



Equality Impact Analysis

Title of policy, function or service	Town Hall Quarter programme: Colosseum Refurbishment Outline Business Case
Lead officer	Andrew Cox, Group Head of Transformation
Person completing the EIA	Liam Hornsby, Head of Enterprise Programme Management Office
Type of policy, function or service:	Existing (reviewed) New/Proposed <input checked="" type="checkbox"/>
Version	v.01- 23 November 2021

1. Background

The Colosseum is an entertainment venue situated adjacent to the Town Hall in Watford town centre. The refurbishment of the building is an integral part of the Town Hall Quarter programme, a ten year comprehensive programme of activity which serves to deliver a vision of *'a vibrant and thriving hub in the heart of the town, creating exciting new opportunities for our residents, businesses and community, contributing to Watford's prosperity and success'*.

The Colosseum, which was significantly impacted by the Covid-19 pandemic, has previously been managed by an operator whose contract was terminated by mutual agreement in December 2020. The cessation of the operator contract provides an ideal opportunity to undertake much needed refurbishment and reconfiguration work to the building whilst causing the minimum disruption possible. The programme of work expects the building to reopen with a new operator in autumn 2023. The business case at Appendix 1, therefore, recommends a full refurbishment of the Colosseum building to ensure that it meets the requirements of those who will be using it as the building is opened up more widely for the community.

Refurbishment of the building will significantly reduce the risk of building failure, provide an opportunity to replace end-of-life equipment and facilitate a more beneficial commercial arrangement with a future operator, seeking to pass the building and maintenance liability to the operator and potentially negating the need for an operator management fee. The project will considerably extend the lifetime of the building whilst ensuring it is energy efficient, meets modern requirements in terms of accessibility and compliance and importantly respects the building's heritage and history

In parallel to this, the council has been awarded £3.7m from the government's Public Sector Decarbonisation Scheme to decarbonise the Town Hall and Colosseum buildings which includes the refurbishment of windows, heating control and lighting improvements, cavity wall and roof insulation enhancements and the introduction of photovoltaic panels and storage. This will allow the Colosseum to contribute to the council's sustainability ambitions and target of reaching net carbon neutral by 2030.

As a venue for all parts of our community and beyond, understanding the impact on the community is fundamental to ensuring we meet our commitment to equalities and diversity and our duties under the Equality Act 2010.

2. Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the Town Hall refurbishment 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.

This Equalities Impact Assessment will cover the physical refurbishment of the building.

3. What we know about the Watford population

Population

The current population of Watford is 96,600 (ONS mid-2020 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.

The current government projection for population shows Watford's population as 98,000 in 2040.

The graphs below show a comparison between the sex and age profile of England's population with that of Watford. (ONS 2020).

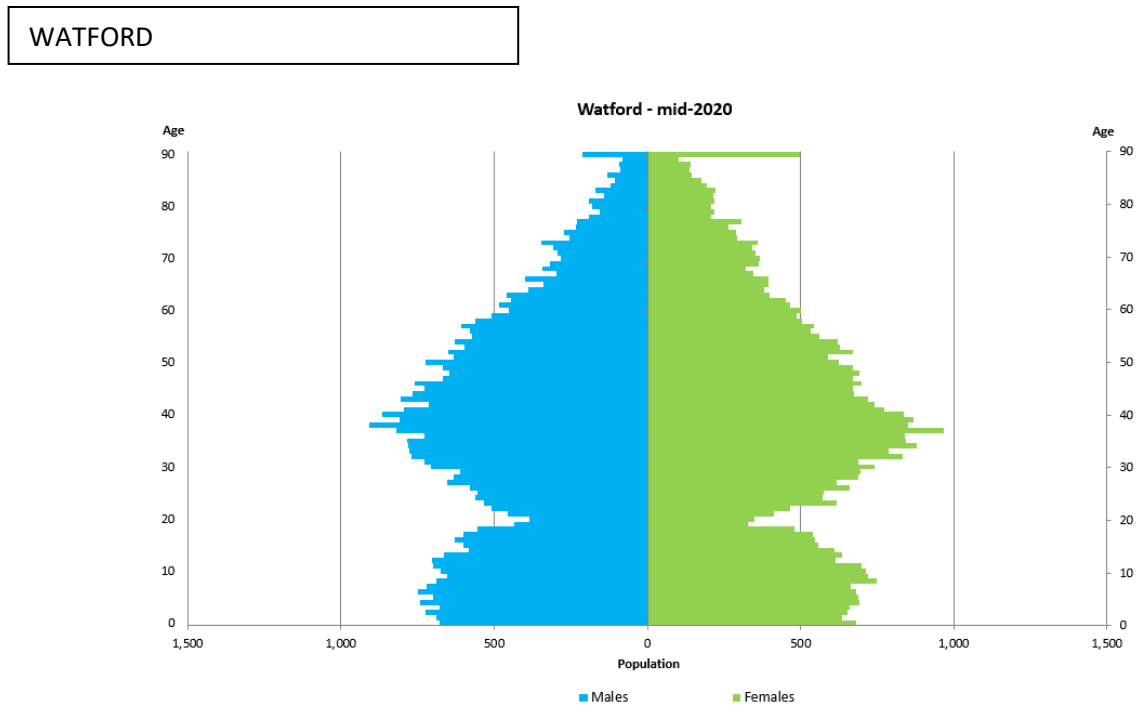


Diagram 1: Watford's population in age bands

ENGLAND

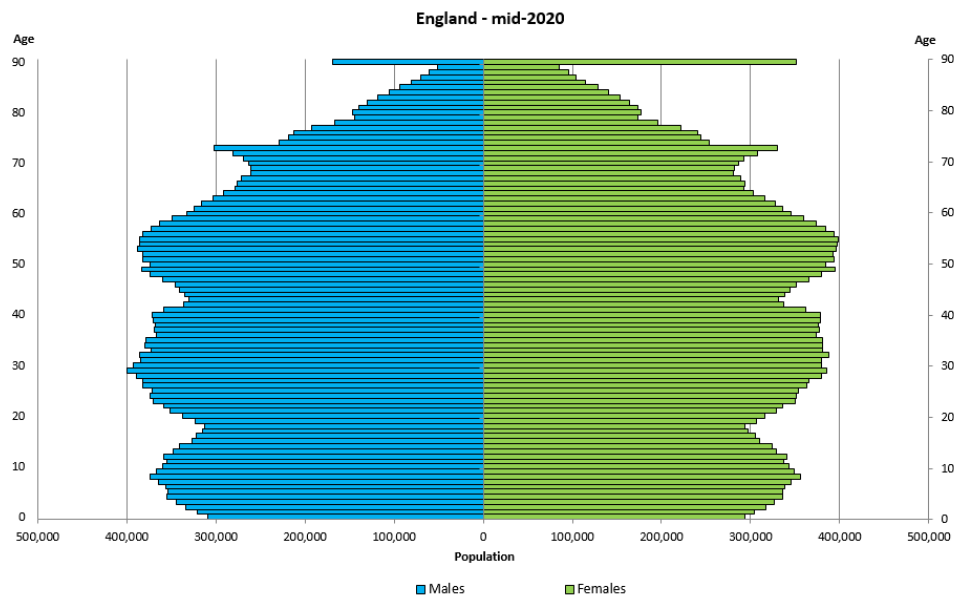


Diagram 2: England's population in age bands

The largest populations by age band in Watford are (mid 2020):

- 30-39 (16,110)
- 40-49 (14,600)
- 0-9 (13,800)

The average (mean age) for Watford is 37 years. This is also the mode age (i.e. the age with the most number of residents). This compares to an average age of 40 years for England.

The numbers in each successive age-band fall progressively from 40-49 until there are estimated to be 6,100 who are 75+.

The comparison with England overall highlights a younger profile than is seen nationally, with the age distribution indicating that Watford is a town where there is likely to be a high proportion of households with younger children and bringing up families. Whilst Watford is a town for all, it is recognised that our future plans for the Colosseum need to reflect the large number of young people and families.

Population density

Population density (mid 2020) in Watford is high at 4,509 people per sq. km compared to just 728 and 434 people per sq. km in Hertfordshire and England respectively. This puts Watford in the top 40 most densely populated local authority areas in the UK. It is worth noting, however, that in comparison with many metropolitan boroughs, particularly those in and around the outskirts of London, our density is relatively low.

We recognise this means, overall, that high quality leisure and cultural facilities are particularly valuable to residents and quality of life in the town. Similarly, it is recognised that areas such as the High Street / town centre are used as spaces for people to meet, exercise and relax.

Number of households

The ONS data, based on the 2011 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 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 the town and what makes it such a vibrant and diverse place to live and work. It is recognised that the a Colosseum with a diverse and varied programme in a sustainable building should appeal to all sectors of the diverse population.

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 the Census 2011 is at Appendix 2D1.

In 2016, the ONS published population estimates by ethnicity. This did not report ethnicities to the level of granularity of the Census but 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 10 years old and it is likely that the ethnic profile of the borough has changed during this time. For example, the Census 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 for the year to March 2021 shows a significant reduction from the previous year (down from 2,194 registrations to 838. The combined effects of the global pandemic and Brexit have clearly impacted inward migration.

Of those who did register, 109 were from Romania and Bulgaria, 409 from South Asia and 89 from Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, 65 came from South East Asia, 55 from sub Saharan Africa, 17 from North Africa and 27 from Central and South America.

The most recent breakdown (March 2021) is at Appendix 2D2.

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, Punjabi, 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 2D3.

Births and origin of parents

In 2019, nearly 60% (58.8%) 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 (1,344 births in total, with 644 to mothers born in the UK and 700 born outside of the UK). Of these, 240 mothers were born in the 'new' EU countries – those that had joined since 2004, 300 were born elsewhere within the EU and 251 in the Middle East and Asia. 80 mothers were born in Africa.

EU Settlement Scheme (EUSS) quarterly statistics (28 August 2018 to 31 March 2021) – experimental data

In May 2021, the Government issued data on the number of applications made to the EUSS from 28 August 2018 to 31 March 2021, and applications concluded during the same time period. This shows that up to March 2020, 16,910 people in Watford had applied for EUSS. Of these, the following were the highest number of nationalities who had applied: Romanian (5,120), Polish (2,220), Italian (1,490), Portuguese (1,320), Bulgarian (800), Spanish (730) and Hungarian (720).

The full analysis is at Appendix 2D4.

Disability / Health

Around 85% of the population of Watford state that they have 'good health' and just under 14% recorded a disability (from Census 2011). 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 impairments.

The 2019 NHS Health Profile's summary conclusion is that the health of people in Watford is 'varied' compared with the England average.

About 11% (2,305) of children live in low income families. Life expectancy for both men and women is similar to the England average. Life expectancy is 6.1 years lower for men and 2.9 years lower for women in the most deprived areas of Watford than in the least deprived areas.

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 and gender reassignment

Watford has no specific data on the transgender community within the borough or for the sexual

orientation of our community. Both these are covered by the Equality Act 2010. However, it is anticipated that this information will be available shortly following the results of the 2021 Census.

Education and skills

A skilled workforce supports the economic development and employment aspirations for Watford.

Watford residents are well educated with 49% (2020)¹ educated to NVQ level 4+ compared to 47% and 42.8% for Hertfordshire and England respectively. The number educated to NVQ level 3+ is also higher than both Hertfordshire and England but drops below these comparator levels for qualifications above NVQ level 2 and NVQ level 1.

It is estimated that 13.3% of Watford residents have no or unrecognised qualifications compared to 10.4% and 11.9% for Hertfordshire and England. This lack of qualifications is a cause for concern in what will become an increasingly competitive jobs market as businesses recover from the pandemic.

Watford has a slightly higher percentage of micro enterprises (90.2%) than England overall (89.7%) but slightly lower than Hertfordshire (91.0%), which shows there is considerable scope for an Innovation and Incubation to support start-ups and growing micro businesses (micro businesses are those with 0-9 employees so includes sole traders).

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 (LSOAs), 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, however, the third most deprived authority in Hertfordshire. (Stevenage and Broxbourne are the most deprived.) Conversely, 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). 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

¹ Source: ONS Annual population survey -

<https://www.nomisweb.co.uk/reports/lmp/la/1946157230/report.aspx?c1=1941962834&c2=2092957699#tabquals>

The LSOA in which the Town Hall Quarter is located is within Park Ward and, whilst not one of the most deprived in Watford, is close to more deprived areas within Central and Vicarage wards.

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 (Caractacus 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, Breakspeare 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)

Table 1: Watford Ward Data from the English Indices of Deprivation (IoD) 2019

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.

Type Code	Type Label	Type Description	2020 Households	2020 Watford %	Trend since 2017	2017 Rank
O61	Career Builders	Professional singles and couples in their 20s and 30s progressing in their field of work from commutabl	5257	13.3%	↑	1
G26	Cafés and Catchments	Affluent families with growing children living in upmarket housing in city environs	3660	9.2%	↑	3
N58	Culture & Comfort	Thriving families with good incomes in diverse suburbs	3575	9.0%	↓	2
O63	Flexible Workforce	Successful young renters ready to move to follow worthwhile incomes from service sector jobs	2927	7.4%	↑	6
I36	Solid Economy	Stable families with children, renting higher value homes from social landlords	2701	6.8%	↑	5
N57	Community Elders	Established older households owning city homes in diverse neighbourhoods	2574	6.5%	↑	9
H30	Primary Ambitions	Families with school-age children, who have bought the best house they can afford within popular neigh	2434	6.1%	↑	7
G27	Thriving Independence	Well-qualified older singles with incomes from successful professional careers in good quality housing	1949	4.9%	↓	4
N60	Ageing Access	Older residents owning small inner suburban properties with good access to amenities	1731	4.4%	↑	10
B05	Premium Fortunes	Asset-rich families with substantial income, established in distinctive, expansive homes in wealthy encl	1448	3.6%	↓	8
Total (Top 10)			28256			
Total Households in Watford			39675			

Table 2: Watford's MOSAIC profile (2019)

4. Feedback from recent engagement

To support understanding of the community's views and future aspirations for the Colosseum, an online survey was undertaken in June 2021. 541 people accessed the survey and of these 85% lived in Watford.

Overall, there was positive feedback on the Colosseum and clear enthusiasm for the venue amongst both individual visitors and arts / entertainment groups – the latter answering specific questions on potential future use.

From those with protected characteristics:

- Significantly more women than men responded to the survey with over two thirds of responses from women (68%) compared with 30% men. 1% of respondents identified as non-binary. It is not possible to draw a conclusion as to why there would be a difference in the sex of those responding – looking at the most popular performances that people had attended (comedy and rock / pop bands) would not account for the difference
- There was a good age range responding to the survey under 15 – 75+ years. The main age range responding was 50 – 54 years and, overall, the age profile was skewed towards the 50+ age ranges. Looking forward, the appeal of the venue, particularly programming, could be an area to explore from provide appeal to younger people
- Over 10% of the respondents reported a disability, which is encouraging – cross analysing shows that these respondents had visited the Colosseum, which is something to build on in terms of the designs for the refurbishment as well as the programming
- A wide variety of races responded to the survey with the majority of respondents identifying as White British respondents. Again looking forward, the appeal of the venue, particularly programming, could be an area to explore from provide appeal to younger people

5. How will the council ensure equality is promoted through the Colosseum Refurbishment project

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the Town Hall refurbishment:

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

The Colosseum refurbishment project will see the space within the building brought up to modern standards. This will include ensuring that the building is fully inclusive and accessible in line with the requirements of the Disability Discrimination Act (DDA) and with best practice in terms of meeting the needs of our diverse community, including those with protected characteristics. This will be important in

ensuring that all visitors to the future Colosseum building can access each part of it and enjoy the full range of events, activities and facilities the refurbished building will offer. This will equally apply to toilet facilities, ensuring that disabled, gender neutral and baby change facilities are available for users of and visitors to the Colosseum.

Blue badge parking will also be retained close to the Colosseum.

During the refurbishment the Colosseum building will be closed to members of the public. Other venues across the town, including Watford Palace Theatre and Watford Pumphouse, who work closely with many of the key cultural providers and groups in Watford, will remain available throughout the Colosseum closure.

The refurbishment of the Colosseum will provide the council with an opportunity to achieve a commercial deal with an experience operator who, in turn, will be able to provide a diverse and varied programme of activities and events within the Colosseum, for residents and visitors from all backgrounds, including those with protected characteristics. Furthermore, it remains the council's intention that the refurbishment of the Colosseum will provide additional opportunities for the building to be opened up to the community, providing further opportunities for residents and groups to utilise the facilities.

A. Positive impacts

Potential positive effects

The Colosseum refurbishment is intended to improve the space in the Colosseum, allowing it to be opened up to the community.

Some of the positive impacts include:

- Ensuring that the Colosseum is fully DDA compliant and accessible for all visitors – building in those elements that will send a positive message to our diverse community that the Colosseum is somewhere they will feel welcome, respected and included
- Improved facilities, including toilets, for those with protected characteristics
- All equality groups should benefit from activities to strengthen the local economy, such as the location of an improved live venue in the heart of the town bringing more people into the Town Centre
- All groups will benefit from our ambition to reduce the carbon footprint of the Colosseum building through the decarbonisation and energy efficiency measures
- Overall, with a wider community role and focus, the Colosseum can support the council foster good relations between people who share a relevant protected characteristic and people who do not
- Building on the understanding of the Watford community, work with the future operator to ensure the programme of entertainment reflects and attracts the diverse Watford community

Recommendation 1: Continue to build a comprehensive picture of the Watford community through feedback from consultations and engagement and updating the Watford context on a regular basis, particularly through the Census 2021 information we expect in the next couple of years

Recommendation 2: Ensure our consultation and engagement with our community continues to collect relevant equalities data so we have a better understanding of the impact of our work, strengthening our explanation of why we need to collect this and explaining how the information is used to support our work and better community outcomes

Recommendation 3: Seek further community feedback on the ideas for the Colosseum, particularly relating to those with protected characteristics

Recommendation 4: Undertake a further Equalities Impact Assessment as part of the process to appoint an operator for the building so that the impact of the proposed programme of events on equalities can be assessed.

B. Negative impacts

Potential negative effects

These would arise if equalities and the requirements of the Equality Act 2010 are not considered through the design and delivery of the Colosseum refurbishment. This would result in a refurbished Colosseum that has not taken into account the needs of the community, particularly those with a protected characteristics.

The main ways of mitigating these potential negative effects:

- Town Hall Quarter programme board, made up of project sponsors and chaired by the Managing Director as the programme Senior Responsible Office, will receive updates on design and any potential impact on equalities
- Member Steering Group, chaired by the Elected Mayor and formed of elected representatives, will receive updates on design and any potential impact on equalities
- Working with our community through our Town Hall Quarter stakeholder group and Cultural Leaders Group to find out what is important to them and to hear their views
- Explore other Watford forums / groups who could provide relevant input, ideas and views, particularly where they represent or include those with protected characteristics

No negative impacts which cannot be mitigated have been identified in relation to the refurbishment of the building.

6. Overall conclusion

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 Colosseum refurbishment will deliver positive impacts for the Watford community. This is because the refurbishment is ultimately intended to improve the space within the Colosseum, providing opportunities for it to be opened up to the community and brought up to modern standards, including in relation to sustainability and accessibility.

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

Positive Impact	Protected characteristics	Ways to ensure the positive impact
The Colosseum is DDA compliant and accessible for all visitors	Age and disability	<ul style="list-style-type: none"> The requirement for the building to be DDA compliant will form part of the brief for the Colosseum design and construction
Improved facilities, including toilets	Disability, gender reassignment, religion or belief	<ul style="list-style-type: none"> The requirement for all existing facilities (such as disabled toilets and baby changing facilities) to be retained and improved will form part of the brief for the Colosseum design and construction The requirement for new facilities, such as gender neutral toilets, will form part of the brief for the Colosseum design and construction
More residents and visitors of all background having access to the heritage Colosseum building, where more people of all ages will be able to benefit from the culture and arts	All	<ul style="list-style-type: none"> Providing a refurbished building which is commercially attractive to an operator which will, in turn, allow for a diverse and varied programme of events and activities for residents and visitors of all ages

Positive Impact	Protected characteristics	Ways to ensure the positive impact
All equality groups should benefit from activities to strengthen the local economy, such as a refurbished Colosseum bringing more people into the Town Centre	All	<ul style="list-style-type: none"> • Providing a refurbished building which is commercially attractive to an operator which will, in turn, allow for a diverse and varied programme of events and activities for residents and visitors of all ages, bringing more people into the town centre. Consultation to date has indicated that many visitors to a refurbished Colosseum would combine their visit with a drink, meal or shopping in the town centre.
All groups will benefit from our ambition to reduce the carbon footprint of the Colosseum building	All	<ul style="list-style-type: none"> • Ensure that the decarbonisation and energy efficiency works are completed and benefits tracked and realised.
Ensure our consultation and engagement with our community continues to collect relevant equalities data so we have a better understanding of the impact of our work	All	<ul style="list-style-type: none"> • Ensure consultations seek feedback from our communities and staff in terms of their demographics and protected characteristics, where relevant • Ensure feedback is considered in decision making where relevant and appropriate • Make sure we explain why we are collecting information on protected characteristics and show how it can make a real difference

Positive Impact	Protected characteristics	Ways to ensure the positive impact
The Colosseum can help to foster good relations between people who share a relevant protected characteristic and people who do not	All	<ul style="list-style-type: none"> • Meaningful communications and engagement with the community • A varied and diverse programme in a refurbished, inclusive and accessible building

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
Lack of understanding of the community and issues that are affecting those with a protected characteristic	All	<ul style="list-style-type: none"> • Continue to build a comprehensive picture of the Watford community through feedback from consultations and updating the Watford context on a regular basis • Ensure learning from Covid-19 is built into our planning and that we respond to what emerges from research in terms of inequalities and impact on protected characteristics

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
		<ul style="list-style-type: none"> • Work closely with our community to understand from them about issues and what matters to them • Build greater understanding through engagement with our community and work with them to support • Ensure EIAs are carried out, are effective and support decision making

This Equalities Impact Analysis has been developed by:

Liam Hornsby, Head of Enterprise Programme Management Office (23 November 2021)

And approved by:

Kathryn Robson, Executive Head of Strategy and Communications (24 November 2021)

