



**WATFORD  
BOROUGH  
COUNCIL**

# Equality Impact Analysis

<b>Title of policy, function or service</b>	Sports and Physical Activity Framework
<b>Lead officer</b>	Gary Oliver
<b>Person completing the EIA</b>	Gary Oliver
<b>Type of policy, function or service:</b>	Existing (reviewed) <input type="checkbox"/>
<b>Version &amp; Date</b>	V1 November 2018 V2 January 2019

## 1. Background

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

The council has recognised the important role sport and physical activity, plays in delivering this vision for the borough. It also recognises that a strong sporting offer can play an important role for social change, particularly around health and well-being; social inclusion; community cohesion; crime and disorder reduction; educational attainment; skills development and employability.

Watford's previous Sports Framework resulted in a number of achievements but ended in 2017. Amongst these achievements were:

Over the last few months, the council has been working alongside the Herts Sports Partnership to refresh our Sports Framework now called the Sports and Physical Activity Development Framework 2019 -2023.

The new framework sets out a vision: *'affordable, accessible and appropriate sports and physical activity opportunities for everyone'*

There is a strong sporting infrastructure, strong collaboration and partnership across Watford which has been built up over the years. It is with this leadership that sports will continue to deliver positive outcomes for the residents of Watford.

The Sports and Physical Activity Framework has four main objectives in the plan:

1. To improve the quality of life of Watford residents through a vibrant, collaborative and targeted approach to the delivery of sport and physical activity programmes and opportunities.
2. To enhance the health and well-being of Watford residents by reducing inactivity levels.
3. To strengthen the local sporting infrastructure by supporting community sports clubs and the volunteer workforce.
4. To match sports development programmes to major sports facilities investment, linking with the Sports Facility Strategy 2015-2025.

The framework also has an action plan, which highlights where interventions will benefit the borough's sporting offer.

Overall the framework is designed to improve the wellbeing and health, enrich the quality of life, strengthen the community offer and support facility investments.

Sport and Physical activity 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 framework 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 a refreshed Sports and Physical Activity Framework a public consultation exercise has not been undertaken.

It is proposed that the framework is monitored through its lifespan and that as initiatives are identified and delivered, they are tested against 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 framework 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 Sports and Physical Activity Framework will impact on our communities and 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 framework 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 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
Callowland	7,983
Central	9,101
Holywell	8,716
Leggatts	7,910
Meriden	7,870
Nascot	8,721
Oxhey	6,949
Park	8,464
Stanborough	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

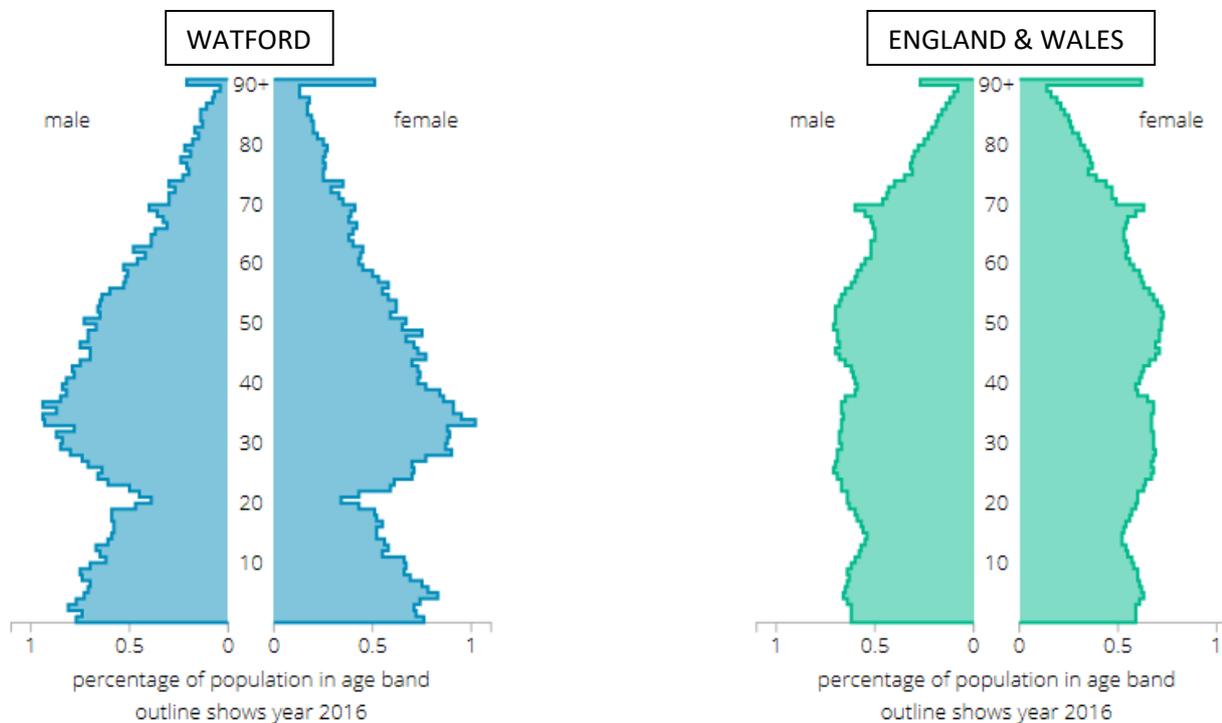
## **Age**

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)	<b>Central</b>	E01023860	5 (5)	1st (1st)	5005 (7683)	2nd (3rd)
2 (1)	<b>Meriden</b>	E01023876	19 (7)	1st (1st)	7590 (7539)	3rd (3rd)
3 (5)	<b>Holywell</b>	E01023865	22 (32)	1st (1st)	7800 (9818)	3rd (4th)
4 (7)	<b><u>Holywell</u></b>	E01023866	30 (40)	1st (1st)	9203 (10445)	3rd (4th)
5 (4)	<b><u>Stanborough</u></b>	E01023891	31 (21)	1st (1st)	9377 (9075)	3rd (3rd)
6 (11)	<b>Meriden</b>	E01023873	33 (57)	1st (1st)	9628 (11634)	3rd (4th)
7 (9)	<b>Woodside</b>	E01023906	41 (46)	1st (1st)	10062 (10768)	4th (4th)
8 (3)	<b>Central</b>	E01023861	45 (15)	1st (1st)	10469 (8354)	4th (3rd)
9 (8)	<b>Central</b>	E01023859	47 (45)	1st (1st)	10609 (10705)	4th (4th)
10 (6)	<b><u>Oxhey</u></b>	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 Sports and Physical Activity Framework

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the Watford Sports and Physical Activity Framework

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 Sports and Physical Activity Framework.

##### 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 sporting 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 framework 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 that we invest in.
- Delivering the sports and physical activities programme and other similar outdoor activities that are accessible to those with physical impairments. This would involve ease of access.

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

Sport and Physical Activity should be open to all and the opportunities it offers equally open. The framework defines some of the opportunities that will emerge 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:

- encouraging participation in sporting activities and events by groups and individuals from protected characteristics
- ensuring there are no barriers to participation in sporting 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.
- prioritising demographic groups who are currently under-represented in terms of their engagement with sport and physical activity e: g women, older people, BME communities and people from lower socio-economic backgrounds. Our overall main achievements throughout have been that the community activation fund has enabled Watford Borough Council to invest in what works best in the local area, based on local need and evidence. Where we have encouraged sport/physical activity participation amongst Watford residents, we have supported inactivity levels by offering exit routes to those individuals that have been referred onto a weight management programme, Active Herts, G.P referral scheme. Watford CSAF is a good example of this.

**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 activities and events in the framework is a positive way of bringing whole communities across the town and provides a rich source of engagement and enjoyment from all the groups
- Creating opportunities to socialise, try things out in a relaxed and supportive environment builds relationships, confidence allows opportunities for more integrated social connectivity.
- Creating safe community spaces for people to learn and share skills, experiences. This helps to foster positive relationships amongst people.

- By providing a broad range of communications material such as digital, website, social media, print, information on sports activities can be more easily obtainable
- Harnessing planning policy and implementing changes within framework will embed the value and importance of sport. The UKs Planning Framework requires councils to make provision for the cultural well - being of communities
- The Watford Community Sports network will allow the 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 Sports Framework if the needs of those with protected characteristics are not considered. These are likely to be unintentional such as focusing on one group in one year to deliver positive benefits but at the same time overlooking the needs of 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 example would be a major celebration of sport with community awards does not explore a wide range of different cultures but just focuses on one area of interest.

The council understands its communities and the framework 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 framework 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 Sports and Physical Activity framework offers outstanding opportunities for people to enjoy, mix and mingle thus fostering good relations amongst communities. By creating safe, welcoming spaces and a vibrant sporting infrastructure 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 Sports and Physical activity framework is designed to ensure all groups are positively impacted through engaging in sport and physical activity 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

<b>Negative Impact</b>	<b>Protected characteristics</b>	<b>Ways to mitigate the negative impact</b>
Some activities may be targeted to groups due to inactivity levels and potentially provide more opportunity to that group	ALL –	Ensuring where possible there are balanced opportunities for all across the activities programme.

**This EIA has been approved by:      Date January 16<sup>th</sup> 2019**