

**Appendix 3 – EQIA**



City of Westminster

**EQUALITY IMPACT ASSESSMENT**

SECTION 1:

Title	North Paddington Programme
<p>What are you analysing?</p> <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>The North Paddington Programme covers the 3 North-West wards Harrow Road, Queens Park, and Westbourne. The Programme will coordinate and support the delivery of projects, with the aim of helping those living within the Northwest of the borough to live safer, healthier, and more financially secure lives and feel more engaged, and reducing health inequalities as identified by the 2035 initiative.</p> <p>The Programme’s governance structure aims to ensure that the people of North Paddington are at the heart of programme and that engagement with our communities is a golden thread which runs through planning, delivery, and service development.</p> <p>A community engagement approach has been developed to set a framework for the engagement of all the projects sitting under the North Paddington Programme. The Programme aims to foster openness between the council, community organisations and residents within the area; take a person-centred and relational approach to our engagement; encourage a breadth of participation from across North Paddington communities, including reaching those demographic groups whose voices have been traditionally less heard, and those who may have barriers to access.</p> <p>It is hoped the programme will be able to improve outcomes in the area by prioritising what matters to our communities, valuing the lived experience of residents, and recognising the role community expertise can play when it is made integral to decision making. enable the Council to improve.</p>

	<p>All Community members from across the 3 wards are intended to benefit as this programme will offer more residents and community members the platform to input their views and pledges investment and resource to help those within North Paddington live safer, healthier, and more financially secure lives. It will impact across a range of themes that were identified by the 2035 initiative as key determinants of health inequalities.</p> <ol style="list-style-type: none"> <li>1. Neighbourhood, environment, and place shaping</li> <li>2. Health, wellbeing, and healthcare</li> <li>3. Communities and Connections</li> <li>4. Money, local economy, jobs &amp; training</li> <li>5. Crime and Safety</li> <li>6. Climate and Net zero</li> <li>7. Housing and Homelessness</li> <li>8. Education and Early years</li> </ol> <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 dedicated resource, investment and greater Council presence in the area and an approach which seeks to encourage and enable more community participation and collaboration, so that decisions and projects are better shaped by local residents and businesses.</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  <a href="mailto:scrampton@westminster.gov.uk">scrampton@westminster.gov.uk</a></p>
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<p>Version number and date of update</p>	<p>V3 01/03/2024</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.

2.1	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><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></li> <li><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></li> </ul>	
	<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 brough; 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>
	Gender	<p>Across the three wards there is a slightly higher female population (50.25%) compared with the male population. This compares similarly to Westminster as a borough, which has 51.6% females and 48.4% males.</p>
	Race	<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 background. The largest ethnic group is Asian (16.8%), followed by Black British, Caribbean, and African (8.1%), Other -Arab, Mixed and Other. The 3 wards have proportionately lower number of White populations (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.</p>
	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</p>

		is 28.1%. 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.
	Sexual orientation	Estimate figures from the Census tell us as a borough Westminster records 83.3% heterosexual with 5.48% LGBT+ 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+.
	Age	The populations across the 3 wards are slightly younger than the borough average. Median average age across the three wards is 34.5, compared to Westminster as a borough which is 35. 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. 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%.
	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%.
<p><b>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.</b></p>	<p>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.</p> <p>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 they are inclusive and accessible to a wide group.</p> <p>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.</p>	

	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%).
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</b></p>	N/A
<p><b>2.4</b></p>	<p><b>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?</b></p>
	<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>Based on the current first year programme of work (which will be confirmed as part of a Cabinet Member Report in September, the following groups are likely to be positively affected:</p> <ul style="list-style-type: none"> <li>- <b>Residents from a Global Majority Background</b> (Through a Global Majority Grant Pilot which will aim to fund projects that have an impact on global majority resident engagement with their communities, improve language learning or career aspirations of those groups, or improve activities to support health and wellbeing)</li> <li>- <b>People aged 11-18 and 16-25 years old</b> – Through a Youth Engagement, employment and training programme which features a Digital Dash Competition, a Schools and business engagement plan and North Paddington employment champions.</li> </ul>

- **Impact due to Pregnancy/ Maternity** – The Queen’s Park Family Hub will bring together early intervention work with a focus on a ‘whole family’ approach, delivered by a wide spectrum of Early Help services including the offer from Children’s Services, Birth Registrations, School Health, Health Visiting, Maternity services, Child, and Adolescent Mental Health Service (CAMHS), Housing, Schools, local Voluntary Service providers, the offer from GPs, Westminster libraries and Youth providers. A children’s centre and youth hub will be at the heart of the Hub, but the services offered are wider

As the programme and projects continue and finalises outcomes, it is recommended an EQIA is undertaken to assess impacts. Furthermore, as the programme of work for the longer term strategic transformational programme is developed, this EQIA will be updated to consider potential impacts of the full programme.

	None	Positive	Negative	Not sure
Men or women	X			
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	X			
Disabled <sup>1</sup> people (consider different types of physical, learning, or mental disabilities)	X			
People of particular sexual orientation/s	X			
People in particular age groups (consider in particular children, under 21s and over 65s)	X			
People who are intending to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	X			
Impact due to pregnancy/ maternity	X			
People of faiths and beliefs	X			
People on low incomes	X			

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

2.5	Based on your responses, should a full, detailed EQIA be carried out on the project, policy, or proposal?
	<p>The Programme currently focuses on the scoping of the recommended additional projects for delivery in year two. It is clear from the statistical data that this area includes higher numbers of groups with protected characteristics. The Programme will therefore integrate comprehensive community engagement both at the heart of the first-year programme and in the development of the longer-term transformational programme to ensure that the voices of those who are lesser heard and the needs of those with protected characteristics are better represented, and that the benefit of the Programme impacts on these groups.</p>
2.6	Provide brief reasons on how you have come to this decision?
	<p>At this stage of the programme, it is too early to conduct a full EQIA to support its work, but the EQIA process will be embedded as the programme matures and the scope of the projects become clear. 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>