



Town Hall Quarter

Equalities Impact Assessment (EIA)

Title of policy, function or service	Town Hall Quarter Programme
Lead officer	
Person completing the EIA	Kathryn Robson
Type of policy, function or service:	Existing (reviewed) New/Proposed <input checked="" type="checkbox"/>
Version	v-2 – 27 December 2020 v-3 – 5 January 2021

Author	Kathryn Robson
Version number	Version 3
Document	5/01/21
Issue date	
Approval date	
For internal /external publication	

Version	Date	Comments
Version 2	27/12/20	Developed by Kathryn Robson
Version 3	05/01/2021	Minor amendments by Kathryn Robson

1. Background

Town Hall Quarter Programme

Overview

As part of its ambitions to ensure Watford builds on its reputation as a thriving, diverse and creative town, Watford Borough Council has recognised the potential of the area around the Town Hall to deliver an exciting, major regeneration programme. The Town Hall Quarter (THCQ) programme will transform the area, securing a thriving new quarter with new homes, employment and public space, which will be underpinned by a revitalised creative, cultural and heritage offer.

Since the initial development of the Watford High Street (North) Cultural Hub draft Masterplan last year, a number of critical factors have impacted and influenced the original programme. Our new forward looking and delivery focused Council Plan 2020-24 recognises the potential this project has to transform, not just the Town Hall area, but to provide a catalyst for new employment opportunities, a strengthened culture and heritage offer and to drive real change in the way the Council works and delivers services. Covid-19 has given impetus to this change, with the THCQ programme now an important part of the town's plans for renewal and rejuvenation.

This is a complex programme, comprising of seven project areas:

- Regeneration project
- Town Hall Development project
- Colosseum project
- Innovation and Incubation Hub project
- Heritage Service Project
- Culture project
- Transformational Change project

Each of these projects will be expected to develop their own Equality Impact Analysis (EIA), which will relate specifically to their objectives, outcomes and the impact of these across Watford's community.

RECOMMENDATION 1

All projects identified within the programme to carry out EIAs.

Vision

The council has developed the following vision for the programme, which highlights the future outcomes for each of the seven project areas plus some underpinning themes for the programme, particularly in relation to the council's ambition to be more commercial and ensure sound returns on its investment and the programme overall.

"Town Hall Quarter: Vibrant, Inspiring, Creative and Collaborative"

Through this significant transformation programme the Council is seeking to:

The Town Hall Quarter: Vibrant, Inspiring, Creative and Collaborative

Through this significant transformation programme the Council is seeking to:

- **rejuvenate two of the town's most important heritage buildings** – the Town Hall and Watford Colosseum, securing the long-term future of these landmark buildings and exploring ways they can make a greater contribution to the town's cultural, economic and business life, recognising the council will work in a more agile, flexible and efficient way, freeing up space for new and innovative uses for the Town Hall
- **review and renew the town's Museum and Heritage service**, learning from the best, to secure an exciting, inventive and accessible offer for Watford that celebrates the town's diverse history, bringing it to life for the community and visitors and exploring a new base for the service within this revitalised quarter
- **enhance the town's reputation as a regional centre for culture and the arts**, making more creative uses of Watford Colosseum, so it provides a catalyst for a range of entertainment encouraging a varied programme mix from professional performances to community and up and coming artists
- **create a vibrant and attractive new neighbourhood** with well-designed homes, new work opportunities and welcoming public spaces for people to meet, spend time and relax, improving the linkage between the area and the rest of the town
- **explore the development of a new innovation and incubation hub**, which would enhance the town's offer for business, providing inspiring, productive and connected working space and investment in kit for businesses, all to accelerate business growth, collaboration, learning and wellbeing
- **reflect the Council's drive to be commercially focused**, generating positive returns on our investment so we can reinvest in the future of our town and in the services and facilities that local people value, whilst making better use of the land and buildings we own
- **transform how the Council works as an organisation, including its office accommodation**, so we are an outstanding and inspirational workplace that sets the standard as an enterprising, forward looking and supportive working environment and which our community recognises for excellent services and customer experience.

2. Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the Town Hall Quarter programme on the Watford community and 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.

This analysis will reference **Watford BC's Equalities and Diversity policy statement**:

Watford Borough Council is committed to championing equality and embracing diversity in everything we do. This encompasses our role as a leader in our community, in the delivery of our services, whether we deliver a service ourselves or through partnership, and as an employer.

We see this commitment as going beyond our statutory duty so that we understand the community we serve and are working with them, and for them, to make sure everyone in Watford feels part of our town and is able to access and enjoy all that it has to offer.

The council considers equality issues when making decisions as an employer; when developing, evaluating and reviewing policy; when designing, delivering and evaluating services, and when we commission and procure from others. We also recognise we have a role in working with other organisations – both in the public and private sector – to influence and champion the advancement of equalities, the breaking down of barriers and elimination of inequalities to make sure everyone in our town has the opportunity to reach their full potential.

The analysis will also draw on what we know about the Watford population and any feedback / insight we have from our community on the Town Hall Quarter.

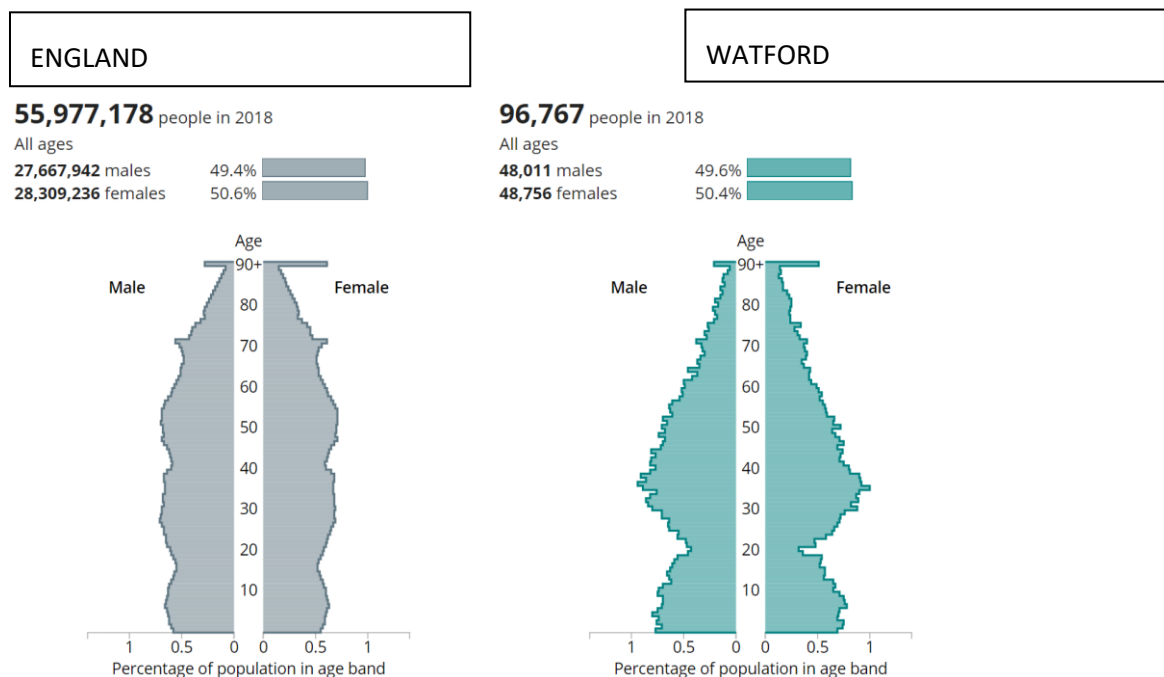
3. What we know about the Watford population

Population

The current population of Watford is 96,600 (ONS mid-2019 estimate). This was slightly less than estimated in 2018 (96,800 rounded). The slowing of population growth across the UK (marked by a fall in Watford) is attributed to the lowest number of births for 14 years alongside an increase in emigration and a fall in international immigration.

Watford's population is currently projected to increase to 105,000 by 2025 and 110,300 by 2035, a rise from 2016 of 14.2%. This growth will be a challenge for Watford, given our tight borough boundaries and is recognised within the Council Plan, shaping a number of our commitments and areas for action in the Delivery Plan.

The graphs below show a comparison between the sex and age profile of England's population with that of Watford. (ONS 2018).



Overall, this comparison shows that Watford is a relatively young town. This is particularly the case in the 0 to 19 age range where 26.5% of the population are between those ages, compared with 23.6% nationally. Similarly the 30 to 49 cohort accounts for a significantly higher proportion of the Watford population at 32.1%, compared to 26.1% nationally. This means that we are a town which is popular with families and, whilst we are a town for all, we recognise that our plans need to reflect our large number of young people and families.

Population density

The population density for Watford is circa 4,600 people per square kilometre. This makes it the most densely populated district area in Hertfordshire and in the country (432 per square kilometre). This is a reflection that we are an urban district, with many characteristics of a metropolitan borough. In comparison with many metropolitan boroughs, particularly those in and around the outskirts of London, our density is relatively low.

Ward level populations (mid-year 2019 estimates)

The ONS publishes experimental data on ward level populations. The last release date was for mid-year 2019. This showed Central ward had the highest population (9,556) and Tudor the lowest (6,713). Further analysis shows that Nascot ward had a significantly higher number of elderly residents than other wards in Watford, whilst Central a significantly higher number of under 20s.

Ward	Mid-year 2018
Callowland	7,943
Central	9,556
Holywell	8,748
Leggatts	7,697
Meriden	7,876
Nascot	8,774

Ward	Mid-year 2018
Oxhey	6,800
Park	8,698
Stanborough	7,395
Tudor	6,713
Vicarage	8,723
Woodside	7,678

ONS experimental data ([Ward Level Mid-Year Population Estimates \(experimental\), Mid-2019](#))

Households

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 May 2020 the figure was 40,275 (council tax base).

The average household size in Watford is currently 2.45. This is currently average for the region. Nationally, there is downward trend in household size projected over the next 20 years. The Watford average household size is envisaged to drop to 2.33 person household in 2039, which this is larger than that projected for the English average (2.21 in 2039) and the Hertfordshire average (2.29 in 2039). These projections have implications for Watford in terms of development and growth.

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
- England's average household size will decrease from 2.35 to 2.21

Household Composition

From the 2016 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; it is one of the strengths of our town and what makes us such a vibrant and diverse town.

For Watford, the Census 2011 shows the following main breakdown in terms of ethnicity: White British (61.9%), White other (7.7%), Pakistani (6.7%), British Indian (5.5%), British other Asian (4.4%) and African (3.5%), White Irish (2.3%) and Caribbean (1.7%).

The full breakdown from Census 2011 is at Appendix A.

In 2016, the ONS published population estimates by ethnicity. This did not report ethnicities to the level of granularity that the Census reported ethnicity. The estimates for 2016 were: White British (59% - 57,000 residents), Asian / Asian British (19% - 19,000 residents), All Other White (12% - 12,000 residents), Black / African / Caribbean / Black British (4% - 4,000 residents), Mixed / Multiple Ethnic Group (4% - 4,000 residents) and Other Ethnic Group (1% - 1,000 residents).

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.

The National Insurance Registrations year to September 2020 shows there were 1,258 registrations in Watford, of which 608 were from the EU, 331 were from Romania and Bulgaria, 342 from South Asia and 211 from Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden. 90 came from sub Saharan Africa and 22 from North Africa.

The most recent breakdown (September 2020) is at Appendix B.

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 that Watford remains a town with a diverse community with English still the predominant language (at around 60%) followed by (in order of self-selection by Watford families): Urdu, Polish, Tamil, Romanian, Gujarati, Pahari, Gujarati and Hindi. The most selected African language spoken is Arabic (113 families – although not spoken exclusively in Africa) and Akan/Twi-Fante (78 families).

The full breakdown for 2018 is at Appendix C.

Births and origin of parents: In 2018, nearly 60% (59.6%) of children born to Watford based parents, had one or both parents born outside of the UK, with 42% having both parents born outside of the UK. 52% of new mothers in Watford were born outside of the UK (1397 births in total, with 667 to mothers born in the UK and 730 born outside of the UK. Of these 257 mothers were born in the 'new' EU countries – those that had joined since 2004) and 252 in the Middle East and Asia. 88 mothers were born in Africa.

EU Settlement Scheme (EUSS) quarterly statistics (28 August 2018 to 31 March 2020) – experimental data: In May 2020, the Government issued data on the number of applications made to the EUSS from 28 August 2018 to 31 March 2020, and applications concluded during the same time period. This shows that up to March 2020, 11,630 people in Watford had applied for EUSS. Of these the following were the highest number of nationalities who had applied: Romanian (3,530), Polish (1,810), Portuguese (1,020) and Bulgarian (580).

The full analysis is at Appendix D.

Age

The largest populations by age band in Watford are:

- 35-39 years (8,537)
- 30-34 years (7,921)
- 40 -44 years (7,458)
- 5 -9 years (7,027)

Compared with other districts in Hertfordshire, Watford has fewer 65+ years residents. The age profile of the borough is more comparable with cities who have younger age profiles and where younger people are attracted by lifestyle opportunities, affordable housing and good transport links.

Median age: the median age in Watford is 37 years. This compares to 40 for England (mid-year 2019 population estimates)

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 (Census 2011).

The 2019 NHS Health Profile's summary conclusion is that the health of people in Watford is 'varied' compared with the England average. About 12% (2,300) of children live in low income families – this is an improvement on 2016 (14% / 2,700). Life expectancy for men at 65 is similar to the England average but for women it is significantly worse (2016-18).

The profile also shows that Watford is below average for a number of important health indicators, which may have had some impact on the town's rate of deaths from COVID-19. These include: residents eating the recommended 5 a day portions of fruit and vegetables, over-18s who are obese and physically active adults. All reported cancer screenings were below average for Watford and emergency admissions for falls from the age of 65 plus were worse than for the England average.

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%.

In 2016, the ONS published population estimates by religion. This took an estimated population of 94,000 for Watford and the main religions identified through the estimates were: Christian (53%), Muslim (10%), Hindu (9%) with no religion at 26%.

Sexual orientation / Transgender

Watford has no specific data on the transgender community within the borough or for the sexual orientation of its community. It is anticipated that these questions will be asked in the Census 2021.

Education and skills

A skilled workforce supports the economic development and employment aspirations for Watford. There has been a mostly increasing trend in educational attainment in Watford over the last few years. Watford's working age population has the fourth highest percentage (44.4%) in Hertfordshire of those with qualifications at NVQ 4 and above (Three Rivers is the highest with 63.5%, St Albans the second highest at 58.5% and East Herts third highest with 45.7%); this is close to the Hertfordshire average of 42% average but higher than the Great Britain average of 40.3%.

83.7% of Watford residents have achieved 5 A*-C or equivalent. This is the better than the England average of 75.6 (Jan – Dec 2019)

Homelessness

Whilst this is not a protected characteristic under the Equality Act 2010, the council recognises that the particular circumstances of people without their own home might be a factor in their taking an active role in our community. We currently have 27 statutory homeless (September 2020) and 95 households in temporary accommodation (September 2020).

Deprivation

The English Indices of Deprivation (IoD) 2019 were published by the Government in September 2019, and updates the previous 2015 Indices, published in September 2015. The Indices of Deprivation measure relative levels of deprivation in 32,844 small areas or neighbourhoods, called Lower-layer Super Output Areas, in England

The IoD2019 is based on 39 separate indicators, organised across seven distinct domains of deprivation which are combined and weighted to calculate the Index of Multiple Deprivation 2019

In the IMD 2019, Watford is ranked 195 out of 317 authorities, putting it in the 7th 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 2015.

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, health and disability, 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 than for other areas.

The ten most deprived LSOAs in Watford, as ranked in the IMD 2019 are as follows (the ranking for the last IMD data in 2015 is shown in brackets in the first column). Deprivation has also been identified as an indicator for poorer COVID-19 outcomes so understanding our areas of deprivation, particularly if we apply greater granularity around health and income deprivation. The LSOA, which contains some of

Whippendell Road, Chester Road and Durban Road West is within the second most deprived health and disability quartile does not feature in the top 10 most deprived LSOAs

Watford rank	Ward	LSOA code	Hertfordshire		England	
			Rank	Decile in Herts (1st = most deprived)	Rank	Decile (1st = most deprived)
1 (1)	Central (Water Lane, Gladstone Road, Grosvenor Road, part of Radlett Road, Brockleberry Close, Raphael Drive, top part of Queens Road)	E01023860 (009B)	5 (5)	1st (1st)	5055 (5005)	2nd (2nd)
2 (3)	Holywell (Caractus Green, part of Charlock Way, Moor View, Jellicoe Road, Stripling Way, Rose Gardens)	E01023865 (011C)	21 (22)	1st (1st)	7239 (7800)	3rd (3rd)
3 (2)	Meriden (Garsmouth Way, Aldbury Close, Harvest End, part of York Way)	E01023876 (003D)	26 (19)	1st (1st)	7924 (7590)	3rd (3rd)
4 (4)	Holywell (Ascot Road, Greenhill Crescent, Caxton Way, Croxley View)	E01023866 (011D)	27 (30)	1st (1st)	8294 (9203)	3rd (3rd)
5 (7)	Woodside (Haines Way, Queenswood Crescent, Sheriff Way, Nottingham Close)	E01023906 (001C)	61 (41)	1st (1st)	10719 (10062)	4th (4th)
6 (10)	Oxhey (Deacons Hill, Blackwell Drive, Riverside Road, Eastbury Road, Thorpe Crescent)	E01023883 (012B)	62 (49)	1st (1st)	10758 (10710)	4th (4th)
7 (13)	Callowland (Maude Crescent, St George's Road, Breakspere Close, Nicholas Close)	E01023857 (006C)	67 (56)	1st (1st)	10894 (10812)	4th (4th)
8 (9)	Meriden (Gaddesden Crescent, Bovingdon Crescent, Garston Lane)	E01023877 (003E)	73 (75)	2nd (2nd)	11225 (11837)	4th (4th)
9 (12)	Leggatts (The Harebreaks, Chestnut Walk, Foxhill, Brushrise, Elm Grove)	E01023870 (004C)	78 (52)	2nd (1st)	11515 (10734)	4th (4th)
10 (5)	Stanborough (Clarke Way, Rushton Avenue, Orbital Crescent, Harris Road)	E01023891 (002B)	92 (31)	1st (1st)	11970 (9377)	4th (3rd)

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. It confirms we are a young and diverse borough.

Old Code	Type Code	Type Label	Type Description	2020 Households	2017 Households	2020 Watford %	2017 Watford %	Difference	Trend	2017 Rank
J40	O61	Career Builders	Professional singles and couples in their 20s and 30s progressing in their field of work from commutable properties	5257	4045	13.3%	12.5%	0.8%	▲	1
D14	G26	Cafés and Catchments	Affluent families with growing children living in upmarket housing in city environs	3660	2499	9.2%	7.7%	1.5%	▲	3
I36	N58	Culture & Comfort	Thriving families with good incomes in diverse suburbs	3575	3321	9.0%	10.3%	-1.3%	▼	2
J44	O63	Flexible Workforce	Successful young renters ready to move to follow worthwhile incomes from service sector jobs	2927	1954	7.4%	6.0%	1.4%	▲	6
M56	I36	Solid Economy	Stable families with children, renting higher value homes from social landlords	2701	2172	6.8%	6.7%	0.1%	▲	5
I37	N57	Community Elders	Established older households owning city homes in diverse neighbourhoods	2574	1128	6.5%	3.5%	3.0%	▲	9
H35	H30	Primary Ambitions	Families with school-age children, who have bought the best house they can afford within popular neighbourhoods	2434	1550	6.1%	4.8%	1.3%	▲	7
D17	G27	Thriving Independence	Well-qualified older singles with incomes from successful professional careers in good quality housing	1949	2422	4.9%	7.5%	-2.6%	▼	4
I39	N60	Ageing Access	Older residents owning small inner suburban properties with good access to amenities	1731	1099	4.4%	3.4%	1.0%	▲	10
B08	B05	Premium Fortunes	Asset-rich families with substantial income, established in distinctive, expansive homes in wealthy enclaves	1448	1237	3.6%	3.8%	-0.2%	▼	8
Total (Top 10)				28,256	21,427					
Total Households in Watford				39,675	32,370					

Watford's MOSAIC profile (2020)

Key issues identified from our borough profile:

- A young population with a higher proportion of those under 50, which, given the higher proportion of under 20s indicates Watford is a town with a high number of families
- A growing population where there will be more smaller households but where there will still be a need for family homes
- A very diverse population and a town that continues to attract people from across the globe and with a high proportion of BAME residents
- Some underlying health related issues, particularly around preventative health measures and healthy living
- Areas where residents are experiencing less positive outcomes – often as a result of multiple issues but which could be impacting on life chances and opportunities

RECOMMENDATION 2

All projects to take into account Watford's community, demographics and protected characteristics.

4. What we know about Watford borough staff

The council undertakes a Workforce Monitoring Report each year. The following headline figures from the 2019/20 report are as follows:

- Race: BAME representation is about 13% (noting that 40% of staff have not provided details)
- Gender (Sex): 59% of staff are female
- Disability: around 5% of staff have declared themselves as disabled (noting that 75% have not provided details)
- Age: the age profile is slightly older than the Watford resident population average
- Maternity: circa 1 to 2% of staff take maternity each year

- Sexual Orientation: less than 2% declare themselves to be in minority groups (noting that 60% have not provided details)

There is no information on Gender Re-assignment, Religion and Belief or Marriage and Civil Partnership. Full details are in Appendix E.

RECOMMENDATION 3

The Transformation Change and Town Hall development projects should be underpinned by staff data and information.

Staff should be fully engaged in these two projects in particular and kept up to date on the programme overall.

5. What local people have said is important to them

This programme impacts across the whole Watford community and across Watford Borough Council's workforce.

Each project within the programme will be expected to engage with key stakeholders to help shape and inform the project and to support the development of the relevant EIA for the project.

An overall communications and engagement plan has been developed to identify the programme's stakeholders and to highlight the importance of effective and thorough engagement across the Watford community.

Previous engagement: 2019

The consultation and engagement undertaken in 2019, has helped inform the review of the programme and feedback provided at this time has helped consolidate the current vision and projects.

In 2019, the online survey received 467 responses and nearly 160 people attended the face to face engagement sessions.

Reviewing the online survey responses, which contained demographic information including: sex, age, race and disability, a recommendation for the programme would be to make sure, as far as possible, that there is a representative response.

RECOMMENDATION 4

Where consultation and engagement is undertaken, the project leads should ensure that, as far as possible, they reach out to harder to hear groups within the community, learning from recent experiences of effective engagement. Relevant demographic questions should be included in any surveys.

Overview of stakeholders

Within the stakeholder groups the following are ones where those with protected characteristics may be more impacted by the Town Hall Quarter:

- West Herts College – most stakeholders are students who are typically a younger population cohort
- Visitors to various NHS facilities in and neighbouring the development area are likely to be more likely than the average population to have a Disability, to have poorer Health, potentially more likely to have or be under-going Gender Re-Assignment (specifically attendees of the Sexual Health Clinic) and possibly disproportionately older (Age)

6. How will the council ensure equality is promoted through the Town Hall Quarter

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

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

Whilst each project area requires an EIA to ensure the council meets its responsibilities under the Equality Act 2010 as well as to meet the council's own commitment to equalities and diversity (as outlined in the equality policy statement) there are some underpinning equality related impacts that should be considered within these EIAs to ensure the programme overall has considered the three areas outlined above.

1. **Regeneration project**

Potential negative impacts:

- Failure to deliver a well-designed, accessible new quarter for Watford that has addressed issues such as disability access, appeal and relevance to the whole Watford community, affordable housing, safe ingress and egress, opportunities for healthy ways to travel and enjoy new public spaces.
- Disruption during construction – more difficult to navigate / potentially less safe / services in the area become harder to access
- Loss of current health facilities on the site

Protected characteristics:

All – those who use the current NHS clinic on the site are likely to be younger, housing is likely to appeal to younger people and people with families

Mitigation:

Ensure high quality design, based on best practice, which is tested with the community (including harder to reach communities).

Early engagement with Housing on housing within the scheme - Housing strategy for the project should seek to meet the Council's planning policy on affordable housing so as to benefit all characteristic groups.

Early engagement with key stakeholders, particularly nearest neighbours - early engagement with the NHS to understand their ongoing requirements.

Construction management plans to accompany all construction works to ensure that accessibility, legibility and security are addressed

Continuity plans for all services delivered from facilities within the area to ensure continuity of service for customers.

Good communications campaign so people are aware of the regeneration and any potential disruption. Particular consideration to be given to the needs of people with disabilities, parents / carers with young children + prams / buggies and older people with age-related mobility issues.

Procure good design teams and ensure a focus on quality during delivery to ensure that new facilities are better than existing and make sure that future public realm is high quality.

Positive impacts

- A well-designed new neighbourhood, with attractive open spaces, new homes and opportunities for leisure, entertainment and culture.
- Less reliance on the car, making it a healthier place to live and work

Protected characteristics:

All

2. Town Hall Development project

Potential negative impacts:

- Failure to deliver a well-designed, accessible refurbished building that has addressed issues such as disability access, appeal and relevance to the whole Watford community and to staff.

Protected characteristics:

All

Mitigation:

Ensure high quality design, based on best practice, which is tested with the community including harder to reach communities) and staff.

Early engagement with the community, members and staff.

Positive impacts

- A well-designed refurbished building, with attractive working spaces that could be adapted to other uses
- A more sustainable building, with lower impact on the environment making it healthier for those using it and for the area overall

Protected characteristics:

All

3. Colosseum project

Potential negative impacts:

- Failure to deliver a well-designed, accessible refurbished building that has addressed issues such as disability access, appeal and relevance to the whole Watford community.

Protected characteristics:

All

Mitigation:

Ensure high quality design and refurbishment, based on best practice, which is tested with the community including harder to reach communities.

Early engagement with key stakeholders.

Positive impacts

- A well-designed refurbished building, with attractive, accessible spaces that would be welcoming to all the community – of all ages, abilities, interests and cultures
- A more sustainable building, with lower impact on the environment making it healthier for those using it and for the area overall

Protected characteristics:

All

4. Innovation and Incubation Hub project

Potential negative impacts:

- Failure to deliver an accessible, forward looking hub that will provide space for new employment opportunities

Protected characteristics:

All – particularly those of working age

Mitigation:

Ensure high quality design and refurbishment, based on best practice, which is tested with the community including harder to reach communities.

Early engagement with key stakeholders.

Positive impacts

- A well-designed refurbished building, with attractive, accessible spaces that would be welcoming to all the community – of all ages, abilities, interests and cultures
- A more sustainable building, with lower impact on the environment making it healthier for those using it and for the area overall

5. Heritage services project

Potential negative impacts:

- Failure to deliver an accessible, modern heritage and museum service that appeals to all ages and interests, celebrates the town's rich diverse history but also reflects the town as it is today. This would also include ensuring that all the Watford community recognise their lives and experience within the service.

Protected characteristics:

All – particularly relating to race, disability, sexual orientation and age

Mitigation:

Ensure high quality design and refurbishment, based on best practice, which is tested with the community including harder to reach communities. Meaningful commitment to working with the community to shape a refreshed and vibrant service. Consideration of how people can access the service, addressing any barriers to participation whether they are physical or cultural.

Early engagement with key stakeholders.

Positive impacts

- A well-designed refurbished building, with attractive, accessible spaces that would be welcoming to all the community – of all ages, abilities, interests and cultures

Protected characteristics:

All

6. Culture project

Potential negative impacts:

- Failure to deliver the recommendations within the recent Cultural Strategy review to enhance and enrich the town's cultural offer so it reflects its diverse community, ensuring that the cultural offer within the quarter is accessible and appealing
- Potential changes to future offer in the Quarter may not meet everyone's expectations / aspirations

Protected characteristics:

All – particularly relating to race, disability, sexual orientation and age

Mitigation:

Early engagement with key stakeholders and the community on the implementation of the Cultural Strategy review, building strong links across the town's cultural sector and listening to the community's feedback on proposals

Positive impacts

- A flourishing, diverse and cultural, arts and entertainment offer located within the Quarter as part of the town's overall offer

7. Transformational Change project

Potential negative impacts:

- Failure to deliver the transformational change for the council's staff to support a flexible, agile and innovative workforce that retains and attracts high quality staff across all the protected characteristics and delivers outstanding services and customer services. In addition the transformational change needs to improve the sustainability of the building and reduce the council operating costs

Protected characteristics:

All

Mitigation:

Early engagement with staff and members and ongoing engagement.

Senior leadership commitment.

Experienced transformation / change management support linking to best practice

Positive impacts

- A motivated, agile and customer focused workforce that strives to set the standard for excellence for local authorities
- An organisation where there are no barriers to staff achieving their potential

Protected characteristics:

All

7. 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 information within this report and an assessment of both the positive and negative impacts together indicate that the Town Hall Quarter Programme will, overall deliver positive benefits for Watford and the community. It is acknowledged that there are potential negative impacts for those with protected characteristics but this is offset by the mitigation and the positive impacts set out in the EIA.

The mitigation and positive benefits will need to be identified within EIAs for each project and actions identified as to how they will be delivered within the project.

The recommendations within the EIA should also be addressed in the project EIAs.

RECOMMENDATION 1

All projects identified within the programme to carry out EIAs. The Programme Manager should be responsible for ensuring that each project team undertakes a robust and comprehensive EIA.

RECOMMENDATION 2

All projects to take into account Watford's community, demographics and protected characteristics.

RECOMMENDATION 3

The Transformation Change and Town Hall development projects should be underpinned by staff data and information.

Staff should be fully engaged in these two projects in particular and kept up to date on the programme overall.

RECOMMENDATION 4

Where consultation and engagement is undertaken, the project leads should ensure that, as far as possible, they reach out to harder to hear groups within the community, learning from recent experiences of effective engagement. Relevant demographic questions should be included in any surveys.

Appendix A:**Census 2011: Watford Borough ethnicity data**

	WATFORD 2011
White: English/Welsh/Scottish/Northern Irish/British	61.9% (55,875)
White Irish	2.3% (2,063)
White: Gypsy or Irish Traveller	0.1% (61)
White: Other White	7.7% (6,947)
Mixed/multiple ethnic group: White and Black Caribbean	1.1% (990)
Mixed/multiple ethnic group: White and Black African	0.5% (412)
Mixed/multiple ethnic group: White and Asian	1.0% (939)
Mixed/multiple ethnic group: Other Mixed	0.8% (763)
Asian/Asian British: Indian	5.5% (4,923)
Asian/Asian British: Pakistani	6.7% (6,082)
Asian/Asian British: Bangladeshi	0.4% (362)
Asian/Asian British: Chinese	0.9% (822)
Asian/Asian British: Other Asian	4.4% (3,981)
Black/African/Caribbean/Black British: African	3.5% (3,142)
Black/African/Caribbean/Black British: Caribbean	1.7% (1,558)
Black/African/Caribbean/Black British: Other Black	0.6% (529)
Other ethnic group: Arab	0.3% (294)
Other ethnic group: Any other ethnic group	0.6% (558)

National Insurance registrations – Hertfordshire – September 2020

B:

[illegible]

World area reporting structure - subgroups and nationalities.

World region	Sub group	Nationality
Asia	East Asia	China
Asia	East Asia	Hong Kong
Asia	East Asia	Japan
Asia	East Asia	Macau
Asia	East Asia	Mongolia
Asia	East Asia	North Korea
Asia	East Asia	South Korea
Asia	East Asia	Taiwan
Asia	Middle East and Central Asia	Afghanistan
Asia	Middle East and Central Asia	Bahrain
Asia	Middle East and Central Asia	Iran
Asia	Middle East and Central Asia	Iraq
Asia	Middle East and Central Asia	Israel
Asia	Middle East and Central Asia	Jordan
Asia	Middle East and Central Asia	Kazakhstan
Asia	Middle East and Central Asia	Kuwait
Asia	Middle East and Central Asia	Kyrgyzstan
Asia	Middle East and Central Asia	Lebanon
Asia	Middle East and Central Asia	Oman
Asia	Middle East and Central Asia	Qatar
Asia	Middle East and Central Asia	Saudi Arabia
Asia	Middle East and Central Asia	Sharjah
Asia	Middle East and Central Asia	Syria
Asia	Middle East and Central Asia	Tajikistan

World region	Sub group	Nationality
Asia	Middle East and Central Asia	Turkmenistan
Asia	Middle East and Central Asia	United Arab Emirates
Asia	Middle East and Central Asia	Uzbekistan
Asia	Middle East and Central Asia	Yemen
Asia	South Asia	Bangladesh
Asia	South Asia	Bhutan
Asia	South Asia	British Indian Ocean Territory
Asia	South Asia	India
Asia	South Asia	Maldives
Asia	South Asia	Nepal
Asia	South Asia	Pakistan
Asia	South Asia	Sri Lanka
Asia	South East Asia	Brunei
Asia	South East Asia	Burma
Asia	South East Asia	Cambodia
Asia	South East Asia	East Timor
Asia	South East Asia	Indonesia
Asia	South East Asia	Laos
Asia	South East Asia	Malaysia
Asia	South East Asia	Philippines
Asia	South East Asia	Sabah
Asia	South East Asia	Sarawak
Asia	South East Asia	Singapore
Asia	South East Asia	Thailand
Asia	South East Asia	Vietnam
European Union	European Union EU15	Austria
European Union	European Union EU15	Belgium

World region	Sub group	Nationality
European Union	European Union EU15	Denmark
European Union	European Union EU15	Finland
European Union	European Union EU15	France
European Union	European Union EU15	Germany
European Union	European Union EU15	Greece
European Union	European Union EU15	Ireland
European Union	European Union EU15	Italy
European Union	European Union EU15	Luxembourg
European Union	European Union EU15	Netherlands
European Union	European Union EU15	Portugal
European Union	European Union EU15	Spain
European Union	European Union EU15	Sweden
European Union	European Union EU2	Bulgaria
European Union	European Union EU2	Romania
European Union	European Union EU8	Czech Republic
European Union	European Union EU8	Estonia
European Union	European Union EU8	Hungary
European Union	European Union EU8	Latvia
European Union	European Union EU8	Lithuania
European Union	European Union EU8	Poland
European Union	European Union EU8	Slovakia
European Union	European Union EU8	Slovenia
European Union	European Union Other	Croatia
European Union	European Union Other	Cyprus
European Union	European Union Other	Malta
Non-European Union (Other Europe)	Other Europe	Albania
Non-European Union (Other Europe)	Other Europe	Andorra

World region	Sub group	Nationality
Non-European Union (Other Europe)	Other Europe	Armenia
Non-European Union (Other Europe)	Other Europe	Azerbaijan
Non-European Union (Other Europe)	Other Europe	Belarus
Non-European Union (Other Europe)	Other Europe	Bosnia and Herzegovina
Non-European Union (Other Europe)	Other Europe	Bouvet Island
Non-European Union (Other Europe)	Other Europe	Faroe Islands
Non-European Union (Other Europe)	Other Europe	Georgia
Non-European Union (Other Europe)	Other Europe	Greenland
Non-European Union (Other Europe)	Other Europe	Iceland
Non-European Union (Other Europe)	Other Europe	Liechtenstein
Non-European Union (Other Europe)	Other Europe	Macedonia
Non-European Union (Other Europe)	Other Europe	Moldova
Non-European Union (Other Europe)	Other Europe	Monaco
Non-European Union (Other Europe)	Other Europe	Norway
Non-European Union (Other Europe)	Other Europe	Russia
Non-European Union (Other Europe)	Other Europe	San Marino
Non-European Union (Other Europe)	Other Europe	Serbia & Montenegro
Non-European Union (Other Europe)	Other Europe	Switzerland
Non-European Union (Other Europe)	Other Europe	Turkey
Non-European Union (Other Europe)	Other Europe	Ukraine
Non-European Union (Other Europe)	Other Europe	Vatican City
Rest of the World	Central and South America	Anguilla
Rest of the World	Central and South America	Antigua
Rest of the World	Central and South America	Antilles (Netherlands)
Rest of the World	Central and South America	Argentina
Rest of the World	Central and South America	Aruba and Curaçao
Rest of the World	Central and South America	Bahamas

World region	Sub group	Nationality
Rest of the World	Central and South America	Barbados
Rest of the World	Central and South America	Barbuda
Rest of the World	Central and South America	Belize
Rest of the World	Central and South America	Bermuda
Rest of the World	Central and South America	Bolivia
Rest of the World	Central and South America	Brazil
Rest of the World	Central and South America	Cayman Islands
Rest of the World	Central and South America	Chile
Rest of the World	Central and South America	Colombia
Rest of the World	Central and South America	Costa Rica
Rest of the World	Central and South America	Cuba
Rest of the World	Central and South America	Dominica
Rest of the World	Central and South America	Dominican Rep
Rest of the World	Central and South America	Ecuador
Rest of the World	Central and South America	El Salvador
Rest of the World	Central and South America	Falkland Islands
Rest of the World	Central and South America	French Guiana
Rest of the World	Central and South America	Grenada
Rest of the World	Central and South America	Guadeloupe
Rest of the World	Central and South America	Guatemala
Rest of the World	Central and South America	Guyana
Rest of the World	Central and South America	Haiti
Rest of the World	Central and South America	Honduras
Rest of the World	Central and South America	Jamaica
Rest of the World	Central and South America	Martinique
Rest of the World	Central and South America	Mexico
Rest of the World	Central and South America	Montserrat

World region	Sub group	Nationality
Rest of the World	Central and South America	Nicaragua
Rest of the World	Central and South America	Panama
Rest of the World	Central and South America	Paraguay
Rest of the World	Central and South America	Peru
Rest of the World	Central and South America	Sint Maarten (Dutch Part)
Rest of the World	Central and South America	South Georgia & South Sandwich Island
Rest of the World	Central and South America	St Kitts and Nevis
Rest of the World	Central and South America	St Lucia
Rest of the World	Central and South America	St Pierre & Miquelon
Rest of the World	Central and South America	St Vincent & Grenadines
Rest of the World	Central and South America	Suriname
Rest of the World	Central and South America	Trinidad & Tobago
Rest of the World	Central and South America	Turks & Caicos Islands
Rest of the World	Central and South America	Uruguay
Rest of the World	Central and South America	Venezuala
Rest of the World	Central and South America	Virgin Islands (British)
Rest of the World	North Africa	Algeria
Rest of the World	North Africa	Egypt
Rest of the World	North Africa	Libya
Rest of the World	North Africa	Mauritania
Rest of the World	North Africa	Morocco
Rest of the World	North Africa	Sudan
Rest of the World	North Africa	Tunisia
Rest of the World	North Africa	Western Sahara
Rest of the World	North America	Canada
Rest of the World	North America	Puerto Rico
Rest of the World	North America	United States

World region	Sub group	Nationality
Rest of the World	North America	Virgin Islands (USA)
Rest of the World	Oceania	American Samoa
Rest of the World	Oceania	Antarctic Territories (British)
Rest of the World	Oceania	Australia
Rest of the World	Oceania	Christmas Island
Rest of the World	Oceania	Cocos (Keeling) Islands
Rest of the World	Oceania	Cook Islands
Rest of the World	Oceania	Fiji
Rest of the World	Oceania	French Polynesia (inc. Tahiti)
Rest of the World	Oceania	French Southern Territories
Rest of the World	Oceania	Heard Island & McDonald Islands
Rest of the World	Oceania	Micronesia (Sub Region)
Rest of the World	Oceania	New Caledonia
Rest of the World	Oceania	New Zealand
Rest of the World	Oceania	Niue
Rest of the World	Oceania	Norfolk Island
Rest of the World	Oceania	Papua New Guinea
Rest of the World	Oceania	Pitcairn
Rest of the World	Oceania	Samoa
Rest of the World	Oceania	Solomon Islands
Rest of the World	Oceania	Tokelau
Rest of the World	Oceania	Tonga
Rest of the World	Oceania	Tuvalu
Rest of the World	Oceania	US Minor Outlying Islands
Rest of the World	Oceania	Vanuatu
Rest of the World	Oceania	Wallis & Futuna
Rest of the World	Sub-Saharan Africa	Angola

World region	Sub group	Nationality
Rest of the World	Sub-Saharan Africa	Benin
Rest of the World	Sub-Saharan Africa	Botswana
Rest of the World	Sub-Saharan Africa	Burkina Faso
Rest of the World	Sub-Saharan Africa	Burundi
Rest of the World	Sub-Saharan Africa	Cameroon
Rest of the World	Sub-Saharan Africa	Cape Verde
Rest of the World	Sub-Saharan Africa	Central African Republic
Rest of the World	Sub-Saharan Africa	Chad
Rest of the World	Sub-Saharan Africa	Comoros
Rest of the World	Sub-Saharan Africa	Congo
Rest of the World	Sub-Saharan Africa	Congo (Democratic Republic)
Rest of the World	Sub-Saharan Africa	Djibouti
Rest of the World	Sub-Saharan Africa	Equatorial Guinea
Rest of the World	Sub-Saharan Africa	Eritrea
Rest of the World	Sub-Saharan Africa	Ethiopia
Rest of the World	Sub-Saharan Africa	Gabon
Rest of the World	Sub-Saharan Africa	Gambia
Rest of the World	Sub-Saharan Africa	Ghana
Rest of the World	Sub-Saharan Africa	Guinea
Rest of the World	Sub-Saharan Africa	Guinea-Bissau
Rest of the World	Sub-Saharan Africa	Ivory Coast
Rest of the World	Sub-Saharan Africa	Kenya
Rest of the World	Sub-Saharan Africa	Lesotho
Rest of the World	Sub-Saharan Africa	Liberia
Rest of the World	Sub-Saharan Africa	Madagascar
Rest of the World	Sub-Saharan Africa	Malawi
Rest of the World	Sub-Saharan Africa	Mali

World region	Sub group	Nationality
Rest of the World	Sub-Saharan Africa	Mauritius
Rest of the World	Sub-Saharan Africa	Mayotte
Rest of the World	Sub-Saharan Africa	Mozambique
Rest of the World	Sub-Saharan Africa	Namibia
Rest of the World	Sub-Saharan Africa	Niger
Rest of the World	Sub-Saharan Africa	Nigeria
Rest of the World	Sub-Saharan Africa	Reunion
Rest of the World	Sub-Saharan Africa	Rwanda
Rest of the World	Sub-Saharan Africa	Sao Tome and Principe
Rest of the World	Sub-Saharan Africa	Senegal
Rest of the World	Sub-Saharan Africa	Seychelles
Rest of the World	Sub-Saharan Africa	Sierra Leone
Rest of the World	Sub-Saharan Africa	Somalia
Rest of the World	Sub-Saharan Africa	South Africa
Rest of the World	Sub-Saharan Africa	St Helena
Rest of the World	Sub-Saharan Africa	Swaziland
Rest of the World	Sub-Saharan Africa	Tanzania
Rest of the World	Sub-Saharan Africa	Togo
Rest of the World	Sub-Saharan Africa	Uganda
Rest of the World	Sub-Saharan Africa	Zambia
Rest of the World	Sub-Saharan Africa	Zimbabwe

Appendix C: Languages spoken at home from Watford school survey

Language	Total	Percentage
English*	8751	59.10%
Urdu	980	6.62%
Polish	501	3.38%
Tamil	456	3.08%
Romanian	380	2.57%
Gujarati	373	2.52%
Pahari (Pakistan)	265	1.79%
Hindi	226	1.53%
Other than English*	150	1.01%
Portuguese	150	1.01%
Panjabi	121	0.82%
Malayalam	117	0.79%
Arabic	113	0.76%
Sinhala	97	0.66%
Italian	96	0.65%
Telugu	81	0.55%
Akan/Twi-Fante	78	0.53%
Bulgarian	77	0.52%
French	75	0.51%
Spanish	74	0.50%
Albanian/Shqip	64	0.43%
Nepali	61	0.41%
Turkish	58	0.39%
Bengali	56	0.38%
Hungarian	55	0.37%
Russian	49	0.33%
Filipino	48	0.32%
Chinese	44	0.30%
Chinese (Cantonese)	41	0.28%
Marathi	38	0.26%
Dari Persian	35	0.24%
Somali	34	0.23%
Portuguese (any other)	33	0.22%
Lithuanian	32	0.22%
Panjabi (Mirpuri)	32	0.22%

Romanian (Romania)	32	0.22%
Pashto/Pakhto	31	0.21%
Persian/Farsi	31	0.21%
Slovak	31	0.21%
Shona	30	0.20%
Wolof	30	0.20%
Akan (Twi/Asante)	29	0.20%
Japanese	29	0.20%
Chinese (Mandarin/Putonghua)	28	0.19%
Refused*	28	0.19%
Yoruba	28	0.19%
Czech	27	0.18%
Portuguese (Brazil)	24	0.16%
Farsi/Persian (any other)	24	0.16%
Tagalog/Filipino	24	0.16%
Tagalog	21	0.14%
Classification pending	21	0.14%
Bengali (Sylheti)	19	0.13%
Panjabi (any other)	19	0.13%
Greek	18	0.12%
Kashmiri	18	0.12%
Panjabi (Gurmukhi)	17	0.11%
Kannada	16	0.11%
Akan (Fante)	15	0.10%
Dutch/Flemish	15	0.10%
Bengali (any other)	14	0.09%
German	14	0.09%
Swahili/Kiswahili	13	0.09%
Thai	13	0.09%
Igbo	12	0.08%
Believed to be other than English*	11	0.07%
Vietnamese	11	0.07%
Kikuyu/Gikuyu	10	0.07%
Other language	10	0.07%
Katchi	9	0.06%
Korean	9	0.06%
Macedonian	9	0.06%

Swahili (any other)	9	0.06%
Ukrainian	9	0.06%
Danish	8	0.05%
Guarani	8	0.05%
Arabic (Algeria)	7	0.05%
Ewe	7	0.05%
Konkani	7	0.05%
Kurdish	7	0.05%
Lingala	7	0.05%
Serbian	7	0.05%
Latvian	6	0.04%
Panjabi (Pothwari)	6	0.04%
Believed to be English*	5	0.03%
Ga	5	0.03%
Hebrew	5	0.03%
Manding/Malinke	5	0.03%
Bosnian	5	0.03%
Sindhi	5	0.03%
Afrikaans	4	0.03%
Arabic (any other)	4	0.03%
Caribbean Creole English	4	0.03%
Chinese (any other)	4	0.03%
Chichewa/Nyanja	4	0.03%
Fula/Fulfulde-Pulaar	4	0.03%
Ndebele	4	0.03%
Slovenian	4	0.03%
Berber (Tamashek)	4	0.03%
Finnish	3	0.02%
Greek (any other)	3	0.02%
Krio	3	0.02%
Norwegian	3	0.02%
Pahari/Himachali (India)	3	0.02%
Romanian (Moldova)	3	0.02%
Croatian	3	0.02%
Swedish	3	0.02%
Amharic	2	0.01%
Arabic (Morocco)	2	0.01%

Caribbean Creole French	2	0.01%
Idoma	2	0.01%
Luganda	2	0.01%
Manding/Malinke (any other)	2	0.01%
Bambara	2	0.01%
Ndebele (South Africa)	2	0.01%
Romany/English Romanes	2	0.01%
Serbian/Croatian/Bosnian	2	0.01%
Tibetan	2	0.01%
Adangme	1	0.01%
Assyrian/Aramaic	1	0.01%
Bemba	1	0.01%
Burmese/Myanma	1	0.01%
Bengali (Chittagong/Noakhali)	1	0.01%
Chinese (Hakka)	1	0.01%
Welsh/Cymraeg	1	0.01%
Ebira	1	0.01%
Esan/Ishan	1	0.01%
Estonian	1	0.01%
Greek (Cyprus)	1	0.01%
Ilokano	1	0.01%
Kisi (West Africa)	1	0.01%
Kurdish (Kurmanji)	1	0.01%
Lusoga	1	0.01%
Malay/Indonesian	1	0.01%
Malay (any other)	1	0.01%
Mauritian/Seychelles Creole	1	0.01%
Ndebele (Zimbabwe)	1	0.01%
Romani (International)	1	0.01%
Sotho/Sesotho	1	0.01%
Tiv	1	0.01%
Berber/Tamazight (any other)	1	0.01%
Uzbek	1	0.01%
Venda	1	0.01%
Xhosa	1	0.01%
Zulu	1	0.01%
14808	100.00%	

Appendix D:

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 30 September 2020 (Countries A-K)

Hertfordshire Districts and Borough comparisons

`	Total	Austria	Belgium	Bulgaria	Croatia	Cyprus	Czech Republic	Denmark	Estonia	Finland	France	Germany	Greece	Hungary	Iceland	Ireland	Italy
Broxbourne	7,300	30	30	480	*	80	40	20	10	*	130	100	150	220	0	10	1,350
Dacorum	8,060	30	90	460	*	10	100	50	20	20	270	240	150	320	*	*	710
East Hertfordshire	7,180	30	30	350	20	30	110	40	30	30	270	240	220	270	10	10	1,180
Hertsmere	8,770	30	80	370	20	50	100	30	20	30	280	220	220	320	*	10	580
North Hertfordshire	4,200	10	40	160	*	20	50	40	20	30	300	210	90	160	*	10	640
St Albans	7,280	40	90	270	30	30	120	70	20	70	460	360	350	300	*	20	990
Stevenage	4,950	20	40	230	40	20	50	*	*	*	130	170	70	240	0	*	310
Three Rivers	4,450	20	20	170	10	*	40	30	*	30	170	130	50	110	*	*	270
Watford	13,310	30	100	650	20	10	110	40	30	30	370	270	240	590	*	*	1,210
Welwyn Hatfield	9,590	20	80	400	30	60	90	40	20	30	180	190	230	670	*	*	600

* = 1 to 9

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 30 September 2020 (Countries L-R)

Hertfordshire Districts and Borough comparisons

		Latvia	Liechtenstein	Lithuania	Luxembourg	Malta	Netherlands	Norway	Poland	Portugal	Romania
Broxbourne	7,300	140	0	520	*	*	60	*	1,520	240	1,560
Dacorum	8,060	130	0	250	*	10	150	20	1,220	350	2,490
East Hertfordshire	7,180	70	0	180	*	*	140	20	1,200	790	1,030
Hertsmere	8,770	60	0	220	0	20	170	10	1,050	440	3,500
North Hertfordshire	4,200	60	0	170	0	*	110	10	760	170	510
St Albans	7,280	50	0	140	*	10	190	30	1,010	420	860
Stevenage	4,950	80	0	180	0	0	80	*	1,140	190	1,400
Three Rivers	4,450	40	0	180	*	*	80	20	560	830	1,200
Watford	13,310	120	0	270	10	10	240	20	2,080	1,130	4,040
Welwyn Hatfield	9,590	100	0	290	*	10	130	20	2,130	490	2,880

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 30 September 2020 (Countries S - Z)

Hertfordshire Districts and Borough comparisons

		Slovakia	Slovenia	Spain	Sweden	Switzerland	Non-EEA
Broxbourne	7,300	60	*	200	30	*	290
Dacorum	8,060	150	*	310	60	20	440
East Hertfordshire	7,180	90	10	490	70	30	210
Hertsmere	8,770	200	*	260	60	*	420
North Hertfordshire	4,200	80	*	260	70	20	190
St Albans	7,280	150	*	710	100	40	320
Stevenage	4,950	100	*	190	20	10	210
Three Rivers	4,450	70	*	140	60	20	160
Watford	13,310	150	10	560	100	*	860
Welwyn Hatfield	9,590	160	*	280	60	20	380

* = 1 to 9

Appendix E:

Watford Borough Council – Staff profile

1. Race

Ethnic Origin Description	No of Employees 2019/20	% of Employees 2019/2020	% of Employees 2018/19	% of local population (Census 2011)
Asian British: Bangladeshi	1	0.46%	0.45%	0.40%
Asian British: Indian	14	6.42%	5.91%	5.50%
Asian British: Other	2	0.92%	0.91%	4.40%
Asian British: Pakistani	1	0.46%	0.45%	6.70%
Black British: African	4	1.83%	1.82%	3.50%
Black British: Caribbean	1	0.46%	0.45%	1.70%
Black British: Other	3	1.38%	1.36%	0.60%
Mixed: White & Black Caribbean	2	0.92%	0.91%	3.40%
Other Ethnic Group	0	0.00%	0.00%	0.00%
White: British	88	40.37%	42.27%	61.90%
White: Irish	6	2.75%	2.27%	2.30%
White: Other	8	3.67%	3.18%	7.70%
Prefer not to say / not stated	88	40.37%	40.00%	0.00%
Total	218	100.00%	100.00%	

	2019/20		2018/19	
BAME	Total Employees (Headcount)	% of Employees	Total Employees (Headcount)	% of Employees
Yes	28	12.84%	27	12.27%
No	102	46.79%	105	47.73%
Prefer not to say / Not stated	88	40.37%	88	40.00%
Total	218	100.00%	220	100.00%

2. Sex

Gender	Total no of employees	% of employees
Female	128 (129)	58.72% (58.64%)
Male	90 (91)	41.28% (41.36%)
Total	218 (220)	100.00%

3. Disability

Disability	Total no of employees	% of employees
No	48 (50)	22.02% (22.73%)
Yes	6 (4)	2.75% (1.82%)
Not Stated	164 (166)	75.23% (75.45%)
Total	218 (220)	100.00%

4. Age

Age Group	Number of employees	% of employees	% of local population (from mid-2016 population estimates)
29 and under	20 (22)	9.17% (10.00%)	38.95% (38.95%)
30 – 39	41 (44)	18.81% (20.00%)	17.56% (17.56%)
40 – 49	61 (63)	27.98% (28.64%)	14.57% (14.57%)
50 – 59	68 (69)	31.19% (31.36 %)	11.67% (11.67%)
60 – 64	24 (19)	11.01% (8.64%)	4.24% (4.24%)
65 +	4 (3)	1.83% (1.36%)	13.02% (13.02%)
Total	218	100.00%	

5. Sexual orientation

Sexual Orientation	No of employees	% of employees
Bisexual	1 (1)	0.46% (0.45%)
Gay Man	1(1)	0.46% (0.45%)
Gender Reassignment	0 (0)	0.00% (0.00%)
Heterosexual	83 (82)	38.07% (37.27%)
Lesbian / Gay Woman	1 (1)	0.46% (0.45%)
Not Stated	130 (133)	59.63% (60.45%)
Prefer not to say	2 (2)	0.92% (0.91%)
Total	218	100.00%