



**WATFORD
BOROUGH
COUNCIL**

Equality Impact Analysis

Title of policy, function or service	Street naming and numbering policy
Lead officer	Danielle Negrello
Person completing the EIA	Danielle Negrello
Type of policy, function or service:	Existing (reviewed) <input checked="" type="checkbox"/> New/Proposed <input type="checkbox"/>
Version & Date	V0.1 03/08/2021

1. Background

- 1.1. Watford Borough Council has the legal responsibility for the naming and numbering of streets and properties within the borough.
- 1.2. The Councils new Street Naming and Numbering policy has been developed for the following reasons:
 - The recommendation from the councils Overview and Scrutiny BAME task group that the Councils street naming and numbering policy supports the councils ambition that the towns street and building names reflect our town and its history and its rich diversity.
 - To provide guidance to developers, businesses and residents who undertake property development and address changes and ensure that the function for maintaining the addresses within the borough is carried out to the highest standard

2. Focus of the Equality Impact Analysis

- 2.1. This EIA, therefore, considers the potential equality related impacts, both positive and negative of the naming of new streets and buildings on the people in the groups or with the characteristics protected in the Equalities Act 2010.
- 2.2. These are:
 1. Age
 2. Disability
 3. Gender Reassignment
 4. Pregnancy and maternity
 5. Race
 6. Religion or belief
 7. Sex (gender)
 8. Sexual Orientation
 9. Marriage and Civil Partnership.

3. Engagement and consultation

- 3.1. Consideration of the councils approach to the naming of new streets and blocks in the borough has been undertaken through the Councils Overview and Scrutiny Committee and specifically the BAME task group and has informed the development of this policy.
- 3.2. The Councils Overview and Scrutiny Committees BAME task group undertook the review of the councils approach to Street Naming and numbering as a result of the Black Lives Matter (BLM) movement bringing focus to the experiences of Black communities across the globe and the history of its struggles, including the legacy of slavery and oppression. BLM has highlighted symbols of the past, including street names which memorialise individuals who played a role in the slave trade and British imperialism.
- 3.3. The task group considered that the term 'BAME' could be defined in a number of ways and used the definition for the purposes of the review as all ethnic groups except White ethnic groups i.e., all Mixed, Asian, Black and Other (non-white) ethnicities. The task group further recognised that the term 'BAME' is not used or welcomed by all communities.

3.4. The task group undertook its work mindful that there is a wider minority in Watford which has not been considered in the context of this specific review. This would include Other White minorities, aside from White British, who also have specific concerns and with whom the council should engage and consult on policies and recommendations addressing equality and diversity going forward.

3.5. The following groups were consulted by the task group through their work.

- Sohib Ali - Watford Central Mosque
- Rhoda Amezado - Ngorli CIC
- Salim Bakirci - Watford Citizens Advice Bureau
- Ekene Banye - Nigerians in Watford
- Kips Green - YCH Services for Young People, Hertfordshire
- County Council
- Yogesh Joshi - Indian Community
- Enoch Kangaraj - One Vision
- Sumbo Kehinde - African community
- Clive Saunders - Watford Afro-Caribbean Association
- Harjit Singh - Watford Interfaith Association
- Zahid Zarin - Muslim Youth Centre
- Residents from - Watford New Hope.
- Input from wider - Watford councillors.

4. What we know about the Watford population

4.1. The population of Watford is 96,600 (mid-year estimate 2020). Watford has a very diverse population, more so than the rest of Hertfordshire; it is one of the strengths of our town and what makes us such a vibrant and diverse town.

4.2. 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%).

4.3. In 2016, the ONS published population estimates by ethnicity. This did not report ethnicities to the level of granularity of the Census. 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).

5. How will the council ensure equality is promoted through the naming of new streets and blocks in the borough?

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the naming of new streets and blocks in the borough:

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

A. Positive impacts

5.1. The potential positive effects of the new policy are:

- There will be significant emphasis placed on introducing new street and block names that reflect Watfords diversity and heritage.

B. Negative impacts

5.2. The potential negative impacts of not having this policy in place would be:

- The potential for names that are not culturally or ethnically sensitive or that fail to commensurately reflect the diversity and heritage of Watford inadvertently being put forward as new street or block names.

6. Overall conclusion

6.1. The revised policy that has been developed following consultation with community groups representing BAME residents ensures that going future the names of new streets and / or blocks in the borough will be representative of individuals, including those from BAME backgrounds, who have enriched and made a positive contribution to the town.

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

Positive Impact	Protected characteristics	Ways to ensure the positive impact
<ul style="list-style-type: none"> Street and block names assigned in the future will better reflect Watfords diversity and heritage. 	<ul style="list-style-type: none"> Race 	<ul style="list-style-type: none"> There will be significant emphasis placed on introducing new street and block names that reflect Watfords diversity and heritage. There are already a number of ideas for future street / block names to recognise individuals, including those from BAME backgrounds, who have enriched and made a positive contribution to the town. Watford Museum, which has considerable expertise and knowledge of local history, should be the curator of this list to ensure it reflects the town and its communities. It is proposed that suggestions for additions to the list of people to be recognised could be made directly to the Museum. The council should commission Watford Museum to develop an education programme based around a new exhibition which explores the background and history of the town's road names, including those identified as having negative historic links.

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
<ul style="list-style-type: none"> A small number of existing street names memorialise individuals who played a role in the slave trade and British imperialism 	<ul style="list-style-type: none"> Race 	<ul style="list-style-type: none"> The task group acknowledged that whilst it was important to explore the provenance and appropriateness of some existing street names, residents and businesses would incur costs should changes be proposed. It was also recognised that

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
		<p>local businesses had been significantly impacted by the ongoing pandemic. The proposed new street naming policy ensures that any changes to existing street/ block names are consulted on and supported by a majority of residents and businesses in the affected roads.</p> <ul style="list-style-type: none"> • It is suggested that the proposed education programme would provide a starting point for establishing whether the desire exists amongst residents and businesses to reconsider some names identified as having negative historic links.

This EIA has been approved by:

..... **Date**