



**WATFORD
BOROUGH
COUNCIL**

Equality Impact Analysis

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|---|---|
| Title of policy, function or service | Council Plan 2022-26 (and associated Delivery Plan 2022-24) |
| Lead officer | Donna Nolan – Managing Director |
| Person completing the EIA | Kathryn Robson |
| Type of policy, function or service: | Existing (reviewed) New/Proposed <input checked="" type="checkbox"/> |
| Version | v.01- 15 May 2022 v-2 – 30 May (updated) |

1. Background

Council Plan 2022-26 – Watford Together – United by Possibility.

Watford Borough Council has developed a bold and ambitious new Council Plan for 2022-26, reviewing its previous Council Plan (2020-24). This is underpinned by a more detailed Delivery Plan with a timeframe 2020-22. The development of this refreshed Plan builds on the achievements of the previous Plan, recognising the fast moving environment in which the council operates and the opportunities and challenges this brings. It also recognises we are in a new Mayoral term, following the elections in May, and this is the right time to align the Council Plan with the pledges in the Mayoral manifesto.

It has been designed to reflect the council's ambitions and commitments for our community, businesses, visitors and workforce and to make sure the town has a successful and resilient future. The plan is strategic, high level and outward-facing, with an emphasis on outcome focused commitments.

The Plan out the direction for the council to 2026 and guides how we use our resources and how we will measure our achievements. It also provides a framework for all our strategies, plans and directs everything we do as a council.

As our key strategic document, the Plan's impact on the town and community is fundamental to ensuring we meet our commitment to equalities and diversity and our duties under the Equality Act 2010.

2. Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the Council Plan 2022-26 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.

3. What we know about the Watford population

We are currently waiting the outcomes of the Census 2021, which will provide a more up to date picture of the town’s population. We are expecting the first findings to be released by the ONS in June 2021 and this EIA will, therefore, be updated as the information becomes available.

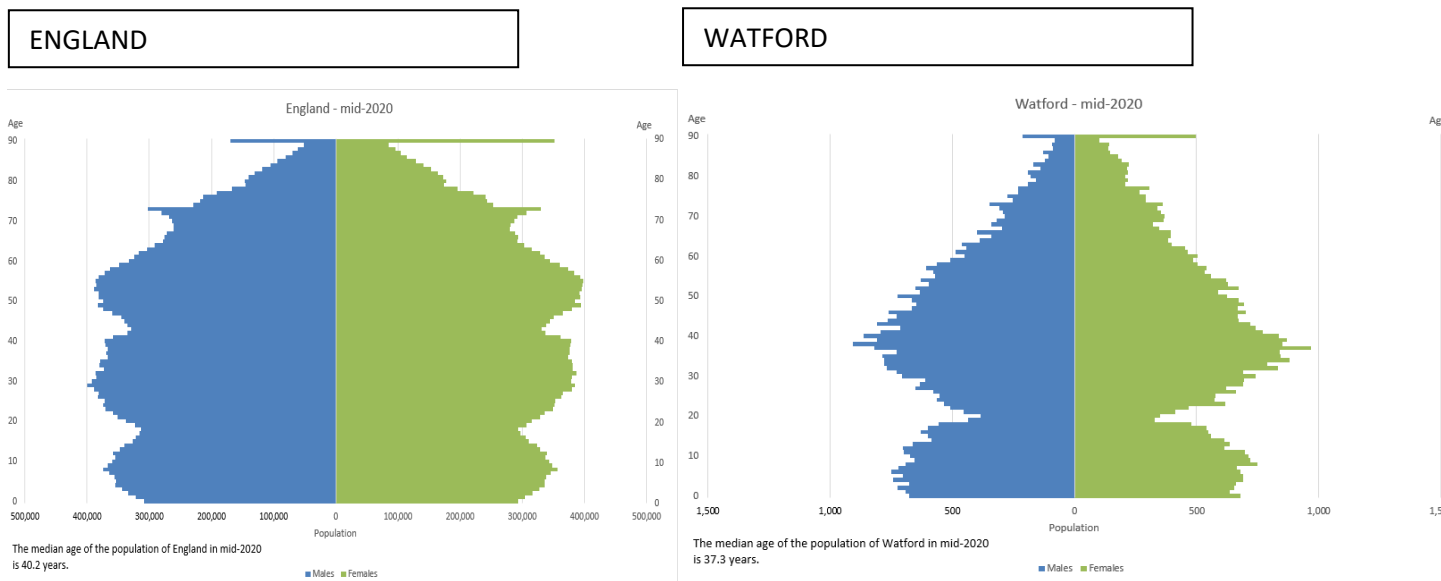
At the present time, we are basing our analysis of the Watford population on data and information that we are able to access.

Population

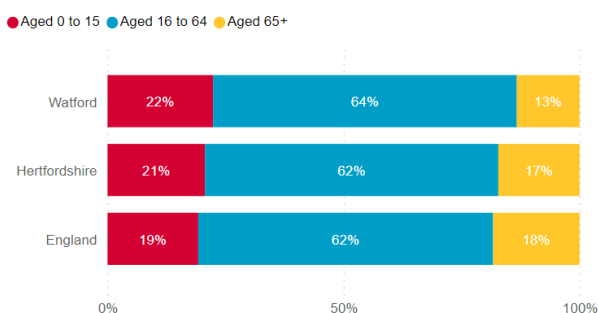
The current population of Watford is 96,600 (ONS mid-2020 estimate).

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

The graphs below show a comparison between the sex and age profile of England’s population with that of Watford. (ONS 2020). The comparison shows that, overall, Watford has a younger population profile than the country overall, also indicated by the median age for England in 2023 (40.2 years) being nearly three years higher than that for Watford (37.3 years). This means that we are a town which is popular with families and, whilst we are a town for all, we recognise that our plans need to reflect our large number of younger people and families.



Comparison of age structures: Watford / Hertfordshire / UK - 2020



Population density

The population density for Watford is circa 4,515 people per square kilometre (2019). This makes it the most densely populated district area in Hertfordshire and in the country. This is a reflection that we are an urban district with no open space 'hinterland', with many characteristics of a metropolitan borough. In comparison with many metropolitan boroughs, particularly those in and around the outskirts of London, our density is relatively low.

Ward level populations (mid-year 2018 estimates)

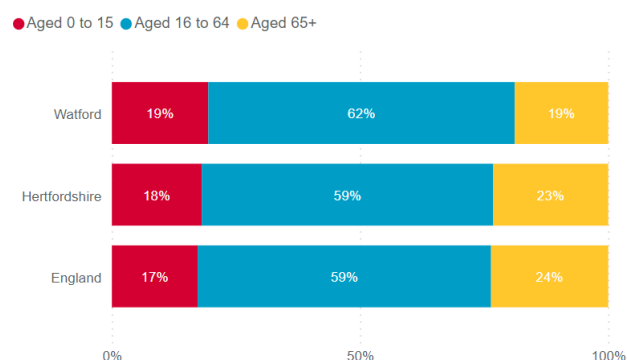
The ONS publishes experimental data on ward level populations. The last release date was for mid-year 2020. This showed Central ward had the highest population (9,863) and Tudor the lowest (6,920). Further analysis shows that Nascot ward had a significantly higher number of elderly residents than other wards (120 90 years plus), whilst Central the highest number of under 30s.

| Ward | Mid-year 2020 |
|------------|---------------|
| Callowland | 8,109 |
| Central | 9,863 |
| Holywell | 8,765 |
| Leggats | 7,705 |
| Merden | 7,844 |
| Nascot | 8,707 |

| Ward | Mid-year 2020 |
|-------------|---------------|
| Oxhey | 6,738 |
| Park | 8,592 |
| Stanborough | 7,384 |
| Tudor | 6,720 |
| Vicarage | 8,707 |
| Woodside | 7,669 |

ONS experimental data (Ward Level Mid-Year Population Estimates (experimental), Mid-2020)

Comparison of age structures: Watford / Hertfordshire / UK – projected by 2043



Households

Number of households

The ONS data, based on the census, says that there were 36,681 households in Watford at the time of the Census; as of 31 May 2022 the figure was 43,416.

The average household size in Watford is currently 2.44 (2018). This is currently slightly higher the region and for England (2.37). Nationally, there is downward trend in household size projected over the next 25 years. The Watford average household size is envisaged to drop to 2.3 person household in 2043, which this is larger than that projected for the English average (2.24 in 2043) and just above the Hertfordshire average (2.28 in 2043). These projections have implications for Watford in terms of our households and community.

Household size

The 2018 projections estimate that, between 2018 and 2043:

- Watford's average household size will decrease from 2.44 to 2.3
- Hertfordshire's average household size will decrease from 2.44 to 2.28
- England's average household size will decrease from 2.37 to 2.24

Household Composition

From the 2018 projections, one person households see the biggest increase in household growth in Watford.

Ethnicity

Watford has a very diverse population, more so than the rest of Hertfordshire; it is one of the strengths of our town and what makes us such a vibrant and diverse town.

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

The full breakdown from Census 2011 is at Appendix A.

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

National insurance registration: Census information is now over 10 years old and it is extremely likely the ethnic profile of the borough has changed during this time. For example Census 2011 would not have captured 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 12 months ending June 2021 shows there were 999 registrations in Watford, of which 114 were from Romania and Bulgaria, 504 from South Asia and 86 from Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden. 80 came from sub Saharan Africa and 21 from North Africa.

The most recent breakdown (June 2021) is at Appendix B. These figures are lower than in previous captures because of the impact of COVID-19 on people's movements around the world.

Language spoken at home: Other data sources, including Hertfordshire's 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 C.

Births and origin of parents: In 2020, 64% 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 to EU countries 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 2022) – experimental

data: The Government has issued data on the number of applications made to the EUSS from 28 August 2018 to 31 March 2022, and applications concluded during the same time period. This shows that up to March 2022, 20, people in Watford had applied for EUSS. Of these the following were the highest number of nationalities who had applied: Romanian (6,470), Polish (3,130), Portuguese (1,600), Italian (1,170), Bulgarian (920) and Spanish (840).

The full analysis is at Appendix D.

Age

The largest populations by age band in Watford are:

- 35-39 years (8,424)
- 30-34 years (7,690)
- 40 -44 years (7,686)
- 5 -9 years (7,018)

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

Median age: the median age in Watford is 37.3 years. This compares to 40.3 for England (mid-year 2020 population estimates)

Disability / Health

Around 85% of the population of Watford state that they have ‘good health’ and just under 14% record a disability. We do not have details as to what these disabilities are but they will include a wide range of physical and mental health disabilities or impairment (Census 2011).

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

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

Religion / belief

The religious breakdown in the Census 2011 of the main religions in Watford was: Christian (54.1%), Muslim (9.8%), Hindu (4.8%), with no religion stated at 21.4%.

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

Sexual orientation / Transgender

Watford has no specific data on the transgender community within the borough or for the sexual orientation of its community. These questions were included in the Census 2021.

Education, skills and employment

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

There has been a mostly increasing trend in educational attainment in Watford over the last few years.

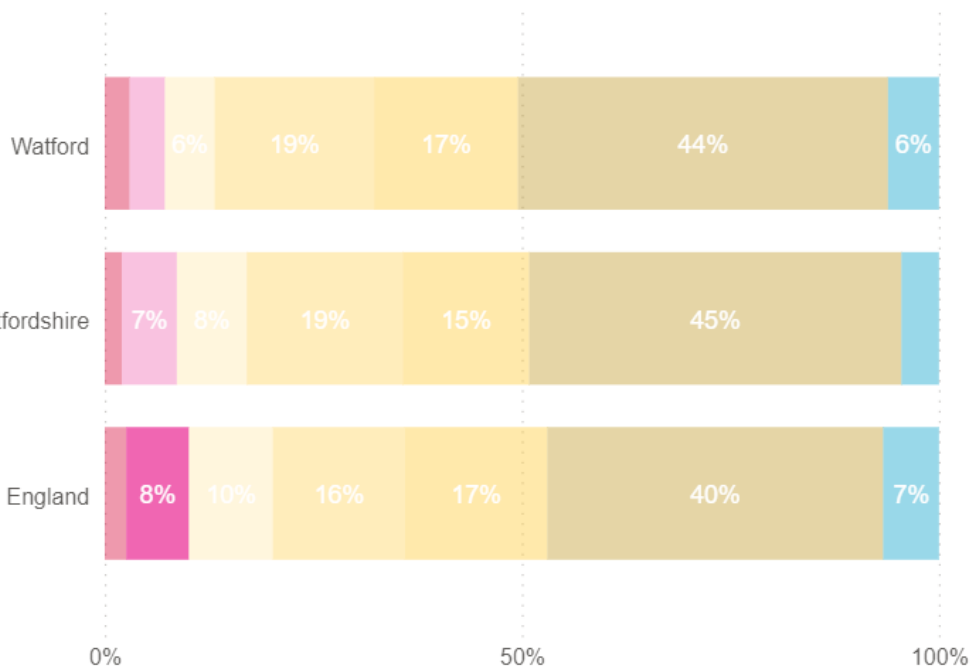
Watford’s working age population has the fourth highest percentage (44.4%) in Hertfordshire of those with qualifications at NVQ 4 and above (Three Rivers is the highest with 63.5%, St Albans the second highest at 58.5% and East Herts third highest with 45.7%); this is close to the Hertfordshire average of 42% average

but higher than the Great Britain average of 40.3%.

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

Qualifications profile, December 2019

● Apprenticeship ● None (NVQ) ● NVQ1 only ● NVQ2 only ● NVQ3 only ● NVQ4+ ● Other (NVQ)



Employment

As of March 2022, the claimant count for Watford was:

Current number and rate of claimants

| Area | Number | Proportion of working aged residents |
|---------------|-----------|--------------------------------------|
| Watford | 2,419 | 3.9% |
| Hertfordshire | 22,091 | 3.0% |
| England | 1,457,826 | 4.3% |

Homelessness

Whilst this is not a protected characteristic under the Equality Act 2010, the council recognises that the particular circumstances of people without their own home might be a factor in their taking an active role in our community. As of December 2021, we had 8 statutory homeless and 82 households in temporary accommodation.

Deprivation

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

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

In the IMD 2019, Watford is ranked 195 out of 317 authorities, putting it in the 7th decile nationally. This means that, overall, Watford is less deprived than half the authorities in England.

Watford is the third most deprived authority in Hertfordshire. (Stevenage and Broxbourne are the most deprived.) However, three Hertfordshire authorities are among the 10% least deprived authorities in England (Three Rivers, East Herts and St Albans).

Overall, Watford is not an area with significant deprivation issues and the majority of the LSOAs within the town are in the bottom 50% of LSOAs nationally for deprivation; the borough's position has improved relative to that of 2015.

The combined deprivation index, which weights income and employment more heavily than the other domains, obscures the more deprived areas in Watford, which are affected by crime, living environment deprivation, health and disability, and education, skills and training deprivation in particular. This is, at least in part, because income and employment deprivation are less of an issue for Watford than for other areas.

The ten most deprived LSOAs in Watford, as ranked in the IMD 2019 are as follows (the ranking for the last IMD data in 2015 is shown in brackets in the first column). Deprivation has also been identified as an indicator for poorer COVID-19 outcomes so understanding our areas of deprivation, particularly if we apply greater granularity around health and income deprivation. The LSOA, which contains some of Whippendell Road, Chester Road and Durban Road West is within the second most deprived health and disability quartile does not feature in the top 10 most deprived LSOAs

| Watford rank | Ward | LSOA code | Hertfordshire | | England | |
|--------------|--|---------------------|---------------|--|------------------|---------------------------------|
| | | | Rank | Decile in Herts (1st = most deprived) | Rank | Decile (1st = most deprived) |
| 1 (1) | Central (Water Lane, Gladstone Road, Grosvenor Road, part of Radlett Road, Brockleberry Close, Raphael Drive, top part of Queens Road) | E01023860 (009B) | 5 (5) | 1st (1st) | 5055 (5005) | 2nd (2nd) |
| 2 (3) | Holywell (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, Bovingdon Crescent, Garston Lane) | E01023877 (003E) | 73 (75) | 2nd (2nd) | 11225 (11837) | 4th (4th) |
| 9 (12) | Leggatts (The Harebreaks, Chestnut Walk, Foxhill, Brushrise, Elm Grove) | E01023870 (004C) | 78 (52) | 2nd (1st) | 11515 (10734) | 4th (4th) |
| 10 (5) | Stanborough (Clarke Way, Rushton Avenue, Orbital Crescent, Harris Road) | E01023891 (002B) | 92 (31) | 1st (1st) | 11970 (9377) | 4th (3rd) |

MOSAIC profile

Our MOSAIC profiling of the borough enhances our understanding of our population and provides valuable context for our decision-making as well as underpinning our communications and engagement. It confirms we are a young and diverse borough.

| Type Label | Type Description | 2020 Households |
|-----------------------|---|-----------------|
| Career Builders | Professional singles and couples in their 20s and 30s progressing in their field of work from commutable properties | 5257 |
| Cafés and Catchments | Affluent families with growing children living in upmarket housing in city environs | 3660 |
| Culture & Comfort | Thriving families with good incomes in diverse suburbs | 3575 |
| Flexible Workforce | Successful young renters ready to move to follow worthwhile incomes from service sector jobs | 2927 |
| Solid Economy | Stable families with children, renting higher value homes from social landlords | 2701 |
| Community Elders | Established older households owning city homes in diverse neighbourhoods | 2574 |
| Primary Ambitions | Families with school-age children, who have bought the best house they can afford within popular neighbourhoods | 2434 |
| Thriving Independence | Well-qualified older singles with incomes from successful professional careers in good quality housing | 1949 |
| Ageing Access | Older residents owning small inner suburban properties with good access to amenities | 1731 |
| Premium Fortunes | Asset-rich families with substantial income, established in distinctive, expansive homes in wealthy enclaves | 1448 |
| | Total (Top 10) | 28256 |
| | Total Households in Watford | 39675 |

Watford's MOSAIC profile (2020)

Key issues identified from our borough profile for our Council Plan 2022-26:

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

4. What local people have said is important to them

Our regular Community Survey is one way we test what we are doing and our future plans. The Community Survey 2018 received over 1,100 responses, which indicates the level of interest our residents have in the town and its future. A new survey will be conducted later in 2022, to provide additional insight into the council's planning and the development of the next phase of its Delivery Plan.

HEADLINE RESULTS

Views on the council

- 77% of respondents are satisfied with the way the council runs things
- 80% agree the council is working to make Watford a better place to live
- 82% think we provide value for money and the same percentage are satisfied with the way we spend our proportion of your council tax
- 85% agree we are working to make Watford economically successful

Top council services

These are the services that local residents think we do really well:

- Waste and recycling
- Parks and open spaces
- Sports and leisure facilities

Views on Watford

- 74% of respondents are satisfied with Watford as a place to live
- 80% are proud to be a Watford resident
- 84% think that where they live people from different backgrounds get on well together
- 91% agree Watford is a safe town

Top five things that respondents said make somewhere a good place to live

- Feeling safe in my home and the local area
- Good quality hospital and health services
- Cleanliness and tidiness of the town
- Good access to public transport
- Rubbish collected on a regular and reliable basis

Where we need to do even better

- Ensuring that new homes are supported by good infrastructure such as school places, GP surgeries, better transport links
- Keep local people informed about decisions
- Provide more opportunities for people to find out what is going on and share their views
- Explaining why well-planned growth is important to the town
- Explaining housing targets and the need for new homes

Key issues identified from our resident feedback:

Priorities for the borough

The survey also asked people about their priorities for the borough.

The top choices were:

| | |
|---|-------|
| Ensuring a vibrant and prosperous local economy that offers a range of jobs and opportunities for local people | 48.5% |
| Keeping the town clean and our streets free from litter | 38.6% |
| Working with community safety partners to tackle issues and make Watford even safer for our communities | 38.0% |
| Creating a well-connected borough with good infrastructure such as better transport links | 37.4% |
| Supporting our more vulnerable residents so that they can live independent lives | 35.5% |
| Protecting and enhancing our parks and open spaces | 31.5% |
| Helping to provide a range of new homes that meet local needs, including more affordable homes | 30.2% |

Total responses: 1,095

Residents were also able to provide their views on other priority areas for Watford not identified within the answer choices. Of the comments received, the most commonly cited issues were **parking and congestion**.

5. The impact of COVID-19

COVID-19 has had an unprecedented impact on the world, the UK and on our town. Whilst all areas have been affected by the virus, Watford experienced a higher number of deaths and rate of deaths than many other places. Our Council Plan 2022-26 acknowledges that we are in a very changed world from the one before the pandemic hit and even since our last Plan was published. We are now facing the impact of a more unstable world with the recent events in Ukraine and the rising cost of living, fuelled by energy and food price increases. COVID-19 highlighted the disparity in health outcomes for different populations and Public Health England (PHE) has concluded that the unequal impact of COVID may be explained by social and economic inequalities, racism, discrimination and stigma, differing risks at work and inequalities in the prevalence of conditions such as obesity, diabetes, hypertension and asthma, which can increase the severity of COVID-19

The report recommendations were strongly focused on the health sector but there are lessons we can adopt and support our health partners to address.

Key for us are:

- Better data collection about ethnicity and religion
- Improve engagement and participation of minority ethnic communities
- Producing culturally sensitive campaigns to help people access services
- Support health partners to target health messages

We also know that the significant majority of those who requested support during COVID-19 lockdown were 60+, reflecting their potential vulnerability.

6. How will the council ensure equality is promoted through the Council Plan 2022-26 and associated Delivery Plan

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

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

The Council Plan 2022-26, as the council's main strategic planning document, underpins all other council strategies and plans and everything we do. Therefore, it is fundamental to our meeting our equality duty but, more importantly, to creating a town and community where everyone is valued and can reach their potential, irrespective of their background or any protected characteristic.

Our Council Plan 2022-26 makes a clear statement that our strategic direction is: Watford Together – United by Possibility, emphasising that we are ‘one town’ and that all our community has a share in our future success.

The plan is designed to be strategic, high level and outward-facing, with an emphasis on outcome focused commitments. It describes the Council’s post COVID-19 era to the workforce, our communities and our partners by resetting our strategic commitments.

The Plan has been developed around two key objectives:

- What we are trying to achieve - our themes
- What we are going to focus on over the next four years - our commitments

The proposed themes are as follows:

- A council working for our community and serving our residents
- A greener, brighter future
- An inspiring, thriving and creative town
- A diverse, happy and healthy town

The Council Plan is underpinned by a robust and focused Delivery Plan 2022-24, which shows how the Council will focus our work to bring the Council Plan to life, making sure we deliver what we said we would over the next two years

Through the Delivery Plan, specific projects and areas of work are identified that set the corporate work programme and demonstrate how we will deliver against the three themes priority to 2024

All of our commitments, and the work set out to deliver them, impact on our community to some extent. Indeed, the underlying driver for the plan is to ensure we are working in a way that benefits all our community; we seek to identify where the council can contribute to improving the town and make a difference to issues that matter to local people.

EIA commitment

As part of its commitment to the Equality Act 2010, Watford BC expects EIAs to be undertaken on all new strategies and policies and where a strategy or policy has been reviewed and significantly revised. Therefore, there are a number of areas of work identified in the Delivery Plan where separate EIAs will be carried out. The councils Leadership Team will oversee the delivery commitment to ensure EIAs are undertaken and equalities impacts considered.

How our priorities will support our public sector equalities duties under the Equality Act 2010 is described below, with some of the individual projects /areas of work identified:

1. A council working for our community and serving our residents

We recognise that the talent and commitment of our staff are the engines that drive us forward. We want our people to be the best they can be and to stretch themselves to achieve even more. We know how proud they are to work for Watford; they want to make a difference, deliver for our residents and businesses, and blend all that is best about public service, while embracing learning from the private-sector. Our councillors have been called on to provide leadership for our communities as never before. They have risen to this brilliantly and we will continue to support them in their important role.

We will focus on: leadership; agile, collaborative working; growing our own talent; innovative thinking and learning; being bold and best in field; recognising success and achievements..

Our commitments

- Make sure we deliver an outstanding customer experience and the high-quality services our community expects.
- Pioneer new ways of working that challenge us to innovate, transform and consistently improve.
- Focus on and challenge how we manage our budget, so it is concentrated on delivering our commitments and securing greater investment for Watford.
- Lead by example, securing our reputation as a forward-thinking, caring and inspiring organisation where staff can thrive and achieve their best for our residents and businesses.

What this means for equalities

This theme focuses on our people and we will look to be an employer of choice in our community that treats our staff with dignity and respect and offers everyone opportunities to succeed, build their careers and flourish. We will focus on our customers, meeting their individual needs, and ensuring there is no barrier to enjoying our services or enjoying what our town has to offer. We want to use new technology to open up our council and to provide all our community with the opportunity to engage and become involved in the life of the town

2. A brighter, greener future

Climate change is the biggest challenge we face, globally, nationally and locally.

We believe that to be part of the solution, we must think and act as a town and a community, to make Watford a beacon for greener and more sustainable ways to live, do business and travel.

We have pledged to become a carbon-neutral council by 2030, which means we will work to reduce our carbon footprint and achieve environmental benefits in everything we do. We will also engage with our residents and businesses to fully embed the concept of a greener town, working together to have a real impact on our local environment: from greater opportunities for biodiversity and recycling, to less polluting and healthier ways to travel.

We will focus on: greener travel; biodiversity; achieving net carbon neutral as a council and town; recycling and reducing waste.

Our commitments

- Encourage people to make greener travel choices, reducing congestion and improving the health

and wellbeing of the town.

- Promote improvements to the town's biodiversity to enhance the range of habitats, plants and wildlife in the town.
- Work alongside our community and businesses to find the right ways to reach net carbon neutral, seeking not just to learn from others, but to explore innovative solutions that will work for Watford.
- Encourage residents and businesses to recycle more, reusing materials and reducing waste and what they throw away.

What this means for equalities

Ultimately, a cleaner, greener environment has positive benefits across all the protected characteristics but it has a big impact on health outcomes. What we achieve through the life of this Council Plan should support healthier life styles, which will benefit all ages but particularly those with disabilities where clean air can make a real difference to the quality of life.

3. An inspiring, thriving and creative town

We are a successful town, built on our connections, creativity and community and recognise how vital it is for our town to flourish and achieve its maximum potential for everyone. We want Watford to continue to be an outstanding place for everyone: residents, businesses and visitors alike.

Watford has a rich history, and we want to protect our town's strong local identity, successfully blending our past with our future and putting in place the plans that will shape Watford in the years ahead.

Our experience shows that standing still is not an option. We need to consistently strive to do more: to focus on what really matters and build a town where no one gets left behind; a town where everyone benefits from well-planned growth and opportunity; and a town that leads the way in creativity, opportunity and enterprise.

We will focus on: progress made possible by people; valuing business and entrepreneurial success; creating opportunities; a town with a living heart; connecting to where you need to be; high-quality design and development.

Commitments

- Position Watford as a town where start-ups and business innovation can flourish, supported by strong local skills, generating a range of job opportunities, including for our young people.
- Tell Watford's story as a great location for businesses where they can invest, grow and succeed as part of our flourishing business community and networks that connect people.
- Create a distinctive and successful neighbourhood at the heart of our town, providing space and time for residents, businesses and the community to enjoy and experience.

- Ensure the right mix of facilities, services and transport links as part of new developments, to create successful, well-designed new communities.
- Make sure we have quality homes to meet the needs of residents, including housing that is affordable through direct ownership, private rental and social rent housing

What this means for equalities

Jobs and homes are important to all backgrounds at some point in their life. This theme highlights how important these are to the town and how a flourishing local economy supports all our community. Jobs are particularly critical for those of working age but all ages and backgrounds benefit if there are employment opportunities that allow families to settle and grow here and the town benefits from the prosperity they bring.

Many of those needing a home in our town are young people or those with families and so we need to ensure we are a town that offers housing choices for our residents. We want new homes to be high quality and affordable.

Another area where we need to focus is private rented accommodation, which data tells us is an extremely important sector in our town. Whilst this is the right solution for many local people we know that the role of the private landlord in the town is critical to our community and population. A significant amount of the rental sector is accessed by those aged 20 -35 years and so the work we do with the town's landlords has an important impact on this age group.

We recognise successful neighbourhoods need good infrastructure such as public transport, active transport links, schools and GP surgeries. Facilities and services like good public transport links are important to all the community but particularly for those too young to drive or with a disability or age-related impairment that means driving is not an option.

4. A diverse, happy and healthy town

Watford is a united town that is quick to grasp opportunities that reflect our creativity and diversity and add to our sense of pride and belonging. Over the last two years, our community has stepped up to care for each other and get involved whenever and wherever they have been needed. This spirit reflects our belief that everyone should share in Watford's opportunities to succeed, and enjoy what the town has to offer, and is a catalyst for even greater success.

We are ambitious for our residents and community and recognise that not everyone shares the same life experiences. But our town should be a place where people feel they can reach their potential – whatever their age or interest, or if they need that bit of extra help.

People value Watford's openness, as well as all the fantastic things there are to do in the town. We are a place with the energy, choice and diversity of a city, but with the community spirit and welcome of a village. We want our 'Watford welcome' to continue to attract people to our town and help people continue to feel that this is a place where they belong.

Watford has a rich history and we want to protect the strong local identity of our town, successfully blending our past with our future.

We will focus on: what makes Watford special; culture; leisure and heritage; engaging and listening to our community; health and wellbeing; tackling homelessness; challenging inequalities.

Commitments

- Continue our investment in our outstanding parks and open spaces, so they remain the best in the area.
- Celebrate and promote our town's rich and diverse culture and creativity.
- Promote our welcoming and respectful town.
- Listen to, and hear, the diverse voices of Watford.
- Support improved health and wellbeing across the town.
- Bring together ways to help our residents who might be struggling financially

What this means for equalities

This theme recognises the diversity of our town and how important our community, from every background, is to the vibrancy and success of Watford. We recognise how important it is for all our community to have a voice, to feel safe and welcome in the town and make the most of the town and their own potential. We also highlight that our community will be facing the pressure of the rising cost of living and that we will look at ways to support them during the next two years.

A. Positive impacts

Potential positive effects

Our Council Plan and Delivery Plan are designed to move our town and council to the next level. They are influenced by what we know about Watford from data and intelligence and feedback from residents, staff and partners. These have come together to shape ambitious plans for the town and to make a difference in those areas that matter to our residents, businesses and community,

Through the commitments and associated actions in the Delivery Plan the council will continue to ensure it embraces and promotes its equality duty through taking into account how we can advance equalities in everything we do.

Some of the positive impacts identified include:

- Our focus on our staff's development and on innovative and focused recruitment will support us meet our duties as an employer and promote us as a place to work where equalities and diversity is taken seriously and championed
- Our ambition to provide customer excellence will mean the needs of those with protected characteristics will be understood through the way we engage with our customers, ensuring people recognise that we are a council who are serious about delivering high quality services that matter to people
- All equality groups should benefit from activities to strengthen the local economy through attracting and supporting local businesses, which supports job opportunities and ensures local businesses thrive

- The work to deliver new homes, including affordable homes, in attractive, well-designed neighbourhoods will have a positive impact on young adults and families.
- We recognise the importance of health and wellbeing, including mental health and our committed to making Watford an age friendly town
- We want people to participate in the life of Watford, to feel welcome when they arrive and to have opportunities to engage and share their views

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 this year.

Recommendation 2: Ensure EIAs are undertaken on all relevant Council Plan / Delivery Plan commitments and actions and that they are underpinned with quality data and intelligence and community feedback / engagement

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 5: Deliver our new equality and diversity policy to ensure it reflects our ambitions and commitments and our staff and community has an opportunity to shape the policy

Recommendation 6: Use the information released from Census 2021 to build our understanding of our community and for shaping how we deliver our services, work with partners and the community and respond to our opportunities

B. Negative impacts

Potential negative effects

These would arise if equalities and the requirements of the Equality Act 2010 are not considered through the delivery of the Council Plan 2022-26 and Delivery Plan 2022-24. We would also want to go beyond our legal responsibilities so that the diversity of Watford is recognised across everything we do and people feel listened to, welcomed and involved.

The main ways of mitigating these potential negative effects:

- Training and communication – an online training programme is offered to all staff; this addresses both the requirements of the Equality Act 2010 and the council’s own commitment to equalities and diversity. This training will be reviewed within the year
- Staff Ambassador Group – provides feedback and support to the organisation and can be asked to champion equalities within their services

- Leadership Team to receives reports on equalities to inform of progress and any issues
- Our website has a facility that allows information to be translated into a range of languages and provides audio services too
- Actively working with our community either through established groups or making new connections if necessary, find out what is important to them and to hear their views

Recommendation 6: Review staff equalities training and make sure this is rolled out to staff and members

Recommendation 7: The need to conduct EIAs has been outlined in Recommendation 1 above – the council needs to ensure staff are confident to undertake robust EIAs and it is recommended that additional training be undertaken to support staff in this area if needed

Recommendation 8: Ensure the council’s project and programme management frameworks identify equalities as an area for consideration to highlight where necessary

Recommendation 9: Promote the council’s website facilities that supports those with protected characteristics both internally and externally

Recommendation 10: Ensure the council is responsive and listens to its community, opening up channels of engagement and giving people an opportunity to have their voice heard and influence outcomes for local people

6. Overall conclusion

Meeting the Public Sector Equality Duty

This EIA has taken into account the council’s public sector equality duty under s149 of the Equality Act 2010 and is intended to assist the council in meeting its duty.

The information within this report and an assessment of both the positive and negative impacts together indicate that the Council Plan and Delivery Plan will, overall, deliver positive impacts for the Watford community. This is because the ambitions and strategic direction set out in the plans seek to make Watford an even better to live, work, enjoy life and visit. We want Watford to be a place where people, businesses and the community can grow and thrive and have set out a programme of work that will deliver this.

We will make sure we meet our equalities duty, champion diversity and address any issues our community identifies which prevent people making the most of what our town has to offer or which prevent them reaching their potential.

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

| Positive Impact | Protected characteristics | Ways to ensure the positive impact |
|--|---------------------------|--|
| <p>Delivery of the Council Plan through the Delivery Plan commitments and actions to improve outcomes across all equality groups / protected characteristics</p> | <p>All</p> | <ul style="list-style-type: none"> • 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 • Ensure EIAs are carried out and are effective and support decision making • Continue to identify equality issues within committee reports and highlight where EIAs have been completed • Deliver a robust and meaningful Equality and Diversity Policy • 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 |
| <p>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</p> | <p>All</p> | <ul style="list-style-type: none"> • Ensure consultations seek feedback from our communities in terms of their demographics and protected characteristics, where relevant • Ensure feedback is considered in decision making where relevant and appropriate • Make sure we explain why we are collecting information on protected characteristics and show how it can make a real difference |

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 |
|---|---|---|
| Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery | All | <ul style="list-style-type: none"> • 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 (potentially) <ul style="list-style-type: none"> - Ethnicity - Age - Disability - Sex | <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 • 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 |

| Negative Impact | Protected characteristics | Ways to mitigate the negative impact |
|------------------------|----------------------------------|--|
| | | <ul style="list-style-type: none">• Ensure EIAs are carried out, are effective and support decision making |

This EIA has been developed by:

Kathryn Robson

..... **Date31.05.ww**

Version control:

1. Draft EIA to support report to Cabinet (13 June 2022)

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

| | | European Union | | | | Non-European Union (Other Europe) | Asia | | | | Rest of the World | | | | | Unknown |
|---------------------|--------------|---------------------|--------------------|--------------------|----------------------|-----------------------------------|------------------------------|-----------|------------|-----------------|--------------------|--------------|---------------|---------------------------|---------|---------|
| | TOTAL | European Union EU15 | European Union EU8 | European Union EU2 | European 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 | 236 | 24 | 8 | 76 | .. | 55 | 7 | .. | 17 | 5 | 35 | .. | 8 | .. | .. | .. |
| Dacorum | 342 | 73 | 7 | 56 | .. | 23 | 13 | 8 | 82 | 12 | 46 | 10 | 5 | 11 | .. | 5 |
| East Hertfordshire | 263 | 114 | 18 | 11 | 6 | 22 | .. | 6 | 19 | 14 | 25 | 6 | 7 | 15 | 5 | .. |
| Hertsmere | 386 | 51 | 10 | 74 | .. | 42 | 21 | 7 | 60 | 24 | 58 | 9 | 14 | 6 | 5 | .. |
| North Hertfordshire | 160 | 24 | 9 | 7 | .. | 7 | 5 | 8 | 45 | 11 | 25 | 7 | 5 | 5 | .. | .. |
| St Albans | 356 | 79 | 12 | 30 | 5 | 26 | 8 | 10 | 60 | 20 | 41 | 9 | 33 | 13 | 11 | .. |
| Stevenage | 513 | 32 | 12 | 51 | .. | 13 | 9 | 5 | 145 | 110 | 103 | 21 | 6 | 5 | .. | .. |
| Three Rivers | 166 | 28 | 7 | 22 | .. | 8 | .. | 9 | 55 | .. | 13 | .. | 10 | 8 | 5 | .. |
| Watford | 999 | 86 | 18 | 114 | .. | 36 | 7 | 11 | 504 | 75 | 80 | 21 | 20 | 23 | .. | 5 |
| Welwyn Hatfield | 1,391 | 68 | 29 | 137 | 6 | 36 | 22 | 11 | 629 | 28 | 383 | 7 | 22 | 6 | 5 | .. |

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 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 |
| 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 |

| World region | Sub group | Nationality |
|-----------------------------------|----------------------|------------------------|
| 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 |
| 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 |

| World region | Sub group | Nationality |
|-----------------------------------|---------------------------|------------------------|
| 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 |
| 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 |

| World region | Sub group | Nationality |
|---------------------|---------------------------|---------------------------------------|
| 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 |
| 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 |

| World region | Sub group | Nationality |
|---------------------|---------------------------|---------------------------------|
| 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 |
| 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 |

| World region | Sub group | Nationality |
|---------------------|--------------------|-----------------------------|
| 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 |
| 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 |

| World region | Sub group | Nationality |
|---------------------|--------------------|-----------------------|
| 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 |
| 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 |

| World region | Sub group | Nationality |
|---------------------|--------------------|--------------------|
| 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 31 March 2022 (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 | 11,230 | 40 | 40 | 900 | * | 160 | 50 | 30 | 20 | 20 | 200 | 160 | 230 | 340 | * | 10 | 1,820 |
| Dacorum | 12,400 | 30 | 110 | 690 | 10 | 20 | 140 | 80 | 30 | 20 | 390 | 340 | 240 | 460 | * | 20 | 990 |
| East Hertfordshire | 10,320 | 40 | 30 | 470 | 20 | 30 | 140 | 60 | 30 | 50 | 370 | 330 | 310 | 350 | 10 | 30 | 1,670 |
| Hertsmere | 13,600 | 50 | 110 | 560 | 30 | 70 | 140 | 50 | 30 | 40 | 410 | 340 | 380 | 430 | * | 30 | 850 |
| North Hertfordshire | 6,150 | 10 | 50 | 270 | 10 | 30 | 70 | 70 | 30 | 50 | 400 | 280 | 120 | 260 | 10 | 20 | 890 |
| St Albans | 10,640 | 60 | 120 | 450 | 40 | 50 | 180 | 110 | 30 | 90 | 680 | 480 | 510 | 410 | 20 | 30 | 1,360 |
| Stevenage | 7,590 | 30 | 60 | 380 | 50 | 30 | 60 | 20 | 20 | 20 | 190 | 240 | 110 | 350 | * | 10 | 460 |
| Three Rivers | 6,720 | 30 | 30 | 240 | 20 | 10 | 60 | 40 | 10 | 40 | 270 | 200 | 90 | 170 | * | 10 | 400 |
| Watford | 20,520 | 40 | 150 | 920 | 30 | 20 | 150 | 50 | 30 | 50 | 590 | 380 | 370 | 800 | * | 30 | 1,730 |
| Welwyn Hatfield | 15,260 | 30 | 100 | 750 | 40 | 110 | 120 | 50 | 30 | 40 | 280 | 280 | 350 | 900 | 10 | 30 | 880 |

* = 1 to 9

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 31 March 2022 (Countries L-R)

Hertfordshire Districts and Borough comparisons

| | Total | Latvia | Liechtenstein | Lithuania | Luxembourg | Malta | Netherlands | Norway | Poland | Portugal | Romania |
|----------------------------|--------------|---------------|----------------------|------------------|-------------------|--------------|--------------------|---------------|---------------|-----------------|----------------|
| Broxbourne | 11,230 | 190 | 0 | 670 | * | 10 | 110 | * | 2,160 | 330 | 2,720 |
| Dacorum | 12,400 | 190 | 0 | 310 | * | 20 | 210 | 30 | 1,770 | 540 | 4,040 |
| East Hertfordshire | 10,320 | 100 | 0 | 260 | * | 20 | 200 | 40 | 1,650 | 1,140 | 1,550 |
| Hertsmere | 13,600 | 80 | 0 | 330 | * | 20 | 240 | 30 | 1,430 | 640 | 5,550 |
| North Hertfordshire | 6,150 | 80 | 0 | 220 | 0 | 10 | 180 | 20 | 1,140 | 230 | 780 |
| St Albans | 10,640 | 60 | 0 | 180 | * | 20 | 280 | 40 | 1,470 | 610 | 1,310 |
| Stevenage | 7,590 | 100 | 0 | 240 | 0 | * | 120 | 20 | 1,560 | 290 | 2,330 |
| Three Rivers | 6,720 | 60 | 0 | 240 | * | 20 | 130 | 40 | 820 | 1,090 | 1,940 |
| Watford | 20,520 | 170 | 0 | 350 | 20 | 20 | 360 | 30 | 3,130 | 1,600 | 6,470 |
| Welwyn Hatfield | 15,260 | 130 | 0 | 400 | * | 20 | 200 | 30 | 3,080 | 860 | 4,850 |

EU Settlement Scheme: applications by nationality, region and local authority, 28 August 2018 to 31 March 2022 (Countries S-Z)

Hertfordshire Districts and Borough comparisons

| | Total | Slovakia | Slovenia | Spain | Sweden | Switzerl and | Non-EEA ** |
|--------------------------------|--------------|-----------------|-----------------|--------------|---------------|-------------------------|-----------------------|
| Broxbourne | 11,230 | 90 | * | 290 | 50 | * | 560 |
| Dacorum | 12,400 | 210 | * | 460 | 80 | 30 | 940 |
| East Hertfordshire | 10,320 | 110 | 20 | 740 | 110 | 40 | 400 |
| Hertsmere | 13,600 | 300 | 20 | 420 | 100 | 30 | 900 |
| North Hertfordshire | 6,150 | 100 | 10 | 360 | 90 | 30 | 350 |
| St Albans | 10,640 | 210 | * | 980 | 150 | 70 | 650 |
| Stevenage | 7,590 | 120 | * | 280 | 40 | 20 | 450 |
| Three Rivers | 6,720 | 100 | 10 | 220 | 110 | 30 | 300 |
| Watford | 20,520 | 200 | 20 | 840 | 150 | 20 | 1,810 |
| Welwyn Hatfield | 15,260 | 210 | 10 | 490 | 80 | 40 | 860 |

* = 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

