



Equality Impact Analysis

Service and section / team	Planning and Development Transport and Infrastructure
Title of policy, function or service	TRANSFORMING TRAVEL IN WATFORD: The Strategy for 2021 - 2041
Lead officer	Tom Dobrashian
Person completing the EIA	Joanna Heard / Alexis Fuller
Type of policy, function or service:	Existing (reviewed) <input type="checkbox"/> New/Proposed <input checked="" type="checkbox"/>

1. Background

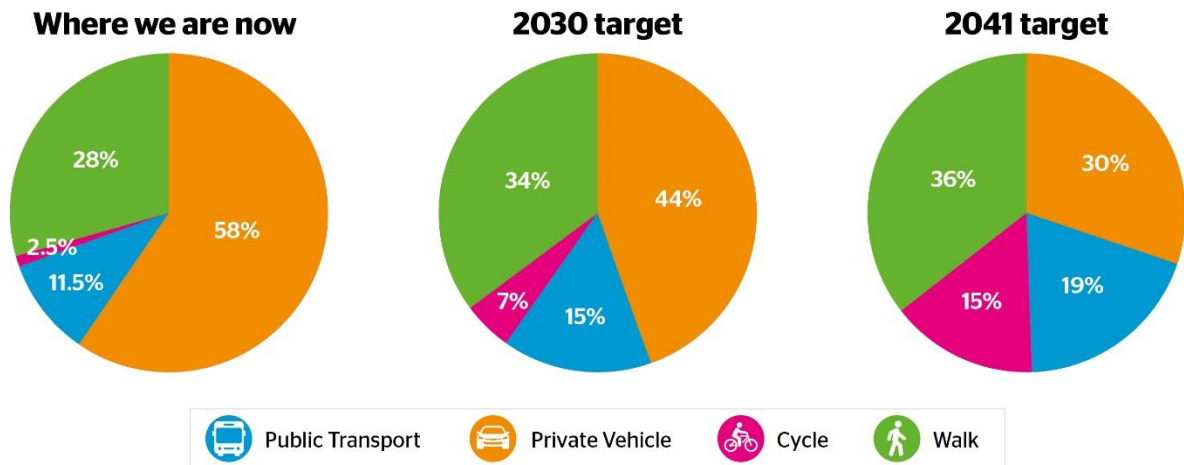
There are compelling reasons for Watford to move towards a more sustainable transport network. It is a fundamental requirement if the borough is to meet its Climate Emergency commitments and continue to thrive as a place to live, work and visit. In addition, transforming transport will lead to a marked improvement in people’s health, wellbeing and overall quality of life, with added benefits in terms of business productivity.

Reasons for developing a transport strategy are detailed within the *Transforming Future Travel in Watford: the strategy for 2021-2024* paper and its supporting documents, which set out the current transport characteristics, issues and opportunities in Watford. Based upon this context, a set of objectives has been developed, and proposed ‘actions’ that Watford Borough Council and Hertfordshire County Council will pursue to meet the objectives have been developed. Some actions are short term (over the next five years) and others longer term, to be implemented over the full 20-year course of the strategy. It is not expected that the strategy will lead to an overnight transformation, but act as a basis for a programme to deliver change. This supports the **Council Plan 2020-2024 Theme ‘A thriving, diverse and creative town** and objectives set out in the Councils Delivery Plan 2020-2022 to **‘Build on our new, greener ways to travel in and around Watford and promote the transition to a low-carbon economy’** with the intention to **‘Position Watford as a Sustainable Travel Town’**.

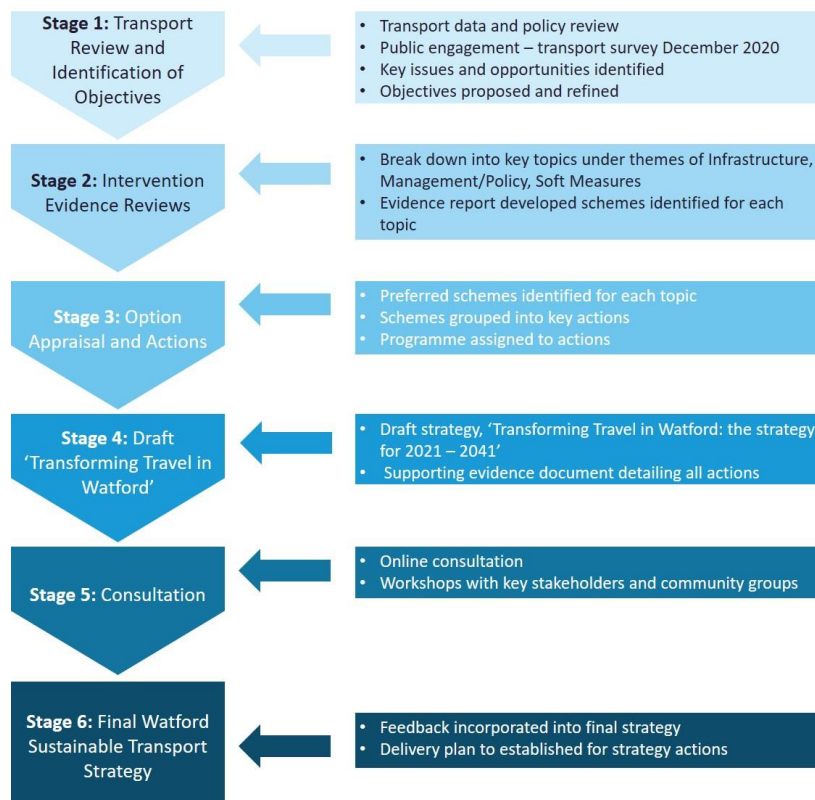
In addition to the council Plan and Delivery Plan, the proposals for Transforming Travel in Watford support National, Regional and Local polices as follows:



At the heart of the strategy is an ambition to switch car trips to more sustainable modes. This aligns with the Department of Transport’s aim for 50% of trips in urban areas to be made by active modes by 2030. Watford, like almost all the UK, is far from this point at present, for example, 30% of trips in London were cycled or walked in 2018, with a further 36% made by public transport. Through analysis of the make-up of trips in Watford, and comparison against the level of change achieved in other areas, a set of targets has been developed for Watford to reach by 2036, with an interim target in 2030. These are set out in the figure below.



The strategy has been jointly developed by Watford Borough Council (WBC) and Hertfordshire County Council (HCC) using a multi-step process. This included analysis of transport provision and movement patterns, modelling and benchmarking against other locations, plus an initial engagement exercise in 2020. The process is set out in the figure below.



2. Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the Transforming Travel in Watford: the Strategy for 2021 - 2041 on people in the groups or with the characteristics protected in the Equalities Act 2010.

These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership.

3. How will the council ensure equality is promoted through the strategy?

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the Transforming Travel in Watford: the Strategy for 2021 – 2041:

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

4. What has informed Transforming Travel in Watford: the Strategy for 2021 - 2041

The Strategy and this EIA have been underpinned by: national travel data, what we know about the town and on the feedback from our engagement and consultation on the Strategy.

- Details of what we know about the Watford population is set out in Appendix 2
- Details of the findings from the consultation and analysis, particularly in relation to those with protected characteristics are set out in Appendix 1

- Data used to develop and assess the impact of the strategy includes:
 - Hertfordshire County Council Travel Survey 2018 – detailed breakdown of all journeys undertaken by strategically selected sample of population
 - 2011 Census Data – car ownership, population demographics, levels of deprivation, journey to work modes and origins / destinations
 - Public Health England Local Authority Data – levels of obesity, proportion population undertaking regular walking / cycling
 - Traffic Master data – GPS data on vehicle volumes and speeds and congestion hotspots
 - The Floop data – GPS data on vehicle volumes, speeds, trip lengths, origins and destinations
 - Stats 19 Collisions – record of all traffic collisions by severity and user type
 - Office for National Statistics – registered motor vehicles

A. Positive impacts

The proposals in the Transforming Travel in Watford: The Strategy for 2021 - 2041 have taken a borough wide approach. Each of the actions proposed would be delivered as individual projects and will be reviewed for equality on a case by case basis.

However, the introduction of proposed measures in the strategy would affect the whole community in a positive way through ensuring individuals have more choices in terms of transport and, therefore, is assessed, overall, as having a positive impact in terms of those with protected characteristics.

At the heart of the policies is to improve accessibility of key locations for all members of the community. Examples would include:

- Improve communication, accessibility regarding public transport
- Train stations to improve accessibility and legibility for disabled customers
- Continued support for cars where necessary, if individual circumstances dictated to retain the use of cars.

The impact of achieving a modal shift in the population should be an improvement in terms of air quality and an individual's fitness – which should have an impact on the equalities outcomes of the population.

B. Negative Impacts

The strategy is likely to have a slight disadvantage to private road users in the short term; private motor vehicles and freight. This is because the strategy promotes use of active travel and public transport on

roads, which will likely have the result of reduced carriageway allocation to the private motor car. This is intended to lead to a reduction of cars on Watford's roads. However, proposed actions to provide practical alternatives to driving have been set out in a high level programme which has been designed to provide a step-by-step approach to changing travelling behaviour and transport infrastructure, with each step building on the previous. This should result in less traffic on the road in the long term which will benefit private motor vehicles, taxis and freight in the longer term.

If there was no action taken the results are likely to be worse for those needing to use a car – as there would have been no modal shift away from the private car use to active travel, public transport or car sharing schemes. There would be increased pressure of congestion, which the strategy is seeking to alleviate. Therefore in our assessment the EQIA comes out positive.

During the engagement and consultation over the draft strategy, the opportunity has been taken to consider further proposals and their negative and positive impacts on all members of the community, especially those with protected equalities characteristics. We note the following:

- the commitment to undertake a EQIA before and after we develop and implement individual initiatives in order to maximise positive impacts and minimise any negative aspects
- individual components on the strategy actions have been reviewed and revised in light of potential impact on protected groups such as the disabled and elderly. This includes an emphasis to improve the accessibility of rail stations.

We have included within the strategy alternatives including a strategy to seek improvements to bus services and safer routes for walking and cycling, together with an enhanced taxi fleet to support residents that are unable to walk, cycle or use buses easily, such as disabled, very elderly or pregnant / residents with very young children.

5. Overall conclusion

The delivery of the strategy will be via development of individual project briefs, which will consider vulnerable users, such as those with a disability, elderly, or pregnant / have very young children. We will seek those impacted to help shape the proposals and any mitigations – and that commitment is embedded in the strategy. We have clearly articulated that engagement with residents, businesses and others impacted will be one of the measures adopted as we implement the strategy.

6. Review of the strategy and EIA

HCC conduct a travel survey every three years on how people within the borough (and county overall) travel. Therefore, this survey can be used to observe how mode shares are changing in Watford. It is intended to check that the survey can monitor change by those with protected characteristics.

Additional data to be used in evaluation includes:

- Public Health England Local Authority Profiles – changes in levels of activity

- Stats 19 collision data – changes in volume and severity of collisions amongst those with protected characteristics
- Air Quality – monitoring levels of air pollution at existing monitoring sites
- Public Transport Accessibility – changes in travel times in areas compared to proportions of population with protected characteristics
- User surveys – surveys of user of new schemes e.g. car club to understand usage or barriers to use

This EIA has been approved by:

Kathryn Robson Date 13th February 2022

Appendix 1: Implications of consultation and analysis

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

Positive Impact	Protected characteristics	Ways to ensure the positive impact
Transforming Travel in Watford is aimed at town wide level changes and therefore looks to improve overall safety and accessibility in all areas of the town for all residents	All	The strategy is supported by an action plan that has been developed to achieve the strategy's ambitions. This will be monitored and each significant area of activity will be reviewed for equality impacts.
Transforming Travel in Watford aims to improve footways, improve bus stops and train stations for all disabilities and those with mobility impairments and reduce traffic on roads, providing lower noise and greater cross visibility. Cycle lanes are to be designed with consideration to non-cyclists in the same vicinity.	Age Disability	The strategy is supported by an action plan that has been developed to achieve the strategy's ambitions. This will be monitored and each significant area of activity will be reviewed for equality impacts.
Visual signs via improvements to bus stops, train stations and road crossing that are introduced within the strategy delivery.	Age Disability	The strategy is supported by an action plan that has been developed to achieve the strategy's ambitions. This will be monitored and each significant area of activity will be reviewed for equality impacts.
Changes to travel options will take into account the safety of women and girls	Sex	The strategy is supported by an action plan that has been developed to achieve the strategy's ambitions. This will be monitored and each significant area of activity will be reviewed for equality

Positive Impact	Protected characteristics	Ways to ensure the positive impact
		impacts.
More active ways to travel will have physical and mental health benefits across the community	All – particularly disability	<p>The strategy is supported by an action plan that has been developed to achieve the strategy’s ambitions. This will be monitored and each significant area of activity will be reviewed for equality impacts.</p> <p>Important to link the delivery of the strategy to health through communications and engagement.</p>
Heavily pregnant women or people with very young children who have less mobility or more difficulty using some forms of public transport, cycling or walking will be supported by improved public transport options	Pregnancy & Maternity	<p>The strategy is supported by an action plan that has been developed to achieve the strategy’s ambitions. This will be monitored and each significant area of activity will be reviewed for equality impacts.</p>

Summary of potential negative impacts and ways in which they can be removed or mitigated

Negative Impact	Protected characteristics	Ways to ensure the positive impact
<p>Senior people have less mobility and therefore may find it difficult to walk, cycle or use existing public transport options. This makes them more reliant on the private car for their journeys.</p>	<p>Disability</p> <p>Age</p>	<p>Options for public transport will be promoted including any adaptations for those with a disability or mobility related issues.</p> <p>E-cars and car clubs will be open to all groups within the community</p> <p>Cars are still going to be part of the transport mix within the town.</p> <p>The strategy proposes an enhanced taxi fleet within the town, which provide a door to door alternative to the private car.</p> <p>Reduction in congestion will benefit all protected characteristics.</p>

Appendix 2

Understanding our population, both how it is now and taking into account future projections, is important to ensuring our *Transforming Future Travel in Watford: the strategy for 2021-2024* takes into account the diversity of the town and its community

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).

WATFORD

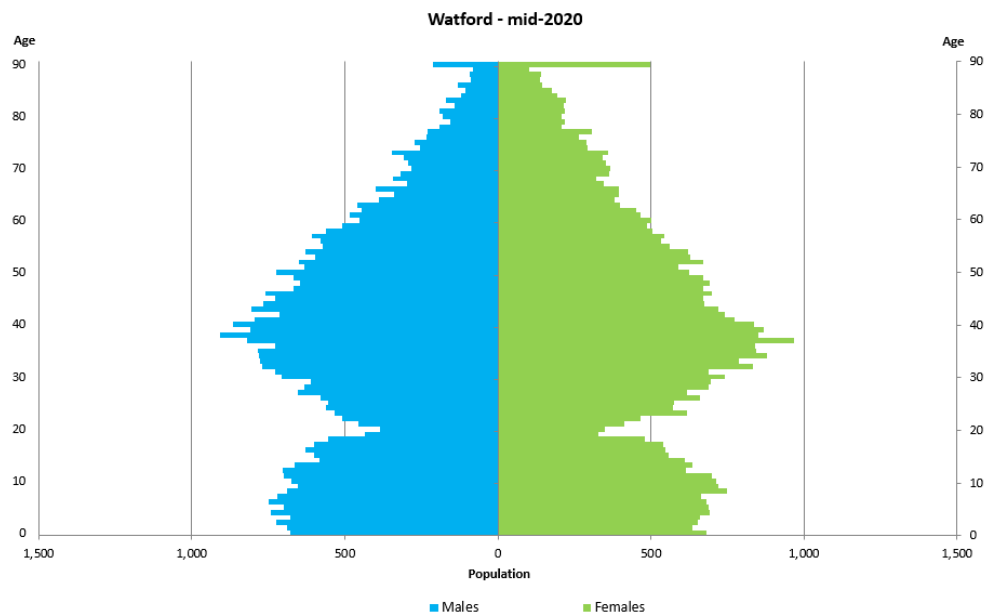


Diagram 1: Watford's population in age bands

ENGLAND

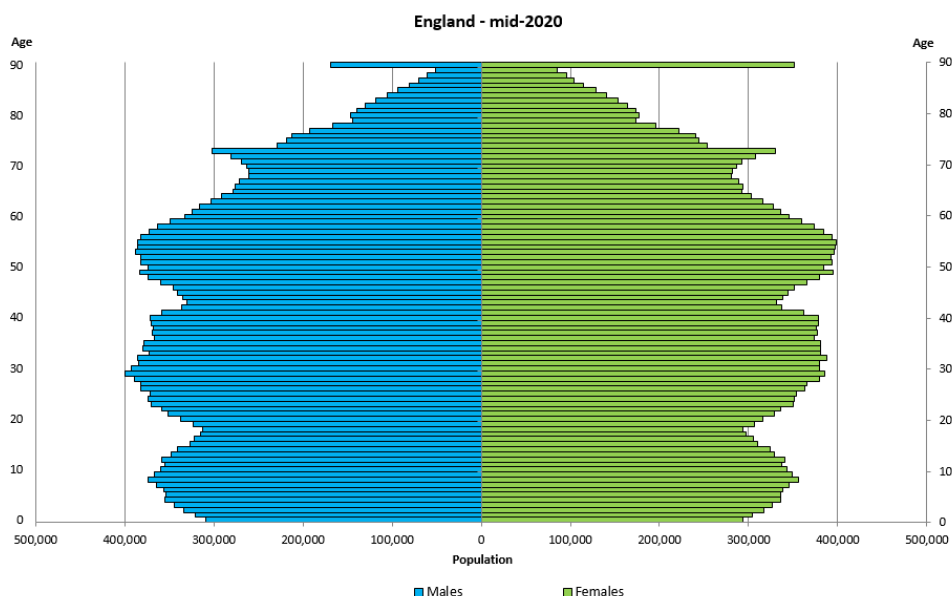


Diagram 2: England’s population in age bands

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.

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 2.44. 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 2.32 person household in 2038, which this is larger than that projected for the English average (2.26 in 2038)). These projections have implications for Watford in terms of development and growth.

Household Composition

The 2018 household projections, indicate that Watford will see an increase in one person households and households with two or more adults, whilst households with children are projected

to decline.

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 1.

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 (we are anticipating Census 2021 in mid-2022) 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 12 months ending June 2021 shows a significant reduction from the previous year (down from 2,194 registrations to 999). The combined effects of the global pandemic and Brexit have clearly impacted inward migration.

Of those who did register, 114 were from Romania and Bulgaria, 504 from South Asia and 89 from Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, 80 from sub Saharan Africa, 75 came from South East Asia, 21 from North Africa and 23 from Central and South America.

The most recent breakdown (June 2021) is at Appendix B.

Language spoken at home

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

The full breakdown for 2018 is at Appendix C.

Births and origin of parents

In 2020, over 60% (64.4%) of children born to Watford based parents, had one or both parents born outside of the UK, with 47% having both parents born outside of the UK. 58% of new mothers in Watford were born outside of the UK (1305 births in total, with 545 to mothers born in the UK and 760 born outside of the UK). Of these 230 mothers were born in the 'new' EU countries – those that had joined since 2004, 304 were born in the EU and 277 in the Middle East and Asia. 105 mothers were born in Africa.

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

In September 2021, the Government issued data on the number of applications made to the EUSS from 28 August 2018 to 30 June 2021, and applications concluded during the same time period. This shows that up to June 2021, 19,610 people in Watford had applied for EUSS. Of these the following were the highest number of nationalities who had applied: Romanian (5,910), Polish (3,000), Italian (1,630), Portuguese (1,520), Bulgarian (880), Spanish (800) and Hungarian (770).

The full analysis is at Appendix D.

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. There has been a mostly increasing trend in educational attainment in Watford over the last few years. Watford’s working age population achievement at the NVQ 4 and above is 49.2% of the population, which is the ninth highest in the East of England Region (St Albans the highest at 66.9%.this is significantly higher than the Great Britain average of 43.1%.

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.

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)

Appendix A:

Census 2011: Watford Borough ethnicity data

	WATFORD 2011
White: English/Welsh/Scottish/Northern Irish/British	61.9% (55,875)
White Irish	2.3% (2,063)
White: Gypsy or Irish Traveller	0.1% (61)
White: Other White	7.7% (6,947)
Mixed/multiple ethnic group: White and Black Caribbean	1.1% (990)
Mixed/multiple ethnic group: White and Black African	0.5% (412)
Mixed/multiple ethnic group: White and Asian	1.0% (939)
Mixed/multiple ethnic group: Other Mixed	0.8% (763)
Asian/Asian British: Indian	5.5% (4,923)
Asian/Asian British: Pakistani	6.7% (6,082)
Asian/Asian British: Bangladeshi	0.4% (362)

Asian/Asian British: Chinese	0.9% (822)
Asian/Asian British: Other Asian	4.4% (3,981)
Black/African/Caribbean/Black British: African	3.5% (3,142)
Black/African/Caribbean/Black British: Caribbean	1.7% (1,558)
Black/African/Caribbean/Black British: Other Black	0.6% (529)
Other ethnic group: Arab	0.3% (294)
Other ethnic group: Any other ethnic group	0.6% (558)

Appendix B

National Insurance registrations – Hertfordshire – 12 months ending June 2021

	TOTAL	European Union				Non-European Union (Other Europe)	Asia					Sub-Saharan Africa	No Afri
		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			
Broxbourne	236	24	8	76	..	55	7	..	17	5	35	..	
Dacorum	342	73	7	56	..	23	13	8	82	12	46	1	
East Hertfordshire	263	114	18	11	6	22	..	6	19	14	25	0	
Hertsmere	386	51	10	74	..	42	21	7	60	24	58	9	
North Hertfordshire	160	24	9	7	..	7	5	8	45	11	25	1	
St Albans	356	79	12	30	5	26	8	10	60	20	41	9	
Stevenage	513	32	12	51	..	13	9	5	145	110	103	2	
Three Rivers	166	28	7	22	..	8	..	9	55	..	13	..	
Watford	999	86	18	114	..	36	7	11	504	75	80	2	
Welwyn Hatfield	1,391	68	29	137	6	36	22	11	629	28	383	1	

World area reporting structure - subgroups and nationalities.

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

World region	Sub group	Nationality
Asia	Middle East and Central Asia	Yemen
Asia	South Asia	Bangladesh
Asia	South Asia	Bhutan
Asia	South Asia	British Indian Ocean Ter
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
European Union	European Union EU15	Denmark
European Union	European Union EU15	Finland
European Union	European Union EU15	France

World region	Sub group	Nationality
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
Non-European Union (Other Europe)	Other Europe	Belarus

World region	Sub group	Nationality
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

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

World region	Sub group	Nationality
Rest of the World	Central and South America	Peru
Rest of the World	Central and South America	Sint Maarten (Dutch Pa
Rest of the World	Central and South America	South Georgia & South
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 (Br

World region	Sub group	Nationality
Rest of the World	Oceania	Australia
Rest of the World	Oceania	Christmas Island
Rest of the World	Oceania	Cocos (Keeling) Islands
Rest of the World	Oceania	Cook Islands
Rest of the World	Oceania	Fiji
Rest of the World	Oceania	French Polynesia (inc. T
Rest of the World	Oceania	French Southern Territo
Rest of the World	Oceania	Heard Island & McDona
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 Islan
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

World region	Sub group	Nationality
Rest of the World	Sub-Saharan Africa	Burundi
Rest of the World	Sub-Saharan Africa	Cameroon
Rest of the World	Sub-Saharan Africa	Cape Verde
Rest of the World	Sub-Saharan Africa	Central African Republic
Rest of the World	Sub-Saharan Africa	Chad
Rest of the World	Sub-Saharan Africa	Comoros
Rest of the World	Sub-Saharan Africa	Congo
Rest of the World	Sub-Saharan Africa	Congo (Democratic Rep
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

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

Appendix C:

Languages spoken at home from Watford school survey

Language	Total	Percentage
English*	8751	59.10%
Urdu	980	6.62%
Polish	501	3.38%
Tamil	456	3.08%
Romanian	380	2.57%

Gujarati	373	2.52%
Pahari (Pakistan)	265	1.79%
Hindi	226	1.53%
Other than English*	150	1.01%
Portuguese	150	1.01%
Panjabi	121	0.82%
Malayalam	117	0.79%
Arabic	113	0.76%
Sinhala	97	0.66%
Italian	96	0.65%
Telugu	81	0.55%
Akan/Twi-Fante	78	0.53%
Bulgarian	77	0.52%
French	75	0.51%
Spanish	74	0.50%
Albanian/Shqip	64	0.43%
Nepali	61	0.41%
Turkish	58	0.39%
Bengali	56	0.38%
Hungarian	55	0.37%
Russian	49	0.33%
Filipino	48	0.32%
Chinese	44	0.30%
Chinese (Cantonese)	41	0.28%
Marathi	38	0.26%
Dari Persian	35	0.24%
Somali	34	0.23%

Portuguese (any other)	33	0.22%
Lithuanian	32	0.22%
Panjabi (Mirpuri)	32	0.22%
Romanian (Romania)	32	0.22%
Pashto/Pakhto	31	0.21%
Persian/Farsi	31	0.21%
Slovak	31	0.21%
Shona	30	0.20%
Wolof	30	0.20%
Akan (Twi/Asante)	29	0.20%
Japanese	29	0.20%
Chinese (Mandarin/Putonghua)	28	0.19%
Refused*	28	0.19%
Yoruba	28	0.19%
Czech	27	0.18%
Portuguese (Brazil)	24	0.16%
Farsi/Persian (any other)	24	0.16%
Tagalog/Filipino	24	0.16%
Tagalog	21	0.14%
Classification pending	21	0.14%
Bengali (Sylheti)	19	0.13%
Panjabi (any other)	19	0.13%
Greek	18	0.12%
Kashmiri	18	0.12%
Panjabi (Gurmukhi)	17	0.11%
Kannada	16	0.11%
Akan (Fante)	15	0.10%

Dutch/Flemish	15	0.10%
Bengali (any other)	14	0.09%
German	14	0.09%
Swahili/Kiswahili	13	0.09%
Thai	13	0.09%
Igbo	12	0.08%
Believed to be other than English*	11	0.07%
Vietnamese	11	0.07%
Kikuyu/Gikuyu	10	0.07%
Other language	10	0.07%
Katchi	9	0.06%
Korean	9	0.06%
Macedonian	9	0.06%
Swahili (any other)	9	0.06%
Ukrainian	9	0.06%
Danish	8	0.05%
Guarani	8	0.05%
Arabic (Algeria)	7	0.05%
Ewe	7	0.05%
Konkani	7	0.05%
Kurdish	7	0.05%
Lingala	7	0.05%
Serbian	7	0.05%
Latvian	6	0.04%
Panjabi (Pothwari)	6	0.04%
Believed to be English*	5	0.03%
Ga	5	0.03%

Hebrew	5	0.03%
Manding/Malinke	5	0.03%
Bosnian	5	0.03%
Sindhi	5	0.03%
Afrikaans	4	0.03%
Arabic (any other)	4	0.03%
Caribbean Creole English	4	0.03%
Chinese (any other)	4	0.03%
Chichewa/Nyanja	4	0.03%
Fula/Fulfulde-Pulaar	4	0.03%
Ndebele	4	0.03%
Slovenian	4	0.03%
Berber (Tamashek)	4	0.03%
Finnish	3	0.02%
Greek (any other)	3	0.02%
Krio	3	0.02%
Norwegian	3	0.02%
Pahari/Himachali (India)	3	0.02%
Romanian (Moldova)	3	0.02%
Croatian	3	0.02%
Swedish	3	0.02%
Amharic	2	0.01%
Arabic (Morocco)	2	0.01%
Caribbean Creole French	2	0.01%
Idoma	2	0.01%
Luganda	2	0.01%
Manding/Malinke (any other)	2	0.01%

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

Berber/Tamazight (any other)	1	0.01%
Uzbek	1	0.01%
Venda	1	0.01%
Xhosa	1	0.01%
Zulu	1	0.01%
14808	100.00%	

Appendix D

*EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 30 June 2021
(Countries A-K)*

Hertfordshire Districts and Borough comparisons

	Total	Austria	Belgium	Bulgaria	Croatia	Cyprus	Czech Republic	Denmark	Estonia	Finland	France
Broxbourne	10,480	40	40	770	*	150	50	30	20	10	190
Dacorum	11,560	30	110	640	10	20	130	80	30	20	380
East Hertfordshire	9,850	40	30	460	20	30	140	60	30	50	350
Hertsmere	12,700	40	110	520	30	70	140	50	20	40	400
North Hertfordshire	5,840	10	50	240	10	30	60	70	30	50	380
St Albans	10,120	60	110	410	40	40	170	100	30	90	660
Stevenage	7,120	30	50	340	40	30	60	10	20	20	180
Three Rivers	6,350	30	30	230	20	10	60	40	10	40	260
Watford	19,160	40	140	880	30	20	140	50	30	50	570
Welwyn Hatfield	14,240	20	100	700	40	100	110	50	30	40	270

* = 1 to 9

*EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 30 June 2021
(Countries L-R)*

Hertfordshire Districts and Borough comparisons

	Total	Latvia	Liechtenstein	Lithuania	Luxembourg	Malta	Netherlands	Norway
Broxbourne	10,480	180	0	640	*	10	110	*
Dacorum	11,560	180	0	310	*	20	200	30
East Hertfordshire	9,850	90	0	250	*	20	200	30
Hertsmere	12,700	80	0	320	*	20	240	30
North Hertfordshire	5,840	80	0	210	0	10	170	20
St Albans	10,120	60	0	170	*	20	280	40
Stevenage	7,120	100	0	240	0	*	120	20
Three Rivers	6,350	60	0	230	*	20	130	40
Watford	19,160	160	0	340	20	20	360	30
Welwyn Hatfield	14,240	130	0	390	*	20	190	30

*EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 30 June 2021
(Countries S-Z)*

Hertfordshire Districts and Borough comparisons

		Slovakia	Slovenia	Spain	Sweden	Switzerland	Non-EEA **
Broxbourne	10,480	80	*	270	50	*	480
Dacorum	11,560	200	*	430	80	30	810
East Hertfordshire	9,850	110	20	710	100	40	370
Hertsmere	12,700	290	20	400	90	30	760

North Hertfordshire	5,840	100	10	340	90	20	310
St Albans	10,120	200	*	950	150	60	580
Stevenage	7,120	120	*	270	40	20	390
Three Rivers	6,350	100	10	200	110	30	260
Watford	19,160	190	20	800	140	20	1,560
Welwyn Hatfield	14,240	210	10	460	80	40	740

* = 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