



Equality Impact Analysis

Title of policy, function or service	Town Hall Quarter programme: Town Hall 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"/>
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1. Background

The Town Hall is a 1930s civic building situated at the northern end of Watford High Street and currently the main offices of Watford Borough Council, which includes the home of the council's democratic services. As part of the Town Hall Quarter programme, significant refurbishment of the Town Hall building is required which will allow continued use of the facility in the longer term as well as providing protection for this important heritage building within the town. As the size of the council's staff establishment has reduced over the years and now with a greater emphasis on more flexible and agile ways of working, the building itself has great potential for a broader range of uses. This would open up the Town Hall to the community, consolidate a smaller council footprint within the building, generating a reduction in the council's accommodation costs and providing opportunities for additional uses. This will make a significant contribution to the Town Hall Quarter vision to revitalise the town centre area around the Town Hall.

The business case at Appendix 2, therefore, pulls together a number of different projects from within the Town Hall Quarter programme to establish the best use of space within the Town Hall, ensuring that the associated refurbishment of the building meets the requirements of those who will be using it, including not just the council but also Watford Museum and the proposed Innovation and Incubation Hub, as the building is opened up more widely for the community. Prior to the commencement of the full refurbishment of the Town Hall, the council will be undertaking decarbonisation / energy efficiency works. During this period, access to the Town Hall will be limited and the guidance to staff to continue working from home unless they need to meet with their teams, members or partners or have a particular reason for coming 'into the office' will remain. However, alternative working spaces will be made available for staff, as well as for members. The arrangement will be in place between November 2021 and June 2022. Once the decarbonisation works are complete and the full refurbishment of the main Town Hall building commences, council staff and members will be relocated to two floors of the Annexe building, towards the rear of the Town Hall, from June 2022 for a period of two years.

As a key and wide-reaching programme for the council, understanding the impact on the town, community and our staff 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. It does not cover the specific proposed uses for the building, which will be subject to separate Equalities Impact Analyses along with the Full Business Cases for the Museum and Innovation and Incubation Hub once the final designs and fit out plans have been confirmed. However, as work is already commencing on the design for the council’s temporary accommodation in the Annexe building towards the rear of the Town Hall, the impact on council staff and the protected characteristics outlined above will be assessed within this document.

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).

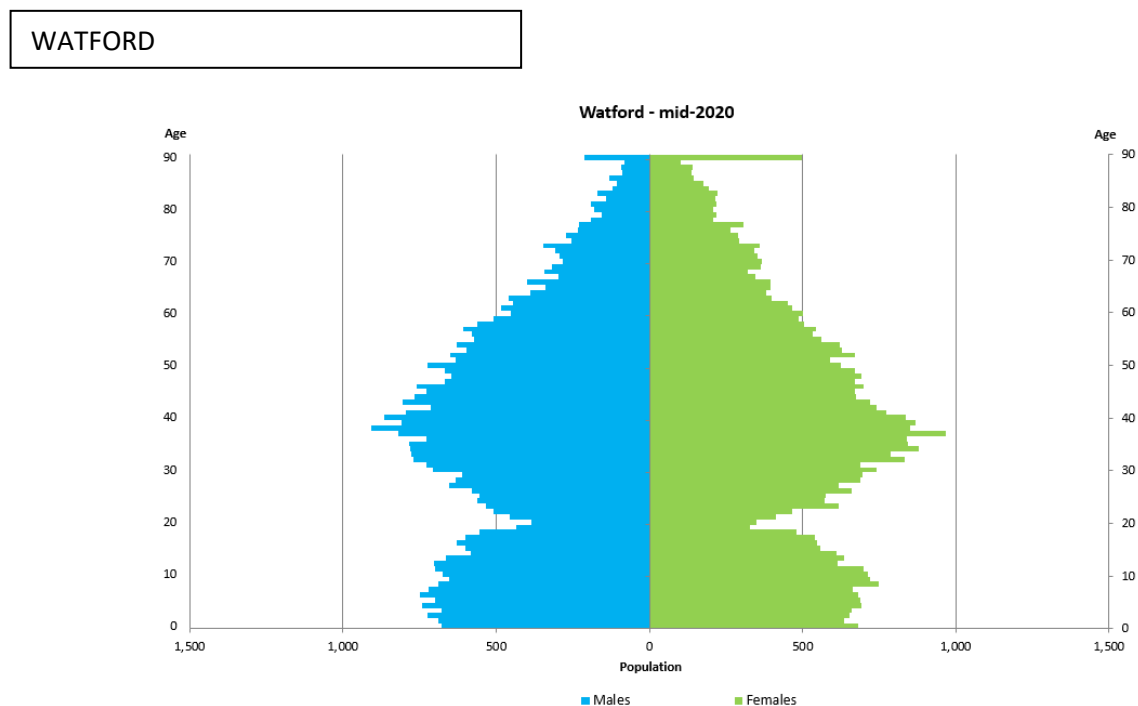


Diagram 1: Watford’s population in age bands

ENGLAND

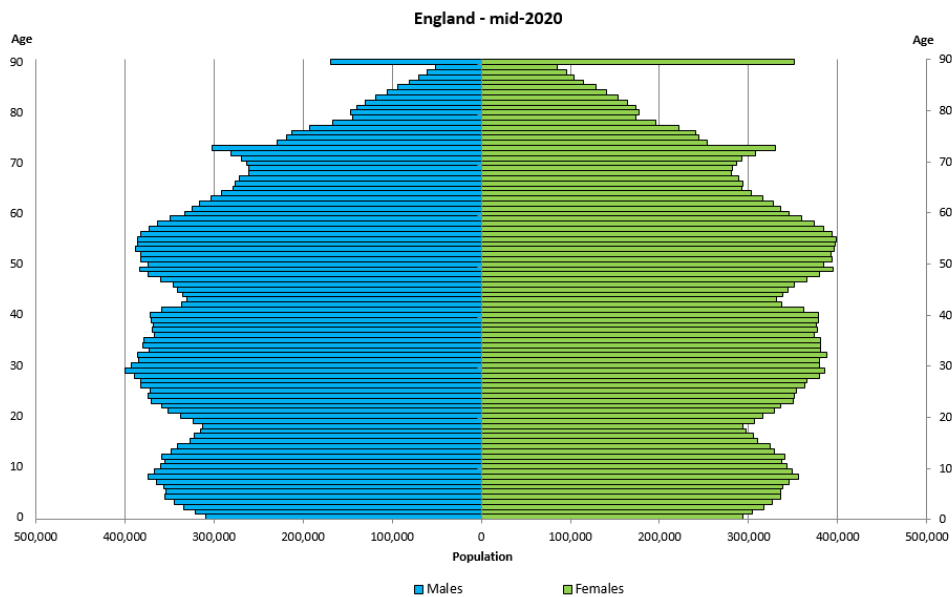


Diagram 2: England's population in age bands

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 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 open and high quality public realm spaces are particularly valuable to residents and quality of life in the town. These could be our parks and green spaces but more and more 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.

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, Breakspere Close, Nicholas Close)	E01023857 (006C)	67 (56)	1st (1st)	10894 (10812)	4th (4th)
8 (9)	Meriden (Gaddesden Crescent, Bovington 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. What we know about council staff

The statistics used below are taken from the council's Human Resources and Payroll information system which provides the council with comprehensive reporting allowing a full analysis of our workforce data to be undertaken. Although the council has the capability to undertake reporting, the data received is dependent on individuals disclosing their personal information. Where employees have chosen not to disclose this information, there are gaps in the data that is currently held. However, the limitations of this system have been recognised and a number of measures, detailed within the council's 2021 Workforce Monitoring Report, have been introduced. It is anticipated that these initiatives, along with our continuing on-going requests to employees to update their records, should help provide a greater degree of accuracy on the makeup of our workforce in the future.

Ethnicity

The total number of employees from a Black, Asian and Minority Ethnic background for 2020/21 is 14.73%. The largest background at 33.18% is White: British but it should be noted that 50.82% of employees have not provided this information.

Ethnic Origin Description	No of Employees 2020/21	% of Employees 2020/21
Asian British: Bangladeshi	0	0.0%
Asian British: Indian	8	3.36%
Asian British: Other	5	2.1%
Asian British: Pakistani	2	0.84%
Black British: African	4	2.84%
Black British: Caribbean	2	0.84%
Black British: Other	1	0.42%
Mixed: White & Black Caribbean	3	1.26%
Other Ethnic Group	1	0.42%
White: British	79	33.18%
White: Irish	3	1.26%
White: Other	9	3.78%
Prefer not to say / not stated	121	50.82%
Total	238	100.00%

Table 3: Analysis by Ethnicity (Ethnic composition of council employees at 31 March 2021 compared to 31 March 2020 and compared to the current local population)

	2020/21	
From ethnic minority background	Total Employees (Headcount)	% of Employees
Yes	35	14.73%
No	82	34.45%
Prefer not to say / Not stated	121	50.82%
Total	238	100.00%

Table 4: Black, Asian and Minority Ethnic Group

Gender

39.5% of the workforce are male and 60.5% of the workforce are female.

Gender	Total no of employees	% of employees
Female	144	60.5%
Male	94	39.5%
Total	238	100.00%

Table 5: The council's gender profile at 31 March 2021

Disability

A disability is defined as a physical or mental impairment that has a substantial and long-term adverse effect on ability to perform normal day-to-day activities. 'Substantial' means more than minor or trivial and the effect of the impairment will have lasted or is likely to last for at least twelve months. The council fully supports the Disability Confident employer scheme.

Disability	Total no of employees	% of employees
No	71	29.83%
Yes	8	3.36%
Not Stated	159	66.81%
Total	238	100.00%

Table 6: Council employees declaring that they have a disability

The target percentage of all employees declaring that they had a disability was 5.00%, with an actual figure of 3.36% (8 out of 238). 66.81% of employees have not provided this information. We continue to make efforts to address this by on-going requests and reminders to our employees to update their records.

A high percentage of employees have not stated whether they have a disability or not, limiting a detailed analysis.

Age

The age statistics at 31 March 2021 show that the median age of council employees is between 40 and 49 years. The total number of employees under 40 is 65, which is an increase from last year. Last year, the number of employees under 40 was 61. This represents a 6.56% increase.

Age Group	Number of employees	% of employees
29 and under	23	9.66%
30 – 39	42	17.65%
40 – 49	64	26.89%
50 – 59	73	30.67%
60 – 64	31	13.03%
65 +	5	2.1%
Total	238	100.00%

Table 7: The council's Age Profile as at 31 March 2021

Sexual orientation and gender reassignment

103 employees, making up 43.28% of the workforce identified as heterosexual. The council currently works with the Hertfordshire LGBT group, advertising events on the Intranet to raise awareness of the support network available for Lesbian, Gay, Bisexual and Transgender employees. More collaborative work is planned.

Sexual Orientation	No of employees	% of employees
Bisexual	3	1.26%
Gay Man	2	0.84%
Gender Reassignment	0	0.0%
Heterosexual	103	43.28%
Lesbian / Gay Woman	0	0.0%

Not Stated	129	54.2%
Prefer not to say	1	0.42%
Total	238	100.00%

Table 8: Council staff sexual orientation as at 31 March 2021

It is noted that the majority of employees (54.2%) have not completed this section of the Equality Monitoring form. The council continues to work with employees to increase the collation of this data, to help inform our practice.

Religion

23.53% of the workforce identified themselves as Christian with 15.13% advising that they had no religious belief. The workforce is also made up of those with Hindu, Jewish, Muslim and Sikh religious beliefs, although 52.94% did not provide this information.

Religion	No of employees	% of employees
Christian	56	23.53%
Declined to say	5	2.1%
Hindu	9	3.78%
Jewish	1	0.42%
Muslim	2	0.84%
No religious belief	36	15.13%
Sikh	2	0.84%
Other	1	0.42%
Not stated	126	52.94%
Total	238	100.00%

Table 9: Council staff religion as at 31 March 2021

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

Town Hall Refurbishment

The Town Hall refurbishment project will see the space within the Town Hall brought up to modern standards. This will include ensuring that the building is fully 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 Town Hall building can access each part of it and enjoy the full range of services and facilities the refurbished building will offer, whether it be to visit the Museum, work in the Innovation and Incubation Hub or partake in local democracy through attendance at democratic council meetings. This will equally apply to toilet facilities, ensuring that disabled and baby change facilities are available for users of and visitors to the Town Hall and that gender neutral as well as gender specific toilets will be incorporated within the future design.

During the refurbishment work, the council will maintain customer-facing services, allowing customers who are unable or prefer not to transact with the council online to receive a face to face service from our Customer Service team. Our customer services will remain accessible with a range of facilities that we know are important to accessibility and for the council to feel welcoming and inclusive, including telephones, public computers and hearing loops retained. Blue badge parking will also be retained throughout the period of the works as will access to translation services

Staff Accommodation

Prior to the commencement of the full refurbishment of the Town Hall, the council will be undertaking decarbonisation / energy efficiency works. During this period, access to the Town Hall will be limited and the guidance to staff to continue working from home remains unless they need to meet with their teams, members or partners or have a particular reason for coming 'into the office'. However, alternative working spaces will be made available for staff who are unable to work from home or need to come into the office, as well as for members. The arrangement will be in place between November 2021 and June 2022. Once the decarbonisation works are complete and the full refurbishment of the main Town Hall building commences, council staff and members will be relocated to the Annexe building, towards the rear of the Town Hall, from June 2022 for a period of two years.

During the decarbonisation works, staff working facilities will be re-provided elsewhere for those who are not able to work from home, although some working offices will be retained in the Town Hall, including some for continued use by members.

All Heads of Service have identified any special working arrangements or equipment for staff and provision for these staff has been made where this is necessary. This has included darkened rooms, specialist seating and access to standing desks. Whilst the majority of staff will book desks using an app on their mobile

phone, those without access to a mobile phone or who are unable to use the app will be able to book by emailing the council's Facilities Management Team. Blue badge parking for staff and members will remain available during this period.

These temporary working arrangements provide a far greater mix of working facilities than previously, with space available at Cheslyn House, Wiggshall Depot, Cassiobury Hub, Woodside Leisure Centre and Watford Community Housing. Disabled parking and toilet facilities are available at each of these locations, which are fully accessible.

As throughout the pandemic, it is recognised that working from home is not easy or possible for all members of staff. All staff are encouraged to discuss any issues with their manager so that specific arrangements can be put in place for those who need to or who would benefit from working from a designated council working space and sufficient provision has been factored into the interim plans for this purpose. Furthermore, a whole host of support remains available for staff, including mental health champions, our employee assistance programme and our Watford Health and You scheme. To ensure that our managers are able to support staff, a programme of mental health training has been rolled out to all those with line management responsibility.

Given Covid-19 is known to disproportionately impact older people, those with disabilities and with underlying health conditions and those from ethnic minority backgrounds, all temporary working locations have been subject to a Covid-19 risk assessment and mitigation measures implemented. This has included mandatory mask wearing when moving round the buildings, screens between desks and enhanced cleaning regimes, as well as clear records of those who have accessed the building. All staff are advised to take a Lateral Flow Test prior to attending a council building and not to attend at all if they feel unwell or have any Covid-19 symptoms.

Staff Interim Space – Annexe

Following the completion of the decarbonisation works in the Town Hall, staff and member accommodation will be provided on the top two floors of the Annexe building, situated to the rear of the main Town Hall. The building will be fully accessible, having undergone a refurbishment over the winter and spring of 2021/22. All facilities, including those used by existing staff and members with protected characteristics, such as prayer rooms, will be recreated in this new space and a range of working provision, from desks and meeting rooms to more collaborative space will be provided. As this space is developed, the council will continue to engage with the Staff Ambassadors' Group and member groups to understand the space requirements. Whilst parking on-site is likely to be reduced during this period, blue badge parking will be retained close to the Annexe building, although the exact location is yet to be confirmed.

These changes are being introduced in the context of a new way of working for the council. The adoption of agile working seeks to provide staff with more ownership over where and how they would like to work to provide the best service to our customers. This is intended to support a better work / life balance so that other commitments can be met alongside work.

A. Positive impacts

Potential positive effects

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

Some of the positive impacts include:

- Ensuring that the Town Hall 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 Town Hall is somewhere they will feel welcome, respected and included

- Improved facilities, including toilets, prayer rooms and mothers' rooms, for those with protected characteristics
- Retention of access to face to face customer service provision, ensuring that residents who need to access council services, but do not have access to digital challenges, can continue to receive support
- More residents and visitors of all background having access to the heritage Town Hall building, including to Watford Museum where more people of all ages will be able to learn about Watford's rich and diverse history
- All equality groups should benefit from activities to strengthen the local economy, such as using the Town Hall as a base for our Innovation and Incubation Hub, through attracting and supporting local businesses, which supports job opportunities and ensures local businesses thrive
- All groups will benefit from our ambition to reduce the carbon footprint of the Town Hall building and the reduced footprint of the council offices which will reduce the number of staff travelling to the office and contributing to congestion in the town
- Overall, with a wider community role and focus, the Town Hall can support the council foster good relations between people who share a relevant protected characteristic and people who do not

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 EIAs are undertaken for the Museum, Innovation Hub and long-term council space in the Town Hall as the final plans are developed

Recommendation 3: Ensure our consultation and engagement with our staff and 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 4: Seek community feedback on the ideas for the Town Hall, particularly relating to those with protected characteristics

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 Town Hall refurbishment. This would result in a refurbished Town Hall 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:

- Staff Ambassador Group – provides feedback and support to the organisation and can be asked to champion equalities within their services

- 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 to find out what is important to them and to hear their views

No negative impacts which cannot be mitigated have been identified in relation to the refurbishment of the building. However, it is acknowledged that the provision of interim space amid the introduction of new ways of working could have an impact on those with protected characteristics. For that reason, the council has sought to identify individual working requirements and put in place provisions to ensure that staff have a location for which to work based on their specific requirements.

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 Town Hall refurbishment will deliver positive impacts for the Watford community and council staff and members. This is because the refurbishment is ultimately intended to improve the space within the Town Hall, allowing 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 Town Hall 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 Town Hall design and construction
Improved facilities, including toilets, prayer rooms and space for nursing mothers	Disability, gender reassignment, religion or belief	<ul style="list-style-type: none"> The requirement for all existing facilities (such as prayer rooms, disabled toilets and baby changing facilities) to be retained and improved will form part of the brief for the Town Hall design and construction The requirement for new facilities, such as space for nursing mothers and gender neutral toilets, will form part of the brief for the Town Hall design and construction
Retention of access to face to face customer service provision, ensuring that residents who need to access council services but do not have access to digital challenges, can continue to receive support	All	<ul style="list-style-type: none"> The requirement for face-to-face customer service provision to remain accessible throughout the decarbonisation and refurbishment works forms part of the programme A welcoming, accessible and customer-focused face-to-face customer service provision will be considered as part of future plans

Positive Impact	Protected characteristics	Ways to ensure the positive impact
<p>More residents and visitors of all background having access to the heritage Town Hall building, including to Watford Museum where more people of all ages will be able to learn about Watford's rich and diverse history</p>	<p>All</p>	<ul style="list-style-type: none"> • Implementation of Museum within the Town Hall building (and away from the existing Benskin House), subject to a specific Equalities Impact Analysis on this as the designs are finalised
<p>All equality groups should benefit from activities to strengthen the local economy, such as using the Town Hall as a base for our Innovation and Incubation Hub, through attracting and supporting local businesses, which supports job opportunities and ensures local businesses thrive</p>	<p>All</p>	<ul style="list-style-type: none"> • Implementation of Innovation and Incubation Hub within the Town Hall building, subject to a specific Equalities Impact Analysis on this as the designs are finalised
<p>All groups will benefit from our ambition to reduce the carbon footprint of the Town Hall building and the reduced footprint of the council offices which will reduce the number of staff travelling to the office and contributing to congestion in the town</p>		<ul style="list-style-type: none"> • Ensure that the agile ways of working are embedded within the organisation through the use of Agile Charters, training and changes to corporate values and behaviours

Positive Impact	Protected characteristics	Ways to ensure the positive impact
Ensure our consultation and engagement with our staff and 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 • Ongoing engagement with the staff ambassadors group • 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
The Town Hall can support the council 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

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
Reduced ability for residents with protected characteristics to raise specific concerns with their democratic representatives if space in the Town Hall is not available	All	<ul style="list-style-type: none"> • Through both the decarbonisation works and full refurbishment works, meeting space for elected members will be retained • Democratic meetings will continue to take place from accessible locations within Watford and will be accessible to members of the public. These will also be broadcast online.
Potential if managers and teams do not fully consider equality impacts as part of staff attending the interim council accommodation spaces	All	<ul style="list-style-type: none"> • All staff with line management responsibility asked to identify specific working arrangements for those with protected characteristics, such as disability, so that these can be replicated in the interim spaces. • Effective training so staff and members understand the importance of considering the equality impacts of decision making and the council's public sector equality duty • Leadership to champion equalities and challenge decisions and proposals in the context of equalities and diversity
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 (15 November 2021)

And approved by:

Kathryn Robson, Executive Head of Strategy and Communications (19 November 2021)

Appendix 2D1:**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)

Appendix 2D2:

National Insurance registrations – Hertfordshire – March 2021

		European Union				Non-European Union (Other Europe)	Asia				Rest of the World					Unknown
	TOTAL	Europe an Union EU15	Europe an Union EU8	Europe an Union EU2	Europe an Union Other	Other Europe	Middle East and Central Asia	East Asia	South Asia	South East Asia	Sub-Saharan Africa	North Africa	North America	Central and South America	Oceania	Unknown
Broxbourne	188	12	12	63	..	34	5	6	20	5	26	6	8
Dacorum	302	57	9	60	..	20	8	5	67	9	31	8	6	7	..	5
East Hertfordshire	288	152	18	26	..	14	..	5	20	11	20	5	10	12
Hertsmere	325	45	10	64	..	41	14	8	40	24	48	8	16	8	7	..
North Hertfordshire	153	19	7	10	5	5	..	11	41	12	26	6	7	5
St Albans	268	63	10	22	9	18	10	6	39	7	36	5	31	9	15	..
Stevenage	402	20	7	49	..	9	7	6	126	86	78	16	6	5
Three Rivers	140	15	..	18	..	9	..	5	55	..	14	..	8	7	6	..
Watford	838	64	25	109	..	24	12	7	409	65	55	17	17	27	7	..
Welwyn Hatfield	1,227	57	22	125	..	27	21	16	541	29	339	9	16	13	10	..

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

World region	Sub group	Nationality
Asia	Middle East and Central Asia	Syria
Asia	Middle East and Central Asia	Tajikistan
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
Non-European Union (Other Europe)	Other Europe	Armenia
Non-European Union (Other Europe)	Other Europe	Azerbaijan

World region	Sub group	Nationality
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
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

World region	Sub group	Nationality
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
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

World region	Sub group	Nationality
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	Venezuela
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
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

World region	Sub group	Nationality
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
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

World region	Sub group	Nationality
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
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

World region	Sub group	Nationality
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 2D3:

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 2D4:

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 31 March 2021 (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	9,240	40	40	670	*	110	40	30	20	10	160	130	190	290	*	10	1,580
Dacorum	10,180	30	100	570	*	10	120	70	20	20	340	290	210	400	*	10	860
East Hertfordshire	9,040	40	30	420	20	30	130	50	30	40	330	300	260	310	10	10	1,500
Hertsmere	11,130	30	90	470	30	60	120	40	20	40	360	280	310	370	*	20	720
North Hertfordshire	5,250	10	40	220	10	30	50	60	20	40	360	250	110	230	*	10	750
St Albans	9,130	50	100	370	40	40	150	90	20	80	600	430	440	370	20	20	1,200
Stevenage	6,320	20	40	300	40	30	60	10	10	10	160	210	90	310	*	10	390
Three Rivers	5,590	30	20	200	20	10	50	40	*	40	220	180	70	150	*	*	330
Watford	16,910	40	130	800	20	20	130	50	30	40	500	330	310	720	*	20	1,490
Welwyn Hatfield	12,610	20	100	600	30	80	100	50	20	30	230	250	300	800	10	10	770

* = 1 to 9

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 31 March 2021 (Countries L-R)

Hertfordshire Districts and Borough comparisons

		Latvia	Liechtenstein	Lithuania	Luxembourg	Malta	Netherlands	Norway	Poland	Portugal	Romania
Broxbourne	9,240	170	0	600	*	*	80	*	1,860	290	2,140
Dacorum	10,180	160	0	280	*	10	180	20	1,520	440	3,210
East Hertfordshire	9,040	80	0	230	*	10	180	30	1,470	1,010	1,300
Hertsmere	11,130	70	0	270	*	20	200	20	1,280	530	4,450
North Hertfordshire	5,250	70	0	200	0	*	150	20	980	200	660
St Albans	9,130	50	0	160	*	20	250	40	1,260	530	1,070
Stevenage	6,320	90	0	210	0	*	100	*	1,390	250	1,830
Three Rivers	5,590	50	0	210	*	*	110	30	690	980	1,530
Watford	16,910	150	0	320	20	20	310	20	2,660	1,370	5,120
Welwyn Hatfield	12,610	120	0	370	*	20	170	30	2,640	720	3,870

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 31 March 2021 (Countries S-Z)

Hertfordshire Districts and Borough comparisons

		Slovakia	Slovenia	Spain	Sweden	Switzerland	Non-EEA **
Broxbourne	9,240	80	*	230	40	*	410
Dacorum	10,180	170	*	390	80	30	660
East Hertfordshire	9,040	100	20	660	90	30	300
Hertsmere	11,130	250	10	350	80	20	630
North Hertfordshire	5,250	80	10	320	80	20	250
St Albans	9,130	180	*	870	130	60	480
Stevenage	6,320	110	*	250	30	20	310
Three Rivers	5,590	90	*	180	90	30	220
Watford	16,910	170	20	730	130	20	1,250
Welwyn Hatfield	12,610	200	10	410	70	30	550

* = 1 to 9

** = People from outside of the European Union and European Economic Area (EEA) can be described as “third country” or “non-EEA” nationals. Direct family members are: **spouse, civil partner, dependent children and grandchildren**, of either partner, up to age 21, as well as dependant parents and grandparents of either partner

