



# WALTHAM FOREST COUNCIL FULL EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Date

## What is an Equality Analysis (EA) for? [Double click here for more information / Hide](#)

The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult

social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you should undertake the EA screening process first to determine if you need to complete this full EA and have a rational basis for this conclusion.

## What is the Public Sector Equality Duty (PSED)? [Double click here for more information / Hide](#)

The public sector equality duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
2. advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the

need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities *and*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to “level the playing field” with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

### IMPORTANT NOTES:

1. **THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.**
2. **IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.**

THE HEAD OF SERVICE OR DIRECTOR WHO IS RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITY ANALYSIS AND FOR MAJOR PROPOSALS, IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.



## Fostering good relations [Double click here for more information / Hide](#)

Fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

## Protected Characteristics [Double click here for more information / Hide](#)

Protected Characteristics defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination.

## Guidance on compliance with the PSED for officers and decision makers [Double click here for more information / Hide](#)

To comply with the duty, the Council must have “due regard” to the three equality aims. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are set out below:

1. The duty is mandatory and important and must be met by the decision-maker and not delegated.
2. EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
4. There must be compliance with the duty when proposals are being formulated by officers and then by members or officers when taking the decision: the Council cannot rely on an EA produced after the decision is made but sometimes a “provisional” EA is appropriate e.g. before consultation on a proposal.

1. Officers and members making a decision where there is an equality impact must give conscious and open minded consideration to the impact of the duty on the decision, e.g. be prepared to change or amend a decision although negative equalities impacts does not stop a decision being made (see 7).
2. The duty is **not**, however, to achieve the three equality aims but to take them into account when making the final decision – therefore, **the duty does not stop difficult but justifiable decisions being made.**
3. The decision maker may take into account countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.
4. The duty is ongoing: EAs should be reviewed over time and there should be evidence of how impact will be monitored after the decision.
5. The above is a general guide to this changing area of law. You should also refer to the Council’s EA Page <http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm> for more detailed guidance, and specific advice from the Council’s Equalities Lead should be sought on complex issues.

## What to do if your proposal is scheduled for Cabinet/Committee? [Double click here for more information / Hide](#)

## The Proposals *Click and hover over the questions to find more details on what is required*

### **1. What is the Proposal?**

The Proposal is to restore the famous EMD/Former Granada Cinema and bring it back to life as a multicultural arts venue focused on comedy performances. The building will have a 958 seats auditorium, three bars, a restaurant and a community space on the second floor with 2 activity rooms and a media suit.

The development of the former cinema is a significant Borough of Culture legacy project, increasing the cultural status of the Borough and contributing growth to the local night-time economy and economic growth within the Walthamstow town centre.

Once the EMD Cinema has been brought back into full use, it will stimulate additional growth in Walthamstow's local economy from £46m to £61m, over the next 10 years. This is an increase from the business case range of between £34m to £52m. Over £6.7m of Social Value has been delivered through the construction contract exceeding the £2.2m commitment, with 75 job opportunities created. The project is a key driver for the recovery of the local economy and to stimulate employment and training opportunities post-Covid 19.

In developing the project, the proposals have secured the support of local residents and businesses, and this support has been expressed through the feedback gathered during the following consultation events organised since May 2019.

#### **Opening Event May 2019**

LBWF organised a formal launch of the project at which over 800 residents had the chance to attend a light show and granted access to the Auditorium, which was made safe and accessible for the occasion. The Council partnered with Soho Theatre to display the latest lighting technology and present a virtual reality show on individual devices available to all attendees. Members of the public were given a tour around the Auditorium and informed of the heritage and history of the building.

#### **World Car Free Day September 2019**

The project team and partners from Soho Theatre and Wilmott Dixon participated in this green initiative by setting up set up a walk-in exhibition in one of the commercial units of the Former EMD/Granada, at which the team explained to local residents the heritage and history of the building and the proposals in a more detailed way and encouraged visitors to submit their feedback. The response from the public was extremely positive to the plans and encouraged by the inclusive nature of the proposed events programme and the adaptations that could be made to make the building more accessible.

#### **Pre-planning open doors days January 2020**

The project team and partners from Soho Theatre and Wilmott Dixon organised a whole weekend of informal consultations with the public in one of the commercial units of the Former EMD/Granada prior to the submission of the planning application and Listed Building Consent. The public response was overwhelming, and residents submitted feedback during their visit to the sessions. We received a total of 155 comment sheets/forms and over 250 people signed up for the dedicated newsletter. Again may were encouraged by the inclusive nature of the proposed events programme and the proposals to make the building more accessible.

### **2. What are the recommendations?**

The recommendations of this document are as follow:

That Members and project stakeholders note the contents of this report

That adaptations are made to the building to improve accessibility as far as is possible, due to the heritage significance of the building and site constrictions, practicable and affordable.

That the venue is managed through the lease and through the partnership with Soho Theatre be as inclusive as it can, attracting and catering for all.

**3. Who is affected by the Proposal?** *Identify the main groups most likely to be affected by the recommendations, directly and indirectly.*

The main groups affected by the recommendations are all the protected groups.

**Age** [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

**Key borough statistics:** Waltham Forest has an estimated total population of 271,200 as at 2015. It has a higher proportion of young and working-age people compared to the national average but similar to the London as a whole. The median age of residents is 34.1 years compared to the London average of 34.6 years and the UK average of 40 years.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.  
For more detailed breakdowns or further information please contact Insight and Performance Team [insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)

	Waltham Forest	Waltham Forest (%)	London (%)	England and Wales (%)
Aged 0-4	22,100	8%	7%	6%
Aged 5-15	37,000	14%	13%	13%
Aged 16-24	28,800	11%	11%	11%
Aged 25-49	115,400	43%	42%	34%
Aged 50 – 64	40,000	15%	15%	18%
Aged 65+	27,900	10%	12%	18%
Total	271,200	100%	100%	100%

Source: 2014 Mid-year population estimates, Office for National Statistics

[Double click here to show borough wide statistics / hide statistics](#)

**Age** [Click and hover over the questions to find more details on what is required](#)

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

Table 1 below shows the number of people of different ages who will be within a 20 minute walk of the new facilities:

**Age** *Click and hover over the questions to find more details on what is required*

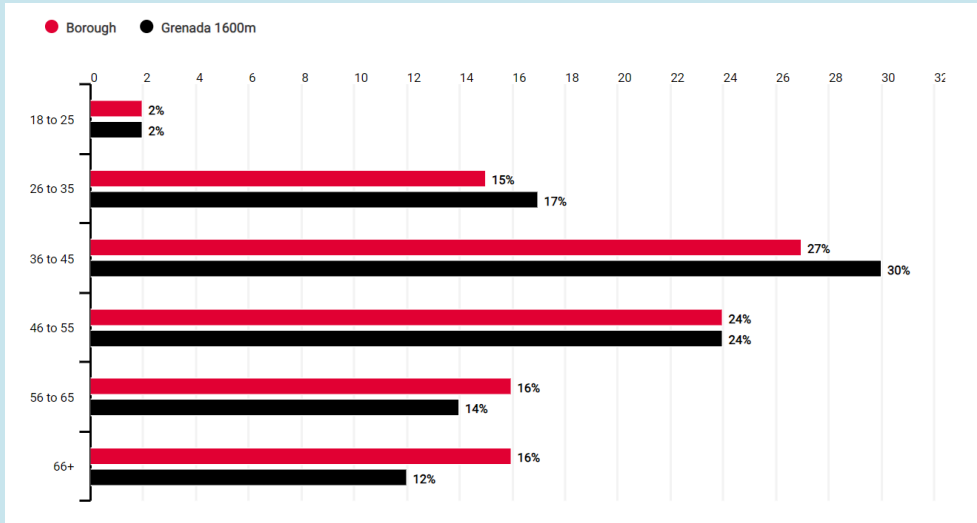
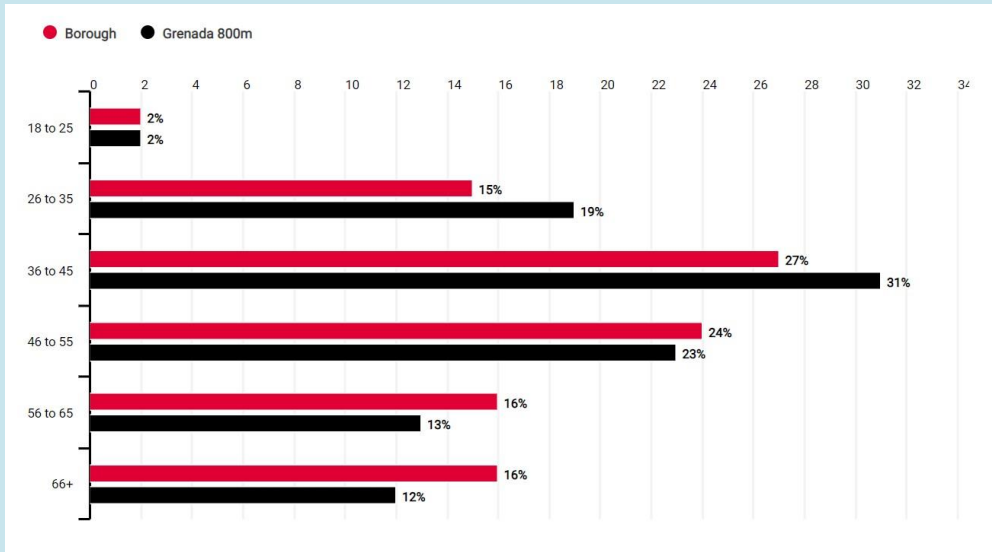


Table 2 below, shows the number of people of different ages within a 10 minutes walk to the new facilities:



**Age** *Click and hover over the questions to find more details on what is required*

**What is the proposal's impact on the equalities aims?** Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact**

The proposal will have a positive impact for all ages through the bringing back into use of a derelict, underused and unsafe space as a new performance venue with its associated spaces for community use.

The proposals have been designed to be easily navigable and accessible for everyone in any age group, with all the public spaces and back of the house accessible. Soho Theatre has also designed a community engagement programme that includes all age groups with a dedicated one for the elderly.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

In accordance with the Council's Equality Objectives and Culture Strategy, a segmented marketing and communications strategy targeting particular age groups will be developed and implemented to ensure a wide range of age groups use the new facilities, identifying and reaching out to age groups less likely to use the facilities.

The operator is currently working in an activities programme designed to bring different age groups together.

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.

**Disability** [Double click here to add impact / Hide](#)

Check box if NOT applicable

**Key borough statistics:** The 2011 Census asked people to rate their health as very good, good, fair, bad or very bad. The data shows that a total of 13,500 residents of Waltham Forest considered their health to be bad or very bad (5% of the population). In addition, the 2011 census asked people if they had a health problem or disability that has lasted or was expected to last for at least 12 months and which limited the person's day-to-day activities, either a little or a lot. As many as 37,600 residents said in the census that their day-to-day activities are limited because of their health. This is made up of seven per cent of population who said their day-to-day activities were limited a lot (17,900 people) and eight per cent whose activities were limited a little (19,700). In total, this is 15 per cent of residents compared to 18 per cent nationally.

Health tends to deteriorate further with age with more than half of residents aged 65 and over (57 per cent) having a limiting long-term health problem or disability. Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team [insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)

[Double click here to show borough wide statistics / hide statistics](#)

## Disability *Click and hover over the questions to find more details on what is required*

### **Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

The Waltham Forest Physical Activity and Sport Borough profile 2016 states, in carrying out day to day activities with or without the use of devices, the percentage of the Waltham Forest population with:

- highly limiting health conditions or disabilities is 6.9%
- with mildly limiting health conditions or disabilities is 7.6%

In relation to mental health 6.0% of residents have a low life satisfaction, 4.1% a low worthwhile score, 10.7% a low happiness rate, and 18.8 a high anxiety rate.

Waltham Forest has a Health/Disability rank of 110 against all 326 local authority areas in England (1 is the most deprived). Across London 19.35% of people with disabilities have limited participation in sport (figures not available at borough level).

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The proposals will have a positive impact for all abilities through the bringing back into use of a derelict, underused and unsafe space as a new venue in the Borough, community spaces and hospitality areas.

The facilities have been developed to have as wide and inclusive access to all sections of the community as possible. The masterplan for the site was developed with reference to best practice guidelines including Approved Document K of the Building Regulations, Protection from fallings, collision and impact, 2013; Approved Document M of the Building Regulations Volume 2: Buildings other than dwellings, 2015, BS 8300-1:2018 Design of an accessible and inclusive built environment. Part 1: External environment - Code of practice and BS 8300-2:2018 Design of an accessible and inclusive built environment. Part 2: Buildings - Code of practice

The principal main entrance to the EMD cinema is accessed directly from Hoe Street. Due to the historic nature of the building the principal entrance is approximately 500mm above the external pavement level.

The existing design of the building provides stepped access only and as part of the design development for the building a ramp route has been provided adjacent to the stepped route at the north edge of the building. Due to the constraints of the building entrance and the functionality of the cloakroom here, only a 1:12 ramp for a rise of 550mm can be achieved, which would be non-compliant with the technical guidance of AD M Vol 2 and BS8300, which only allows a maximum rise for a 1:12 ramp of 166mm, however an assistance point has been factored in the building

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

In accordance with the Council's Equality Objectives and Culture Strategy, a segmented marketing and communications strategy targeting particular disability/ability groups will be developed and implemented to ensure a wide range of age groups use the new facilities, identifying and reaching out to age groups not currently using such facilities or those physically inactive.

Staff will receive disability related customer care training which incorporates communication skills and the provision of reasonable adjustments, allowing the operator to assist when required.

An engagement and activities programme to reach people with disabilities issues, from all communities, will be considered.

### **Actions to be taken for access through the secondary/Community entrance**

As the existing historic building provides some challenges with principal access via the main entrance, there are management and operational considerations are needed in respect to the use and management of the secondary entrance that the building operator will need to consider ensuring they offer an accessible and inclusive experience for all users. These are:

- Preview information will need to be given, e.g., on operator's website, book page, publicity information etc to the accessibility of the building, what is provided and where the secondary entrance is.
- Information will need to be provided for visitors at the main entrance if users just

## Disability *Click and hover over the questions to find more details on what is required*

works and Soho staff will be trained accordingly to assist when requested.

The 1:12 ramped route may be accessible by some users requiring step-free access, especially if assisted. However, it may present a barrier to many users. To overcome this there is a secondary step-free access route into the main foyer area of the building, via the community entrance, for users unable to use the 1:12 ramped route.

To gain step-free alternate access into the foyer area via a more usable accessible route, users of the building would access the building via the community entrance provided on the southern entrance to the building.

The access and graded routes to the community entrance, from the external public realm, are described in section 2.2 of this report. Visitors and users accessing the EMD Theatre will have to navigate the entrance gate at this southern point.

Access to hospitality areas will be direct, such as in the mezzanine bar, ordering from the Cross Hall level, or via platform lift, as in the Circle Bar (inside of the auditorium) or unit C. Access for performers and staff members in the back of the stage area is also step free and both levels are connected by a platform lift. As part of the Hatherley Mews project, an accessible route has been design to connect Hoe Street with the Stage Door. Accessible dressing room has been design, is being built in the lower ground floor and is step free from the street level.

**Changing places:** Due to the size of the Theatre, a Changing Places facility will be required to meet the provisions of AD M. Whilst this may not be a formal requirement under the Building Regulations, due to the extent and nature of refurbishment, this has been provided as part of the works to meet the broader obligations of the Equality Act 2010..

**All areas in the building will be accessible for users with mobility issues.**

turn up, suitable signage and wayfinding may need to be utilised to ensure the entrance can be found.

- If the secondary entrance is required (i.e. a visitor cannot use the 1:12 ramp), user will be given access to through the Community Entrance, this access can be either independent or assisted
- Suitable staff training will need to be considered to ensure staff are aware of the ramp issue and know the appropriate management strategy to help visitors to ensure their visitor offers as good of as an experience compared to those that can use steps.

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.



**Key borough statistics:** In 2014, a total of 4,600 children were born in Waltham Forest. The General Fertility Rate (number of live births per 1,000 women aged 15-44) in the borough is 74.2 (3<sup>rd</sup> highest in London) compared to the London average of 63.3.

The borough also has the 7<sup>th</sup> highest teenage (under 18) conception rates of London Boroughs (26.2 compared to the London average of 21.5 per 1,000 female population aged 15 to 17). In 2014, there were 114 teenage conceptions with 62% abortion rate among 15-17 year olds in Waltham Forest (*Source: Office for National Statistics*).

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team [insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity [Click and hover over the questions to find more details on what is required](#)

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals.*

Data shows that % of women are expecting and that % of the households in the vicinity have [*insert number*] children under 3 years old.

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The building will welcome any visitor. Step free access to all the levels of the building will be provided, which is specially needed in advanced stages of a pregnancy and for parents pushing a buggy.

The Foyer will open for everyone to visit, and it will have comfortable spaces for pregnant women and parents with children to sit and rest.

The most positive impact of the development is likely to be the construction of the new community rooms which will be available for hiring by members of the public. These rooms are spacious and well ventilated and will be perfect for organising prenatal activities and other similar workshops.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

Further work should be undertaken to assess the need and demand from pregnant women for the new facilities. However, the built deliverables of the project will enable the use of the building by pregnant women, the operator will need to target this sector of the population in order to come up with activities which involved this group.

Family-friendly performances, such as pantomime, and activities/workshops are part of the operator's programme, and the LBWF project team together with the Main contractor are delivering the necessary infrastructure to materialise these plans (such as the construction of a fly tower for panto).

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.

**Key borough statistics:** About half of Waltham Forest residents are White ethnic background (52%) and within this 38% are White British or Irish background. 15% are categorised as 'White Other', who are predominantly from the Central and Eastern European countries (Source: 2011 Census).

The largest minority ethnic group in the borough is Asian (21% of the total population) including people of Pakistani (10%), Indian (4%), Bangladeshi (2%) and Other Asian (5%) backgrounds. 17% of the resident population is Black including Black Caribbean (7%), Black African (7%) and Other Black (3%). 5% of the population have mixed/multiple ethnicities.

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[Double click here to show borough wide statistics / hide statistics](#)

**Race** [Click and hover over the questions to find more details on what is required](#)

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

Waltham Forest has a diverse population from a variety of ethnic and cultural backgrounds with, in summary, 52.1% identifying as White, 20.8 as Asian, 17.7% as Black, 7.2% as Chinese or Other and 2.4% as Mixed.

% of the population closest to The Former Granada in Hoe Street ward are from Black, Asian and Minority ethnic communities, % of Markround Ward and % in William Morris ward.

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Given the composition of the population living closest to the site, the proposal will have a positive impact for Black, Asian and Minority Ethnic communities through the bringing back an underused and unsafe space as a new venue in the Borough, community spaces and hospitality areas.

Not only the decorations will reflect the multicultural heritage of the borough by keeping and enhancing the different layers of decorations applied across the building's life, but the design will also have a multicultural approach by seeking collaboration with local, multicultural artist.

At an operational Soho will have an extremely inclusive performance programme showcasing mainly artists with a multicultural background, and they will also target minority groups for their workshops and job opportunities.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

In accordance with the Council's Equality Objectives and Culture Strategy, marketing and communications strategy reaching Black, Asian and Minority Ethnic communities will be developed and implemented to ensure a wide range of communities use the new facilities.

A programme of inter-cultural performances and activities is being developed to bring people together and foster good relations.

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new

Race *Click and hover over the questions to find more details on what is required*

visitors.

**Religion or Belief** *Double click here to add impact / Hide*

Check box if NOT applicable

**Key borough statistics:** The borough also has a diverse range of faith communities. According to the 2011 Census, Christianity is the main religion in Waltham Forest, with 48 per cent of residents identifying as Christian. The second biggest religion is Islam with 22% of residents saying they are Muslims compared to 5% nationally. Other religions in the borough are Hindu (2.3% of residents), Buddhist (0.8%), Jewish (0.5%) and Sikh (0.5%). 18% of residents said they are secular/have no religion and 7% chose not to state their religion in the Census.

Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team [insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)

*Double click here to show borough wide statistics / hide statistics*

Religion or Belief *Click and hover over the questions to find more details on what is required*

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Given the composition of the population living closest to the site, the proposal will have a positive impact for residents of all faiths and beliefs through bringing back an underused and unsafe space as a new venue in the Borough, community spaces and hospitality areas.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

In accordance with the Council's Equality Objectives and Culture Strategy, marketing and communications strategy will be developed and implemented to ensure a wide range of communities use the new facilities by all residents and of all faiths and beliefs

A programme of inter-cultural performances and activities will be developed to bring people together and foster good relations.

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.

**Key borough statistics:** In total, there is approximately equal number of men and women living in Waltham Forest (2014 Mid-year population estimates, ONS). However, there is a growing gender imbalance as people get older. 47% of those aged 50 and over are male and 53% are female, compared to 51% male and 49% female among the residents aged under 50.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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Age	Male	Female
Aged 0 to 15	51%	49%
Aged 16 to 24	51%	49%
Aged 25 to 49	51%	49%
Aged 50 to 64	48%	52%
Aged 65+	45%	55%
Total	50%	50%

Source: 2014 Mid-year population estimates, Office for National Statistics

[Double click here to show borough wide statistics / hide statistics](#)

Sex [Click and hover over the questions to find more details on what is required](#)

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Given the composition of the population living closest to the site, the proposal will have a positive impact for residents of all sex and genders through bringing back an underused and unsafe space as a new venue in the Borough, community spaces and hospitality areas, where everyone can feel equally included and represented.

The building will have an inclusive approach and, whilst there still be gender designated toilets, provision for a full set of gender-neutral toilets have been made on the first floor and the community spaces.

The operator's programme will also have a focus on gender equality.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

In accordance with the Council's Equality Objectives and Culture Strategy, marketing and communications strategy will be developed and implemented to ensure both male and female use the new facilities, with special emphasis on women.

A programme of female-led performances and activities will be developed to bring people together and foster good relations. The latest Arts Council England – Analysis of Theatre in England report (September 2016) still shows female performers and writers less successful in box-office than their males colleagues.

All staff will be trained in having a positive approach to encouraging women and girls' attendance to performances and participation in workshops.

Sex *Click and hover over the questions to find more details on what is required*

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.

## Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

Check box if NOT applicable

**Key borough statistics:** In 2014, 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual. This comprised of:

- 1.1% who identified as gay or lesbian
- 0.5% who identified as bisexual.

A further 0.3% of population identified their sexual identity as other, not falling into heterosexual/straight, gay/lesbian, or bisexual categories.

London had the highest percentage of adults identifying themselves as lesbian, gay or bisexual, at 2.6%.

The likelihood of an adult identifying as LGBT decreased with age. In 2014, 2.6% of adults aged 16 to 24 identified as LGBT, which decreased to 0.6% of adults aged 65 and over. (Source: Integrated Household Survey, Office for National Statistics).

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team [insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)

[Double click here to show borough wide statistics / hide statistics](#)

## Sexual Orientation and Gender Reassignment *Click and hover over the questions to find more details on what is required*

**Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

**What is the proposal's impact on the equalities aims?** *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Given the composition of the population living closest to the site, the proposal will have a positive impact for residents of all sexual orientations and transgender residents through the bringing back an underused and unsafe space as a new venue in the Borough, community spaces and hospitality areas.

From a design standpoint the building will have two sets of inclusive gender-neutral toilets located on the first and second floor.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

In accordance with the Council's Equality Objectives and Culture Strategy, a marketing and communications strategy will be developed to encourage the use of The Former Granada's facilities by the LGBT community. The Operator will take direct part in this strategy.

All staff will be trained in having a positive approach to encouraging LGBT residents participation in performances, workshops and use of the facilities.

## Sexual Orientation and Gender Reassignment Click and hover over the questions to find more details on what is required

From the operator's standpoint it is very clear that Soho has always been a leading body in equal rights for sexual orientations and genders and their programme is craftily built to include LGBT+ performers and writers.

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.

## Marriage and Civil Partnership Double click here to add impact / Hide

Check box if NOT applicable

### Key borough statistics:

Marital and civil partnership status	Waltham Forest	%
All usual residents aged 16+	203,100	100%
Single	88,100	43%
Married	81,300	40%
In a registered same-sex civil partnership	700	0%
Separated	7,600	4%
Divorced or legally dissolved same-sex civil partnership	15,400	8%
Widowed or surviving partner from a same-sex civil partnership	10,000	5%

Source: 2011 Census

The Civil Partnership Act 2004 came into force on 5 December 2005. The Marriages (Same Sex Couples) Act made provision for the marriage of same sex couples in England and Wales with first marriages taking place on 29 March 2014. From 10 December 2014 civil partners were able to convert their civil partnership into a marriage.

### Number of marriages/civil partnerships by area of formation

	2011	2012	2013	2014
Marriages	956	773	878	n/a
Civil partnerships (total)	30	18	31	8
..Civil partnerships (male)	16	16	20	5
..Civil partnerships (female)	14	2	11	3

Source: Office for National Statistics

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team

[Double click here to show borough wide statistics / hide statistics](#)

## Marriage and Civil Partnership Click and hover over the questions to find more details on what is required

### Additional Equalities Data (Service level or Corporate) Include data analysis of the impact of the proposals

Type response here

**What is the proposal's impact on the equalities aims?** Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact**

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

## Marriage and Civil Partnership *Click and hover over the questions to find more details on what is required*

The proposal will have a positive impact for residents with civil partnership status through the bringing back into use of a derelict, unsafe and underused space as a new venue in the Borough, community spaces and hospitality areas.

In accordance with the Council's Equality Objectives and Culture Strategy, a marketing and communications strategy will be developed to encourage the use of The Former Granada's facilities by residents with civil partnership status.

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.

### Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#) Check box if NOT applicable

See pages 1 and 2 for full details of these two aims. This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

**Key borough statistics:** According to the **Resident Insight Survey** (wave 13 conducted in Feb-Mar 2016), 77% of Waltham Forest residents feel that their local area is a place where people from different backgrounds get on well together.

Women are more likely than men to feel that people from different backgrounds are getting on well locally (81% compare to 74%). Young people aged 16-29 are most likely to feel people are getting on well (84%), whole older residents aged 65+ are least likely to think so (66%). BME residents are more likely to think that people from different background are getting on well in their local area than White residents (83% compared to 74%), which is likely related to the different age profile of the BME and White populations.

**The Living Together Survey** from Dec 2015-Feb 2016 found that 62% of residents agreed that they have the opportunity to mix with people from different backgrounds to themselves. One fifth (20%) feel they do not really mix with people from different backgrounds. People in the north of the borough (Chingford) are least likely to feel they have opportunity to mix with people from different backgrounds to themselves (55% compared to 68% in Leytonstone, 63% in Walthamstow and 61% in Leyton). Younger and BME residents are more likely to mix with people from different background than older residents and those of White background. The survey also found that not enough mixing between people of different backgrounds and lack of understanding of each other are perceived to be the two main reasons which can stop people from getting on together.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team [insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)

[Double click here to show borough wide statistics / hide statistics](#)

### Additional Impacts on Advancing Equality & Fostering Good Relations *Click and hover over the questions to find more details on what is required*

#### Additional Equalities Data (Service level or Corporate)

A full Equalities Impact Assessment has been carried out to identify potential impacts on protected characteristics and determined that no major change is required in the proposals. The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken. This

**Additional Impacts on Advancing Equality & Fostering Good Relations** *Click and hover over the questions to find more details on what is required*  
assessment has identified opportunities to advance equality of opportunity between different groups as well as foster good relations.

**Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?**

n/a

**What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above?** Provide details of how effective the mitigation will be and how it will be monitored.

In accordance with the Council's Equality Objectives and Culture Strategy, marketing and communications strategy will be developed and implemented to ensure a wide range of communities use the new facilities by all residents and of all protected groups.

A programme of inter-cultural performances, based on inclusion and equality, and activities will be developed to bring people together and foster good relations.

Whilst the newly refurbished building is in a key and accessible area it is important that: (i) all nearby residents are directly contacted to ensure they are aware of how to get and access the theatre, marketing and signposting and (ii) clear signposting, on the street, in coordination with the Public Realm team, in social media, websites and printed publicity will be produced to facilitate access for both existing and new visitors.



## Conclusion

*Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as*

*appropriate. If it is helpful, refer to other documents e.g. the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the “Equalities Implications” in the Cabinet report.)*

### **This analysis has concluded that...**

This analysis has concluded that the new venue, community spaces and hospitality areas At the Former Granada site will have an extremely positive impact for all residents of the borough including those protected groups under the Equality Act. However, the Council, through its management of bot, the existing (including maintaining continuity of service) and new facilities will need to ensure, coordinated with the Operator (Soho), that its marketing and communications, its staff training and positive approach, will need to ensure it reaches all of those groups to secure their use and enjoyment of the facilities, the improvement in the area’s wealth and improved community relations. If carried out as outlined in this report, then success is anticipated.

### **Outcome of Analysis** *Check one that applies*

**Outcome 1**

No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

**Outcome 3**

Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have ‘due regard’. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

**Outcome 2**

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

**Outcome 4**

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Head of Service: Property & Delivery

Name: Dan Stapleton

Date: 19/04/2024