

# Equality Impact Analysis

<b>Title of policy, function or service</b>	Corporate Plan 2015-19
<b>Lead officer</b>	Manny Lewis – Managing Director
<b>Person completing the EIA</b>	Kathryn Robson
<b>Type of policy, function or service:</b>	Existing (reviewed) <input checked="" type="checkbox"/> New/Proposed
<b>Version</b>	v.01- January 2015

## **1. Background**

### **Corporate Plan 2015-19**

Each year, the council undertakes a corporate planning process in order to review and agree the organisation's strategic direction in the medium-term and to detail how it hopes to achieve its vision and priorities over the next four to five years. This is then articulated through the council's Corporate Plan and through service plans, which in turn help inform team work programmes and individual objectives for each staff member, identified through their annual appraisal. In line with good practice, the council adopts a medium-term perspective to corporate planning and ensures that the process is informed and influenced by a number of key drivers. These include: resident and community consultation and feedback, an analysis and understanding of the local area, external issues (such as government requirements and legislation) and financial resources, including capital investment. The ultimate aim of effective corporate planning is to make sure the organisation is clear about what it has promised to deliver, has a shared understanding of what work needs to be completed in the short and medium-term, the milestones that will measure progress and the outcomes that will measure its success.

The council's Corporate Plan, therefore, sets out the direction for the council over the next four years. It is our key improvement and planning document, which identifies where we are focusing our efforts and resources both over the next year and for the medium term.

It links with other council strategies, such as the Local Plan Part 1<sup>1</sup>: Core Strategy<sup>2</sup> and Economic Development Strategy, Housing Strategy and is updated annually to reflect any changes to the national, regional or local environment.

As our key strategic planning document then the plan's impact on the town and community is fundamental to ensuring it also provides effective linkage to the council's commitment to equalities and diversity and that it meets its 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 Corporate Plan 2015-19 on the people in the groups or with the characteristics protected in the Equalities Act 2010, should Watford Borough Council's Council approve the plan in March 2015.

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<sup>1</sup> The Local Plan Part 1; Core Strategy is a collection of documents that sets out our planning policies for meeting the community's economic, environmental and social needs where this affects the development and use of land

<sup>2</sup> The Core Strategy is at the heart of the LDF. It contains a vision for the future of the borough and the main policies that establish the principles for how the council will achieve this. The Core Strategy has to conform with national and regional policies but should also link to other council plans and strategies and those of our partners

These are:

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

### **3. Engagement and consultation**

A significant programme of engagement and consultation was undertaken with our local community to develop the corporate priorities that underpin the plan and to identify people's priorities for our corporate work programme.

The results of this are outlined in the plan – sections 2 (from feedback in 2013 [Watford Borough Council Community Survey 2012]) and 4 (from feedback in 2014 [Watford Borough Council Community Survey 2012]). This feedback provided important information for us to ensure the focus of our plan aligned with people's aspirations for Watford and that the outcomes we have identified will help deliver the type of town they want Watford to be.

In terms of section 4, the following is an analysis of the respondents' profile against four of the 9 protected characteristics.

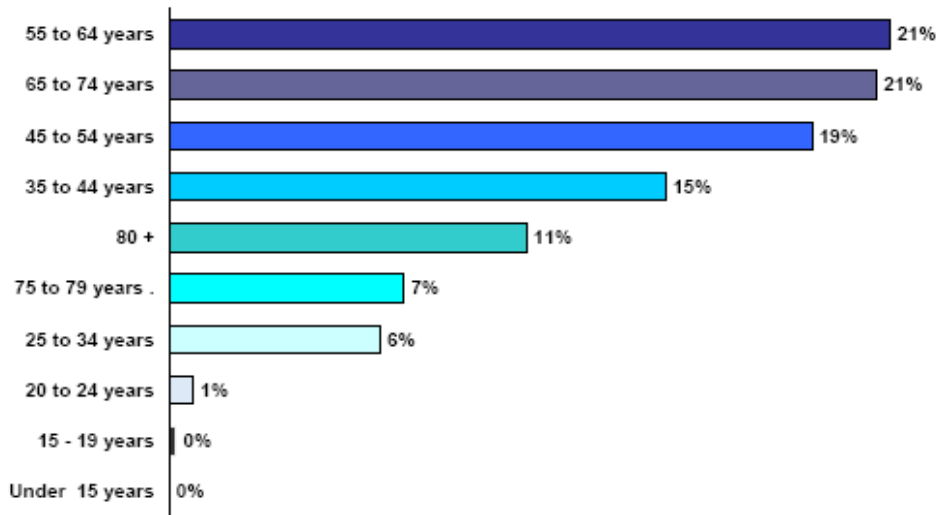
#### **RESPONDENTS' PROFILE [Community Survey 2013]**

##### **Gender**

44% of respondents were male and 56% female. In terms of the Watford population, this is a disproportionately low response from the male population (the population is 50:50 male / female)

##### **Age**

The age profile of respondents is shown below. There is a fairly distribution of responses from age groups from 45 years plus but disproportionately low response from younger age groups.



### Ethnic Origin

The majority of respondents are white British (86%).

In terms of the most recent estimate of Watford's population, 75% of residents are white British.

### Disability

Those classifying themselves as having a form of a disability was just under 25% - a quarter of respondents. This is higher than the profile of the borough overall.

## 4. What we know about the Watford population

The Corporate Plan potentially impacts all Watford residents and so when we are deciding on priority areas of work and understanding of the borough's population provides context for decision-making, particularly when we are working on areas that are shaping the town for the future.

<b>Population</b>	<ul style="list-style-type: none"> <li>The size of Watford's population at the time of the census in 2011 was <b>90,300</b>. This was around a 13% increase in population since the last census in 2001 when the population was 79,726.</li> <li>The current mid-year estimate (<i>ONS 2013 revised mid-year estimates</i>) puts the population at <b>93,700 (rounded figure)</b></li> <li>Watford's overall population increase as a percentage, from the mid-2012 estimate, was the 4th highest of all local authorities in the country i.e. Watford's estimated change in population of <b>circa 2,000 = 2.18%</b>. Forest Heath (4.16%), Tower Hamlets (3.76%) and Islington's (2.19%) are the highest in the country. Details of the components of change mid-2012 to mid-2013 estimate show that the:</li> </ul>
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	<ul style="list-style-type: none"> <li>○ Majority of Watford's estimated increase is from net internal migration - within the UK (6,905 in / 5,843 out) = 1062 net (53% of overall increase)</li> <li>○ Followed by twice as many births than deaths (1,494 births -718 deaths)= 776 more births than deaths (39% of overall increase) ;</li> <li>○ With the least increase stemming from net international migration (723 in/558 out) =165 net (8% of overall increase).</li> </ul> <ul style="list-style-type: none"> <li>● 49.6% of Watford's resident population are male and 50.4% are female (<i>ONS 2013 revised mid-year estimates</i>)</li> </ul>																								
<p><b>Population density</b></p>	<p>The population density for Watford is circa 4,358 people per square kilometre. This makes it the most densely populated district in England and Wales. However, in comparison with some metropolitan boroughs, particularly those in and around the outskirts of London, the density is relatively low.</p> <p>In 2011, Callowland was the most densely populated ward in the borough (i.e. number of persons per hectare).</p> <p>Mid 2013 year population estimates show Central has the highest population of any ward in Watford and Tudor the lowest at 6,099:</p> <table border="0" data-bbox="432 1070 957 1825"> <tr><td>Callowland</td><td>7,704</td></tr> <tr><td>Central</td><td>8,975</td></tr> <tr><td>Holywell</td><td>8,927</td></tr> <tr><td>Leggatts</td><td>7,876</td></tr> <tr><td>Meriden</td><td>8,089</td></tr> <tr><td>Nascot</td><td>8,160</td></tr> <tr><td>Oxhey</td><td>6,921</td></tr> <tr><td>Park</td><td>7,873</td></tr> <tr><td>Stanborough</td><td>7,227</td></tr> <tr><td>Tudor</td><td>6,099</td></tr> <tr><td>Vicarage</td><td>8,660</td></tr> <tr><td>Woodside</td><td>7,225</td></tr> </table> <p><i>This is ONS experimental data (Ward Level Mid-Year Population Estimates (experimental), Mid-2013)</i></p>	Callowland	7,704	Central	8,975	Holywell	8,927	Leggatts	7,876	Meriden	8,089	Nascot	8,160	Oxhey	6,921	Park	7,873	Stanborough	7,227	Tudor	6,099	Vicarage	8,660	Woodside	7,225
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<b>Age bands</b>	<p>Watford continues to have a relatively young population - particularly in comparison to the rest of Hertfordshire.</p> <p>The largest populations by age band in Watford are:</p> <ul style="list-style-type: none"> <li>• 25-29 (7,826)</li> <li>• 30-34 (8,975)</li> <li>• the numbers in each successive age-band fall progressively from ages 30-34 until there are estimated to be circa 1,700 who are 85+.</li> </ul> <table border="0"> <thead> <tr> <th style="text-align: left;"><b>Watford</b></th> <th style="text-align: right;"><b>93,736 (overall)</b></th> </tr> </thead> <tbody> <tr><td>0-4</td><td style="text-align: right;">7,327</td></tr> <tr><td>5-9</td><td style="text-align: right;">6,177</td></tr> <tr><td>10-14</td><td style="text-align: right;">5,387</td></tr> <tr><td>15-19</td><td style="text-align: right;">5,223</td></tr> <tr><td>20-24</td><td style="text-align: right;">5,356</td></tr> <tr><td>25-29</td><td style="text-align: right;">7,826</td></tr> <tr><td>30-34</td><td style="text-align: right;">8,975</td></tr> <tr><td>35-39</td><td style="text-align: right;">7,620</td></tr> <tr><td>40-44</td><td style="text-align: right;">7,085</td></tr> <tr><td>45-49</td><td style="text-align: right;">6,568</td></tr> <tr><td>50-54</td><td style="text-align: right;">5,794</td></tr> <tr><td>55-59</td><td style="text-align: right;">4,673</td></tr> <tr><td>60-64</td><td style="text-align: right;">3,862</td></tr> <tr><td>65-69</td><td style="text-align: right;">3,540</td></tr> <tr><td>70-74</td><td style="text-align: right;">2,634</td></tr> <tr><td>75-79</td><td style="text-align: right;">2,255</td></tr> <tr><td>80-84</td><td style="text-align: right;">1,744</td></tr> <tr><td>85-89</td><td style="text-align: right;">1,041</td></tr> <tr><td>90+</td><td style="text-align: right;">649</td></tr> </tbody> </table> <p>The <b>median age</b> in Watford in 2011 was <b>35</b> - no change since 2001. This was the lowest median age in Hertfordshire and the fifth lowest median age in the Eastern region (47 local authority areas in total). The median age for the UK was 39.</p> <p>Watford has the fourth highest percentage population of 0-4 year olds in the Eastern region and the sixth highest 0-14 year olds. In comparison, Watford has the third lowest percentage population of 65+ in the region.</p>	<b>Watford</b>	<b>93,736 (overall)</b>	0-4	7,327	5-9	6,177	10-14	5,387	15-19	5,223	20-24	5,356	25-29	7,826	30-34	8,975	35-39	7,620	40-44	7,085	45-49	6,568	50-54	5,794	55-59	4,673	60-64	3,862	65-69	3,540	70-74	2,634	75-79	2,255	80-84	1,744	85-89	1,041	90+	649
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<b>Projections</b>	<p>The ONS interim 2012-based subnational population projections are an indication of the future trends in population over the next 10 years.</p> <ul style="list-style-type: none"> <li>• Watford's population is projected to be <b>103,000</b> by 2022</li> <li>• Births are projected to be double deaths each year</li> </ul>
<b>Households</b>	<p>The average household size in Watford is <b>2.4</b>. This is average for the region.</p> <p><b>Number of households</b> The ONS data, based on the census, says that there were <b>36,681</b> households in Watford at the time of the Census; as of March 31 2014 is the figure was <b>38,195</b>.</p> <p>Watford had the fourth highest percentage change in households - <b>+14.6%</b> - in the Eastern region from 2001 to 2011.</p> <p><b>Household Composition</b></p> <ul style="list-style-type: none"> <li>• <b>Most frequent household</b> = single people aged under pensionable age. <ul style="list-style-type: none"> <li>• Grown from 17.5% in 2001 to <b>21.1%</b> in 2011 (overtaken married couples with children)</li> </ul> </li> <li>• <b>Lone parents</b> - significant rise in the number and % of lone parents (from 4.9% in 2001 to <b>7.2%</b> in 2011)</li> <li>• <b>One person pensioner households</b> – declined in both numbers and percentage (from 12.2% 2001 to <b>10.0%</b> in 2011)</li> </ul> <p><b>Household tenure</b></p> <ul style="list-style-type: none"> <li>• <b>Privately rented housing:</b> <ul style="list-style-type: none"> <li>• increased from 3,170 homes in 2001 to 7,371 homes in 2011, from 9.8% to 20.1% of the housing stock</li> </ul> </li> <li>• <b>Homes owned outright:</b> <ul style="list-style-type: none"> <li>• decreased from 26.1% to 24.4%</li> </ul> </li> <li>• <b>Homes being purchased with a mortgage:</b> <ul style="list-style-type: none"> <li>• decreased from 46.1% to 37.2%</li> </ul> </li> <li>• <b>Social housing</b> <ul style="list-style-type: none"> <li>• remained static as % of the total housing stock (16.3% in both 2001 and 2011) yet it has increased in number from 5,266 in 2001 to 5,987 in 201</li> </ul> </li> </ul>

## Household projections

Watford					
Household types	2011	2021	Change 2011-21	% Change 2011-21	% of total change
One person	11.7	12.5	0.8	6.6%	32.8%
Couple and no other adult (single family, a married or cohabiting couple, with or without dependent children)	14.9	15.0	0.1	0.5%	3.0%
Couple with other adults (one or more married or cohabiting couple families with one or more other adults present, with or without dependent children)	4.6	5.1	0.6	12.1%	23.4%
Lone parent (one or more lone parent families, with dependent children, no married or cohabiting couple families)	2.8	3.7	0.9	32.3%	38.3%
Other (multi-person household e.g. lone parents with only non-dependent children, non-cohabiting adults sharing a dwelling)	2.9	3.0	0.1	2.1%	2.6%
<b>All households</b>	<b>36.8</b>	<b>39.2</b>	<b>2.4</b>	<b>6.4%</b>	<b>100.0%</b>

*Data source: Compiled by WBC, Planning Policy from DCLG 2011-based interim household projections*

*N.B. Household numbers are in thousands*

## Ethnicity

The White British population in Watford decreased from 2001 to 2011 and is now 62% of the Watford population.

All ethnic categories except for White British and White Irish have increased over the time period, with notable percentage increase in White Other, Indian, Pakistani and Black African.

The largest non-White British categories are:

- White other (up from 2.1% in 2001). This would include people from Europe, Australia etc
- Asian: Pakistani (up from 4.6% in 2001)
- Asian: Indian (up from 2.4% in 2001)

In terms of where people living in Watford were born, Census 2011 showed:

- **UK** = **75%**
- **Ireland** = **2%**
- **Rest of EU** = **6%**
- **Rest of world** = **17%**

### National Insurance Number registration to adult overseas nationals

This can give some idea of current migration into Watford and the changes this might have long-term on the ethnic profile of the local community.

As of September 2014, the registration showed for the year to date:

- 1,822 registrations in Watford
- 445 were to EU nationals (excluding accession states)
- 992 were to EU nationals (accession states)

This was the highest number of registrations in Hertfordshire.



<b>Religion or belief</b>	Of those who indicated their religion in the 2001 Census, 66.4% indicated a Christian background. The second largest religious group was Muslim, indicated by 6.1%.
<b>Sexual orientation and gender reassignment</b>	There is no data held on sexual orientation or gender reassignment. It is estimated that 5% of the UK population do not define themselves as 'heterosexual'.
<b>Education</b>	<p>A skilled workforce supports the economic development and employment aspirations for Watford. Year on year results show that there is an increasing trends in both GCSE results for pupils in Watford and the qualifications of the working age population.</p> <p>In the academic year 2011/12, 92.2% of pupils in Watford achieved 5 or more GCSEs graded A* to C, compared to the national average of 81.8%,</p> <p>There has been a mostly increasing trend in Watford over the last few years in NVQ qualifications held and these again increased during 2012. Watford's working age population has the second highest percentage (43.7%) in Hertfordshire of those with qualifications at NVQ 4 and above (St. Albans is the highest with 52.9%); this is also higher than both the 40.4% average in Hertfordshire and the England average of 34.2%.</p> <p>There are fewer people with no qualifications and significantly more people with Level 4/5 qualifications (degree level).</p>
<b>Health</b>	<p>Watford's population enjoys better health than the Eastern Region and England overall with nearly 85% of the population stating that they have 'good health' and just under 14% recording a disability.</p> <p>However, there are health issues that need addressing in the borough, some of which are related to improving people's physical activity - see 2 below. These have been identified by the borough's Health and Wellbeing Partnership as:</p> <ol style="list-style-type: none"> <li>1. Improving access to help with alcohol related issues</li> <li>2. Increase exercise &amp; weight Management referrals (NOTE: this may focus on specific gender, ages and/or communities)</li> <li>3. Improve availability of screening in Primary Care for TB &amp; Sexual Health (NOTE: this may be through wider community engagement)</li> <li>4. Safe Healthy Food</li> <li>5. Continued focus on delivering health outcomes through safe and healthy homes</li> <li>6. Local or Emerging issues that arise from further or local research</li> </ol>

<p><b>Deprivation</b></p>	<p>The current English Indices of Deprivation 2010 was published by the Government on the 24 March 2011, and uses 38 separate indicators (most of which are from 2008), organised across seven domains; these are Income, Employment, Health and Disability, Education Skills and Training, Barriers to Housing and Other Services, Crime and Living Environment</p> <p>These domains can be combined, using appropriate weights, to calculate the Index of Multiple Deprivation 2010 ('<b>IMD 2010</b>'). This is an overall measure of multiple deprivation experienced by people living in an area and is calculated for every Lower Layer Super Output Area (LSOA) in England, of which there are 32,482. LSOAs are small areas of relatively even size (around 1,500 people).</p> <p>In the IMD 2010, Watford is ranked 189 out of 326 authorities, putting it in the 6<sup>th</sup> decile nationally. This means that, overall, Watford is less deprived than half the authorities in England.</p> <p>Watford is the second most deprived authority in Hertfordshire. (Stevenage is the most deprived.) However, three Hertfordshire authorities are among the 10% least deprived authorities in England (Three Rivers, East Herts and St Albans) and the least deprived LSOA in England is in Three Rivers.</p> <p>No LSOAs in Watford are in the 20% most deprived in England and only four are in the most deprived 30%. Two of these are in Central, one in Stanborough and one in Meriden.</p> <p>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 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.</p> <p>The ten most deprived LSOAs in Watford, as ranked in the IMD 2010, are as follows:</p> <ol style="list-style-type: none"> <li>1. E01023876 in Meriden</li> <li>2. E01023860 in Central</li> <li>3. E01023861 in Central</li> <li>4. E01023891 in Stanborough</li> <li>5. E01023865 in Holywell</li> <li>6. E01023883 in Oxhey</li> <li>7. E01023866 in Holywell</li> <li>8. E01023859 in Central</li> <li>9. E01023906 in Woodside</li> <li>10. E01023857 in Callowland</li> </ol> <p>Please see the map which shows which Watford LSOAs are among the 30% most deprived in England, 20% most deprived in the Eastern region and which are in the 30% most deprived in Hertfordshire.</p>
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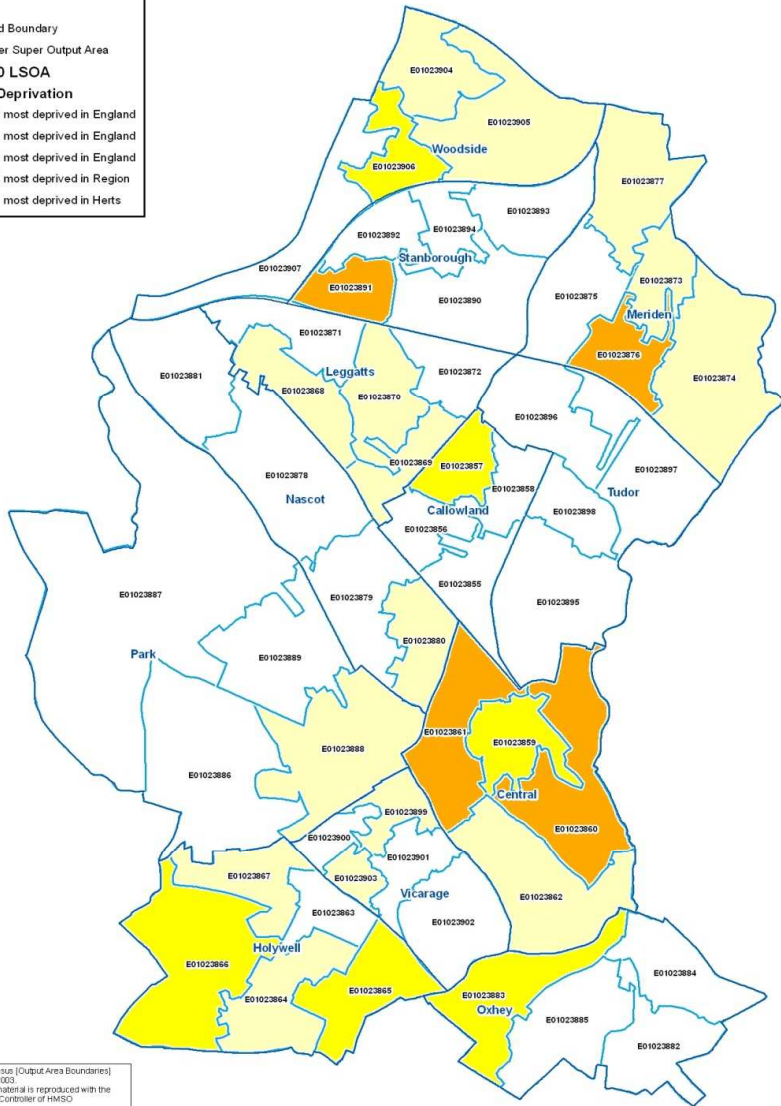
**Legend**

- Ward Boundary
- Lower Super Output Area

**IMD 2010 LSOA**

**Multiple Deprivation**

- 10% most deprived in England
- 20% most deprived in England
- 30% most deprived in England
- 20% most deprived in Region
- 30% most deprived in Herts



Source: 2001 Census (Output Area Boundaries)  
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 Department for Communities and Local Government, Indices of Deprivation 2010



**Map 1: Indices of Multiple Deprivation (IMD) 2010**  
**Multiple Deprivation by Lower Super Output Area (LSOA)**

Analysis shows the extent of multiple deprivation in Watford by illustrating which LSOAs are ranked in the top 10%, 20%, 30% in the county, region or nationally

Produced by Paul Morton, Corporate GIS, May 2011

N

0 0.15 0.3 0.6 0.9 1.2  
 Kilometers

Scale: 1:30,000  
 at A4

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## 5. How will the council ensure equality is promoted through the Corporate Plan 2015-19

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

Section 2 of the corporate plan articulates the council's vision and priorities and section 8 and Appendix ii our corporate work programme

Watford's vision is to be a **successful town in which people are proud to live, work, study and visit**

Its corporate priorities of:

- **Making Watford a better place to live and**
- **Promoting an active, cohesive and well-informed town**

both recognise that, in some circumstances, people within our community might need additional help because of the circumstances in which they find themselves. Under this objective the council has identified areas which will ensure it meets its equalities duty.

These include:

Corporate Plan reference	Project / area of work
Cor1	Update Watford BC statutory and non- statutory services business plans – departmental service business plans will all contribute to this key objective (for example; Private Sector Housing Delivery Plan, Health and Safety delivery plan)
Cor2	Deliver new homes – target of 260 new dwellings per annum
Cor3	Work with registered providers including the Watford Community Housing Trust on affordable housing solutions
Cor4	Identify and manage ways to tackle the demand and supply for housing in the borough while improving conditions through the revised Housing Strategy, Homelessness Strategy and Private Sector Renewal Policy

Corporate Plan reference	Project / area of work
<b>Cor5</b>	Implement measures to maintain and improve conditions within homes to ensure they are suitable for use and promote the health, safety and welfare of residents through the revised Private Sector Renewal Policy.
<b>Cor6</b>	Continue to implement and make use of government initiatives to deliver energy efficiency solutions to businesses & residents to reduce ill health due to excess cold
<b>Cor8</b>	Work with partners to develop our strategic response to issues where housing related activity could promote health, wellbeing and economic growth including a review of key policies, strategies, assets and working practices to ensure a coherent, integrated approach
<b>Cor9</b>	Tackle Congestion and improving air quality in the borough with Hertfordshire County Council - Intelligent Transport Systems Strategy, Big Herts Big Ideas, Quality Network Partnership, Watford Community Cycle Hub, Delivery of South West Herts Transport Strategy and Watford's Air Quality Action Plan
<b>Cor10</b>	Deliver new schools with Hertfordshire County Council (for example Watford Health Campus)
<b>Cor13</b>	Deliver a review of the borough's cemetery provision to secure future provision and meet the needs of the community
<b>Cor14</b>	Deliver the Heritage Lottery Fund supported restoration of Cassiobury Park
<b>Cor16</b>	Work with partners and stakeholders to deliver the Sports Facilities Strategy for the town
<b>Cor17</b>	Ensure the quality of the town's environment through the Veolia contract to deliver well-maintained streets, parks and public spaces
<b>Cor18</b>	Ensure local people have easy to access ways to engage in recycling and waste reduction
<b>Cor19</b>	Ensure the quality of the town's leisure provision and that it is accessible and affordable to support the health and wellbeing of our residents
<b>Cor20</b>	Deliver a review of play to ensure a value for money service that meets the needs of local young people
<b>Cor21</b>	Refresh sports development framework to reflect priorities of the adopted Sports Facilities Strategy

<b>Corporate Plan reference</b>	<b>Project / area of work</b>
<b>Cor22</b>	Develop arts framework
<b>Cor23</b>	Deliver Watford's public health action plan to deliver improved health outcomes for local people including managing the outcomes identified for the Community Activation Fund
<b>Cor24</b>	Deliver the Watford Community Safety action plan with partners including improved ways to communicate and engage community safety messages
<b>Cor26</b>	Investment in infrastructure and public realm: Charter Place, Watford Health Campus, top of the town (phase 2), Croxley Rail Link, Watford Junction, Lower High Street, Ascot Road, Watford Business Park
<b>Cor29</b>	Establish wi-fi for Watford
<b>Cor31</b>	Continue to develop Watford's cultural offer including the events programme, community events programme and establishing an effective events team
<b>Cor35</b>	Understand our borough profile including Census 2011 analysis and using this knowledge to support our engagement and shaping our decision
<b>Cor36</b>	Improve the accessibility, design and functionality of the council's website to enhance online presence
<b>Cor37</b>	Deliver a revised Customer Access Strategy
<b>Cor38</b>	Review and implement equalities objectives
<b>Cor39</b>	Deliver the annual community survey to find out our local community's views and areas where they would like us to focus

The Corporate Plan has been developed to benefit all our community by identifying where the council can contribute to improving the borough, its own services and make a difference to issues that matter to local people.

By their nature, many of the major projects in the Plan have a long term perspective and so achievements will be measured through critical milestones in their delivery. Others will be achieved within the first year of the Plan and the impact from successful delivery will be assessed at the end of 2015/16.

Those projects identified as supporting individuals and the community will benefit those areas and individuals identified with the specific areas of work. Clearly Cor 38, which links the Corporate Plan to the council's equality duties will ensure that, through the delivery of the

Plan and its associated projects / areas of work, equalities are considered across the full gamut of the council's corporate work programme. It places a responsibility on the organisation to consider equalities in everything it does and to ensure:

- the council meets its responsibilities under the Equality Act 2010
- equalities is considered in the council's work and activities as relevant and appropriate so that the council makes a real difference and can evidence this
- equalities are considered in the council's decision making when relevant and appropriate
- the council works with outsourced service providers to ensure equalities duty is understood, embed and reflected in service delivery

## **A. Positive impacts**

### **Potential positive effects**

The outcomes that the council aims to achieve that are articulated through its Corporate Plan 2015-19 should of benefit across the Watford community and, therefore, to all those sharing a protected characteristic.

By highlighting the importance of equalities to the organisation, the plan re-emphasises the responsibility that everyone has to ensure that the equality duty is considered where relevant and appropriate to service provisions and delivery – both externally and internally. This commitment will ensure that, where appropriate, the equalities impact of new policies and strategies and changes to service provision are considered in advance of decision making through the equality impact analysis process. This is monitored through the Corporate Equalities Working Group.

**Recommendation 1: Continue to build a comprehensive picture of the Watford community through feedback from consultations and updating the Watford context on a regular basis.**

## **B. Negative impacts**

### **Potential negative effects**

These would arise if equalities is not considered and those areas of work identified as promoting equalities are not delivered.

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.
- Corporate Equalities Working Group – provides critical friend support for EIAs and

advice on equalities overall

- Leadership Team receives reports on equalities to inform of progress and any issues
- Committee reports – the guidance to members has been revised to ensure members are fully informed of any equalities implications of any decisions they are required to make

## **6. Overall conclusion**

Considering the information within this report and both the positive and negative impacts together, this analysis shows that the Corporate Plan will overall deliver positive impacts for the Watford community.

This is because, through the corporate work programme, it seeks to improve the town and services and facilities available to local people. The council's commitment to equalities is identified within this corporate work programme and, through this commitment, it demonstrates its expectation that equalities is considered and addressed as part of its delivery.



## Summary of potential positive and negative impacts on protected characteristics

Protected Characteristic	Positive	Negative	None	Reasons for decision
<b>Age</b>	<b>x</b>	<b>x</b>		<p>The Corporate Plan has potential positive and negative impacts in terms of age.</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• Some areas of work identified will be of particular benefit to certain age groups e.g. Play Review (young people), tackling fuel poverty (older people), work to address housing issues is likely to impact on those with families, supporting the delivery of school places (younger people)</li> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery</li> </ul>
<b>Disability</b>	<b>x</b>	<b>x</b>		<p>The Corporate Plan has potential positive and negative impacts in terms of disability.</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• Some areas of work identified will be of particular benefit to people with disabilities e.g. public health outcomes, customer access strategy</li> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul>

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery</li> </ul>
Ethnicity	<b>x</b>	<b>x</b>		<p>The Corporate Plan has potential positive and negative impacts in terms of ethnicity</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery</li> </ul>
Sex	<b>x</b>	<b>x</b>		<p>The Corporate Plan has potential positive and negative impacts in terms of ethnicity</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery</li> </ul>
Sexual orientation	<b>x</b>	<b>x</b>		<p>The Corporate Plan has potential positive and negative impacts in terms of ethnicity</p>

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery</li> </ul>
Religion	x			<p>The Corporate Plan has potential positive and negative impacts in terms of ethnicity</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery</li> </ul>
Pregnancy/maternity	x			<p>The Corporate Plan has potential positive and negative impacts in terms of ethnicity</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• Potential if individual areas of work do not fully consider equality impacts as</li> </ul>

Protected Characteristic	Positive	Negative	None	Reasons for decision
				part of planning and delivery
Gender orientation	✘			<p>The Corporate Plan has potential positive and negative impacts in terms of ethnicity</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• A commitment to equalities is identified as part of the corporate work programme (Cor 38)</li> </ul> <p><b>Negative impacts</b></p> <p>Potential if individual areas of work do not fully consider equality impacts as part of planning and delivery</p>

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

Positive Impact	Protected characteristics	Ways to ensure the positive impact
A commitment to equalities is identified as part of the corporate work programme (Cor 38)	All	<ul style="list-style-type: none"> <li>• Continue to build a comprehensive picture of the Watford community through feedback from consultations and updating the Watford context on a regular basis</li> <li>• Embed understanding of equalities and impact on those with protected characteristics of new policies, plans and changes to service delivery</li> <li>• Ensure EIAs are carried out and are effective and support decision making</li> <li>• Work with outsourced service providers to ensure equalities duty is understood, embedded and reflected in service delivery (including equality monitoring where appropriate)</li> </ul>

## 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"> <li>• Effective training</li> <li>• Corporate Equality Working Group to provide leadership and direction</li> </ul>

**This EIA has been approved by:**

**Kathryn Robson**

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**Date .....20.01.15**