



**WATFORD
BOROUGH
COUNCIL**

Equality Impact Analysis

Title of policy, function or service	Cultural Strategy 2018/25
Lead officer	Gary Oliver
Person completing the EIA	Gary Oliver
Type of policy, function or service:	Existing (reviewed) <input type="checkbox"/>
Version & Date	V3 – SEPT 2018

1. Background

Watford's vision is: **To create a bold and progressive future for Watford.**

The council has recognised the important role culture, in all its forms, plays in delivering this vision for the borough. It also recognises that a strong, attractive and appealing cultural offer does not happen by chance and that investment is required to identify and establish the strategic direction, ambitions, priorities and actions that will bring success and deliver outcomes that will benefit the town and its communities.

Watford's previous Cultural Strategy resulted in a number of achievements but ended in 2017. Amongst these achievements were: physical improvements to Watford Colosseum and Watford Palace Theatre our significant arts and cultural venues, the delivery of world class artists into the High Street for the 'Imagine Festival', digital screenings, the creation of an artists' networks, learning and volunteering opportunities for local people and the delivery of a suite of free events such as the BIG Screen, Beach, Dance and Ice Rink.

Over the last few months, the council has been working alongside experienced and knowledgeable cultural consultants and with our cultural partners to develop a new Cultural Strategy – 2018 – 2025.

The new strategy sets out a cultural vision: *'to grow sustainable opportunities for creative enterprise, cultural provision and participation for our local communities, businesses and visitors which will, in turn, strengthen Watford's appeal as a creative destination'*

There are strong cultural partnerships in Watford and it is via this leadership that arts and culture will emerge as key factor in the future of the town's success, reputation and branding.

The Watford Cultural Plan 2018 -2025 has four main priority areas interwoven into focus areas detailed in the plan:

1. Heritage
2. Communication and Connectivity
3. Watford Production House and
4. The Cultural Ladder

The strategy also has an action plan, which highlights where interventions will benefit the borough's cultural offer both in the short and longer term.

Overall the Cultural Strategy is designed to improve lives, enrich experiences and provide new ones as well as delivering new opportunities for developing careers. Culture is attempting to join people together, educate, break down barriers, be inclusive, promote and celebrate diversity and equality. In this way, the council is meeting its public sector equality duty to foster good relations between people who share a protected characteristic and those who don't. At the same time it is committed to ensuring that nothing within the strategy or associated action plan could be seen as discriminatory to any of the people in the groups with the protected characteristics below.

2. Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of Cultural Plan on the people in the groups or with the characteristics protected in the Equalities Act 2010.

These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership.

3. Engagement and consultation

In developing the Cultural Strategy a number of workshops were held to ascertain various people's views on culture in Watford. This included the Cultural Leaders Steering Group, the Cultural Leaders Group, the Community Arts Network and students from West Herts College. In addition an on line questionnaire was developed and two public open day events held.

The public consultation did not specifically pick up any equality monitoring data but asked more general feedback on Watford's perceived identity, what activities people currently participate in and what they thought was missing in terms of the cultural offer. It also tested the emerging themes of the strategy. The issue of greater cultural activities for teenagers was raised through the engagement – this was not just with the students at the College but also with the wider engagement groups.

It is proposed that the strategy is monitored through its lifespan and that as initiatives are identified and delivered, they are tested against this analysis and the principles set out for the council in its public sector equality duty.

Ongoing customer satisfaction surveys will ensure there is a check back with our communities, providing them with an opportunity to feedback on our plans.

RECOMMENDATION 1: Any consultation, satisfaction survey undertaken on the delivery of initiatives within the strategy should include some key demographic questions so the council has an understanding of the impact on some protected characteristics.

3. What we know about the Watford population

Our Cultural Strategy will impact on communities beyond our borough boundary as well as our own residents. However, we would want to ensure that what we know about the Watford population is taken into account as we devise how we respond to the challenges and opportunities set out in the strategy and action plan. In particular, we recognise that we are a diverse town with a younger population than the national average. We also know that whilst we are, overall, a prosperous town there are pockets where people experience a degree of deprivation compared to the national average.

To meet our public sector equalities duty, we will want to ensure that our cultural activities and developments take into account our population. This will ensure we are not discriminating unintentionally, not addressing potential barriers to participation and that we are maximising the opportunities culture presents to foster good relations within our communities and strengthen the ties between them.

Population

The current population of Watford is 96,600 (mid 2017 estimate revised) and is estimated to grow by 16% by 2026. Population growth estimates stated that they expected Watford to reach 100,000 by the end of 2017. In terms of gender breakdown, there are estimated to be fractionally more female than male residents but the difference is not significant.

The population density for Watford is circa 4,500 people per square kilometre. This makes it the most densely populated district area in England and Wales. However, in comparison with some metropolitan boroughs, particularly those in and around the outskirts of London, the density is relatively low.

Ward level populations

Mid-2016 year population estimates show Central has the highest population of any ward in Watford and Tudor the lowest at 6,059.

	2016
Callowland	7,983
Central	9,101
Holywell	8,716
Leggatts	7,910
Meriden	7,870
Nascot	8,721
Oxhey	6,949
Park	8,464
St anborough	7,645
Tudor	6,944
Vicarage	8,986
Woodside	7,484

This is ONS experimental data (Ward Level Mid-Year Population Estimates (experimental), Mid-2016)

Population projections

The ONS interim 2014-based subnational population projections are an indication of the future trends in population to 2024.

- Watford's population is projected to be 109,600 by 2022 with the population reaching 100,000 in 2017 (we will know if this was accurate with the release of 2017 population estimates);
- The bulk of the estimated 14.8% increase for Watford over the ten years from 2014 to 2024 is expected to stem from natural change of 8.8% (more births than deaths), net migration within the UK of 5.2% and net international migration of 0.7%. The level of natural change can be attributed to the relatively young age structure of the current population, with a high proportion of child bearing age.

Households

The average household size in Watford is currently 2.45. This is average for the region.

Number of households

The ONS data, based on the census, says that there were 36,681 households in Watford at the time of the Census; as of 31 January 2017 the figure was 39,052.

Household size

The 2014 projections estimate that, between 2014 and 2039:

- Watford's average household size will decrease from 2.45 to 2.33;
- Hertfordshire's average household size will decrease from 2.42 to 2.29; and
- England's average household size will decrease from 2.35 to 2.21.

Household Composition

From the 2014 projections, one person households see the biggest increase in household growth in Watford, representing 44% of the total household growth.

However, households with dependent children see the next biggest rise, with 35% of household growth; couples with other adults make up 9%; other (multi-person adult) households make up 7% and couple households (without children or other adults) make up the remaining 6% of all estimated growth.

Ethnicity

Watford has a very diverse population, more so than the rest of Hertfordshire.

For Watford, the Census 2011 shows the following breakdown in terms of ethnicity: White British (61.9%), White other (7.7%), Pakistani (6.7%), British Indian (5.5%) and British other Asian 4.4%).

Census information is now nearly 10 years old and it is likely that the ethnic profile of the borough has changed during this time. For example, it would not have captured the more recent EU arrivals to the borough (EU2 countries – Romania and Bulgaria, who were given residency rights in 2014). We know from other data such as National Insurance Registration that Watford has experienced a relatively high increase in nationals from the EU2 countries applying for National Insurance registrations as Watford residents. This follows a period of a high number from EU8 countries (including Poland, Latvia, Lithuania) who were given freedom of movement to the UK from 2004. Throughout the period the arrival of new residents from south Asia (e.g. Pakistan / India) has remained relatively constant.

Other data sources, including a school language survey on the languages spoken by Watford school children at home, endorse the National Insurance findings with English still the predominant language (at around 60%) followed by (in order of selection): Urdu, Polish, Tamil, Punjabi, Gujarati, Portuguese, Romanian and Hindi.

From our assessment of our 74,522 electorate (i.e. those aged over 18 and registered to vote) the following main ethnicity groups have been identified.

- British – 61,399

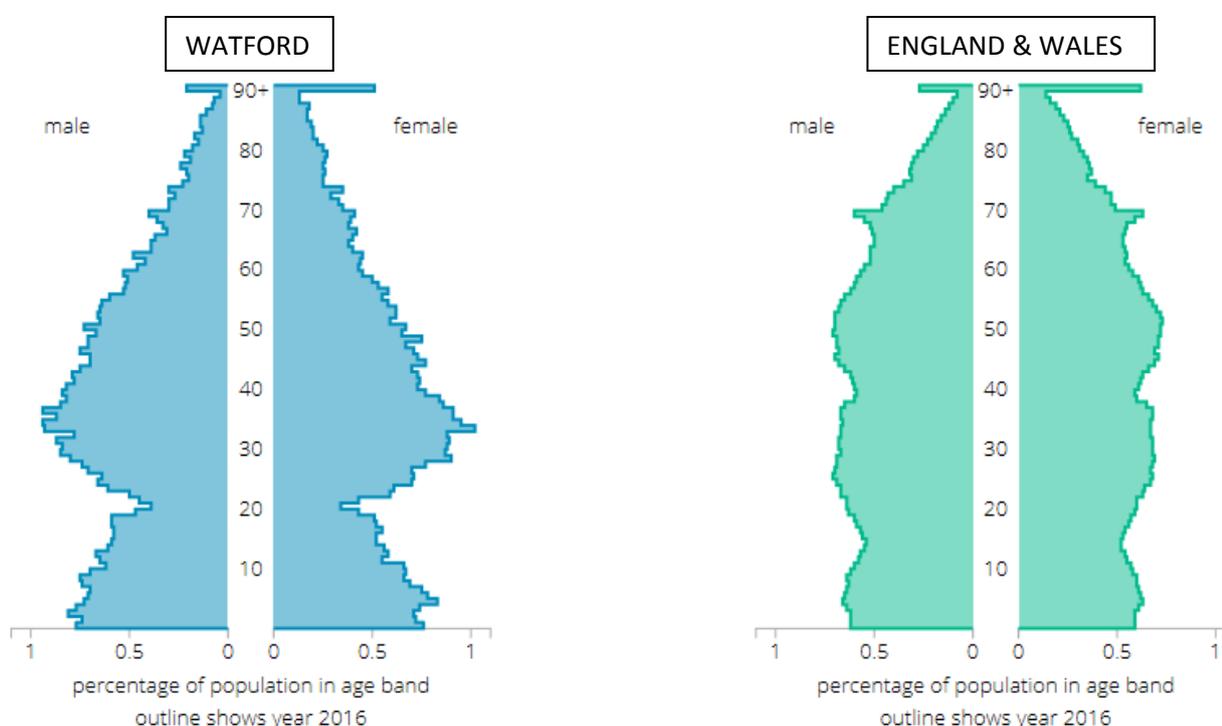
- Polish – 1,791
- Romanian – 1,612
- Rep of Ireland – 1,389
- Indian – 1,079
- Portuguese – 758
- Italian – 747

Age

The largest populations by age band in Watford are:

- 25-44 (31,700)
- 45-59 (18,100)

The numbers in each successive age-band fall progressively until there are estimated to be 6,000 who are 75+. We know that around 74,000 residents are of voting age in Watford and that the borough has a younger profile than the rest of England and Wales.



The average age of Watford residents is 36.8 years, which puts it amongst the youngest cities and towns in England.

Disability / Health

Around 85% of the population of Watford state that they have 'good health' and just under 14% record a disability. We do not have details as to what these disabilities are but they will include a wide range of physical and mental health disabilities or impairment. The 2016 NHS Health Profile's summary conclusion is that the health of people in Watford is 'varied' compared with the England average. About 14% (2,700) of children live in low income families. Life expectancy for both men and women is similar to the England average (which is an improvement on previous years when men's was lower).

The profile also shows that physically active adults have remained stable since 2016 at 54.4%, compared to the England average of 57%. There has been a very small increase from 58.9% to 60% in the percentage of adults classified as overweight or obese in Watford, although significantly better than the England average of 64.8%.

Also remaining consistent is the percentage of obese children in Year 6 (aged 10-11) at 16%, significantly better than the England average, which is 19.8%.

Religion / belief

The religious breakdown in the Census 2011 of the main religions in Watford was: Christian (54.1%), Muslim (9.8%), Hindu (4.8%), with no religion stated at 21.4%.

Deprivation

The English Indices of Deprivation 2015 was published by the Government in September 2015, and updates the previous 2010 Indices, published in March 2011.

The Indices of Multiple Deprivation (IMD) 2015 uses 37 separate indicators, grouped into seven domains (three of which contain sub-domains); the domains are Income; Employment; Health and Disability; Education, Skills and Training; Crime; Barriers to Housing and Services; and Living Environment. In addition to the domains and their sub-domains there are two supplementary income deprivation Indices: Income Deprivation Affecting Children Index (IDACI) and Income Deprivation Affecting Older People Index (IDAOPI). In the IMD 2015, Watford is ranked 189 out of 326 authorities, putting it in the 6th decile nationally. This means that, overall, Watford is less deprived than half the authorities in England. Watford is the third most deprived authority in Hertfordshire. (Stevenage and Broxbourne are the most deprived.) However, three Hertfordshire authorities are among the 10% least deprived authorities in England (Three Rivers, East Herts and St Albans).

Overall, Watford is not an area with significant deprivation issues and the majority of the LSOAs within the town are in the bottom 50% of LSOAs nationally for deprivation; the borough's position has improved relative to that of 2010.

The combined deprivation index, which weights income and employment more heavily than the other domains, obscures the more deprived areas in Watford, which are affected by crime, living environment deprivation and education, skills and training deprivation in particular. This is, at least in part, because income and employment deprivation are less of an issue for Watford.

The ten most deprived LSOAs in Watford, as ranked in the IMD 2010, are as follows:

Watford rank	Ward	LSOA code	Hertfordshire		England	
			Rank	Decile in Herts (1st = most deprived)	Rank	Decile (1st = most deprived)
1 (2)	Central	E01023860	5 (5)	1st (1st)	5005 (7683)	2nd (3rd)
2 (1)	Meriden	E01023876	19 (7)	1st (1st)	7590 (7539)	3rd (3rd)
3 (5)	Holywell	E01023865	22 (32)	1st (1st)	7800 (9818)	3rd (4th)
4 (7)	Holywell	E01023866	30 (40)	1st (1st)	9203 (10445)	3rd (4th)
5 (4)	Stanborough	E01023891	31 (21)	1st (1st)	9377 (9075)	3rd (3rd)
6 (11)	Meriden	E01023873	33 (57)	1st (1st)	9628 (11634)	3rd (4th)
7 (9)	Woodside	E01023906	41 (46)	1st (1st)	10062 (10768)	4th (4th)
8 (3)	Central	E01023861	45 (15)	1st (1st)	10469 (8354)	4th (3rd)
9 (8)	Central	E01023859	47 (45)	1st (1st)	10609 (10705)	4th (4th)
10 (6)	Oxhey	E01023883	49 (34)	1st (1st)	10710 (10014)	4th (4th)

MOSAIC profile

Our MOSAIC profiling of the borough enhances our understanding of our population and provides valuable context for our decision-making as well as underpinning our communications and engagement.

MOSAIC GROUP	Group/Type Name	MOSAIC DESCRIPTION	Number of households in Watford	Watford Percentage	UK Percentage
1 J40	Career Builders	Singles and couples in their 20s and 30s progressing in their field of work from commutable properties	4508	11.69%	1.59%
2 J44	Flexible Workforce	Young renters ready to move to follow worthwhile incomes from service sector jobs	3123	8.10%	1.26%
3 D14	Cafés and Catchments	Affluent families with growing children living in upmarket housing in city environs	2837	7.35%	1.31%
4 I36	Cultural Comfort	Thriving families with good incomes in multi-cultural urban communities	2794	7.24%	1.37%
5 H35	Primary Ambitions	Forward-thinking younger families who sought affordable homes in good suburbs which they may now be out-growing	2391	6.20%	1.96%

Watford's MOSAIC profile (2016)

4. How will the council ensure equality is promoted through the Cultural Plan 2018-2025

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the Watford Cultural Strategy

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

Given what we know about the Watford population, the following is the assessment of the equality impacts, both positive and negative of the proposals in the Watford Cultural Strategy 2018 -2025.

A. Positive impacts

Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act

The council recognises that people can face discrimination, harassment and victimisation in their daily lives. This can extend to when they are accessing cultural opportunities and activities. We will look to eliminate these behaviours as they might arise (taking into account that they are not always intentional) in relation to the strategy by:

- creating welcoming and safe places for our communities, this will reduce the risk of negative behaviours and reduce discrimination. Where places are well designed, open and appealing, they will attract activity, movement and generally be less prone to behaviours that could result in harassment and victimisation
- improving and enhancing accessibility when any upgrades / refurbishments to facilities or the public realm is proposed e.g. Watford Museum, Watford Pump House
- delivering the Big Events programme and other similar outdoor activities that are accessible to those with physical impairments. This would involve ease of access, provision of support for those with hearing difficulties (such as at the films

Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it

Culture should be open to all and the opportunities it offers equally open. The strategy clearly defines some of the opportunities that will emerge for the cultural sector in Watford as it is delivered. The council will want to ensure these are equally open across all its communities and residents. Some of the ways this can be achieved include:

- providing small creative workspaces where people can test ideas, sell goods all at a reduced rental space can help to reduce the barriers to start ups amongst the younger generation
- encouraging participation in cultural activities and events by groups and individuals from protected characteristics
- ensuring there are no barriers to participation in cultural events, activities and facilities – this would involve considering issues such as timing (certain days / times of the year could exclude participation for some protected characteristics), content and generally not making assumptions as to what experiences people would want to take part in
- ensuring way finding and navigation around the town is clear and legible, providing people with the information they need to access the town’s cultural offer. This needs to be complemented with accessible varied surface treatments, appropriate materials and lighting so that activities, events, and facilities are accessible and people will find it easier to navigate themselves around the town.
- Watford’s West Herts College is well placed to harness the creative cultural opportunities in the borough, supporting young people into creative careers supported by Watford Place Theatre, Dan Tien and Herts Inclusive Theatre.

Foster good relations between people who share a relevant protected characteristic and people who do not

Culture is a recognised as an effective way to bring communities together, break down barriers and enhance the lives of individuals. In this way, it can support good relations and a strong, cohesive community where people with protected characteristics enjoy everything the town has to offer alongside those who do not.

- The provision of festivals and events in the strategy is a positive way of bringing whole communities together in a creative way celebrating through diverse multi-cultural celebrations. The burgeoning music scene showcasing talent across the town provides a rich source of engagement and enjoyment from all the groups
- Through one of the strategy’s key themes of celebrating and valuing our heritage and character, we can demonstrate what makes Watford special for its past and present communities
- The focus area around greening, softening and animating spaces to sit, enjoy planting and engage in social exchange will bring intimacy and visual delight , encouraging people to dwell and connect with each other
- Creating opportunities to socialise, experience more unique food offerings , more pop events, in a relaxed and yet quirky environment of the market space allows opportunities for more integrated social connectivity.
- Creating community and exhibition spaces will harness and amplify the energy and talents of local individuals and groups. Creatives want to share skills, experiences help start-ups , develop new skills.

This helps to foster positive relationships amongst people.

- The developing Fringe Festival could be a 'hot bed' of local creative talent for all ages across the borough
- By providing a broad range of communications material such as digital, website, social media, print, information on arts and cultural activities can be more easily obtainable
- Harnessing planning policy and implementing changes within the strategy will embed the value and importance of culture. The UK's Planning Framework requires councils to make provision for the cultural well-being of communities
- A creative forum will allow the culture and arts conversations to flow and help to connect representatives across the spectrum. This helps to foster good relationships, support, sharing of skills and experience.

B. Negative impacts

There are potential negative impacts from the implementation of the Cultural Strategy if the needs of those with protected characteristics are not considered. These are likely to be unintentional such as focusing on one group to deliver positive benefits but at the same time overlooking the needs of another group. For example, whilst the need for more activities and opportunities for teenagers and for younger creative people has been highlighted as a key development, we will have to be mindful that this does not have unforeseen consequences for another group.

It is also possible that activities / events could discriminate if issues such as cultural sensitivities or requirements are not taken into account an extreme example would be holding a food festival during Ramadan or a major celebration of art and culture does not explore a wide range of different cultures but just focuses on one area of interest.

The council understands its communities and the strategy could have negative impacts if this was not taken into account when making plans for the town's cultural offer. Whilst it is recognised that not every event or activity can appeal to all sections of every community, those delivering the strategy need to ensure that unintentional negative impacts are considered.

5. Overall conclusion

Meeting the Public Sector Equality Duty

This EIA has taken into account the council's public sector equality duty under s149 of the Equality Act 2010 and is intended to assist the council in meeting its duty. The council is required to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it; and

- Foster good relations between persons who share relevant protected characteristics and persons who do not share it.

Whilst the EIA has identified potential negative impacts, overall it has identified many positive impacts that identify how the council will meet its Public Sector Equality Duty. The Cultural Strategy offers outstanding opportunities for people to enjoy, mix and mingle thus fostering good relations amongst communities. By creating safe, welcoming spaces and a vibrant cultural scene this will support people with protected characteristics and break down any perceived barriers.

Summary of potential positive impacts and ways in which they can be ensured

Positive Impact	Protected characteristics	Ways to ensure the positive impact
The implementation of the Cultural Strategy is designed to ensure all groups are positively impacted through engaging culture in Watford	ALL	By continually monitoring the EIA on each project proposal, seeking out views of the public to ensure there is very little negative impact or this is reduced as far as possible.
Encourage feedback from our communities via customer surveys and any relevant draft proposals	ALL	<p>Ensure there are sufficient opportunities for people to engage in any proposals, particularly those with a protected characteristic in advance of a decision being made</p> <p>Ensure feedback is considered in decision making where relevant and appropriate</p> <p>Ensure surveys include some relevant demographic information</p>

Summary of potential negative impacts and ways in which they can be removed or mitigated

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
Creative workspaces and creative careers could potentially provide more opportunity to the younger population	ALL – except for younger people	Ensuring there are balanced opportunities for all creatives across the spectrum to start up business and or a career.

This EIA has been approved by: Alan Gough Date September 26th 2018