



AGENDA ITEM NO. 06

**Henbury, Brentry & Southmead Neighbourhood Partnership
Tuesday 29th March 2016**

Report of: Keith Houghton, Neighbourhood Partnership Co-ordinator.
Title: Henbury, Brentry & Southmead NP Business Activities Report
Contact Telephone Number: 0117 922 2135

Recommendations:

1. The NP is asked to note the latest Wellbeing Fund balance available for 2015/16(1.1)
2. The Neighbourhood Committee (NC) is asked to approve the recommended Southmead Wellbeing funding allocations in **para 1.2.3a** and to approve the recommendations not to fund the applications set out in **para 1.2.3b** ; The NC is also asked to approve the recommended Henbury/Brentry Wellbeing allocations in **para 1.3.3a** and to approve the recommendations not to fund the applications set out in **para 1.3.3b**
3. To note the benefits to Equalities groups and the protected characteristics in the Equalities Act 2010 **(1.4)**
4. The NC and NP is asked to approve the recommended actions to enforce return of monitoring information from Wellbeing Grants from 2014/15 **(item 1.5.4)**
5. The NP is asked to approve the adoption of Henbury/Brentry priorities into the NP Plan and to approve the adoption of Henbury/Brentry and Southmead improvements to access into the NP Plan **(items 2.3 & 2.4)**
6. The NC is asked to approve the allocation of £20,000 to a Wellbeing Fund for 2016/17 and to approve the allocation of £2,500 to create a new Community Environment Budget for 2016/17 and the proposal to deliver the same hanging basket display as in 2015 in Crow Lane and Arneside **(items 3.5 & 3.7)**
7. NP is asked to approve the set up of a Traffic & Transport sub-group to the March/June period to deliver recommendations for funding approval to the June AGM NP meeting **(Item 5.2)**
8. The NC & NP to note the latest S106 contributions (including two new Traffic contributions) and the latest statement on

Community Infrastructure Levy (CIL), including two new contributions (**Items 6. & 6.2**)
8. To note the legal information in **Item 7**: due regard to Public Sector Equality Duty

Item 1: Wellbeing Fund Decisions

The NP agreed at its meeting on 24th March 2015 to retain a Wellbeing Fund of £20,000 from its Neighbourhood Budget for 2015/16

1.1 2015/16 Wellbeing Balance:

		Running Total
Devolved budget for 2015/2016	£20,000.00	£20,000.00
£ underclaimed by SDT for Xmas Party	£162	£20,162.00
Total 2015/16 available:		£20,162,00
£ allocated 14 th July 2015	£6,510	£13,652
£ allocated 22 nd Sept 2015	£5,890	£7,762
£ allocated 8th Dec 2015	£1,100	£6,662

Divided as follows:

Ward	Amount	Available Dec 2015
Southmead	£10,162	£2,152
Henbury/Brentry	£10,000	£4,510

1.2 Southmead Wellbeing Fund recommendations:

1.2.1 The Southmead Steering Group Wellbeing Assessment Panel met on 9th March 2016. Declarations of interest were declared as appropriate.

1.2.2 The Panel received 6 applications requesting a total of £6,410

1.2.3 Recommendation: That the Councillors in the Neighbourhood Committee:

a. approve the recommendation of the Southmead Wellbeing Panel to allocate £1,410 from the 2015/2016 Wellbeing Fund for the applications received as set out below:

ORGANISATION	PURPOSE	CONDITIONS/ NOTES	AMOUNT RECOMMENDED
Southmead Young Mums	Healthy Snacks support - £160 requested		£160
The Mead	Supporting 1 edition of The Mead - £1,000 requested		£1,000
North Bristol Wellbeing Choir	to continue to provide support to the choir's running – requested £250		£250
Total Proposed Allocation			£1,410
2015/16 Funds remaining to allocate			£742

b. approve the recommendations not to fund the application received, below:

Applications not recommended for funding

ORGANISATION	PURPOSE	AMOUNT REQUESTED	REASON
Fonthill Primary School	The Garden Courtyard Project	£3,000	Panel want this project to happen but there's insufficient funds to grant £3,000 and app. Indicates it can't go ahead with less. Encourage to get funding from other sources? Fourteen Fund?
Southmead Development Trust	Southmead Pocket Park (Southmead Road)	£1,000	Did not meet minimum score: not seen as good value for money; focus of the actual bid

ORGANISATION	PURPOSE	AMOUNT REQUESTED	REASON
			spend was: 'ongoing Project Management Costs, including consultation costs, insurance and tools'. Essentially the Panel found this a lot of money for a not very clear benefit
Goram Events Ltd	Supporting revival of the Goram Fair	£1,000	Fundable – but did not indicate how Southmead would input into the event. Panel like the idea of the event happening – thought it might need more development time and input from surrounding communities to build support for funding

1.3 Henbury/Brentry Wellbeing Fund recommendations:

1.3.1 The Henbury/Brentry Wellbeing Assessment Panel met on 9th March 2016. Declarations of interest were declared as appropriate.

1.3.2 The Panel received 10 applications requesting a total of £13,096

1.3.3 Recommendation: That the Councillors in the Neighbourhood Committee:

a. approve the recommendation of the Henbury/Brentry Wellbeing Panel to allocate £4,301 from the 2015/2016 Wellbeing Fund for the applications received as set out below:

ORGANISATION	PURPOSE	CONDITIONS/ NOTES	AMOUNT RECOMMENDED
Henbury & Brentry Community Council	Publication of Community Action Plan and Launch Event £2,051 requested	Removed Launch costs because of plan to combine with Community Awards. Panel agreed to contribute £150 to H&BCC full cost recovery	£1,801

ORGANISATION	PURPOSE	CONDITIONS/ NOTES	AMOUNT RECOMMENDED
		core costs as element of this project	
Henbury & Brentry Community Council Events Group	Henbury & Brentry Community Awards – 2016 £1,350 requested	removed photographer costs but added contribution of £200 to H&BCC full cost recovery core costs as element of this project	£1,400
Henbury & Brentry Community Council Events Group	School holidays Community Drop In Morning £600 requested	some costs reduced but added contribution of £150 to H&BCC full cost recovery core costs as element of this project	£600
Goram Events Ltd	Supporting revival of the Goram Fair £1,000 requested	Panel approved lower amount - Requests far exceed available funds this round	£500
Total Proposed Allocation			£4,301
2015/16 Funds remaining to allocate			£209

b. approve the recommendations not to fund the application received, below:

Applications not recommended for funding			
ORGANISATION	PURPOSE	AMOUNT REQUESTED	REASON
Blaise Community Garden	Building repairs and equipping classroom for education and meeting purposes	£2,910	Panel agreed this organisation has had a lot of funding in 2015/16 – want to ask them to approach alternative funders. Requests far exceed available funds this round
Henbury & Brentry Community Council	Henbury & Brentry Community Council core funding	£850	Panel agreed not to fund as it's for core costs which are not eligible in themselves as a Wellbeing grant, only

ORGANISATION	PURPOSE	AMOUNT REQUESTED	REASON
			as a partial element of project delivery
Brentry Primary School	The Gardening & allotment project: Extension of allotments	£2,835	strong support for the aims of this project but requests far exceed available funds this round. Encourage school to speak with H&BCC members who know community members who would donate unwanted greenhouses etc; also to seek alternative funding
Henbury & Brentry Community Council Events Group	Henbury & Brentry Elderly Lunch - 2016	£700	Panel sought more information on proposed venue costs; how beneficiaries are chosen; catering costs and transport costs, including quote. Asked applicant to bring back to next round
Henbury Court Fast Friends	Allotment and Easter Activities For Fast Families	£550	Did not meet minimum score to be considered for funding: Panel suggested approaching hardware stores for in-kind donation of garden shed – offer to assist writing letter
North Bristol Wellbeing Choir	Contribution to North Bristol Wellbeing Choir running costs	£250	Panel agreed to defer in light of lack on information about use of Choir by local residents

1.4. Equalities Duties: The following table sets out the principal benefits to Equalities groups and groups with protected characteristics delivered by the projects recommended for Wellbeing Funding in this report:

PROJECT	CONTRIBUTION TO EQUALITIES
Youth Mums Healthy Snacks support	Project is focused on benefit to women – all mothers are young people; project focused on children’s health benefits; groups serves mixed ethnic participants and is delivered from accessible premises; single parents form a high proportion of beneficiaries

PROJECT	CONTRIBUTION TO EQUALITIES
Supporting 1 edition of The Mead	Delivery across the whole of Southmead includes all population. Panel commented that they want to see more inclusion of equality groups in the content of the Mead evidenced in future applications
Wellbeing Choir - to continue to provide support to the choir's running	Project stresses it is 'open to all'. Improving health is the main emphasis of the project. Meets in disabled accessible building. Panel queried if the Greenway Centre first floor is truly accessible;
H&BCC: Publication of Community Action Plan and Launch Event	'The CAP aims to improve the community experience for all in our community without discrimination.' A very general statement – does not indicate any specifics to make this aim concrete
Henbury & Brentry Community Awards – 2016	'We treat people of all age, sex, abilities, faiths and ethnic groups equally' A very general statement – does not indicate any specifics to make this aim concrete
H&BCC: School holidays Community Drop In Morning	'We treat people of all age, sex, abilities, faiths and ethnic groups equally.' A very general statement – does not indicate any specifics to make this aim concrete
Goram Events Lts: Supporting revival of the Goram Fair	'event is open to all' Suggests marketing to target women through mother and toddler groups; BME residents through housing forums; young people through scout and youth groups; older people by sharing memories of former Goram Fair as element in the event; disabled access: Fair venue is reasonably level and has good access

1.5. Wellbeing Grant monitoring information return and further payment of Wellbeing grants

1.5.1 All NP Co-ordinators have been asked to focus on enforcing the Wellbeing Fund agreement made on payment of all grants that the recipient organisation must return monitoring information when asked to do so.

1.5.2 An 'amnesty' is being implemented on all Wellbeing funding prior to April 2014/15. All organisations who received Wellbeing Grants from April 2014 onwards are being contacted and asked to supply monitoring. Some have responded and some have not.

1.5.3 The Wellbeing Assessment Panels discussed this topic and the consensus reached was that no further Wellbeing Funding should be paid to any organisation which has outstanding monitoring from 2014/15 onwards.

1.5.4 Recommendation: that the Councillors on the Committee request to NP Co-ordinator to contact all groups with outstanding monitoring from 2014 onwards and a. require them to submit monitoring by the end April 2016 (except where their project has not yet finished); that any project which has been granted Wellbeing at the March 2016 NP meeting should have payment of their funding held back until they have completed all outstanding monitoring to the satisfaction of the NP Co-ordinator; that any group which fails to complete outstanding monitoring by the end April 2016 should a. be required to repay part or all of their Wellbeing Grant, as set out in the Funding Agreement and b. should be disallowed from receiving further Wellbeing throughout 2016/17.

Item 2: Parks and Green Space Priorities: Developments and Opportunities

2.1 Bristol City Council held an event on Saturday 27th February to publicise a new annual funding stream for Parks and Open Spaces of £500,000 per year and a one-off Access Fund of £250,000. The City Council has linked spend from both these funds directly and exclusively to the priorities set out in Neighbourhood Partnership Plans

2.2 A Henbury and Brentry PIP working group met again on 3rd February 2016 to develop a Henbury/Brentry Parks and Green Spaces Investment Priorities Plan ('PIP'). The group agreed on a set of ideas from those which have been suggested from previous community conversations in the last 3 or 4 years as the basis for a community survey to sound out residents priorities. This will be the basis on which priorities will be brought to the June 2016 NP meeting for adoption as NP Plan priorities

2.3 Adoption of initial priorities for Henbury & Brentry:

Recommendation: The PIP working group recommends to the NP the adoption of the following initial priority for Henbury/Brentry Parks in the NP Plan:

- **Crow Lane Play Area: The installation of fencing and access gate around the new play equipment installed as part of the Capital Stimulus Fund in 2013/14**

2.4 Adoption of Henbury/Brentry and Southmead Access priorities:

Recommendation: The Henbury/Brentry PIP Working Group recommends the following initial access priorities for Henbury/Brentry for approval by the Neighbourhood Partnership for inclusion into the NP Plan:

- **Crow Ln Play area – improve Disabled access to the play area (gate and pathway) and install disabled-friendly children’s swing and able-bodied swing set**

Research by Ian Popperwell, the researcher commissioned by the Fourteen Fund to explore the needs of disabled people in Southmead has identified access priorities to Parks and Open Spaces.

Recommendation: That the Neighbourhood Partnership adopts the following priorities to improve access to Southmead Parks and Open Spaces for inclusion into the NP Plan:

- **improving the accessibility of as many entrances as possible to the Doncaster Road Park and Badocks Wood entrances**

2.5 Equalities Impact Assessment and Community influence:

- The request for fencing at Crow Lane voiced in a consultation held at the Henbury/Brentry Fun Day in August 2015; this consultation also included the request for disabled swings installation in Crow Lane play area.
- The positive equalities impact of both these pieces of work are: safer, cleaner play for children & parents because dogs will not be able to access or soil the play area; the disabled-friendly swings will enable disabled children and their carers to use and enjoy the play area alongside non-disabled children, promoting inclusive play and integration/equality of access between both groups
- The Access recommendations for Southmead have been made before; the disability research project has amplified these requests from both disabled and non-disabled people. The positive impact of improved access gates is that disabled people using wheelchairs/mobility scooters and parents/carers with children in double buggies will be able to achieve equal access to two major park areas for both play and recreation in Southmead alongside able-bodied users.
 - The potential disadvantage to all parks users of inclusive access to these parks/open spaces is its abuse by motorbike/scooter users to illegally ride their vehicles within the park spaces, creating ASB and noise nuisance and destruction of park habitat. This needs to be carefully explored and options to mitigate this risk considered and adopted. One such option might be the closure of the ‘full access’ entrance at night.

Item 3 NP 2016/17 Budget allocations:

3.1 The new Financial Year, 2016/2017, starts on 1st April. The NP has a nominal Neighbourhood Budget available to it as follows:

£52,428 (made up of £17,143 from Highways; plus £11,099 remaining allocation in 2015/16 from former Narrow Estate Budget; plus the annual £2,686 uplift from former Narrow Estate Budget; plus former £1,500 Clean and Green; plus former £20,000 Wellbeing allocation)

Note: the actual operational budget may change, dependant on Highways underspends from final delivery costings, due to be reported at the June 2016 AGM NP meeting

3.2 Of this £52,428, £15,000 has already been committed to Highways delivery for Doncaster Road crossing installations. No Minor Signs and Lines work and Minor Works budget has been allocated for 2016/17.

3.3 This leaves **£37,428** available in the NP Neighbourhood Budget to allocate to NP Plan priorities (plus any undisclosed Highways underspends and S106 and CIL contributions available (see Item 6, below)

3.4 Wellbeing Fund: the Wellbeing Fund has been consistently over-subscribed in recent years and helps engage local groups and organisations in contributing to the delivery of the NP Plan.

3.5 It's recommended, therefore, that the Councillors on the Neighbourhood Committee approve the re-allocation of £20,000 of the Neighbourhood Budget to a Wellbeing Fund for the new ward area of Henbury, Brentry and Southmead for 2016/17

3.6 If 3.5 is approved there will be **£17,428** remaining unallocated in the Neighbourhood Budget for 2016/17. In 2016/17 the NP also approved an allocation of £5,000 to a Community Environment Budget. This funded an enhanced hanging basket scheme in Crow Lane and Arneside. An underspend of £2,017.19 from this budget is being carried over from 2015/16 (due to NO absence in delivering spend).

3.7 Recommendation: that a further allocation of £2,500 is added to the Community Environment Budget to create a £4,517 fund for 2016/17

- **That the same hanging basket display as in 2015 should be funded from this Budget (£2,880 last year)**

Item 4. Exploring 2016/2017 Neighbourhood Budget allocations

4.1 There are a number of potential spends which the NP could consider to make use of the unallocated £ in the 2016/17 Neighbourhood Budget:

4.2 Both Traffic & Transport Sub-Group and Parks Priorities Groups are developing work which could use this unallocated funding

4.3 In addition, residents who attended the Neighbourhood Partnerships – Parks Investment Workshop on Saturday 27th February will have heard how St George's NP has used its additional Narrow Estate Road funding to commission a Fundraiser to raise funds to support its Parks Investment Priorities. To date they've raised a minimum of **£182,000** through this investment and more fundraising is in process so this figure is likely to increase. This is an example of initiative and creative use of Neighbourhood Budgets which the removal of the Council's ringfencing was intended to enable.

4.4 Given the above range of options (and there are more, of course) the Neighbourhood Partnership Co-ordinator recommends that the NP sets up a Governance/NP development event to report back to the 28th June NP AGM meeting with recommendations for use of the unallocated Neighbourhood Budget.

4.5 Recommendation: that the NP agrees the setting up of a re-arranged Governance/NP development event between March and June 2016 to include consideration of a range of options for use of its Neighbourhood Budget to report back to the AGM NP Meeting on 28th June with recommendations

Item 5: Highways Schemes & Traffic & Transport sub-group recommendations

5.1 The Traffic and Transport Sub-Group was intending to meet in February 2016 to develop scheme recommendations

for a local traffic scheme for 2016/17.

5.2 This meeting has not taken place, however.

It's recommended, therefore, that this meeting take place between March and June to enable a set of recommendations to be brought to the 28th June NP meeting for decision. An advantage of this delay is that Highways final costings for the schemes they've delivered to NPs across the last two years are intended to be available and the NP can include accurate underspend sums when considering which scheme it wants to adopt for 2016/17

Item 6: Latest Devolved Section106 Contributions and Community Infrastructure Levy contributions

6.1. Section 106: The table below sets out the actual S106 funds which remain unallocated for its use. The NP should note the two new S106 contributions of £42,555.28 and £15,958.23 arising from the Brentry Hospital development and the date limit for their use:

Henbury & Southmead Neighbourhood Partnership
Devolved Section 106 monies held as at 31 January 2016

Permission / Site / S106 Code	Purpose of Contribution	Total devolved contribution value	Date to be Spent / Committed by	Agreed spend by Neighbourhood Committee	Notes - £ remaining
PARKS					
07/01415 - 46 Fonthill Road, Southmead / ZCD...616	The provision of improvements to Parks and Open Spaces within one mile of 46 Fonthill Road	£16,482.17	No Limit	11/10/2012: £9,163.68 of this contribution to be applied to Doncaster Road Childrens Play Facilities and drawn down as	

Permission / Site / S106 Code	Purpose of Contribution	Total devolved contribution value	Date to be Spent / Committed by	Agreed spend by Neighbourhood Committee	Notes - £ remaining
				the scheme progresses	
				12/03/2013: £200 allocated to add to the Clean and Green money already put towards the repair of the S Bench in Southmead	£7,118.49
06/05013 / Former Severn Way Filling Station, Wyck Beck Road, Henbury / ZCD...834	The provision of improvements to Parks and Open Spaces within one mile of the former Severn Way Filling Station	£20,475.78	No Limit	11/10/2012: £14,251.90 of this contribution to be applied to Okebourne Open Space improvements and drawn down as the scheme progresses	
				04/12/2012: £1,900 to install two litter bins on Barnards Park using available Section 106	
				24/09/2013: £2400 (from the Section 106	£3,823.88

Permission / Site / S106 Code	Purpose of Contribution	Total devolved contribution value	Date to be Spent / Committed by	Agreed spend by Neighbourhood Committee	Notes - £ remaining
				money) to be allocated to fund additional work on the Okebourne Road Open Space Play Area.	
Sub-Total					£10,942.37
TRANSPORT					
09/02748 / 115 - 117 Station Road, Henbury, / ZCD...877	The provision and/or improvement and/or maintenance of the following: a) supporting the orbital bus route which passes through the local area b) pedestrian and cycle provisions in the local area c) bus stop infrastructure upgrade.	£11,413.49*	No Limit	12/03/2012: allocate funding of £3,417.63 to install High Friction surfacing to the Aldi crossing	£7,995.86
06/05013 / Former Severn Way Filling Station, Wyck Beck Road, Henbury / ZCD...835	The provision of traffic management and/or highways measures in the vicinity of the former Severn Way Filling Station	£ 31,126.56*	No Limit	24/05/2011: £20,000 allocated to Charlton Lane / Swanmoor Cres mini roundabout, and £10,000 allocated to Knole Lane pedestrian	£1,126.56* Note: this will increase due to underspend on Charlton Lane/Swanmoor/Brentry Lane scheme

Permission / Site / S106 Code	Purpose of Contribution	Total devolved contribution value	Date to be Spent / Committed by	Agreed spend by Neighbourhood Committee	Notes - £ remaining
				refuge. Funding forms to be completed once scheme implementation becomes imminent.	
05/01928 / Former Pen Park School Site, Pen Park Road, Southmead / ZCD...416	The provision of off-site public transport improvements in the vicinity of the former Pen Park School site, or improvements to the Pen Park Road / Charlton Road junction	£ 46,846.49*	No Limit	up to £3,000 of this sum has been allocated to the provision of a second hand bus shelter on Greystoke Road	
				12/03/2012: allocation of £43,846.49 from the Pen Park s106 to crossing improvements at Pen Park/ Charlton Road	£0
12/01932 / Brentry Hospital, Brentry Ln, Brentry / ...SC21	The cost of improving facilities for pedestrians and cyclists on Public Right of Way	£42,555.28	17 Nov 20		

Permission / Site / S106 Code	Purpose of Contribution	Total devolved contribution value	Date to be Spent / Committed by	Agreed spend by Neighbourhood Committee	Notes - £ remaining
	BCC/542 including surface treatment and lighting				
12/01932 / Brentry Hospital, Brentry Ln, Brentry / ...SC22	The cost of works to upgrade the footway on the northern side of Brentry Lane	£15,958.23	17 Nov 20		
10/00383 / Former Henbury Swimming Pool, Crow Lane, Henbury / ZCD...985	The provision of a 12-seat (or thereabouts) minibus to be operated by Lawrence Weston Community Transport. The minibus is to operate on a route between the Aldi development and the Henbury and Brentry areas of Bristol, on at least four days a week for a period of not less than three years from the commencement of the service	£1,068.13*	16/08/2014	04/12/2012: contribution to be applied to Henbury and Brentry Community Council at £4,000 per calendar year, who will manage and procure the Community Transport service	£0
Sub-Total					£9,122.42

Permission / Site / S106 Code	Purpose of Contribution	Total devolved contribution value	Date to be Spent / Committed by	Agreed spend by Neighbourhood Committee	Notes - £ remaining
Total					£20,064.79
		*includes interest added on			

6.2. Community Infrastructure Levy (CIL)

6.2.1. The NP should note the new CIL contributions from Charlton Road and Wigton Crescent developments of £2,218.50 and £1,182.12 added in November 2015.

HENBURY & SOUTHMEAD NEIGHBOURHOOD PARTNERSHIP

CIL monies held - 31 January 2016

Monies to be spent on measures to support the development of the Neighbourhood Partnership's area, by funding:

a) the provision, improvement, replacement, operation or maintenance of infrastructure; or

b) anything else that is concerned with addressing the demands that development places on an area

Date Received	Application	Site Address	Amount
28/08/13	12/05146	515 Southmead Road, Southmead	£997.50
13/06/14	13/02000	Land to rear of 237b Charlton Road, Brentry (1)	£1,479.00
05/09/14	13/05086	2 Chakeshill Drive, Brentry	£539.60

Date Received	Application	Site Address	Amount
13/10/14	13/02000	Land to rear of 237b Charlton Road, Brentry (2)	£1,479.00
14/04/15	13/02000	Land to rear of 237b Charlton Road, Brentry (3)	£2,218.50
22/09/15	14/03086	Former Bourne End PH, Okebourne Road, Brentry	£3,356.62
03/11/15	13/02000	Land to rear of 237b Charlton Road, Brentry (4)	£2,218.50
26/11/15	14/06105	81 Wigton Crescent, Southmead	£1,182.12
Total			£13,470.84

6.3 Heads up on forthcoming **S106 monies** due over the **next 12 months**:

Source of S106	Ward	Spend Focus	@ £
Brentry Hospital Housing Development	Henbury & Brentry	Improvements to Parks/Open Spaces	@ £58,000
Charlton Road housing development	Henbury & Brentry	Improvements to Parks/Open Spaces	@ £10,000
Brentry Hospital Housing development	Henbury & Brentry	Improvements to a local library	@ £20,000

Item 7: Legal Information

When councillors decide how the wellbeing fund (or any other NP Budget) is spent they should have due regard to the Public Sector Equality Duty that applies to all public bodies. This duty is contained in the Equality Act 2010 and came in to force on 6 April 2011. It replaces previous equality duties under the Sex Discrimination, Race Relations and Disability Discrimination Acts.

The duty means that councillors are required to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act
- Promote equality of opportunity between different groups
- Foster good relations between people from different groups

The duty covers the following protected characteristics:

- Disability
- Sexual orientation
- Age
- Gender reassignment
- Religion and belief
- Sex
- Race
- Pregnancy and maternity

It also applies to marriage and civil partnership, but only in respect of the requirement to eliminate discrimination and harassment.