

Appendix 2

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Housing and Regeneration
Service Area	Policy and Performance
Service/policy/function being assessed	Richmond CCTV Strategy 2024-2029
Which borough (s) does the service/policy apply to	London Borough of Richmond
Staff involved in developing this EINA	Donovan Ramcharan, Marcus Shukla
Date approved by Directorate Equality Group (if applicable)	-
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	24 September 2024
Date submitted to Directors' Board	26 September 2024

1. Summary

Background and Proposal:

This Equality Impact and Needs Analysis (EINA) has been produced to support the paper on Richmond's CCTV Strategy 2024-2029, which will be reported to the November 2024 meeting of Finance, Policy and Resources Committee.

The CCTV strategy has been developed to guide the deployment and management of CCTV systems in Richmond between 2024-2029.

The strategy outlines three key commitments: to ensure that CCTV is used effectively, remains cost-efficient, and fully complies with all relevant legislation. A dedicated CCTV Steering Group will oversee these efforts, ensuring that CCTV is deployed where it has the greatest impact and aligns with Richmond's corporate priority of making the borough safe.

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
Census 2021 data for age, ethnicity, disability and sex	DataRich
2021 Census	Office for National Statistics website

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

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
No specific groups targeted for consultation			

Appendix 2

3. Analysis of need

Protected group	Findings																																																
Age	<p>The 2021 census revealed that the population in Richmond is 195,300 and the median age is 40.7 years. A full breakdown of resident age-groups is provided below:</p> <table><tr><th colspan="3">ONS Census 2021</th></tr><tr><th>Geography</th><th colspan="2">Richmond</th></tr><tr><th>Measures</th><th>Value</th><th>Percent %</th></tr><tr><td>Age</td><td></td><td></td></tr><tr><td>Aged 4 years and under</td><td>11,103</td><td>5.7</td></tr><tr><td>Aged 5 to 9 years</td><td>12,813</td><td>6.6</td></tr><tr><td>Aged 10 to 15 years</td><td>15,531</td><td>8.0</td></tr><tr><td>Aged 16 to 19 years</td><td>7,849</td><td>4.0</td></tr><tr><td>Aged 20 to 24 years</td><td>8,229</td><td>4.2</td></tr><tr><td>Aged 25 to 34 years</td><td>22,049</td><td>11.3</td></tr><tr><td>Aged 35 to 49 years</td><td>46,948</td><td>24.0</td></tr><tr><td>Aged 50 to 64 years</td><td>39,309</td><td>20.1</td></tr><tr><td>Aged 65 to 74 years</td><td>17,084</td><td>8.7</td></tr><tr><td>Aged 75 to 84 years</td><td>10,222</td><td>5.2</td></tr><tr><td>Aged 85 years and over</td><td>4,141</td><td>2.1</td></tr><tr><td>Total: All residents</td><td>195,278</td><td>100.0</td></tr></table> <p>Older Adults</p> <p>In 2021, 16.2% (32,403) of Richmond’s population was aged 65 and over, higher than the London average of 12.3%. All 65+ age groups represent a larger proportion of the population compared to London overall. By 2029, Richmond’s population is projected to reach 213,582, with the most significant growth among those aged 80 and over. This mirrors national trends as Richmond’s population continues to age.</p> <p>Life expectancy in Richmond is 82.6 years for men and 86.3 years for women.</p>	ONS Census 2021			Geography	Richmond		Measures	Value	Percent %	Age			Aged 4 years and under	11,103	5.7	Aged 5 to 9 years	12,813	6.6	Aged 10 to 15 years	15,531	8.0	Aged 16 to 19 years	7,849	4.0	Aged 20 to 24 years	8,229	4.2	Aged 25 to 34 years	22,049	11.3	Aged 35 to 49 years	46,948	24.0	Aged 50 to 64 years	39,309	20.1	Aged 65 to 74 years	17,084	8.7	Aged 75 to 84 years	10,222	5.2	Aged 85 years and over	4,141	2.1	Total: All residents	195,278	100.0
ONS Census 2021																																																	
Geography	Richmond																																																
Measures	Value	Percent %																																															
Age																																																	
Aged 4 years and under	11,103	5.7																																															
Aged 5 to 9 years	12,813	6.6																																															
Aged 10 to 15 years	15,531	8.0																																															
Aged 16 to 19 years	7,849	4.0																																															
Aged 20 to 24 years	8,229	4.2																																															
Aged 25 to 34 years	22,049	11.3																																															
Aged 35 to 49 years	46,948	24.0																																															
Aged 50 to 64 years	39,309	20.1																																															
Aged 65 to 74 years	17,084	8.7																																															
Aged 75 to 84 years	10,222	5.2																																															
Aged 85 years and over	4,141	2.1																																															
Total: All residents	195,278	100.0																																															
Disability	<p>In Richmond, 12% of the population report that their day-to-day activities are limited by illness or disability. Of those, 43.8% are male and 56.2% are female. The highest incidence is among residents aged 65+ (38.1%), followed by those aged 50-64 (21.8%) and 35-49 (15.7%).</p>																																																
Sex	<p>The Richmond population is made up 51.8% females and 48% males (2021 census).</p>																																																
Gender reassignment	<p>In Richmond, 93.98% of the population identify with the same gender as registered at birth. Of the remainder, 0.15% identify with a different</p>																																																

Appendix 2

	gender, including 0.09% as trans women, 0.07% as trans men, 0.04% as non-binary, and 0.05% as other gender identities. Additionally, 5.63% of respondents chose not to answer the question.																								
Marriage and civil partnership	<p>In Richmond, 49.5% of the population are married, 35.9% are single, and 0.4% are in same-sex civil partnerships.</p> <p>There are geographical differences to note, for example, East Sheen has the highest percentage of married residents (58.1%), while South Twickenham has the lowest (45.6%).</p> <p>Twickenham Riverside has the highest proportion of same-sex civil partnerships (0.79%), with Heathfield recording the lowest (0.17%).</p>																								
Pregnancy and maternity	In 2021, there were 2,422 conceptions in Richmond, resulting in an annual conception rate of 65 per 1,000 women. This is lower than the rates for both London (70.8 per 1,000) and England (71.5 per 1,000).																								
Race/ethnicity	<table><tr><th colspan="3">ONS Census 2021</th></tr><tr><th>Geography</th><th colspan="2">Richmond upon Thames</th></tr><tr><td></td><th>Value</th><th>Percent</th></tr><tr><td>Asian, Asian British or Asian Welsh</td><td>17,467</td><td>8.9</td></tr><tr><td>Black, Black British, Black Welsh, Caribbean or African</td><td>3,687</td><td>1.9</td></tr><tr><td>Mixed or Multiple ethnic groups</td><td>10,662</td><td>5.5</td></tr><tr><td>White</td><td>157,111</td><td>80.5</td></tr><tr><td>Other ethnic group</td><td>6,350</td><td>3.3</td></tr></table> <p>19.5% of people in Richmond identify as being from an ethnic minority group. This is considerably lower than the London average.</p> <p>80.5% of the borough population is recorded as White. This is significantly higher than the London average.</p>	ONS Census 2021			Geography	Richmond upon Thames			Value	Percent	Asian, Asian British or Asian Welsh	17,467	8.9	Black, Black British, Black Welsh, Caribbean or African	3,687	1.9	Mixed or Multiple ethnic groups	10,662	5.5	White	157,111	80.5	Other ethnic group	6,350	3.3
ONS Census 2021																									
Geography	Richmond upon Thames																								
	Value	Percent																							
Asian, Asian British or Asian Welsh	17,467	8.9																							
Black, Black British, Black Welsh, Caribbean or African	3,687	1.9																							
Mixed or Multiple ethnic groups	10,662	5.5																							
White	157,111	80.5																							
Other ethnic group	6,350	3.3																							
Religion and belief, including non-belief	<p>In Richmond, 45.4% of the population identify as Christian, with the largest proportions in East Sheen (49%) and Barnes (50.1%) wards. Meanwhile, 37.9% of residents have no religious affiliation, with the highest proportion in Hampton Wick & South Teddington (44%).</p> <p>Muslims make up 4.3% of the population, with the largest concentration in Heathfield (12.9%), which also has the highest proportions of Hindus (7%) and Sikhs (5.6%).</p>																								
Sexual orientation	<p>In Richmond, 3.4% of the population identifies as Lesbian, Gay, Bisexual or 'Other', compared to 3.16% of the population in England and Wales. Straight or heterosexual residents account for 89% of the population, however for 7.6% sexual orientation information is unknown or was not provided.</p>																								

Appendix 2

Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.	<p>No data available to determine any findings across group.</p>				
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>Care-Experienced People At the end of 2023, Richmond had 233 care leavers aged between 18-25. However, the data did not include care status information.</p> <p>Single Parents In Richmond, 8.8% of households are lone-parent families, totalling 14,041 households. This is lower than for both London (13.3%) and England (11.1%). Nearly half (49%) of children in lone-parent families live in relative poverty, defined as having an income less than 60% of the median, nearly double the rate for children in two-parent families (25%).</p> <p>Low-Income Groups & Employment 3% of Richmond's population is unemployed, and 9% of children live in low-income families (DataRich).</p> <p>Health Inequalities Life expectancy in Richmond is 86.3 years for females and 82.6 years for males, while healthy life expectancy is 68.9 years for females and 70.2 years for males. In 2021/22, Richmond had a 9.6% employment gap for those with long-term health conditions, compared to 8.8% in London and 9.9% in England.</p> <p>Life expectancy is closely tied to socio-economic factors. People in lower income households typically face greater health inequalities. Contributing factors include poor access to quality healthcare, inadequate housing, unsafe work environments, limited education, lack of green spaces, and behavioural risks including smoking, drinking, physical inactivity, or poor diet. These factors can result in long-term health conditions and mental illness.¹</p> <p>Refugee status Richmond is home to refugee communities that have been housed in the Borough via the Syrian Resettlement Scheme (6 families);</p> <table border="1" data-bbox="368 1805 1385 1960"> <thead> <tr> <th>Scheme</th><th>Richmond</th></tr> </thead> <tbody> <tr> <td>Richmond Syrian Resettlement scheme (2015- date)</td><td>Six families (32 people)</td></tr> </tbody> </table>	Scheme	Richmond	Richmond Syrian Resettlement scheme (2015- date)	Six families (32 people)
Scheme	Richmond				
Richmond Syrian Resettlement scheme (2015- date)	Six families (32 people)				

¹ [The English Indices of Deprivation 2019 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Appendix 2

	Afghan Resettlement scheme (2021 – date)	Four families (19 people)
	Homes for Ukraine scheme (2022 – Date)	765
	Unaccompanied Asylum-Seeking Children	26
	Hong Kong BNO scheme	No exact data is 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.

Data gaps

Data gap(s)	How will this be addressed?
There are existing data gaps on the protected characteristics particularly in the areas of victims of crime, disability, gender reassignment and sexual orientation.	Ongoing data collection to obtain information that was not available for this EINA.

4. Impact

Protected group	Positive	Negative
Age	Younger age groups are at higher risk of becoming crime victims. ² The CCTV service helps to improve public safety and provides reassurance to communities by deterring and detecting criminal activity, particularly benefiting vulnerable groups like the elderly and protecting young people by monitoring crime hotspots.	No negative impact anticipated.
Disability	Disability hate crimes, which can target both individuals and property, are often underreported, meaning the extent is unclear. Effective use of CCTV, one of the key commitments of the strategy, is intended to provide support and reassurance to vulnerable groups including those with disabilities.	No negative impact identified.
Sex	Addressing violence against women and girls (VAWG) is a core priority for the Council ³ . Women are	No negative impact identified.

² <https://www.richmond.gov.uk/media/16145/richmond-community-safety-plan-2017-21.pdf>

³ [violence against women and girls strategy 2022 25.pdf \(richmond.gov.uk\)](#)

Appendix 2

	disproportionately affected by crimes such as domestic abuse and ensuring the safety of women and girls in public spaces is central to the Council's VAWG strategy. CCTV monitoring will play a key role in creating safe spaces by supporting public protection, improving community safety, and aiding police investigations to ensure offenders are brought to justice.	The Strategy highlights the various pieces of legislation pertaining to data protection and it is essential that is adhered to particularly when considering vulnerable groups including victims or survivors of domestic abuse.
Gender reassignment	The number of hate crimes against transgender people in England and Wales has risen significantly in recent years, with 4,732 offences recorded in 2022/23, compared to just 313 in 2011/12. Individuals who have undergone gender reassignment are particularly vulnerable to transphobic hate crimes, which are often underreported and can target both people and property. Effective use of CCTV can help instill greater confidence within this protected group to report such crimes, ensuring that perpetrators are brought to justice.	No negative impact anticipated.
Marriage and civil partnership	Current data indicates that women are more likely to be victims of domestic abuse, while men are disproportionately represented as perpetrators. However, well-maintained and effective CCTV benefits the entire community, including individuals in same-sex civil partnerships, who are more likely to experience homophobic hate crimes. CCTV can offer reassurance, encouraging victims to report such crimes and ensure perpetrators are brought to justice.	No negative impact anticipated.
Pregnancy and maternity	Well-maintained and effective CCTV monitoring benefits the entire community. It can offer reassurance, encourage victims to	No negative impact anticipated.

Appendix 2

	report crimes and ensure perpetrators are brought to justice	
Race/ethnicity	<p>Black and minority ethnic individuals are disproportionately affected within the criminal justice system and community safety efforts. In the year leading up to March 2023, the national arrest rate for Black people was 2.2 times higher than for White people, with 20.4 arrests per 1,000 Black individuals compared to 9.4 per 1,000 White individuals.</p> <p>Similarly, the arrest rate for people of mixed ethnicity was 12.5 per 1,000, 1.3 times higher than for White individuals. The use of CCTV and body-worn cameras can help reassure the public by ensuring that police interactions are transparently recorded.</p>	No negative impact anticipated.
Religion and belief, including non-belief	Nationally, religious hate crimes decreased by 4% between the year ending March 2022 and March 2023, dropping from 8,602 to 8,241 incidents. Despite this decline, 44% of these crimes were Islamophobic, and 19% were related to antisemitism. CCTV can provide reassurance to people of all faiths, encouraging victims to report hate crimes and help to ensure that perpetrators are brought to justice.	No negative impact anticipated.
Sexual orientation	<p>In the 2022/23 reporting year, 24,102 sexual orientation hate crimes were reported by police in England and Wales, down from 26,152 in the previous year, which marked the highest recorded number for this type of hate crime.</p> <p>In Richmond, 253 homophobic incidents were recorded between September 2023 and August 2024. CCTV monitoring will play a crucial role in enhancing public protection, improving community safety, and assisting police investigations to ensure that victims of homophobic</p>	No negative impact anticipated.

Appendix 2

	crime are supported, and offenders are brought to justice.	
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>Recorded crime in London is more prevalent in neighbourhoods with higher levels of income deprivation, where wider health inequalities and social factors such as poverty, neglect, drug, and alcohol abuse drive criminal activity and increase vulnerability to victimisation and exploitation.</p> <p>Refugees and asylum seekers are susceptible to hate crimes, and the Richmond Sanctuary Plan addresses this by improving communication pathways between sanctuary seekers and local partners. CCTV monitoring plays a key role in enhancing public protection, improving community safety, and assisting police investigations to ensure victims are supported and offenders brought to justice.</p> <p>The CCTV Strategy aligns with Richmond's commitment to crime prevention and reduction across all groups, while the Richmond Community Safety Plan reinforces the goal of making the borough a safe place for everyone.</p>	No negative impact is anticipated for any group with a protected characteristic.

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline