

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	Chief Executive
<b>Service Area</b>	Economic Development
<b>Service/policy/function being assessed</b>	Night Time Strategy
<b>Which borough (s) does the service/policy apply to</b>	Richmond
<b>Staff involved in developing this EINA</b>	Blanka Hay, Lorinda Freint, Yasmine Makin
<b>Date approved by Directorate Equality Group (if applicable)</b>	
<b>Date approved by Policy and Review Manager</b> All EINAs must be signed off by the Policy and Review Manager	10/06/24
<b>Date submitted to Directors' Board</b>	

### 1. Summary

**Please summarise the key findings of the EINA.**

The London Borough of Richmond upon Thames (LBRuT) Night Time Strategy is led by the High Streets and Local Growth Team in the Economic Development Office (EDO). The EDO's function is to maintain the vibrancy of Richmond's local and town centres, supporting businesses to thrive. When planning for our local areas however, the night-time (6pm – 6am) is often overlooked, and in today's challenging and uncertain economic environment it is essential that the Council endeavours to balance the needs of all users of public spaces at night whilst ensuring our business and local centres remain vibrant during these hours. It is for this reason that a Night Time Strategy has been produced, to gather an evidence base and curate recommendations specific to the places and communities in our borough to improve the night for all.

The Equality Impact and Needs Assessment shows that many people with protected characteristics including women and those coming home from work at night, feel unsafe using the borough's town centres after dark. In our most recent consultation, 67% of respondents said they felt unsafe at night, and our extensive conversations with the community revealed women were much more likely to feel this way. Another key aspect was that people felt like the businesses and spaces available did not cater to their needs, with only 8% saying that in terms of places to go, they were satisfied with the offer. Responses also suggest there is demand for better lighting, more police presence, safer transport hubs, community uses, places to socialise that are not alcohol-driven, healthy food options, and places to meet indoors and outdoors that are inclusive to all and are affordable.

Following a 4-month engagement period, this first draft Night Time Strategy proposes a set of recommendations to improve inclusivity and equality at night, as well as maintain and encourage a vibrant night-time economy. The Strategy's recommendations aim to provide detailed insight into the changes necessary – led by the Council, Police and businesses to improve the night-time for all.

The changes proposed include initiatives such as greater joined-up working between Council departments and external organisations, lighting interventions, and the creation of outdoor and indoor spaces for the community and especially young people to meet at night, as well as many others.

If the recommendations are followed through, the likely positive impacts will be a change in how those that currently feel excluded from the night-time perceive and use the borough going forward. It will improve many people's quality of life – either through socialising and meeting like-minded people, being able to afford using the night-time or feeling safe when undertaking activities at night.

A common misconception around the Night Time Strategy is that it aims to increase late night opening hours to encourage more venues for alcohol consumption, and the only negative impact of the Strategy that can be foreseen is that the messaging is lost on some members of the community who in turn may feel the Council wants to promote more alcohol-driven activities. Our vision is more holistic and inclusive, recognising the wide range of activities that constitute the night-time economy and seeking to create a more balanced night-time, that provides services that appeal to a diverse range of users – from community hubs for residents and young people, late night supermarkets for night workers, to safer transport hubs for all.

## 2. Evidence gathering and engagement

### a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Desk-based research on Night Time Economy context - National	The Guardian, BBC, Night Club, Night Time Industries Association,
Desk-based research on Night Time Economy context - Regional	GLA London at Night Update, Met Police, TfL
Desk-based research on Night Time Economy context - Local	DataRich, Richmond Retail Study, Richmond Culture Strategy, Violence Against Women and Girls forums, GLA High Streets Data Tool, Youth Needs Analysis Report, Youth Council Sexual Harassment Report, Richmond Community Conversations Summary, VisitRichmond

### b. Who have you engaged and consulted with as part of your assessment?

#### Summary of initial findings

The GLA found that 65% of Londoners are active at night, working, socialising, running personal errands, attending cultural activities and playing sport, requiring a range of uses and services around this. The Council's Time to Shine consultation revealed that people of all ages want a wider variety of uses and affordability, more than just restaurants and bars to attract them to the borough's high streets. Safety was a key issue in many areas at night,

with 62% of respondents saying they would avoid areas after dark or when alone. By not addressing the lack of choice and perceptions of safety at night, a large part of LBRuT's community is excluded by default.

Special efforts were made to reach seldom heard groups with protected characteristics by attending events and organising workshops with targeted groups such as various youth clubs across the borough, the interfaith group, night-time businesses, and disability groups including their carers. It was also important to hear especially from women, who often feel the most vulnerable, and 72% of responses to our previous online consultation were from women.

Though respondents were happy with the restaurant, cafe and pubs and bars offer, the top improvements needed to the evening offer were specified as pedestrianised streets, later opening times and community spaces.

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
<b>Young People</b>	<ul style="list-style-type: none"> <li>Conversations with youth clubs, youth council and college students</li> </ul> <p>Young people feel anxious about the night and parents are scared to let them out at night. They want safe places to go and feel there is a lack of things for them to do at night in the borough. They often feel stereotyped and judged by adults when going about their usual activities.</p>	June 2023 – Jan 2024	Following the consultation, recommendations directed specifically at young people were formed. These include encouraging businesses and venues to cater to young people, building relationships/understanding between young people and residents and introducing USB charging points for phones.
<b>Businesses / Key stakeholders</b>	<ul style="list-style-type: none"> <li>Night Time Stakeholder Panel</li> </ul> <p>Many high street businesses including hospitality venues were on this panel, they told us there is not enough of a cultural offer at night, most things close by 10pm, that more should be made of the river and green spaces, a youth centre is needed and a</p>	April 2023 – ongoing	Following the consultation, recommendations directed specifically at businesses were formed. These recommendations include trialling later opening hours, night markets, animating shop fronts and building facades even

	lighting brief should be produced as part of this Strategy.		when closed, encouraging existing businesses and institutions to establish 'second life' uses and encouraging existing businesses to diversify their offer at night.
<b>Night workers</b>	<ul style="list-style-type: none"> <li>• Face-to-face meetings with businesses on staff safety and recruitment</li> </ul> <p>Some businesses struggle to hire night workers, with transport frequency and affordability at night being a key issue as well as safety, especially for female workers. Shoplifting is also prevalent, and when addressed by staff they are met with aggression. It was felt not enough services were available for night workers when finishing shifts.</p>	August 2023	Following the consultation, recommendations directed specifically at night workers were formed. These recommendations include encouraging better working conditions such as mental health support and London living Wage, as well as discussions with TfL to improve transport accessibility and affordability for night workers.
<b>Residents &amp; general users of the night time in Richmond</b>	<ul style="list-style-type: none"> <li>• <i>Time to Shine</i> interactive map consultation (September – February 2024)</li> <li>• Attendance at various forums</li> <li>• Meetings with a range of community groups</li> </ul> <p>Issues around the night time vary across the borough, with some parts affected by noise disturbance and large groups loitering, whereas others are too quiet to feel safe. There were requests for later opening venues, more affordable spaces, late-opening businesses to act as safe havens, a more diverse</p>	June – January 2024	Following the consultation, recommendations directed specifically at safety and diversifying the offer were formed. These recommendations include emergency information in town centres, encouraging music and culture to grow, promoting an offer that appeals to the whole community – events targeted at protected groups including young people, old people and those with disabilities.

	offer including music and culture, as well as opposing requests to stop all activity by midnight for residents' sleep.		
--	--	--	--

### 3. Analysis of need

**Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion**

Protected group	Findings																		
<b>Age</b>	<table> <tr> <th>Age group</th><th>Census (2021)</th></tr> <tr> <td>75+</td><td>7.3%</td></tr> <tr> <td>65-74</td><td>8.9%</td></tr> <tr> <td>55-64</td><td>12.4%</td></tr> <tr> <td>45-54</td><td>16.1%</td></tr> <tr> <td>35-44</td><td>15.9%</td></tr> <tr> <td>25-34</td><td>11.3%</td></tr> <tr> <td>15-24*</td><td>10%</td></tr> <tr> <td>under 14*</td><td>19%</td></tr> </table> <p>Richmond has a higher than London average of young people between 0-14 and old people aged 65. The borough has a significantly lower percentage of people aged between 14 and 65 compared to the rest of London.</p>	Age group	Census (2021)	75+	7.3%	65-74	8.9%	55-64	12.4%	45-54	16.1%	35-44	15.9%	25-34	11.3%	15-24*	10%	under 14*	19%
Age group	Census (2021)																		
75+	7.3%																		
65-74	8.9%																		
55-64	12.4%																		
45-54	16.1%																		
35-44	15.9%																		
25-34	11.3%																		
15-24*	10%																		
under 14*	19%																		
<b>Disability</b>	In Richmond, 12% of the population has a disability which limits their day-to-day activities. The greatest number of those with disabilities are aged 65+ (almost 40%), but significant numbers are also represented in people aged between 35-49 (15.7%) and people aged between 50-64 (21.8%).																		
<b>Sex</b>	<p>The Richmond population comprises 52% females (101,317) and 48% males (93,961).</p> <p>In our survey and our face-to-face discussions women felt disproportionately unsafe in the night time when compared to men. 133 respondents to our most recent consultation stated being a woman as their reason for feeling unsafe in their areas at night, by far the most stated reason compared to ethnicity or disability.</p>																		
<b>Gender reassignment</b>	<p>The 2021 Census provides the below percentages on gender reassignment:</p> <ul style="list-style-type: none"> <li>• 94% identified as the same gender as their sex as registered at birth</li> <li>• 0.15% different from birth (unspecified)</li> <li>• 0.07% trans man</li> <li>• 0.09% trans woman</li> <li>• 0.05% all other gender identities</li> <li>• 5.6% did not answer.</li> </ul>																		

	In total, 610 (0.39%) Richmond residents indicated that they identified as a different gender to their sex as assigned at birth, with 227 (0.15%) stating their gender identity was different to that of birth but did not provide a write in response to what they identified with.		
Marriage and civil partnership	Status	Total	% Population
	Never married and never registered a civil partnership (%)	55,958	35.9
	Married or in a registered civil partnership	77,105	49.5
	Separated, but still legally married or still legally in a civil partnership	3,005	1.9
	Divorced or civil partnership dissolved	12,518	8
	Widowed or surviving civil partnership partner	7,248	4.7
	Pregnancy and maternity	Local data on pregnancy and maternity is not available.	
Race/ethnicity	Richmond population by ethnicity:		
	Ethnicity	Total	% of total population
	Asian/Asian British / Asian Welsh	17,467	8.9
	Black/ Black British / Black Welsh / Caribbean or African	3,687	1.9
	Mixed /multiple ethnic group	10,662	5.5
	White	157,111	80.5
	Other ethnic group	6,350	3.3
	Richmond has a significantly higher % of white residents (80.5) compared to the London average of 53.8.		
Religion and belief, including non belief	The table below shows Richmond population’s stated religious beliefs.		
	Religion	%	
	Christian	45.3	
	No religion	38	
	Buddhist	0.8	
	Hindu	2.1	
	Jewish	0.6	
	Muslim	4.3	

	<table><tr><td>Sikh</td><td>1</td></tr><tr><td>Other</td><td>0.7</td></tr><tr><td>Not answered</td><td>7</td></tr></table>	Sikh	1	Other	0.7	Not answered	7
Sikh	1						
Other	0.7						
Not answered	7						
	Richmond has a 5% higher amount of Christians than the London average, but 10% less Muslims and 3% less Hindus.						
Sexual orientation	<p>The 2021 census found that in Richmond:</p> <ul style="list-style-type: none"><li>89% of residents identified as straight or heterosexual, higher than the London-wide proportion (86.2%)</li><li>3.4% identified as gay, lesbian, bisexual or other LGB+</li><li>7.6% unanswered</li></ul>						
Socio-economic	<p>The majority of employed people in Richmond are in professional occupations although just under 25% are in lower paid jobs such as caring, machine operating and administrative roles. There are 10,136 people on universal credit in the borough.</p> <p><b>Carers:</b> In the 2021 census, 3.4% of the population in Richmond did 9 hours of unpaid care work which is higher than the that of London at 2.6%. This was on par for 10-19 hours at 1% for Richmond and London. It was lower for 20-34, 35 to 49 and 50 or more at 0.5% and 0.8%, 0.6% and 0.9% and 1.6% and 2% respectively.</p> <p><b>Care Experienced People:</b> Richmond Children and Young People’s Needs Assessment 2019 - The 2019 Children and Young People’s Needs Assessment reported that in 2018, Richmond had 105 Children Looked After compared to 5,630 in Outer London and 75,420 in England.</p> <p><b>Single Parents:</b> The 2021 census data found that 8.8% of children live in a single parent household in comparison to 13.3% across London.</p> <p><b>Health inequalities:</b> As mentioned above 6.2% of children in Richmond are living in relative low income which could impact health. In Richmond there is a 9.6% gap in employment rate between those with a long term health condition and overall employment compared to 8.8% in London and 9.9% in England in 2021/22 (Data Rich).</p> <p><b>Refugee Status:</b> There are 842 people with refugee status outside of the Hong Kong BNO scheme currently living in Richmond.</p> <table><tr><td>Scheme</td><td>Richmond</td></tr><tr><td>Syrian Resettlement scheme (2015-date)</td><td>32 people</td></tr></table>	Scheme	Richmond	Syrian Resettlement scheme (2015-date)	32 people		
Scheme	Richmond						
Syrian Resettlement scheme (2015-date)	32 people						

	Afghan Resettlement scheme (2021 – date)	35
	Homes for Ukraine scheme (2022 – Date)	1,052
	Unaccompanied Asylum Seeking Children	26
	Hong Kong BNO scheme	No exact data available, but proxy data shows 497 School Applications from Hong Kongers and 985 people indicated they were born in Hong Kong in the 2021 Census
<p><b>Deprivation:</b> The borough is in the 10% of least deprived local authorities in England, and lowest 10% deprived local authorities in London. 16.5% of Richmond's LSOAs fall into the lowest 5 deciles and 48.7% in the top 2 deciles in the Index of Multiple Deprivation for income.</p>		
<b>Across groups i.e older LGBT service users or Black, Asian &amp; Minority Ethnic young men.</b>	<p>There is some borough-level data that crosses groups – such as age and sex data for ethnicity, religion, marital status, and disability, and age for sexual orientation and gender.</p> <p>For example 64% of all those who have never worked are women, and 43% of all those who have never worked are above 65+, and data also shows that most people in caring positions (low paid employment) in Richmond are women.</p>	

### Data gaps

Data gap(s)	How will this be addressed?
Night workers	We will continue to speak with night workers and employers to understand their needs. The GLA are looking to publish borough specific figures on night workers too, and we will use this data once it is available.

### 4. Impact

Protected group	Positive	Negative
Age	To address barriers the recommendations in the Strategy strive to improve conditions for young people at night by encouraging the provision of spaces that are appropriate for young people,	By encouraging young and older people to use the night time more, the following negative impacts could occur: <ul style="list-style-type: none"> <li>- tensions could rise further between the young people and older residents.</li> </ul>



	<p>targeted events and affordable options.</p> <p>Older people also feel they are excluded from the night time offer, and the Strategy recommends more uses that are attractive across generations as well as transport and lighting that supports them to use the borough at night.</p>	<ul style="list-style-type: none"> <li>- A potential threat to the safety of young people who do not know how to navigate the night.</li> <li>- A potential threat to older people targeted at night</li> </ul> <p>To mitigate this, recommendations include training and advice around safety, sexual harassment training for venues and relationship building between young people, police and residents.</p>
<b>Disability</b>	<p>As above, to address barriers the Strategy aims to improve inclusivity and accessibility for people with disabilities. This includes encouraging all businesses, venues and events to be accessible and inclusive to all, providing safe environments, affordable evening activities and targeted events for disabled people as well as other groups. It also includes providing more toilets and seating in town centres, and an improved transport experience at night.</p>	<p>If the Strategy is comprehensively followed, those with disabilities would have greater access to the borough's town centres, however if only some elements are addressed, this could have negative impacts such as the journey to and from being disrupted by transport or crime, or discrimination at a venue.</p> <p>Affordability and a lack of know-how could cause negative impacts at events and spaces seeking to open their programmes to those with disabilities but doing so inappropriately, such as through inappropriate seating, toilets and entrances, would result in existing barriers felt more as people try and take advantage of the night-time offer.</p> <p>To mitigate this, the Council will work with venues and organisers to help ensure they are fit-for-purpose. Officers will also endeavour to work with partners such as TfL and the Police to ensure that those with disabilities are catered to.</p>
<b>Sex</b>	<p>To advance equality of opportunity and eliminate harassment the Strategy aims to improve real safety as well as perceptions of safety for women through a range of recommendations including later opening shops acting as safe havens, sexual harassment training for venues that serve alcohol, safety initiatives</p>	<p>Encouraging women to use the night time more must be coupled with actual improvement to safety at night. To mitigate any issues with false perceptions of safety, the Strategy suggests the production of a Lighting Strategy which will carefully consider where best to place lighting, taking into consideration that people should not be</p>

	like Ask for Angela, better lighting, improved transport accessibility and safer transport hubs.	lead through unsafe spaces by light that gives a false sense of security. Another potential negative impact is a perceived vindication of men, the Strategy mentions initiatives such as White Ribbon to encourage <i>all</i> men to be ambassadors for change without placing any blame. Officers and external organisations will endeavour to host learning sessions and campaigns etc that do not use an accusatory tone, but one that is productive.
<b>Gender reassignment</b>	To promote equality and eliminate fears of the LGBTQ+ community the Strategy recommends targeted venues and events for those who identify as LGBTQ+, implementing the Ask for Clive initiative as well as safety interventions.	A negative impact of promoting LGBTQI+ venues and events is risk of homophobic hate crimes, and to mitigate this, officers will work closely with the police to ensure a strategy is in place for such occurrences.
<b>Marriage and civil partnership</b>	There is no expected impact on those with this protected characteristic but we will keep this under review in case there are impacts.	There is no expected impact on those with this protected characteristic but once we get more feedback on the Strategy we will keep this under review
<b>Pregnancy and maternity</b>	See 'sex' above. In addition, the promotion of a range of uses in the night is recommended in the Strategy, this includes activities for families and non-alcohol related venues / events for the night time.	See 'sex' above.
<b>Race/ethnicity</b>	Richmond has a significantly higher than London-average white population, however it is important that people from other ethnicities are fully considered and catered to in the night-time economy. Recommendations to combat this are to raise awareness and encourage all businesses, venues and events to be accessible and inclusive to all, providing safe environments, affordable evening activities and events targeted at people of all ethnicities , as well as improving safety in general.	There is no expected impact on those with this protected characteristic but once we get more feedback on the Strategy we will keep this under review.

<b>Religion and belief, including non belief</b>	Safety and inclusivity is at the heart of the Strategy, including promoting a safer night time for those that present in visible religion. Alcohol-free venues and community hubs that can promote diversity are recommended, allowing different people from the local community to meet and understand one another better.	Similarly to 'Sex', encouraging those with visible religion to use the night time more must be coupled with actual improvement to safety at night. To mitigate any issues with false perceptions of safety, only safe routes will be promoted by light.
<b>Sexual orientation</b>	See 'Gender reassignment' above	See 'Gender reassignment' above
<b>Socio-economic</b>	<p><i>Night workers</i></p> <p>Safety, unreliable and unaffordable transport, and a lack of provision at night were highlighted as the main issues for night workers. All of these aspects are addressed by the Strategy which recommends improved lighting, support for rough sleepers and increased activity at night to help with safety concerns, discussions with TfL to improve transport conditions for night workers including discussions around affordability, and looking beyond bars and clubs such as later opening healthy food options to serve those working at night.</p> <p>Economically deprived residents</p> <p>Richmond has an affluent population which has led to an expensive offer provided at night. This has 'priced out' many local people who are less well-off. Recommendations in this Strategy include providing community hubs for all to meet in and strengthen community ties, and encouraging affordable activities at night that are inclusive but also targeted at specific groups that cannot currently afford the night-time offer so that no one is excluded from the night-time.</p>	<p>Night workers</p> <p>A negative impact of recommending reduced transport costs for night workers is creating an expectation that this will happen when it does not. The Strategy makes it clear that the Council commits to discussions with TfL rather than a commitment to reduce transport costs, and officers will ensure these conversations happen with TfL.</p> <p>Later opening times may concern residents, however officers will continue to explain why this is important for night workers.</p>

<b>Across groups i.e older LGBT service users or Black, Asian &amp; Minority Ethnic young men.</b>	<p>By maximising positive impacts on all groups and minimising negative impacts those individuals who are included in more than one protected characteristic group should see overall a more positive impact.</p> <p>With the example of more people who have never worked being women, and a large proportion being above 65+, providing affordable activities for the elderly would not only serve older people in general, but older women and older people with low incomes too. And with most carer positions filled by women, by targeting an event for carers would impact women too.</p>
--	--

## 5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Training, advice and campaigns around safety	Vulnerabilities Manager	March 2025
Officers to work with police on how to support the local community and build relations, especially those with protected characteristics such as disabilities, sex, ethnicity and LGBTQI+, as well as young people and discuss where to increase police presence.	Vulnerabilities Manager	March 2025
Officers to work with venues and organisers to help ensure they are fit-for-purpose for those with protected characteristics such as disabilities, sex, and LGBTQI+, taking into consideration sober offers.	Head of High Streets and Local Growth	March 2025
Clarity in the Night Time Strategy on current status quo of safety, the limitations of the recommendations and the need for more interventions in some parts of the borough over others	Head of High Streets and Local Growth	December 2024
Officers to hold conversations with TfL and other transport providers around safety and affordability for night workers	Head of High Streets and Local Growth	January 2025
Officers to work with organisers of new community spaces and hubs to ensure activities and programmes allow different sections of the community to meet and interact in a positive way	Head of High Streets and Local Growth	March 2025

## 6. Further Consultation (optional section – complete as appropriate)

Consultation planned	Date of consultation
First Draft Night Time Strategy consultation	July – September 2024