrow.

**Pregnancy and Maternity** – in 2016 there were 14.5 live births per 1000 population which is higher than the UK average of 11.8. The fertility rate is 2.03 children per woman, higher than the UK average of 1.79. For women under the age of 18, the birth rate was 3.7 per 1000 population which is in line with the London average of 3.8 and lower than the UK average of 5.7. Harrow has the lowest levels of live births outside of marriage in the country (19.4%)<sup>7</sup>

**Race (Ethnicity)** – 61.8% of residents classify themselves as belonging to a minority ethnic group. The White British group forms the remaining 38.2% of the population, (down from 50% in 2001). 26.4% of Harrow's residents are of Indian origin – the largest minority ethnic group in the borough, followed by Kenyans and Sri Lankans. Harrow is home to the largest Sri Lankan born community in the country. 8.2% of residents are 'White Other', up from 4.5% in 2001.

In 2015/16 Harrow recorded its 2<sup>nd</sup> highest levels of migration in a decade signifying a significant change in population make up since the 2011 census. The top three nationalities of these most recent arrivals are Romanian, Indian and Polish.

The top 5 most recorded community languages in Harrow are: English, Gujarati, Tamil, Romanian, Arabic and there are over 155 languages spoken in Harrow schools.

**Religion or Belief** – Harrow is also said to be the most religiously diverse borough in the country. The borough had the highest proportion of Hindus, Jains and members of the Unification Church, the second highest figures for Zoroastrianism and was 6<sup>th</sup> for Judaism. 37% of the population are Christian, the 5<sup>th</sup> lowest figure in the country. Muslims accounted for 12.5% of the population<sup>8</sup>. In Greenhill and Wealdstone there are proportionately more followers of Islam and slighter lower Hindus. There is a higher proportion of Bangladeshi and

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<sup>7</sup> ONS Births by mothers' usual area of residence in the UK 2016

<sup>8</sup> ONS, 2011 Census, Table KS209EW

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%)<sup>9</sup>.

**Gender/Sex** – 49.9% of the population are male and 51.1% are female<sup>10</sup>.

**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.

### **Marriage, Civic Partnerships and Same Sex Marriage**

54% of Harrow residents are married, the highest level in London. As of 31<sup>st</sup> 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 29<sup>th</sup> March 2014.

## **DRIVERS OF INEQUALITY**

### **Employment**

Harrow has seen a reduction in unemployment and the number of long term unemployed claimants. However, a number of residents are in low paid jobs and have low functional skills.

The JSA claimant count in January 2018 showed 1.1% (1,805 residents) were claiming job seekers allowance below the London and national average of 1.9% and 1.8% respectively<sup>11</sup>, 55% were men and 46% were women. The overall employment rate in Harrow is 76.5%, but rates vary by population group<sup>12</sup>. The employment rate for white UK born residents is 82.9%, compared to 88.5% for white non-UK born residents. For UK born ethnic minority groups the employment rate is 68.4% and 69.4% for non-UK born ethnic minority groups<sup>13</sup>.

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<sup>9</sup> ONS Annual Population Survey, October 2015 to September 2016

<sup>10</sup> ONS, 2016 Mid-Year Estimates

<sup>11</sup> ONS Claimant Count data

<sup>12</sup> ONS Annual Population Survey, October 2016 to September 2017

<sup>13</sup> 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 (APS), October 2016 to September 2017. The APS is a sample survey and confidence intervals vary for the different groups.

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.

**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. Wages paid in Harrow workplaces (average £575.00/week for full-time workers) are generally lower than in London (£692.20) and in most of the West London Boroughs (£575-£689). 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. The earnings of Harrow residents (estimated average of £714.80/week for full-time workers) are the second highest of the West London Boroughs and a little over the London average (£701.40).<sup>14</sup>

At 2.1%, the borough has the lowest level of 16-17 year old NEETs (not in education, employment or training) nationally<sup>15</sup>.

**Skills** - 45% of Harrow's residents (aged 16-64) have higher level qualifications (NVQ Level 4+), with 2.8% having no qualifications at all. The borough has a high percentage of residents with 'Other' qualifications (including foreign qualifications), at 11.5%, compared to London (8.2%) and England overall (6.7%)<sup>16</sup>. 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,

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<sup>14</sup> Source: ONS Annual Survey of Hours and Earnings 2017 – Residents and Workplace analyses – using median of full-time workers' gross pay

<sup>15</sup> DFE, 2016 Figures. Isles of Scilly excluded, due to very low counts overall

<sup>16</sup> ONS Annual Population Survey, 2016

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%.

### 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.

### Health Inequality

Harrow's ranking for health deprivation has improved and is better than the national average, but there are health disparities within the borough. Overall statistics for health in the borough are generally good,

In 2011 the census showed that 14.6% of residents in Harrow had a limiting long-term illness or disability. This was an increase of 13.2% (+4,000) since 2001. Harrow's rate is now higher than the average for London (14.2%)<sup>17</sup>.

In 2016-17, 18.4%% of all 4-5 year olds are classified as having excess weight with 8.3% of them being considered obese. Obesity rates in the reception year for children are falling overall. The rates for reception year children are lower than both the London and National averages. 36.5% of 10-11 year olds are classified as having excess weight with 20.6% being classified as obese. The rates are lower than the London rates but higher than the National rate.

Mental health problems affect 1 in 6 adults and national data has estimated 22,700 people in Harrow have a common mental health problem. Rates are higher in some BAME communities, particularly new arrival refugees (Afghan, Somali, Iranian, Tamil).

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<sup>17</sup> 2011 Census, ONS



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.

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. 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. The healthy life expectancy (HLE) gap between the least and most deprived areas of Harrow for women aged at 65 is 10.7 years and for men is 9.3 years.

The Joint Strategic Needs Assessment 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

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)<sup>18</sup>. Personal lifestyle factors appear in most of these underlying causes but the ability to make healthier choices is determined by 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 1 Underlying causes**

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

<sup>18</sup> 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.

## Child Poverty

- Child poverty is increasing. There were 4.1 million children living in poverty in the UK in 2016/17 (compared to 3.7m in 2013/14) that's 30 per cent of children, or 9 in a classroom of 30. London is the area with the highest rates of child poverty in the country.
- Child poverty levels in Harrow are 19% before housing costs (BHC), and rise to 29% after housing costs in Harrow (2017). The Highest levels of child poverty are found in Roxborne (28.4% BHC), Wealdstone (25.3% BHC) and the lowest in Pinner South (10% BHC) and Headstone North (9.43% BHC)
- 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.
- 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.
- 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. Childcare and housing are two of the costs that take the biggest toll on families' budgets.

## Housing

At just 10% Harrow has the third lowest proportion of households living in social housing of any of the London boroughs<sup>19</sup>. At March 2018 there were 4,759 council properties 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.

At the 2011 Census, 66% of residents were homeowners, but that has declined since to around 60% in 2017 whilst private rented sector is increasing from 22% in 2011 to around 30% in 2017. Over half of Harrow's council homes have been sold under Right to Buy since it was introduced in 1980.

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<sup>19</sup> 2016, Dwelling Stock Table 100, DCLG

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.

Applications for social housing have doubled over the last 7 years and the number accepted as being eligible, unintentionally homeless and in priority need has risen tenfold (45 in 2009/10 to 449 in 2016/17), mostly due to loss of private rented accommodation. Despite the huge emphasis on homelessness prevention there has been a 50% increase in demand for temporary and emergency accommodation over the last three years. At March 2018 we had about 880 families in temporary accommodation (with the majority leased from a private landlord) with about 10% placed out of borough. We have successfully brought down the number of households in emergency B&B accommodation by over 60% from a peak of 307 families in June 2016 to 116 families by the end of 2017.

### Education and Attainment

Schools in Harrow are on the whole, among the best performing in the country which has been maintained over a number of years. There are 59 schools in the borough, of which 96% are judged as good or outstanding by Ofsted. Our primary schools rank in the top 10% nationally for key stage 2 results in reading, writing and maths and our secondary schools rank 15th out of 150 local authorities for pupils achieving Grade 5 or above in English & maths and 22<sup>nd</sup> for the Attainment 8 score at KS4. Harrow has also been ranked joint 4<sup>th</sup> best performing area nationally in 2017 for pupils progress (progress 8 score) and in December 2016 a report by the Education Policy Institute ranked Harrow top nationally for the highest density of high performing schools in England by local authority between 2010 – 2015. 98.7% of 16-18 year olds are in education, employment or training.

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 in Harrow exist particularly amongst children with special educational needs (SEN), those eligible for Free School Meals (FSM) and ethnic groups. 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.

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.

### Adult Social Care

2227 older people were receiving long-term support services from Harrow Adult Social Care Services during 2016-17 (SALT) – approximately 6.6% of all older people in the Borough. This compares to London (which averages 8.5%) and England (average of 6.7%.) The majority (73%) of people receiving long-term services in Harrow are residing in the community. The remaining users are in either residential (14%) or nursing care (13%). The proportion is almost identical to the London average. Older service users (74%) are similarly mainly residing in the community with the remaining users either in (14%) residential or (12%) nursing settings. In comparison to the England average (61%), we find Harrow has a much higher proportion of older people receiving services in the community and a far smaller proportion in residential placement (25%). Nursing placements in England (13%) are however the same as Harrow.

The 2017 Long Term Services User Survey found differences in self-reported Quality of Life between those respondents over and under 75. Those over 75 were less likely to report “very poor” Quality of Life, but also less likely to report “very good” Quality of Life. Those over 75 were less likely to report being “extremely satisfied” with the support they received than those under 75.

### Carers

376 carers assessed or supported by the local authority during 2016-17 were aged 65 or over, accounting for 36% of all carers supported by the local authority. 39 (3.7%) of them were aged 85 and older. The Quality of Life of older carers responding to the survey was not significantly different than younger carers (2016-17 Carers Survey)

### Our Workforce

Amongst the councils staff, including schools, as at the end of March 2018, 43.72% are BAME, 77.10% are female and 22.90% are male and 1.99% declared a disability.