



**WATFORD
BOROUGH
COUNCIL**

Equality Impact Analysis

Title of policy, function or service	Joint User Agreement (JUA)
Lead officer	Gary Oliver
Person completing the EIA	Gary Oliver
Type of policy, function or service:	Existing (reviewed) <input type="checkbox"/>
Version & Date	V1 OCTOBER 2018

1. Background

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

The council has recognised the important role participating in sport plays in delivering its vision for the borough through its Sports Facilities Strategy 2015-2025. Sport provides a vital link to enhancing the health and wellbeing of local people and is important in bringing communities together and fostering good relations. The council also recognises that a strong, attractive and appealing sporting offer is key to ensuring that residents feel Watford is a town to be proud of and great place to live.

Since 1997 a signed Joint User Agreement (JUA) has been in place between West Herts Golf Club and Watford Borough Council. This agreement has formed the basis, and main purpose of the Joint Consultative Committee (JCC), which was set up to collectively monitor and control the JUA.

One of the advantages of the agreement is that Watford residents receive a discount on the fee for playing golf at West Herts.

At the last JCC on 10 October 2017, the club advised that it would be writing to the council with its proposals to review the JUA. It was accepted that, whilst the agreement in place was satisfactory, some areas required revision and updating. A simplification of the document was also seen as a key outcome on both sides

Over the last few months, the council has been working alongside the Golf Club to revise the agreement and still ensuring the club offer key benefits to the residents.

2. Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the changes to the JUA 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. Developing the EIA

A number of meetings were held with appointed officers of both council and members of the Golf Club. In essence this was a legal agreement between the two organisations that was being reviewed.

A significant revision to the legal agreement in the inclusion of a provision that the Club shall have in place an Equalities Policy which shall be regularly reviewed and updated. The policy is to be published on the Club's website and be made available to members and the public. The new provision reinforces the Club's obligations under all applicable equality law and restates its commitment to ensuring the club is inclusive, welcoming and that it actively seeks to reduce barriers (real or perceived) to active participation in golf and the life of the club.

In a previous JCC meeting, the JCC have, separately, agreed that an equalities monitoring form should be included with membership forms (including renewals). This would involve collecting appropriate equalities related data from members / users on an optional basis but with encouragement from the club to provide information with a clear explanation as to why this is important. The council agreed to provide its own equalities monitoring form to the club and to offer advice / support on how this could be communicated to members.

The Council did provide a form and the Club and the Council are continuing to work together to assist in relation to the communications on this]and encouraging people to respond back which can be difficult at times.

At this point, there is not yet sufficient monitoring data to draw conclusions or make recommendations on. Once it is available, this data may help to provide the basis for any action planning that would arise from a better understanding of who is, and who is not, taking up the offer of membership of the club or using it on a more casual (pay and play) basis. This data from West Herts could be assessed against any national data available on the take up of golf, which is known from Sport England research to be lower amongst women and ethnic minority communities than across the population as a whole.

RECOMMENDATION 1: West Herts to start providing appropriate equalities monitoring forms to members so that equalities data is available

RECOMMENDATION 2: Equalities to be a regular agenda item on the JUA

RECOMMENDATION 3: Watford BC to review the club’s equality and diversity policy to provide feedback and positive support

4. What we know about the Watford population

The JUA 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 JUA. 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 sporting 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
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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%).

National insurance registration: 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.

Language spoken at home: Other data sources, including 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, Romanian, Gujarati, Punjabi, Gujarati and Hindi.

Births and origin of parents: In 2017, nearly 60% (59.6%) of children born to Watford based parents, had one or both parents born outside of the UK, with 41.7% having both parents born outside of the UK. 52.2% of new mothers in Watford were born outside of the UK (1439 births in total, with 688 to mothers born in the UK and 751 born outside of the UK. Of these 267 mothers had been born in the Middle East and Asia and 247 in the 'new' EU countries – those that had joined since 2004).

Electorate: From our assessment of our electorate, which is currently 76,661 but with 2,800 marked for deletion on 1 December, leaving **73,861** electorate the following main ethnicity groups have been identified

	<u>2017/18</u>	<u>2018/19</u>
British	(61,399)	62,181
Romanian	(1,612)	2,201
Polish	(1,791)	1,914
Rep of Ireland	(1,389)	1,412
Indian	(1,079)	1,215
Italian	(747)	896
Portugese	(758)	823
Pakistani	(617)	731
Sri Lankan	(421)	463
Spanish	(329)	421
Spanish	(329)	421
French	(338)	389
Bulgarian	(300)	368

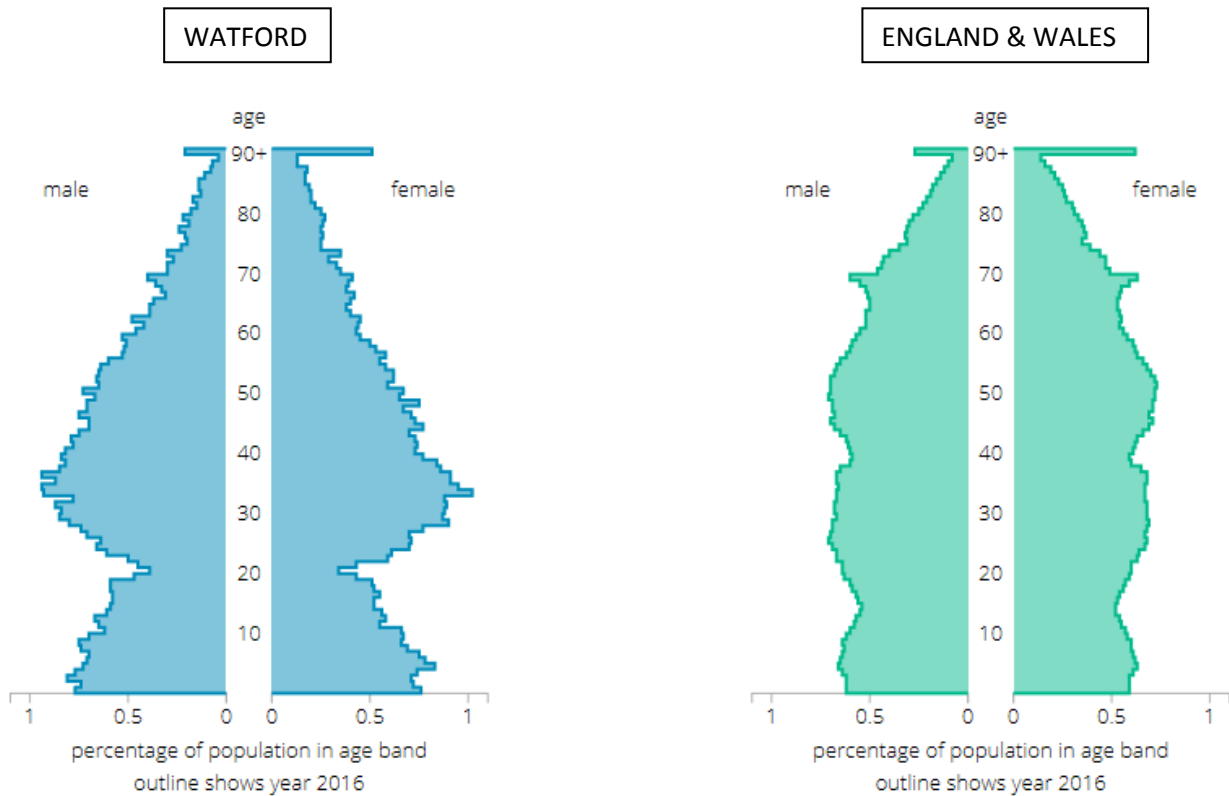
Please note – above statistics as at 1/9/2018 are incomplete due to conduct of 2018 annual electoral registration canvass and will need to be re-run and checked after publication of the updated register on 1/12/2018 to confirm that draft EIA action plan still conforms with all the requirements.

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 73,000 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)

5. How will the council ensure equality is promoted through the JUA

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

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 updated JUA

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 JUA by:

- By creating a welcoming and safe place at the Golf Club for our communities, this will reduce the risk of negative behaviours and reduce discrimination. The club has a policy on equity and diversity, which is actively promoted to new and existing members. Staff are well trained and understand the importance of the policy and its application on a daily basis.
- A policy and procedure exists to handle complaints of harassment, victimisation in a fair and transparent manner. Staff are thoroughly briefed and trained to handle all aspects of this.
- Improving and enhancing accessibility when any upgrades / refurbishments to facilities are proposed.
- Ensuring that the course and club house are accessible to those with physical impairments or age

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

Sport should be open to all and the opportunities it offers equally open. The JUA will present opportunities for the people in Watford and beyond to participate and fully enjoy all that is on offer at West Herts.. 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:

- encouraging participation in golf by groups and individuals from protected characteristics
- ensuring that the any marketing and promotional material is targeted at specific groups of under representation, eg young people across Watford, black and minority ethnic groups
- ensuring there are no barriers to participation in 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 why people would, or would not, want to participate in golf

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

Sport 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 events outlined in the JUA is a positive way of bringing whole communities together. The club should ensure that these events and activities are actively promoted so people across the protected characteristics have equal access to
- The club house lounge area should be a positive experience and a place to sit and engage in social exchange, encouraging people to dwell and connect with each other
- Creating opportunities to socialise, experience more social events, in a relaxed and welcoming space allows opportunities for more integrated social connectivity. Being aware of , and giving consideration to, those groups who may wish to avoid alcohol
- By providing a broad range of communications material such as digital, website, social media, print, information on Golf Club activities can be more easily obtainable

B. Negative impacts

There are potential negative impacts from the implementation of the updated JUA if the needs of those with protected characteristics are not considered. The council understands its communities and the JUA could have negative impacts if this was not taken into account when making plans for the town's sporting offer. Whilst it is recognised that not every event or activity can appeal to all sections of every community, those delivering the JUA need to ensure that unintentional negative impacts are considered.

- Failure of the club to enforce its equality and diversity policy and respond to any issues raised / identified
- Failure to use the understanding of the Watford community within action planning
- Focusing on one group to deliver positive benefits but at the same time overlooking the needs of another group. For example, whilst we might highlight the need to get more young people involved in golf, this should not be to the detriment of other age groups.

6. 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.

The EIA has identified potential negative impacts, as well as some positive impacts that identify how the council will meet its Public Sector Equality Duty.

The JUA offers opportunities for people to enjoy, mix and mingle thus fostering good relations amongst communities. By creating safe, welcoming spaces will support people with protected characteristics and break down any perceived barriers. However, the lack of equalities monitoring data is a significant step for the JCC to overcome and should be given priority action.

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

Positive Impact	Protected characteristics	Ways to ensure the positive impact
Inclusion of Equalities Policy obligation within updated JUA	ALL	By ensuring the implementation and (subsequent updating and reviews) of the Equalities Policy.
The implementation of the JUA is designed to ensure all groups are positively impacted through engaging golf in Watford	ALL	By continually monitoring the EIA, analysing the data and acting on this to ensure there is very little negative impact or this is reduced as far as possible.

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
Targeting groups eg young people potentially provide less opportunities for others	ALL – except for younger people	Ensuring there are balanced opportunities for all via programmes, events, marketing
A lack of equalities monitoring data provides difficulties in knowing the members / users	ALL	A system of collecting equalities data to be implemented and monitored
Failure of the club to enforce its equality and diversity policy and respond to any issues raised / identified	ALL	Equality and diversity to be a regular part of the JCC agenda so any issues are highlighted and actions understood.

This EIA has been approved by:

Alan Gough,
Head of Community and Environmental Services

5 October 2018