

Cabinet

Supplementary Information



Date: Tuesday, 5 March 2024

Time: 4.00 pm

Venue: The Council Chamber - City Hall, College Green, Bristol, BS1 5TR

16. Allotments Rents and Water Charges

(Pages 2 - 92)

Issued by: Amy Rodwell, Democratic Services
City Hall, Bristol, BS1 9NE
E-mail: democratic.services@bristol.gov.uk
Date: Tuesday, 27 February 2024





Decision Pathway – Report

PURPOSE: Key decision

MEETING: Cabinet

DATE: 05 March 2024

TITLE	Allotment Rents and Water Charges	
Ward(s)	Citywide	
Author: Jonathan James	Job title: Head of Natural and Marine Environment	
Cabinet lead: Councillor Ellie King, Cabinet Member with responsibility for Public Health and Communities	Executive Director lead: John Smith, Interim Executive Director Growth and Regeneration	
Proposal origin: BCC Staff		
Decision maker: Cabinet Member Decision forum: Cabinet		
Purpose of Report:		
<ol style="list-style-type: none"> To seek approval to adopt new allotment rents and water service charges from April 2025. 		
Evidence Base:		
<ol style="list-style-type: none"> The council has 4,500 allotment plots of variable sizes, and since 2018 there has been no rent increase. During this period the council has had to absorb inflationary increases, budget saving targets and increases in the repair and maintenance of buildings and infrastructure. When considering an increase in rents for statutory allotments, Local authorities will need to demonstrate that the increases are reasonable, one way in demonstrating that rents have been increased fairly is through bench marking with other authorities. The setting of allotment rents is governed by section 10(1) of the Allotments Act 1950 which provides that land let for use as an allotment should be let at “such rent as a tenant may reasonably be expected to pay” for land let on the same terms for such use. The Council’s new Food Growing and Allotments Strategy will support the city’s aspirations to achieve greater food equality and will ensure that more communities – especially those from the city’s disadvantaged wards – have suitable access to food growing opportunities. We aspire to bring more allotments in to use and support Bristol’s farming social enterprises to access food growing land to support local and sustainable food supplies for Bristol. In support of this aim, the Strategy identifies the need for investment into allotments and allotments services and to ensure that the service is sustainably funded. We know that demand for allotment plots and food growing land is increasing to unprecedented levels, with 6,500 people currently waiting for an allotment, and there are insufficient service resources to meet customer expectations and enhance the service. Generating income by using allotment plots more efficiently and repurposing other land will support this but to reach the levels of funding required there is a need to implement a fairer and more sustainable approach to tenancy fees. To help address this the Council undertook a review of its rent, fees and charges for allotments and reviewed its tenancy agreement and site rules, seeking to improve the services we deliver, to make the service more efficient and effective with the resources available, and to move towards our strategic objective of having a sustainably funded Allotment Service. The allotment rent and service charges proposals to be adopted in this report are set out in Appendix A1. Draft proposals were consulted on publicly between 11 December 2023 and 31 January 2024 – with 		

allotment tenants and those on the waiting list actively encouraged to respond. A total of 3,016 responses were made to the consultation and the full consultation report is attached at Appendix B. Individual meetings were held with Allotment Site Representatives and the Allotment Forum. The consultation was extended by 10 days in response to the volume and nature of the responses being received.

Table 1: A number of themes arose from the consultation in relation to allotment rents from the consultation process:

Themes	Response
The rent increase is too high. Because of the length of time since the last price increase, the scale of the increase is too high to apply all in one go, should be staggered	Given the time that has elapsed since the last rent uplift, the impact of inflation, the need to make service improvements and comparison with other authorities we are unable to hold rent at 2018 levels any further. We have not sought a fee structure that will meet the full cost of providing the service. Increase to rents are subject to a 12 months' notice period and we are introducing an option to pay quarterly or monthly by direct debit
As an allotment tenant the service needs to improve if the rents increase – value for money. Supportive of rental increase - if [for example] this helps the service improve and motivates people to look after their plots.	The Food Growing and Allotments Strategy sets out our aspirations for the service and we can begin to deliver these using the additional income generated. We will increase the number of officers focussed on delivering the services for tenants and support volunteer site representatives. Through them we will improve maintenance repair services, improve our guidance and educational resources and support more people to benefit from growing food.
The rent uplift will impact on people with low income who are not eligible for a discount.	We have extended the reach of the 50% discount to include those that are in receipt of Universal or Pension Credit. This is expected to benefit one in five of all our tenants. Tenants will have the option to pay by Direct Debit on a quarterly or monthly basis to help spread the cost.
There are alternatives to increasing rent – [for example] bringing more overgrown plots in to use.	We will continue to clear overgrown plots
Any income generated should only go to the allotments service and not support other council services.	The cost of delivering allotment services to the Council is currently higher than the income generated from allotment rents.
There should not be a separate water charge	We feel it is important that it is clear to tenants which element of their payment relates to water, particularly as supply costs are generally increasing and when some allotments sites do not have a water supply.

- As a result of these responses, Councillor Ellie King, Cabinet Member with responsibility for Public Health and Communities, has acknowledged the significant concerns and objections raised regarding the proposed tenancy rule changes, and administrative fees and charges, and shared the disappointment expressed about the process and agreed with much of the feedback received. Cllr King agreed with the Mayor that the proposed changes to tenancy rules, fees and charges would not be taken forward in this report and that revised proposals would be developed through a more collaborative process with representative stakeholders. This was communicated on 2 February 2024 to key stakeholders including volunteer site representatives and subsequently more widely to all tenants. This will allow the necessary time to make the engagement meaningful and help to build a trusting and

constructive working relationship with those who will be affected by any future proposals. There is no planned date for a future decision.

8. We received over 150 comments mentioning that the rent increases should be either staggered/more moderate/in line with inflation. Taking this into account, and other responses to the consultation, we are proposing that the rent increase is phased in over a two-year period from financial year 25/26, which will reduce the impact to allotment holders. The rent and water service charge will be raised by 50% of the full amount in 25/26 and to the full amount in 26/27. Based on the proposed rent increase for a Band B allotment plot for combined rent and water charge, this would rise in year one from £50.00 each year to £69.00 and in year two it would go to £89.00. In 25/26 the minimum discounted fee for a Band A plot will be £30.
9. In developing the allotment rent proposals put to consultation the following were considered:
 - The need to meet the aspirations and implement the actions of the Food Growing and Allotments Strategy.
 - The need to improve services for tenants, particularly with regard to improving support to Site Representatives and volunteers through training and officer support, improving site maintenance and investment in infrastructure.
 - The need to bring more overgrown plots into cultivation, to provide more accessible plots and bring in a separate application process for these, and the need to improve the management of smallholdings and other food growing land.
 - Expanding the offer of reduced fees to people on low incomes. In 2022, 13% of allotment tenants benefited from a 50% discount. The discounted rents will be expanded to community food growing groups
 - Allotment rents set by other local authorities with attention paid to what services and discounts were included in these – such as for water supplies. A review of the local authority fees considered is provided as Appendix A2.
 - The length of time that had elapsed since the last allotment uplift in 2018, effects of inflation, and the service being subsidised.
 - National Allotment Society Policy Document 103. Rents. The National Allotment Society recognises within its Policy the significance of rent to the allotment provider as an income, and further adds that rents must be reasonable and set in accordance with the legal requirement.
 - Long-term financial sustainability of the service
 - The nature, quality and cost of facilities provided (and desired);
 - Expenditure on promotion and administration;
 - The likely effect of rent levels on plot take-up.
 - Charges to users of other outdoor recreational or leisure activities provided by the Council
10. The overall cost of delivering the service is currently estimated at around £690K including predicted, annualised infrastructure repair and maintenance costs. Income generated by food growing lands and allotments in financial year 2022/23 was £286K. Although the Council is not required to subsidise the provision of allotments and allotment services, the proposed allotment rent and water service charges to be approved do not result in a service that is self-financing.

Table 2: Estimated breakdown of allotment service costs:

Item	Cost
Parks staff - Allotments Officer x 2, Allotment Manager, and supporting Parks Technical Officers	£187K
Support Costs – Central Support, ICT, Office, Consumables, Admin, transport	£32K
Buildings and Infrastructure – annual maintenance, cyclical replacement of water infrastructure, compliance checks	£301K
Utilities	£41K
Grounds maintenance inc tree works	£41K
Waste clearance and pest control	£31K
Corporate Income Target**	£55K

Total cost estimate	£688K
Income from food growing assets 2022/23	£286K
Est income 2026/27 with additional proposed allotment rents and water service fees	£489K

**At Full Council on 2 March 2022 an annual revenue budget saving of £55K was applied to allotment fee income from the beginning of April 2023 as set out below. Since implementation, and in the absence of a rise in allotment fees, the Parks Service has been delivering this saving as an interim measure. Approval of the fee proposals will allow the £55K saving to be applied to allotments income as intended.

Cabinet Member:

That Cabinet:

1. Approves the revised allotment rent and charges as set out in Appendix A1.
2. Approves a phased introduction of the revised allotment rent and charges over a two-year period in 2025/26 and 2026/27 as outlined in this report.
3. Authorises the Executive Director Growth and Regeneration in consultation with the Cabinet Member for Public Health and Communities to take all steps required to implement the revised allotments rent and charges as set out in this report.
4. Note the consultation outcome as set out in this report and Appendix B.

Corporate Strategy alignment:

1. Theme: Development and Delivery – The proposals will enable us to better support those volunteers who give their time to manage allotment sites, support tenants and deliver the health benefits derived from food growing. We will better support those who approach us to run collective growing opportunities – providing accessible, supportive and educational environments for people to grow food together.
2. Theme: Equality and Inclusion – The proposals will help us extend the reach of a 50% discount for an allotment plot to include those that are in receipt of Universal or Pension Credit. Our Food Growing and Allotments Strategy sets out that we will increase the provision of accessible plots and we will have a separate application process so those seeking an accessible plot are not on the general waiting list. The proposals will help us resource this work.

City Benefits:

1. The proposals will help ensure the service is run on a firmer financial foundation and begin to tackle the aspirations of Community Food Growing and Allotment Strategy whilst planning how repairs and maintenance of essential allotment infrastructure can be maintained over the long-term. The proposals do not introduce enough funding for us progress all that we might wish to, or that tenants might wish us to, but we can make meaningful progress.

Consultation Details:

Refer to Appendix B.

1. Public consultation with notices provided to allotment tenants, tenants of other food growing land and those on the waiting list for an allotment – 11 December 2023 to 31 January 2024.
2. Two meetings held with Volunteer Site Representatives (17 January 2024 10am and 7pm))
3. Meeting held with Allotment Forum (24 January 2024)

Background Documents:

[Consultation 2024-2039 Parks and Green Spaces and Food Growing and Allotment Strategy](#)
[Consultation Proposed changes to Bristol Allotment Rent and Tenancy Agreement](#)
[Allotments Act 1950](#)

Revenue Cost	£0	Source of Revenue Funding	NA
Capital Cost	£0	Source of Capital Funding	NA
One off cost <input type="checkbox"/>	Ongoing cost <input type="checkbox"/>	Saving Proposal <input type="checkbox"/>	Income generation proposal <input checked="" type="checkbox"/>

Required information to be completed by Financial/Legal/ICT/ HR partners:

1. Finance Advice: This Cabinet Report is seeking approval to phase new allotment rents and water service charges from April 2025, as set out in Appendix A1, included in the 2024-25 Budget now awaiting Full Council approval and in line with budget amendments.

The allotment rents have not increased since 2018 but changes in the financial climate, sharp rises in inflation, savings targets and increases in repair and maintenance costs have meant we need to increase charges. Increasing income will ensure the service can continue to be delivered, help the service become more sustainable and support the new Food Growing and Allotment Strategy aims.

The additional income proposed in this report will increase income to c. £500k and close the funding gap but, as costs are c. £700k, the Service will continue to be subsidised. Cross-Council expectations of income increases of 6.7% and a savings target of £55k will contribute to pressures in Growth and Regeneration in 2024-25 and 2025-26.

Finance Business Partner: Ben Hegarty, Finance Business Partner Growth and Regeneration, 21 February 2024.

2. Legal Advice: The consultation responses must be conscientiously taken into account in finalising the decision. The leading cases on consultation provide that consultation should occur when proposals are at a formative stage, should give sufficient reasons for any proposal to permit intelligent consideration and should allow adequate time for consideration and response. There must be clear evidence that the decision maker has considered the consultation responses, or a summary of them, before taking its decision.

Section 10 of the Allotments Act 1950 provides the power for the Council to charge such rent as a tenant may reasonably be expected to pay for the land if let for such use on the terms on which it is in fact let. Provided the procedure set out in the evidence base of this report has been followed it can be considered that the test for setting the new rent levels has been met.

Legal Team Leader: Husinara Jones, Team Manager/Solicitor 27 February 2024

3. Implications on IT: I can see no implications on IT in regard to this activity.

IT Team Leader: Alex Simpson – Lead Enterprise Architect 13 February 2024

4. HR Advice: There are no HR implications evident

HR Partner: Celia Williams, HR Business Partner 13 February 2024

EDM Sign-off	John Smith, Interim Executive Director Growth and Regeneration	25 January 2024
Cabinet Member sign-off	Councillor Ellie King, Cabinet Member with responsibility for Public Health and Communities	26 February 2024
For Key Decisions - Mayor's Office sign-off	Mayor's Office	26 February 2024

Appendix A – Further essential background / detail on the proposal Proposed rent increases and discounts	YES
Appendix B – Details of consultation carried out - internal and external Consultation Report	YES

Appendix C – Summary of any engagement with scrutiny	NO
Appendix D – Risk assessment	YES
Appendix E – Equalities screening / impact assessment of proposal	YES
Appendix F – Eco-impact screening/ impact assessment of proposal	YES
Appendix G – Financial Advice	NO
Appendix H – Legal Advice	NO
Appendix I – Exempt Information	NO
Appendix J – HR advice	NO
Appendix K – ICT	NO
Appendix L – Procurement	NO

Allotment combined rent and water charge (only applies to sites with water)

	Accessible Plot	Band A - Mini 0-74m2	Band B – Small 75-149m2	Band C – Medium 150-224m2	Band D – Large 225-349m2	Band E 350-449m2	Band F 450-549m2	Band G 550-699m2	Band H 700-999m2
Rent at February 2024	N/A	£30	£50	£70	£85	£150	£165	NA	NA
Rent from April 2025	£15	£51	£69	£113	£117	£200	£238	£307	£400
With Group or Income based discount	N/A	£30*	£34.50	£56.50	£58.50	£100	£119	£153.50	£200
Rent from April 2026	£30	£72	£89	£156	£178	£249	£311	£389	£528
With Group or Income based discount	N/A	£36	£44.50	£78	£89	£124.50	£155.50	£194.50	£264

Rent (land only)

	Accessible Plot	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
Rent from April 2025	£12.50	£47	£64	£105.50	£107	£187.50	£233	£289.50	£380
Group or Income based discount	N/A	£30*	£32	£52.75	£53.50	£93.75	£116.50	£144.75	£190
Rent from April 2026	£25	£64	£79	£141	£158	£224	£281	£354	£488
Group or Income based discount	N/A	£32	£39.50	£70.50	£79	£112	£140.50	£177	£244

Plots 1,000m2 or above will be charged additionally as pro-rata of Band H

* Minimum threshold charge for a plot including discount is £30

Administration fee

£15 Application fee is currently applied at the start of a new tenancy to cover administration costs.

Discounts offered in February 2024:

Income based discounts – 50% on one plot, offered to tenants in receipt of Council Tax Reduction or Housing Benefit (see proposal below)

Flood/Marginal discount – up to 50% for plots that temporarily flood or where growing area is compromised by trees, shade etc

Plot Condition Discount – up to 50% discount may be offered to new tenants taking on overgrown plots over 1 or 2 years depending on condition.

Collective, CIC or Community group discount – 50% discount for groups whose food growing activities add social value

Site representative discount – 100% on one plot (largest plot)

Long tenant service concession (discontinued in 2017/18 so is not applicable for new applicants) – 50% over 25 years, 100% over 50 years

Additional Discounts from April 2025:

Continue to offer the discounts above but expand the **income based discount** to include any tenant in receipt of Universal Credit or Pension Credit benefits – 50% discount for one plot.

Options to pay from April 2025

Tenants will have the option to pay the annual allotment rent by Direct Debit on a quarterly or monthly basis.

Comparison Summary - Allotment April 2023

As advertised on websites or via enquiry. No inflation added to comparators, but allowance for water charges added where applicable. Rates are full cost (not discounted).

	Bristol		Other Local Authorities					
	Existing Rate	Rate from April 2026	Bath & North East Somerset (Sept 2024 rate)	Plymouth	Nottingham*	Brighton & Hove	Birmingham	Sheffield (April 2024 rate)
Accessible Plot	NA	£30						
Mini Plot 0-74m2	£30	£72	£39 (£43)	£98	£38	£27	£60	£45 (£47)
Small Plot ** 75-150m2	£50	£89	£86 (£93)	£98	£80	£54	£74	£92 (£97)
Medium Plot 151-224m2	£70	£156	£134 (£143)	£192	£121	£81	£110	£130 (£137)
Large Plot *** 225-351m2	£85	£178	£212 (£227)	£192	£178	£126	£134	£182 (£192)
Age or low income discounts available	50%	50%	Yes	No	25-50%	25%	50%	25-75%

* Water service charge included at 30% of base rental unless otherwise stated by the authority. Where an authority charges by £ per m2 the mid-point dimension in the BCC plot size band is used to calculate the fee

** Bristol CC most popular plot size at 52%

*** Allotments Act standard size plot of 250m2 included in this band



**Proposed changes to Bristol Allotment Rent and Tenancy
Consultation Report v0.1** **26 February 2024**

Contents

1	Introduction.....	4
1.1	The current situation	4
1.2	Proposed changes to Bristol Allotment Rent and Tenancy Agreement.....	4
1.3	Scope of this report.....	5
2	Methodology.....	6
2.1	Survey.....	6
2.1.1	Online survey.....	6
2.1.2	Alternative formats.....	7
2.1.3	Other correspondence	7
2.2	Publicity and briefings	7
2.2.1	Objective.....	7
2.2.2	Bristol City Council channels.....	7
2.2.3	Media engagement	7
3	Survey response rate and respondent characteristics	8
3.1	Response rate to the survey	8
3.2	Geographic distribution of survey responses	8
3.3	Response rate from areas of high and low deprivation	10
3.4	Characteristics of survey respondents	12
3.4.1	Overview.....	12
3.4.2	Age	13
3.4.3	Disability	14
3.4.4	Ethnicity	14
3.4.5	Religion/Faith.....	15
3.4.6	Sex	17
3.4.7	Gender reassignment	18
3.4.8	Sexual orientation	19
3.4.9	Pregnancy and maternity, carer status and and refugee/asylum status.....	20
3.4.10	Other respondent characteristics	22
3.5	Respondents who responded to the consultation by email	25
4	Survey results.....	26
4.1	Views on the proposed rent increase	26
4.1.1	Views on proposed rent increase in areas with different levels of deprivation	26
4.1.2	Views on proposed rent increase by respondent protected characteristics	27
4.2	Views on the level of rent increase.....	34
4.2.1	Views on the level of rent increase in areas with different levels of deprivation ...	35
4.2.2	Views on the level of rent increase by respondent protected characteristics	36
4.3	Views on expanding the low income rent discount.....	42
4.3.1	Views on expanding the low income rent discount by levels of deprivation	43

4.4	Free text comments on the proposed allotment rent fee increase, low-income discount and water charge	50
5	Impact of the proposals because of protected characteristics	53
5.1	Scale of effects.....	53
5.2	Reasons why proposals would affect people because of protected characteristics.....	54
6	How will this report be used?	57

1 Introduction

1.1 The current situation

Bristol City Council's Parks Service manages 227 hectares of food growing land (much of which is protected under the Allotments Act). Within this land, the council manages over 4,000 allotment plots, with an additional 1,500 plots managed by five Allotment Associations on behalf of the council. The significant potential for growing healthy and sustainable food makes allotments an important priority for Bristol.

Allotment rents in Bristol have not been reviewed since 2018. Due to rising costs and demand for allotments, we need to increase income just to maintain the allotment services at existing levels.

We aspire to go further than just maintaining the current service; we want to improve the offer to our tenants and work towards increasing the number of plots available to people on the waiting list.

1.2 Proposed changes to Bristol Allotment Rent and Tenancy Agreement

Between 11 December 2023 and 31 January 2024, Bristol City Council consulted on proposed changes to allotment rents and other fees and charges, and some changes to activities permitted on allotments under the allotment tenancy agreement. These proposals were intended to address the funding challenge and enhance the allotments offer. The allotment rent, fees and charges proposed in the consultation were outlined in [Schedule A – Allotment Rent, Fees, and Charges](#).

On 5 March 2024, Cabinet will consider and decide on the following proposals:

- Increased allotment rent
- A separate charge for the supply of water
- Ensuring more people on low income can benefit from a discount.

Following the consultation, Councillor Ellie King, Cabinet Member with responsibility for Public Health and Communities, has agreed with the Mayor that the other proposed changes to tenancy rules, fees and charges described in the consultation would not be taken forward at this stage. Instead, revised proposals would be developed through a collaborative process with representative stakeholders. This will allow the necessary time to make the engagement meaningful and help to build a trusting and constructive working relationship with those who would be affected by any future proposals. There is no planned date for a future decision on revised proposals for the other tenancy rules, fees and charges.

1.3 Scope of this report

This consultation report describes the consultation methodology, response rates and respondent characteristics for the consultation on proposed changes to Bristol allotment rent and tenancy agreement. It presents the feedback received on those proposals for allotments that will be considered by Cabinet on 5 March 2024.

Feedback on the other consultation proposals that are not being taken forward at this stage are not included in this report. That feedback will be used to help develop revised proposals as part of the collaborative process described above.

This report includes quantitative data for all 3,016 survey responses and analysis of the 2,332 survey free text responses (survey question 7) and 112 email responses.

This consultation report does not contain the council's recommendations, nor an assessment of the feasibility of any of the suggestions received. The consultation feedback that is summarised in this report has been taken into consideration by officers when developing final proposals for allotment rent, water charges and help for people on low income that will be considered by Cabinet on 5 March 2024.

The final proposals are included in a separate report which, together with this consultation report and responses, will be considered by Cabinet when making its decisions on 5 March 2024.

- **Chapter 2** of this report describes the consultation methodology. The consultation information and questions are summarised in section 2.1.
- **Chapter 3** presents the consultation survey response rate and respondent characteristics.
- **Chapter 4** describes feedback on the proposed rent increase, expansion of the rent discount for people on low income, and proposals for a separate charge for the supply of water.
- **Chapter 5** sets out the effects that respondents said the proposals would have on them because of their protected characteristics.
- **Chapter 6** describes how this report will be used and how to keep updated on the decision-making process.

2 Methodology

2.1 Survey

2.1.1 Online survey

The [Proposed changes to Bristol Allotment Rent and Tenancy consultation survey](#) ('the allotments consultation') was available on the council's Consultation and Engagement Hub (www.ask.bristol.gov.uk) between 11 December 2023 and 31 January 2024.

Survey information

The survey contained the following information as context for the survey questions.

- Details of the [proposed allotment rent fees and charges](#)
- Details of the revised [allotment tenancy agreement](#) and [allotment rules](#)¹
- [The schedule for the transitional arrangements for bringing the new tenancy agreement and rules into force](#)

Survey questions

The survey questions sought respondents' views on the following:

- Whether respondents agreed or disagreed with the proposed rent increase
- If respondents disagreed with the rent increase, whether they thought it should be higher, lower, or not increased at all
- Whether respondents agreed or disagreed with expanding the current low income rent discount
- Respondents' reasons for why they agreed or disagreed with the rent increase proposal and expanding the current rent discount.

The 'About you' section requested information which helps the council to check if the responses are representative of people across the city who may have different needs.

- Respondents' postcode – this identifies if any parts of the city are under-represented in responding to the consultation and it can show if people from more deprived areas of Bristol have different views compared to people in less deprived areas
- Equalities monitoring information – this enables the council to check if people with specific protected characteristics under the Equality Act 2010 are under-represented in the responses, and it can show if different groups have different views
- Other information about respondents; for example, whether they are a current allotment tenant, on a waiting list for an allotment, an allotment association tenant, a collective or community growing group member, a resident of Bristol interested in food growing, a councillor, or a large-scale food producer.

Respondents could choose to answer some or all questions in any order and save and return to the survey later.

¹ The allotment tenancy agreement, allotment rules, and schedule for the transitional arrangements are not part of the 5 March 2024 Cabinet decision.

2.1.2 Alternative formats

Alternative formats (easy read, braille, large print, other alternative formats, and translation to other languages) were available on request.

2.1.3 Other correspondence

112 emails were received in response to the consultation.

The email text has been analysed with the free text responses to question 7 of the survey and is reported with the survey free text feedback in chapter 4.

2.2 Publicity and briefings

2.2.1 Objective

The following programme of activity was carried out to publicise and explain the Proposed changes to Bristol Allotment Rent and Tenancy consultation. The primary objective was to engage residents, communities, and stakeholders across the city, with a focus on people who may be affected most by the proposals, and to encourage them to give their views through the consultation.

To achieve this, information was shared across a wide range of channels, reaching as broad a range of audiences as possible, to maximise response rates.

2.2.2 Bristol City Council channels

Online and paper versions of the consultation document were shared via the following council and partner channels and networks:

- 3,500 allotment tenants via email
- 450 letters sent to allotment tenants without emails
- 8,000 prospective allotment tenants on the waiting list via email
- 5 allotment associations provided with information to share with their tenants.
- Other stakeholders e.g. Bristol food producers, Feeding Bristol, Bristol Food Network.
- Ward councillors
- Subscribers to Ask Bristol e-bulletin – delivered to 7,800 recipients on 30 January 2024

2.2.3 Media engagement

Councillor Ellie King was interviewed on BBC Radio Bristol on 14 December 2023.

3 Survey response rate and respondent characteristics

3.1 Response rate to the survey

The allotments consultation survey received 3,016 responses, of which 3,002 were responses to the online survey, and 14 were paper surveys. In addition, 112 email responses were received.

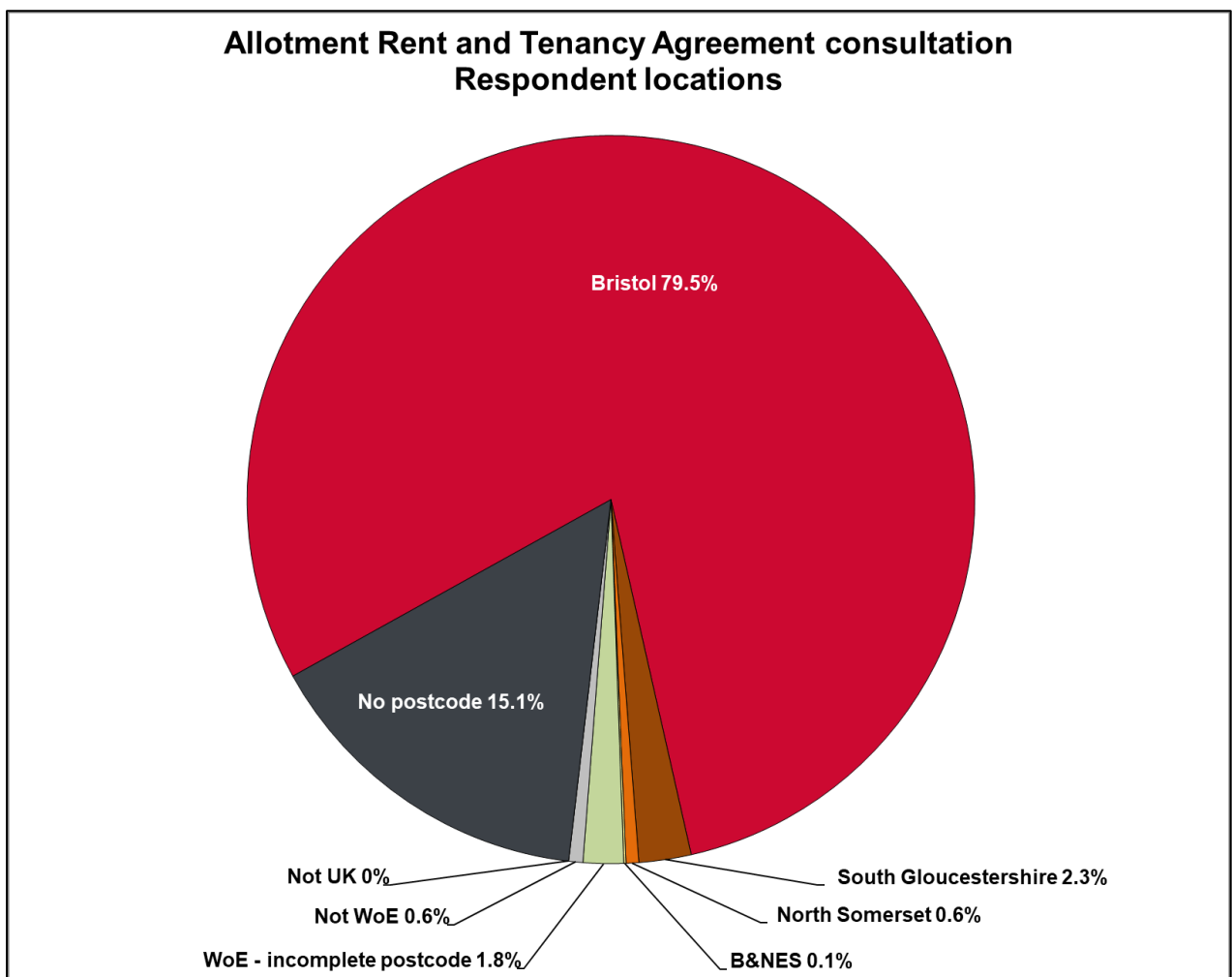
The response rate and respondent details in sections 3.2 to 3.4 are for respondents to the survey. Details of the email respondents are summarised in section 3.5.

3.2 Geographic distribution of survey responses

2,398 responses (80%) were received from postcodes within the Bristol City Council area, 70 (2%) responses were from South Gloucestershire, 17 (0.6%) were from North Somerset, and three (0.1%) were from Bath & North East Somerset (B&NES). A further 54 (2%) were from unspecified locations within the four West of England authorities² (Figure 1).

446 (15%) did not provide a postcode.

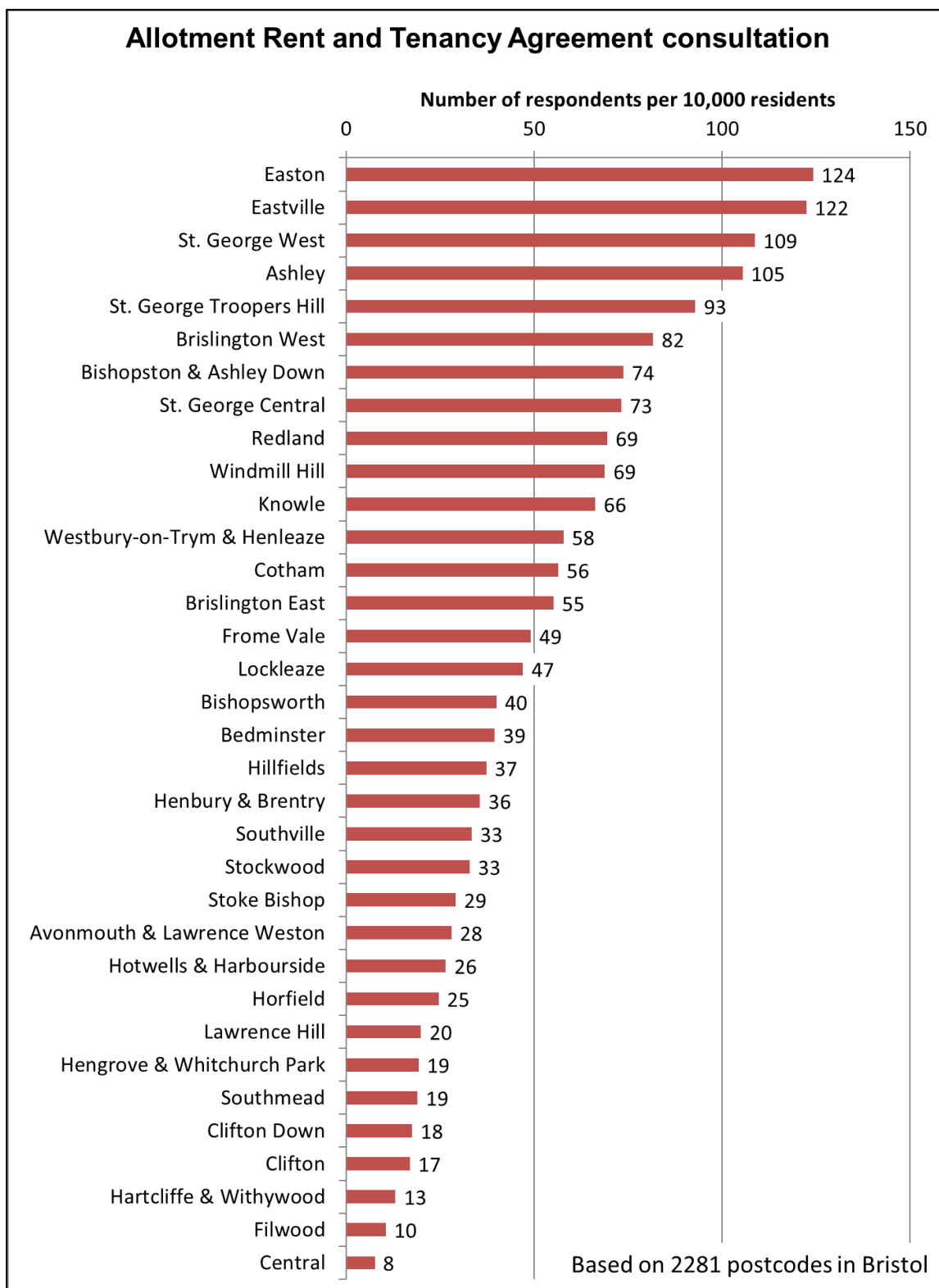
Figure 1: Geographic distribution of responses



² Incomplete postcodes identified the home location as within the WOE authorities area (Bristol, B&NES, North Somerset and South Gloucestershire) but not which authority.

Of the 2,398 responses from within the Bristol City Council area, 2,281 provided full or partial postcodes from which the ward of origin could be identified³ (Figure 2).

Figure 2: Geographic distribution of responses in Bristol



³ The other 117 responses included incomplete postcodes which are within Bristol but do not include enough information to identify a specific ward.

3.3 Response rate from areas of high and low deprivation

The home location of respondents in Bristol was compared with nationally published information on levels of deprivation across the city⁴ to review if the responses received include a cross-section of people living in more deprived and less deprived areas. This helps the council to know if the views of citizens in more deprived areas differ from people living in less deprived areas.

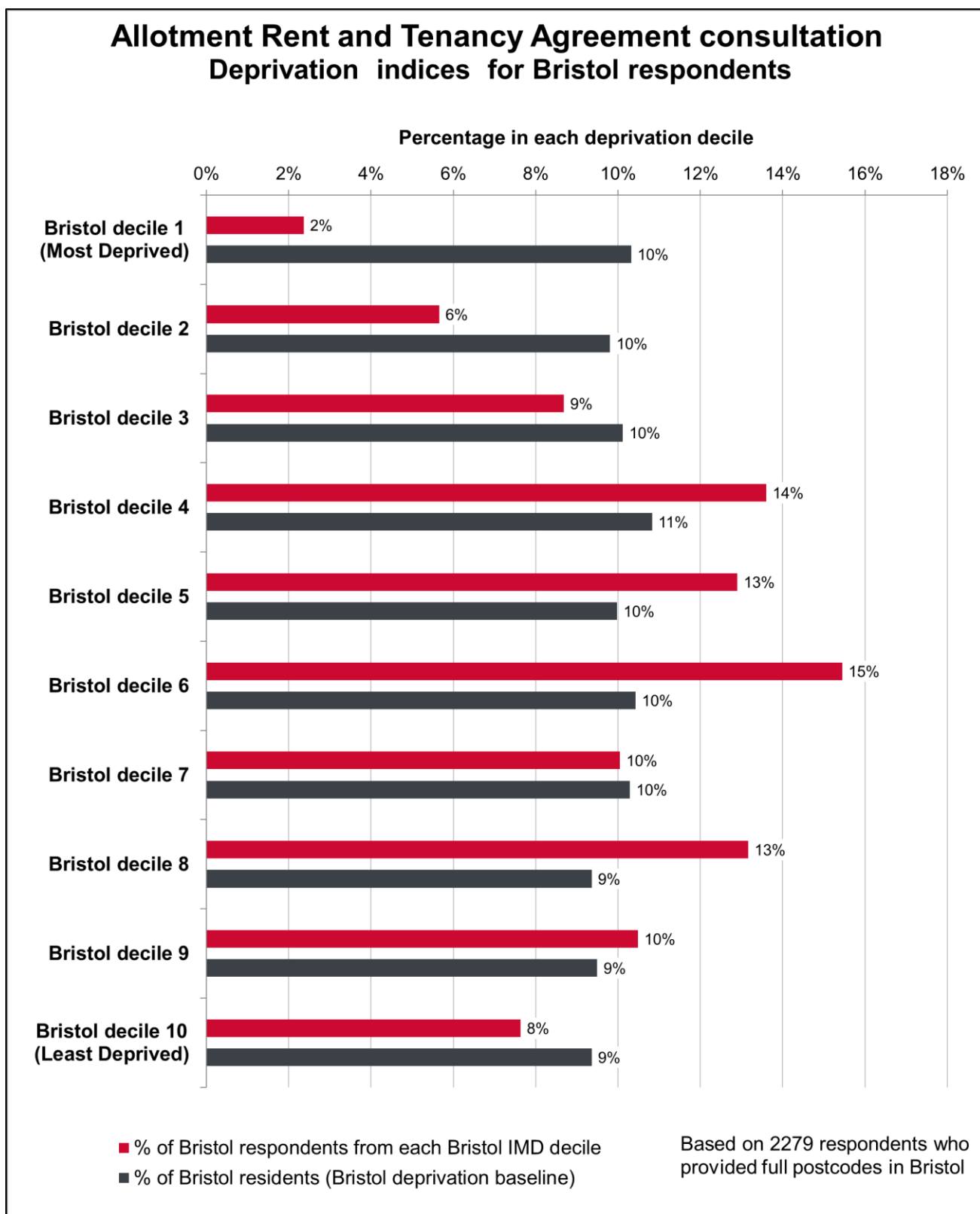
The comparison looked at levels of deprivation in 10 bands (known as 'deciles') from decile 1 (most deprived) to decile 10 (least deprived). Figure 3 compares the percentage of Bristol respondents⁵ living in each of the deprivation deciles (red bars) to the percentage of all Bristol citizens who live in each decile.

Figure 3 shows that there was an under-representation of responses from the most deprived 30% of the city (deciles 1, 2 and 3), as well as the least deprived 10% (decile 10). Responses from deciles 4, 5, 6, 8 and 9 were over-represented, while decile 7 was representative.

⁴ The Office for National Statistics (ONS) publishes information about deprivation for small areas throughout England - known as 'Lower Super Output Areas' (LSOAs). For each LSOA, a measure of deprivation is published called 'Indices of Multiple Deprivation' (IMD), which takes account of 37 indicators that cover income, employment, education, health, crime, barriers to housing and services, and living environment. The latest IMD data are from 2019 and define IMD for each of the 32,844 LSOAs in England used in the 2011 Census, of which 263 LSOAs are in the Bristol City Council area. Postcodes provided by respondents can each be matched to one of the 263 LSOAs in Bristol and thus to one of the deprivation deciles. Note: postcodes provide approximate locations; they are not used to identify individuals or specific addresses.

⁵ Based on 2,279 respondents who provided full postcodes in the Bristol administrative area from which deprivation decile can be identified.

Figure 3: Comparison of response rate from areas of high and low deprivation



Percentages in Figure 3 are shown to the nearest whole number. The length of each bar reflects unrounded percentages; hence bars shown with the same percentage (e.g. decile 7) may be slightly different in length.

3.4 Characteristics of survey respondents

3.4.1 Overview

Respondent characteristics are summarised below. The charts compare:

- characteristics for all respondents who answered the equalities questions (shown by bars with a red outline)
- characteristics of 'Bristol respondents' who answered equalities questions and provided a Bristol postcode (shown by solid red bars)
- characteristics of all Bristol's citizens based on the 2021 Census (shown by solid grey bars). Census 2021 data are available for seven protected characteristics (age, disability, ethnicity, religion/faith, sex, gender identity, and sexual orientation).

Note that many of the respondents who did not provide postcodes may also live in the Bristol City Council administrative area but are not included in figures for 'Bristol respondents'.

In summary, groups that were under-represented in the responses were:

- Children and young people aged 24 years and younger, people aged 25-34, and 85 and older
- People of Asian or Asian British backgrounds; Black, Black British, Caribbean or African backgrounds; Mixed or multiple ethnic groups; and people of other ethnic background
- Christians, Muslims, Hindus and Sikhs
- Males
- Heterosexual citizens.

The following groups responded in higher numbers than their proportion in the population:

- People aged 35 to 84 years
- Disabled people
- People of White British and Other White Background
- People with no religion, Buddhists, Jews, and people with 'Other religion'
- Females
- Bi, gay/lesbian, and people who use another term to describe their sexual orientation.

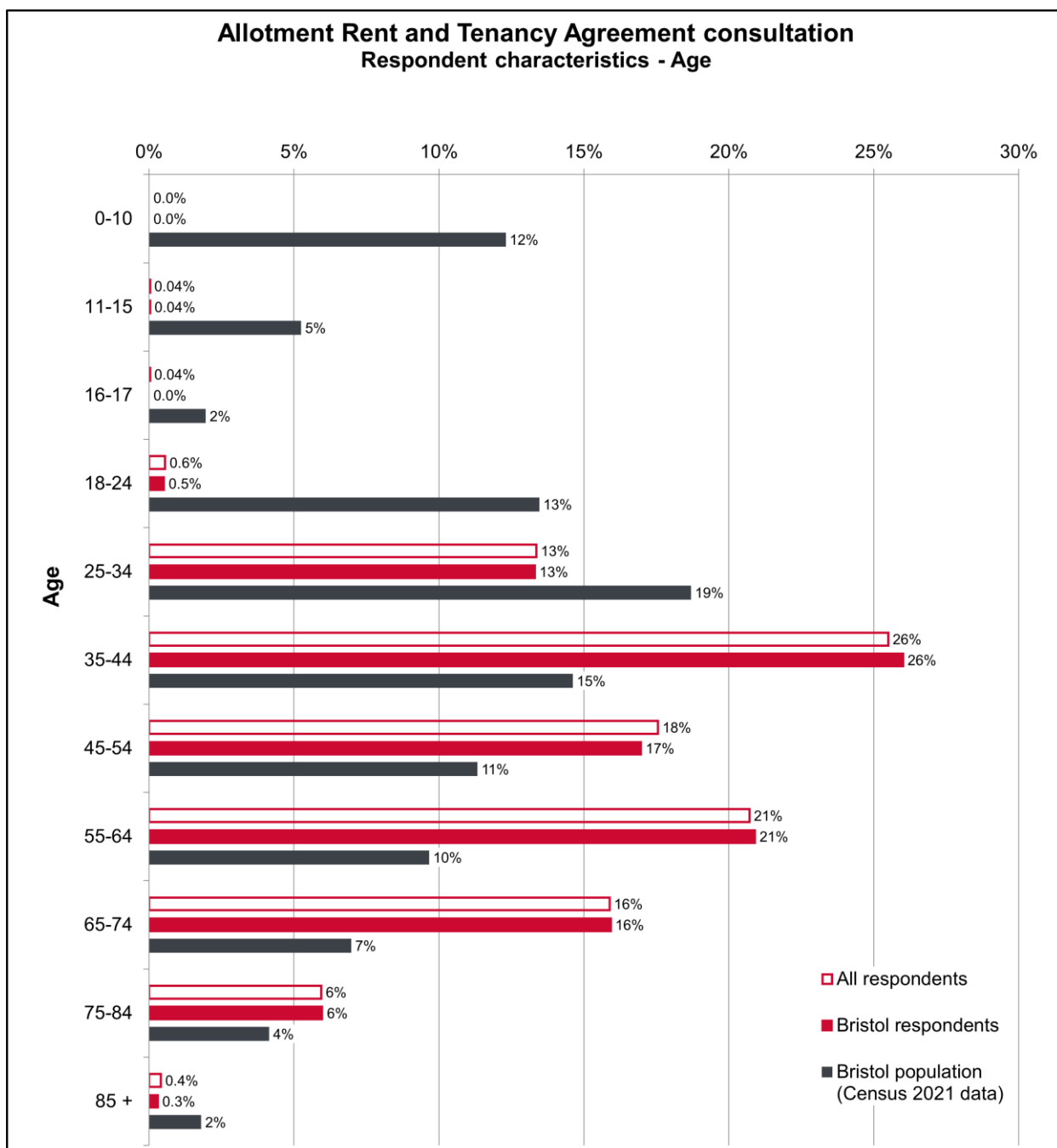
3.4.2 Age

The highest number of responses were from respondents aged 35-44 years (26%), followed by 55-64 (21%). See Figure 4.

All age groups between 25 and 84 responded in higher proportions than these ages in the population. Response rates from children (under 18), young people aged 18-24, people ages 25-34 and those aged 85 and over were under-represented. These percentages exclude the 4% of respondents (3% of Bristol respondents) who answered 'prefer not to say'.

In each age category, the proportions of 'all respondents' and 'Bristol respondents' were very similar.

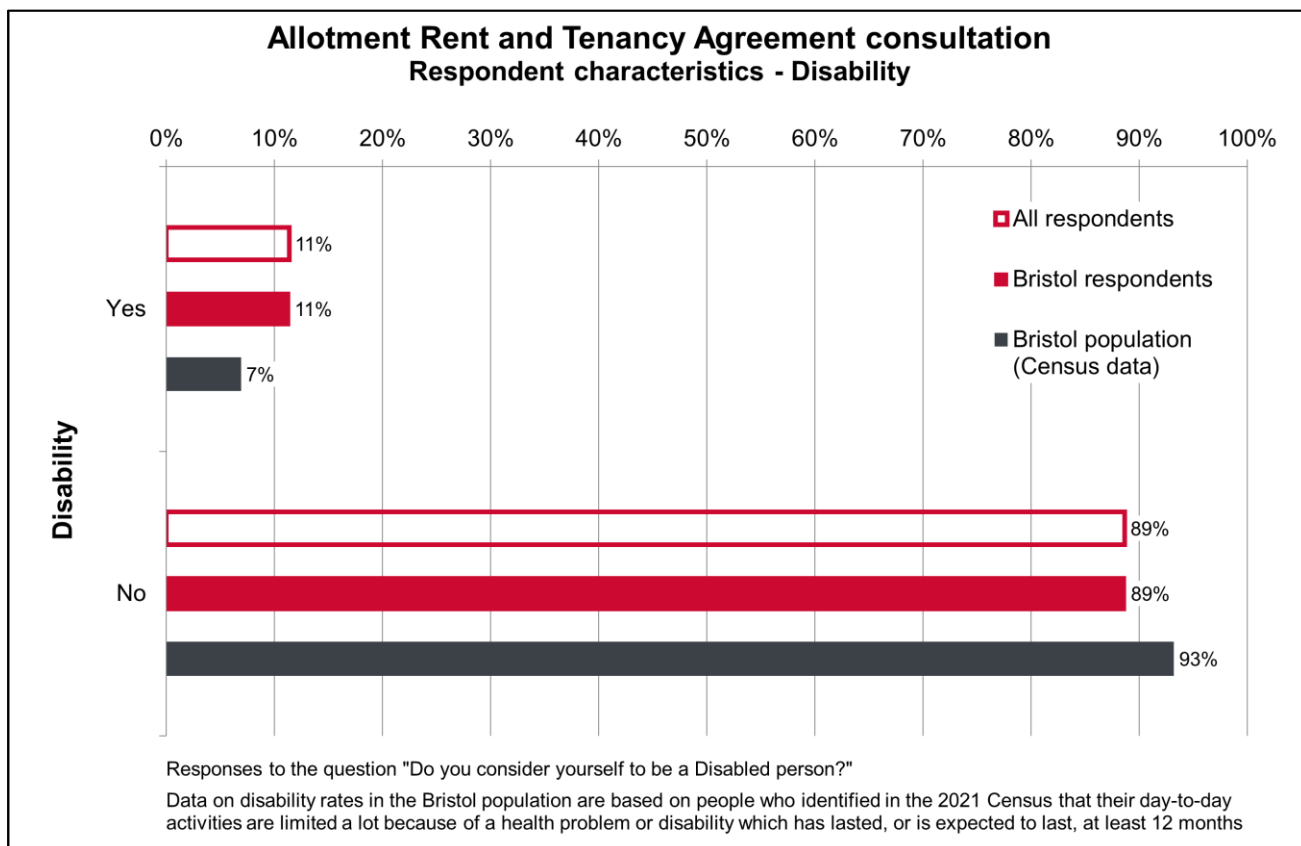
Figure 4: Age of respondents



3.4.3 Disability

The proportion of disabled respondents (11% of respondents) is greater than the proportion of disabled people living in Bristol (7% of the population). See Figure 5. These percentages exclude the 8% of respondents who answered 'prefer not to say'.

Figure 5: Disability



3.4.4 Ethnicity

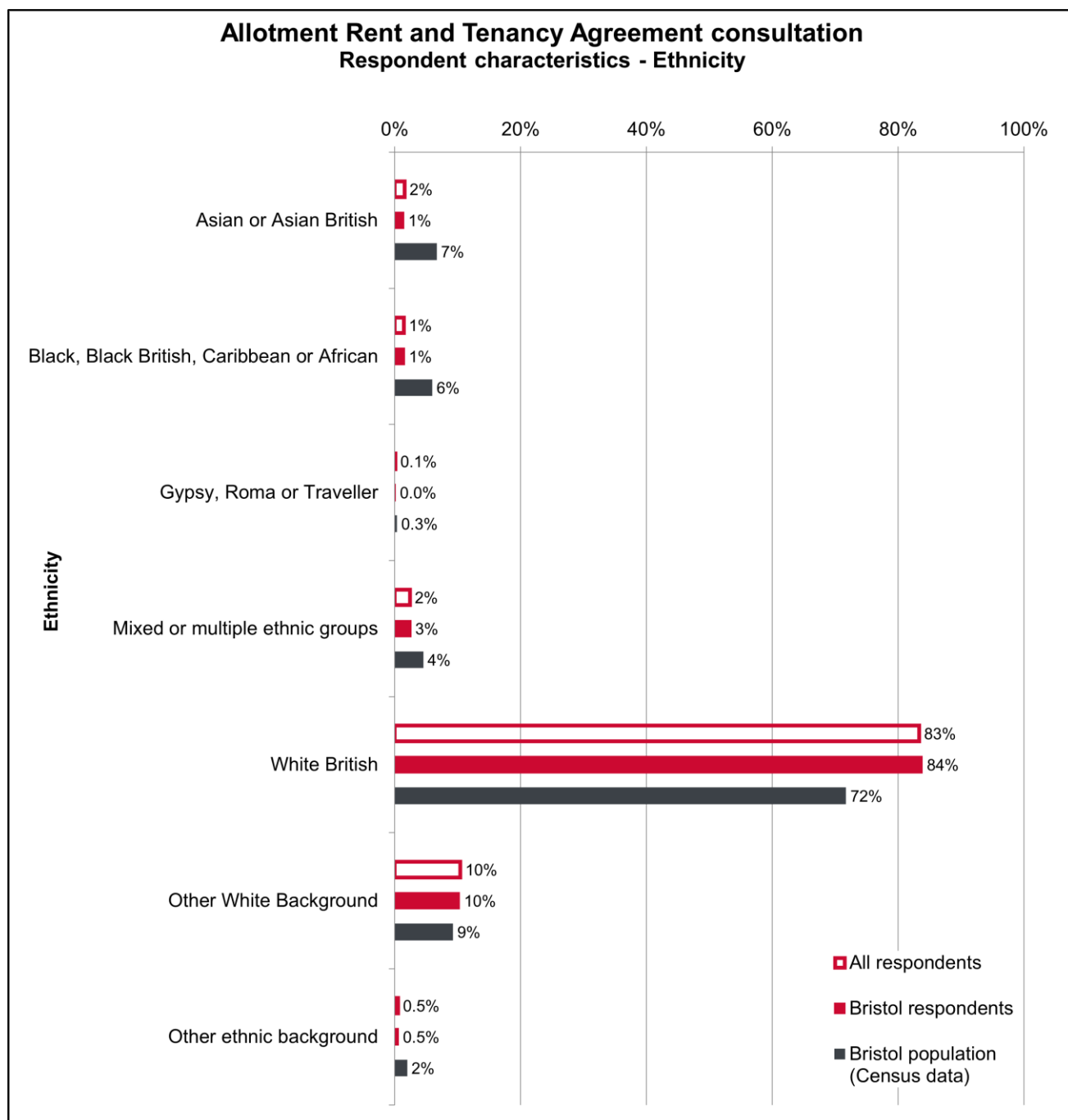
The response rate from White British (83%) and Other White Background respondents (10%) is higher than the proportion of these citizens in the Bristol population (72% White British and 9% other white background). See Figure 6.

The following ethnic groups were under-represented in the response rates compared to the proportion of people in each of these ethnic groups living in Bristol:

- Asian or Asian British (2% of all respondents; 1% of Bristol respondents compared with 7% of the Bristol population)
- Black, Black British, Caribbean or African (1% of respondents compared with 6% of the Bristol population)
- Mixed or multiple ethnic groups (2% of all respondents; 3% of Bristol respondents compared with 4% of the Bristol population)
- Other ethnic background (0.5% of respondents compared with 2% of the Bristol population).

These percentages exclude the 14% of respondents (13% of Bristol respondents) who answered 'prefer not to say'.

Figure 6: Ethnicity



3.4.5 Religion/Faith

People with no religion (72% of all respondents; 73% of Bristol respondents) responded in higher proportion than people of no religion in Bristol’s population (55%). See Figure 7.

Buddhists (2% of respondents), Jews (0.5%) and people with ‘Other religion’ (2%) also responded in slightly greater numbers than the proportions of these faiths in Bristol.

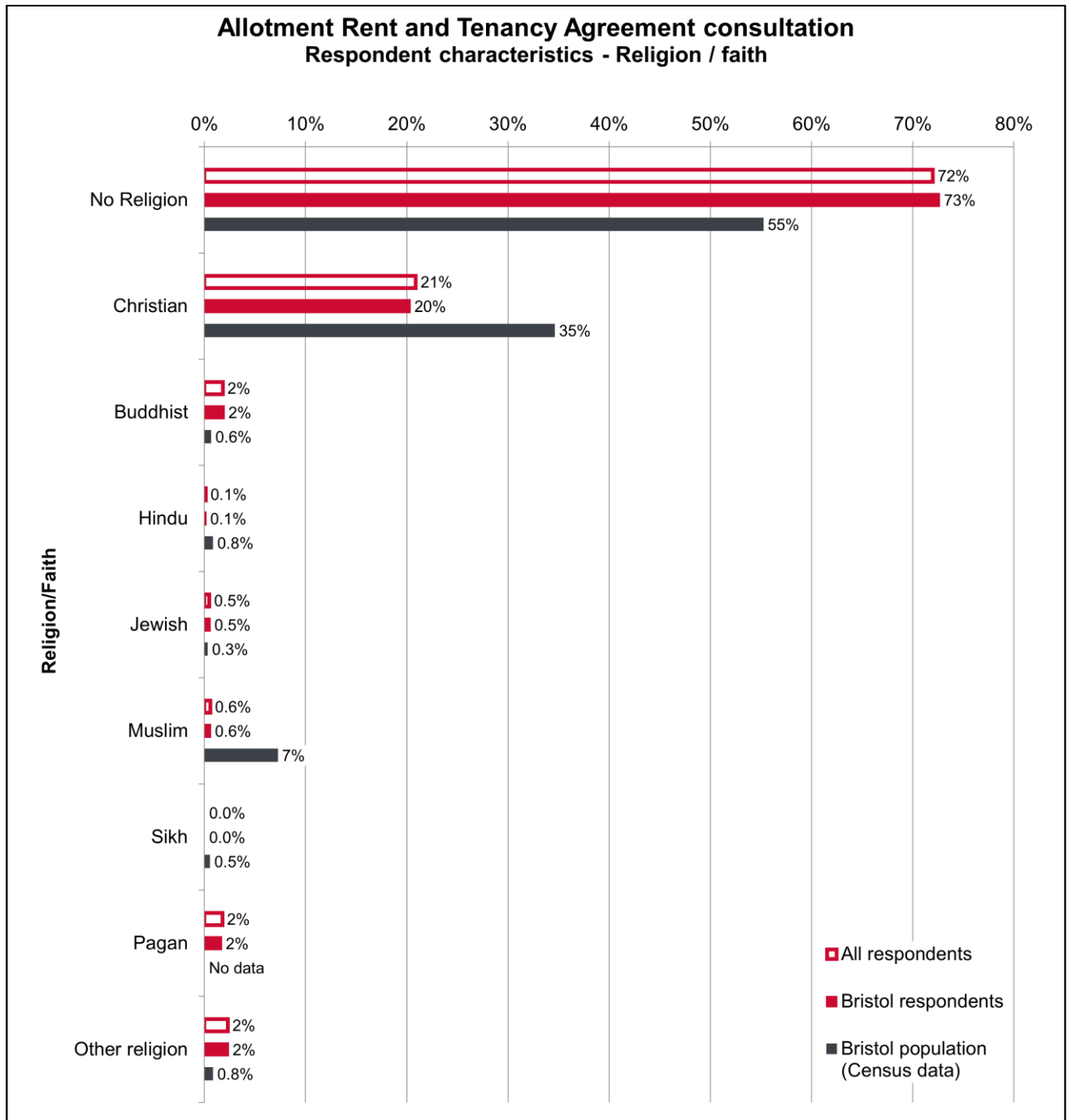
Christians (21% of all respondents; 20% of Bristol respondents), Muslims (0.6%), Hindus (0.1%) and Sikhs (0%) were under-represented compared to the proportions of these faiths living in Bristol.

2% of respondents are Pagan. There are no data from the Census 2021 for the proportion of Pagans living in Bristol.

These percentages exclude the 20% of respondents (18% of Bristol respondents) who answered 'prefer not to say'.

The proportion of each religion/faith for all respondents closely matches Bristol respondents.

Figure 7: Religion/faith of respondents



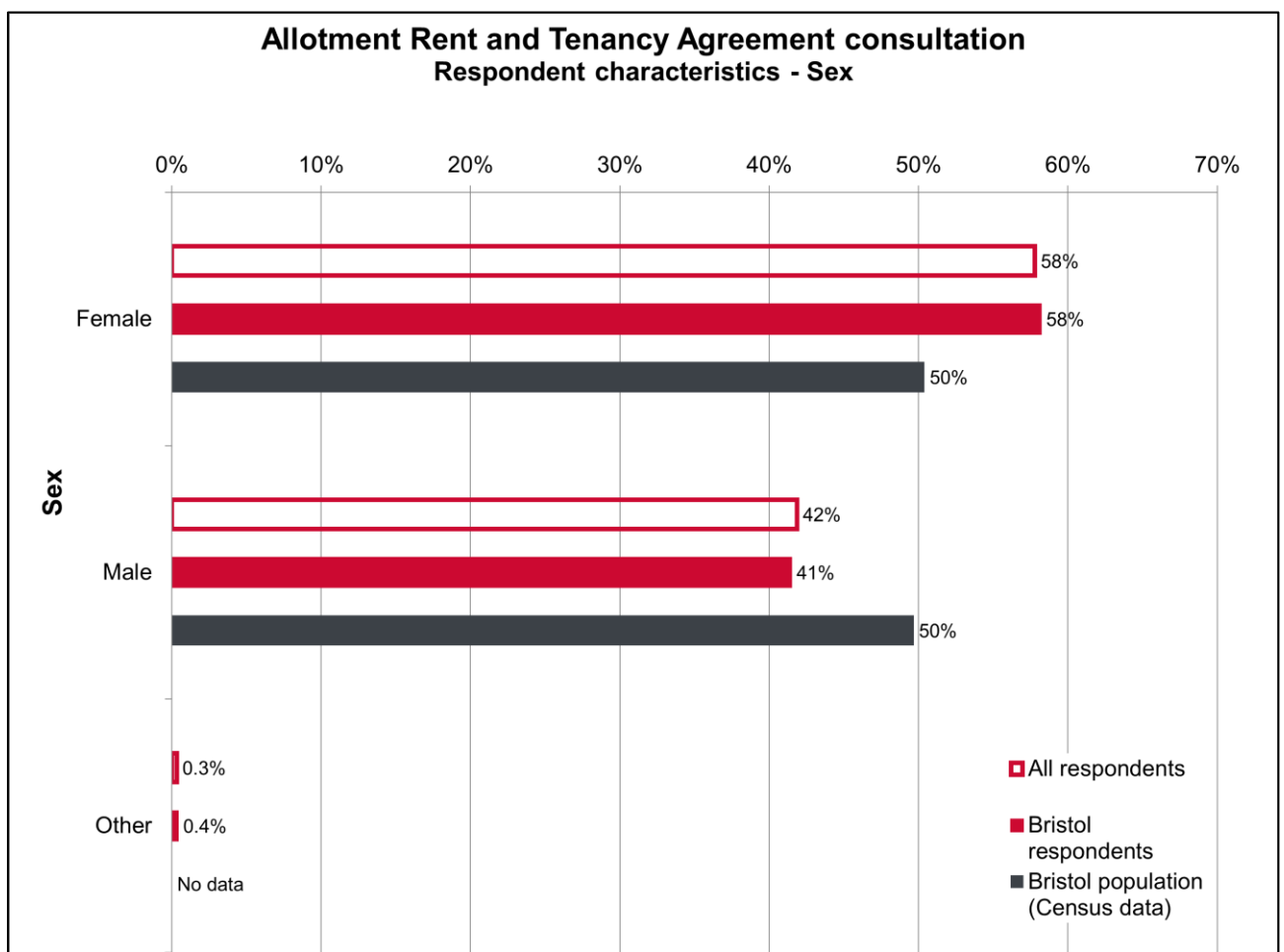
3.4.6 Sex

58% of all survey responses were from women and 42% were from men (Figure 8). This compares to 50% of each sex in the Bristol population. 0.3% of all responses and 0.4% of Bristol responses were from people who identified as 'other sex'.

The proportion of female for all respondents closely matches Bristol respondents, with male having a slight difference (42% of all respondents compared to 41% of Bristol respondents).

These percentages exclude the 14% of respondents (12% of Bristol respondents) who answered 'prefer not to say'.

Figure 8: Sex of respondents

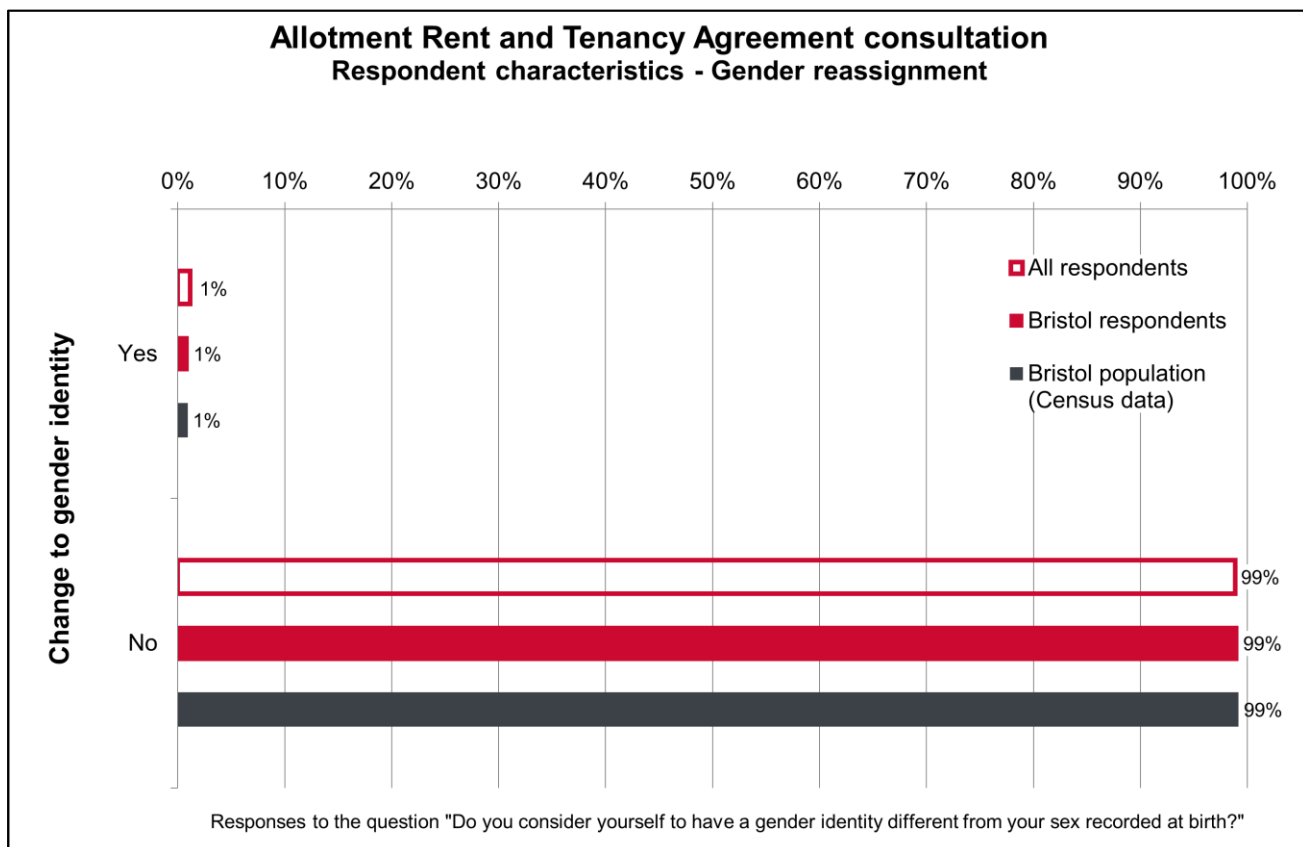


3.4.7 Gender reassignment

1% of respondents stated they have a gender identity different to their sex recorded at birth (Figure 9). This is the same as the 1% of the Bristol population who stated in the 2021 Census that their gender identity is different to their sex recorded at birth.

These percentages exclude the 15% of respondents (14% of Bristol respondents) who answered 'prefer not to say'.

Figure 9: Gender reassignment



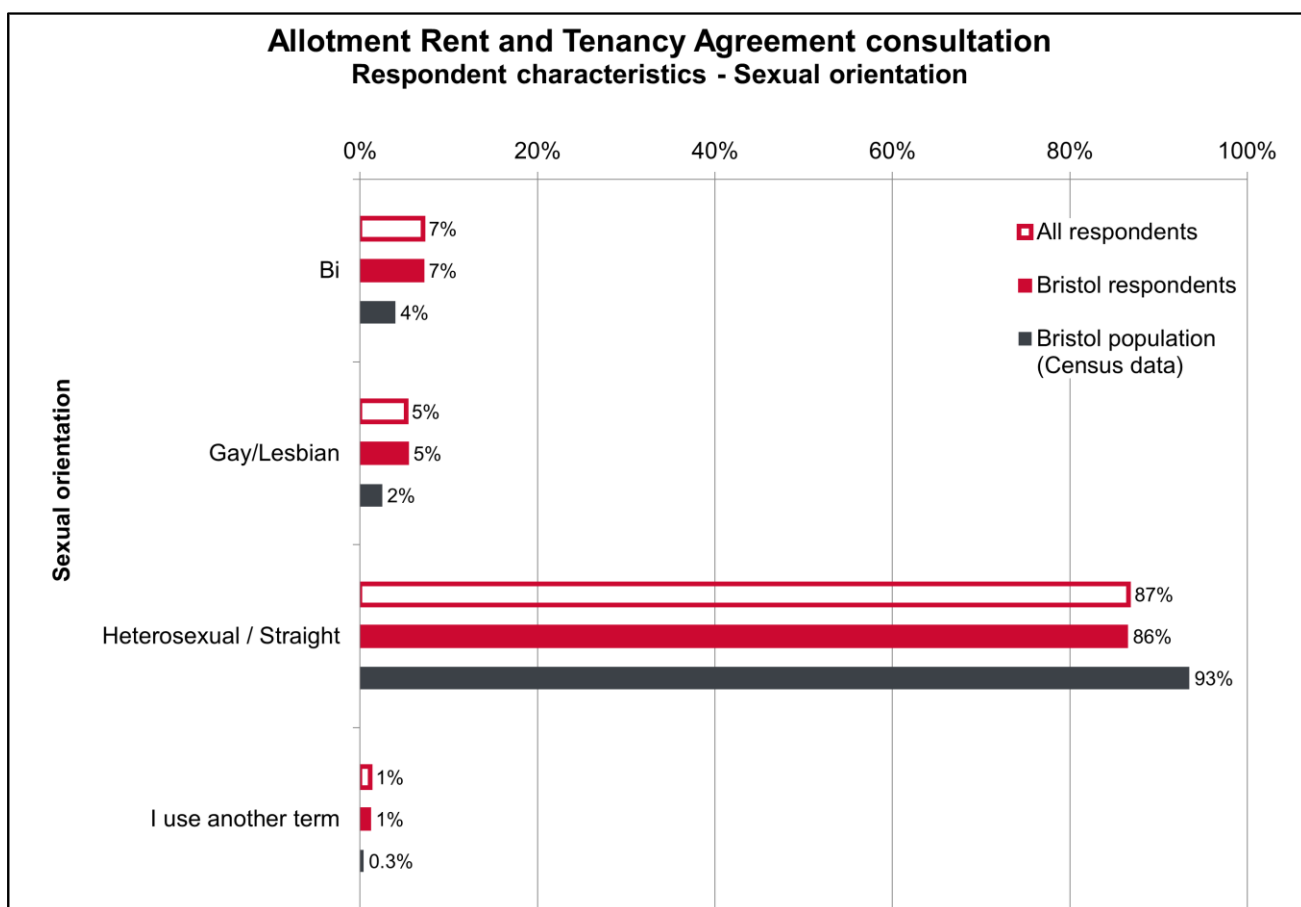
3.4.8 Sexual orientation

People who are bi (7%), gay/lesbian (5%), or who use another term for their sexual orientation (1%) responded in higher numbers than the proportions of these groups in Bristol's population (Figure 10). In the 2021 Census, the proportions of each group in Bristol was 4% bi, 2% gay/lesbian, and 0.3% use another term.

Heterosexual respondents (87% of all respondents, 86% of Bristol respondents), were under-represented compared to the proportions of heterosexual people living in Bristol (93%).

These percentages exclude the 32% of respondents (31% of Bristol respondents) who answered 'prefer not to say'.

Figure 10: Sexual orientation



3.4.9 Pregnancy and maternity, carer status and and refugee/asylum status

The survey also asked respondents about their pregnancy and recent maternity status, if they are a carer, and if they are a refugee or asylum seeker.

Census data are not available for the proportion of people with these characteristics living in Bristol. Figures 11, 12, and 13 show the proportions of all respondents and Bristol respondents for each of these characteristics. The proportion of each characteristic for all respondents closely matches the proportion for Bristol respondents.

Figure 11: Pregnancy and recent maternity

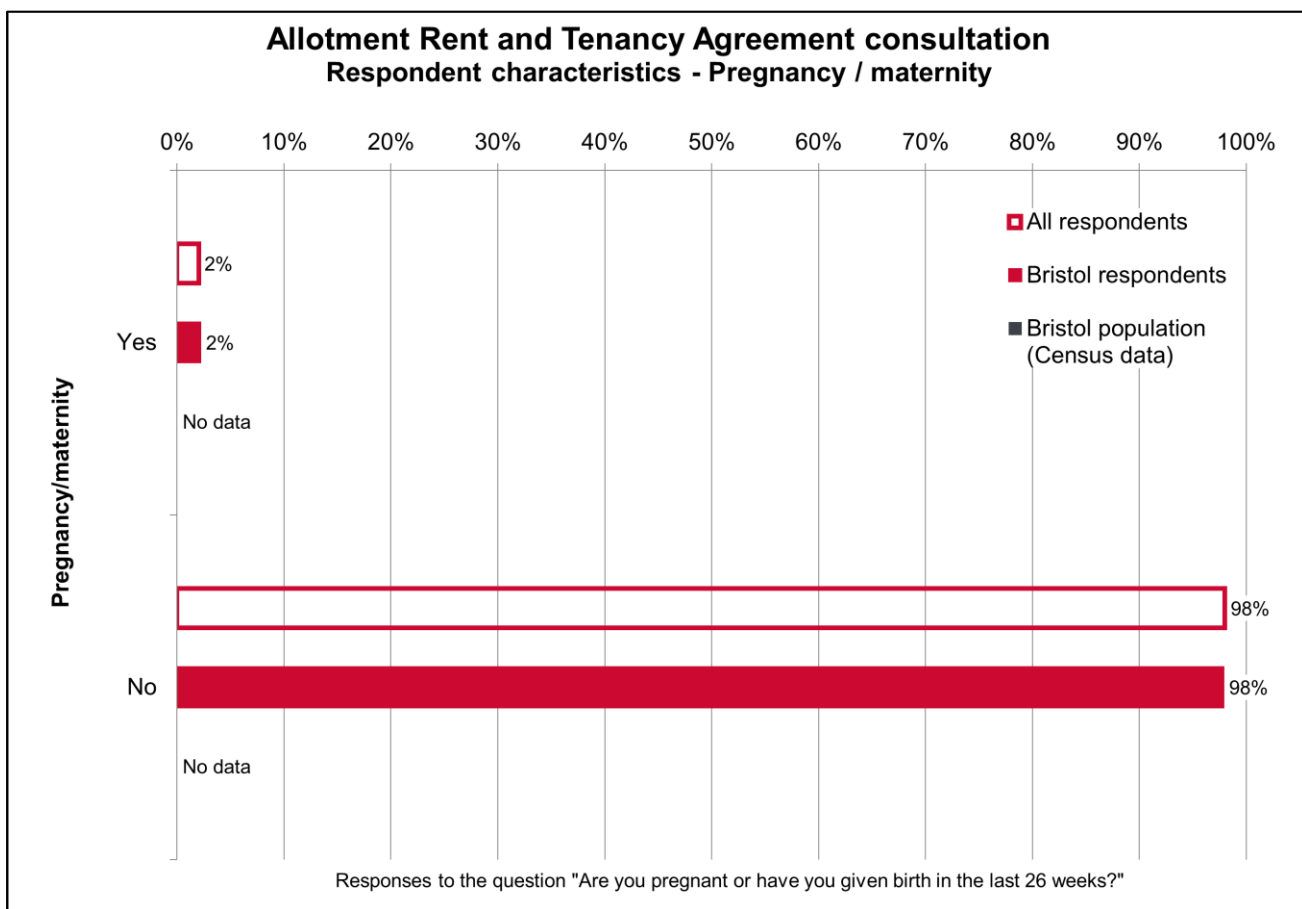


Figure 12: Carer status

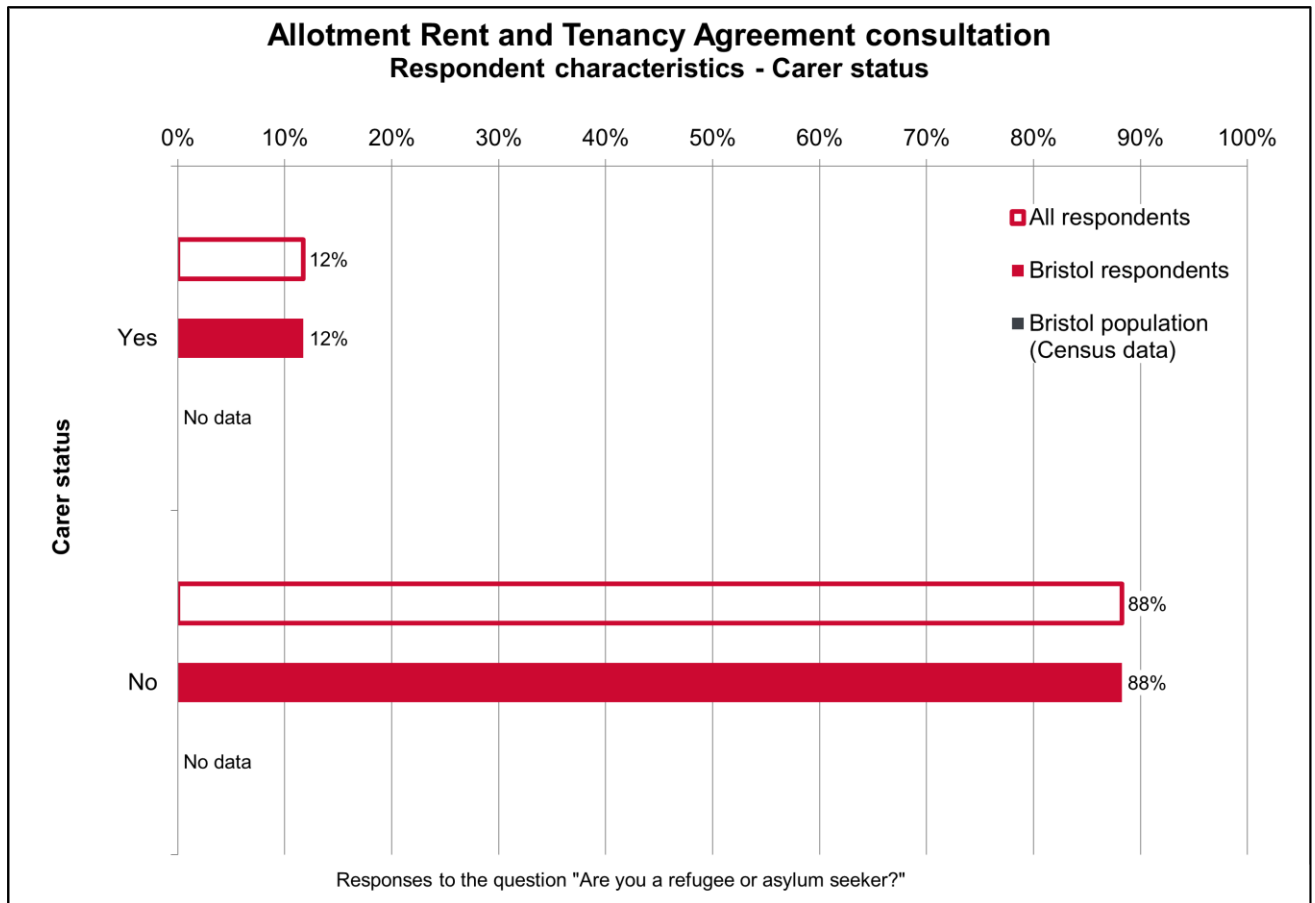
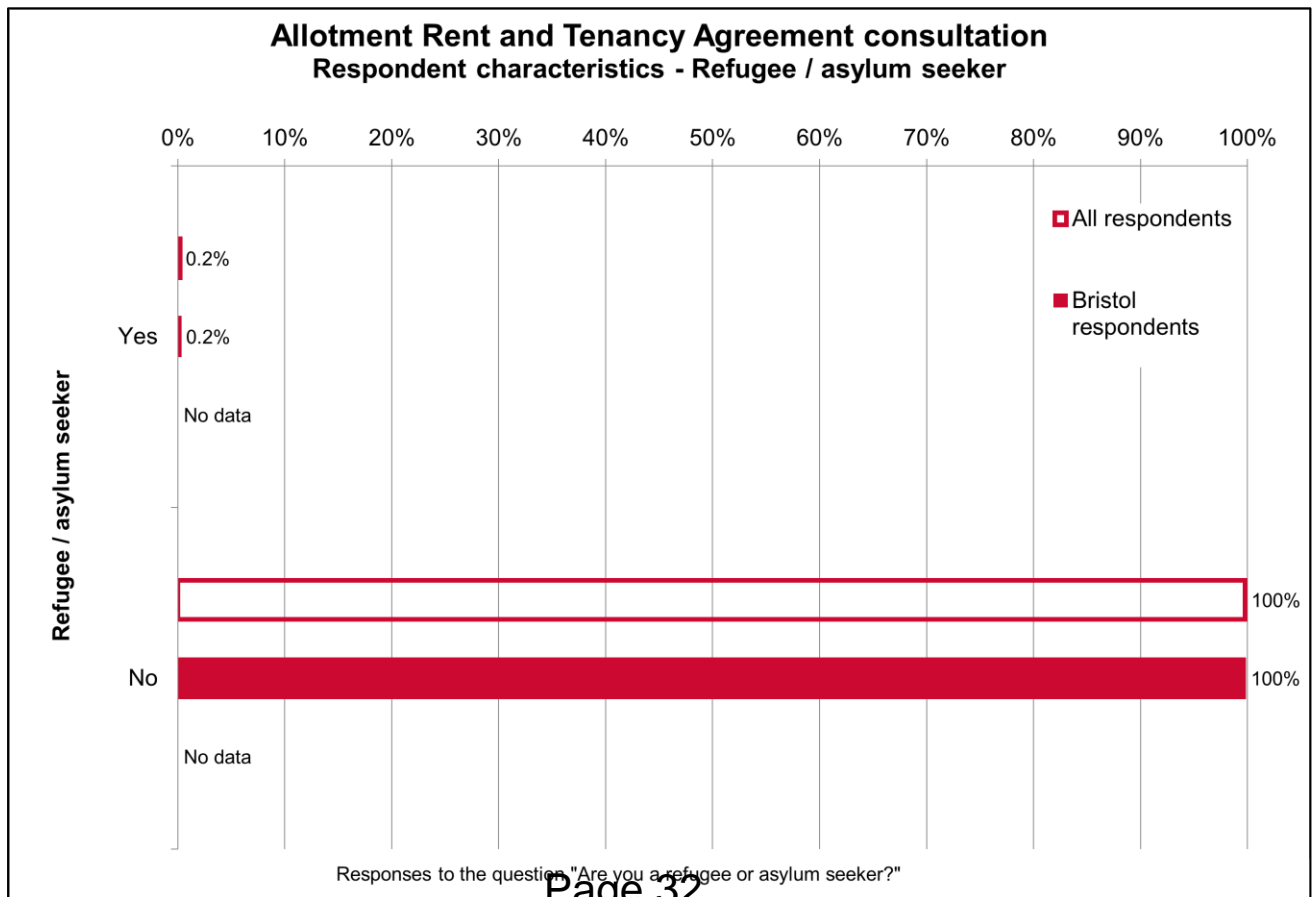


Figure 13: Refugee or asylum seeker status



3.4.10 Other respondent characteristics

3,004 (99.6%) respondents provided details of their personal situation, selecting from a list of eight options.

- 2,124 (71% of the 3,004 respondents who provided details) are current allotment tenants
- 231 (8%) are on the waiting list for an allotment
- 226 (8%) are Bristol residents who are interested in food growing
- 143 (5%) are allotment association tenants
- 88 (3%) are members of a collective or community growing group
- 7 (0.2%) are ward councillors
- 2 (0.1%) are large scale food producers
- 183 (6%) selected 'other'.

Of the 183 respondents who selected 'other', 179 described their role or interests in their own words. Because some of these respondents listed more than one role (for example 'on the waiting list for an allotment' and 'helping out on someone else's allotment'), the total numbers below exceed 179. Several of the roles described by respondents as 'other' match those in the seven categories listed above and are additional to the numbers for the seven categories above.

- 11 are allotment site representatives
- 3 are former allotment site representatives
- 14 are current allotment tenants, of whom one is a tenant of the educational plots
- 3 are current allotment association tenants
- 19 describe themselves as former allotment holders
- 12 are allotment tenants elsewhere (not in Bristol)
- 2 are former allotment tenants elsewhere (not in Bristol)
- 12 are on the waiting list for a council allotment
- 1 is on a waiting list to be added as a co worker
- 18 are co-workers on someone else's allotment
- 1 said they share an allotment with three other families
- 19 have family members or partners who are allotment tenants. Seven of the 19 also work on the allotment.
- 11 are friends / neighbours of allotment tenant(s), of whom 4 also help work on the plot
- 5 other respondents said they help out on someone else's allotment, without specifying a connection

- 6 are members of community orchards, of whom one is a member of the management committee
- 11 are members of other community growing / food groups
- 1 is a member of an unspecified community group
- 8 stated they are interested in allotments and food growing, of whom six said they live in Bristol and one is a former Bristol resident
- 4 are interested in or concerned about biodiversity and the environment
- 1 stated their interest in the use of public spaces
- 1 is a ward councillor in another city and one is a former Bristol ward councillor
- 3 live next to an allotment
- 11 described themselves as Bristol residents
- 1 is a North Somerset resident
- 2 described themselves as members of the local community
- 1 stated they have family who live in Bristol
- 9 were responses on behalf of organisations. These included:
 - St Werburghs City Farm, which manages the Ashley Vale Allotment Association site on behalf of Bristol City Council
 - The Forest of Avon community forest
 - The charity PROPS which runs horticultural sessions at Thingwall Park allotments for people with learning disabilities and autism
 - The Bristol Rainforest, a constituted community association working to create a new model of allotmenting to enable communities to be food independent
 - An un-named charity with allotment space for working with young people
 - An un-named local VCSE organisation
 - An un-named organisation which has a contract with an allotment site running a small scale local composting business
 - An un-named large market garden plot
 - An un-named food producer
- 7 were employees of organisations. These were:
 - A Local Avon Wildlife Trust Environmental officer
 - An employee of Quartet Community Foundation which funds local community gardens and growing projects
 - An employee of Bountiful Bristol, a community food donation project which re-distributes surplus from allotments to community food projects.
 - A Water Reduction Officer for the RHS, currently volunteering with Edible Bristol

- The Local Authorities Coordinator for the Carbon Literacy Trust
- A Member of Southwick Parish Council that provides parish allotments outside of Bristol
- A Roots employee
- 16 described other roles or interests. These were:
 - A gardening and food educator working with primary schools
 - A respondent who teaches gardening to children
 - A garden writer about growing vegetables, who promotes growing food and no dig horticulture.
 - A named tenant for a communal Operation Courage allotment for veterans with mental health problems who use it as part of their recovery
 - A respondent for a shared site used to grow willow for basketry and sculpture
 - An academic researcher carrying out research in food growing
 - An Ecology Msc student at UWE and former core team volunteer at Edible Bristol (community growing initiative)
 - Founder of St George's in Bloom
 - Two responses from gardeners with an interest in allotments / access to food growing
 - A member of a wildlife trust
 - An advocate/consultant for resilient, localised, equitable, healthy, agroecological food economies
 - A respondent who uses food banks and benefits from donated food grown on allotments
 - A Beavers young leader who runs outdoors activities on their leaders allotment to introduce the children to growing their own food and other outdoor activities
 - A parent of child who attends Beavers on the Combe Grove allotments
 - A parent of a forest school child
- 2 selected 'other' but gave no details
- 2 made comments about the proposals but did not describe their role.

3.5 Respondents who responded to the consultation by email

112 responses to the consultation were received via email. These are in addition to the 3,016 survey responses.

100 of the email responses were from members of the public.

12 responses were from organisations. These were:

- Avon Organic Group
- Bristol Allotmenters Resist
- Bristol Food Producers
- Bristol Tree Forum
- Coombe Brook Valley (including Royate Hill, Clay Bottom and Dubbers Lane allotments site)
- Easton Community Garden
- Edible Bristol
- Feeding Bristol
- Street Goats
- Thingwall Park
- West Bristol Climate Action
- Woodcroft Community Orchard

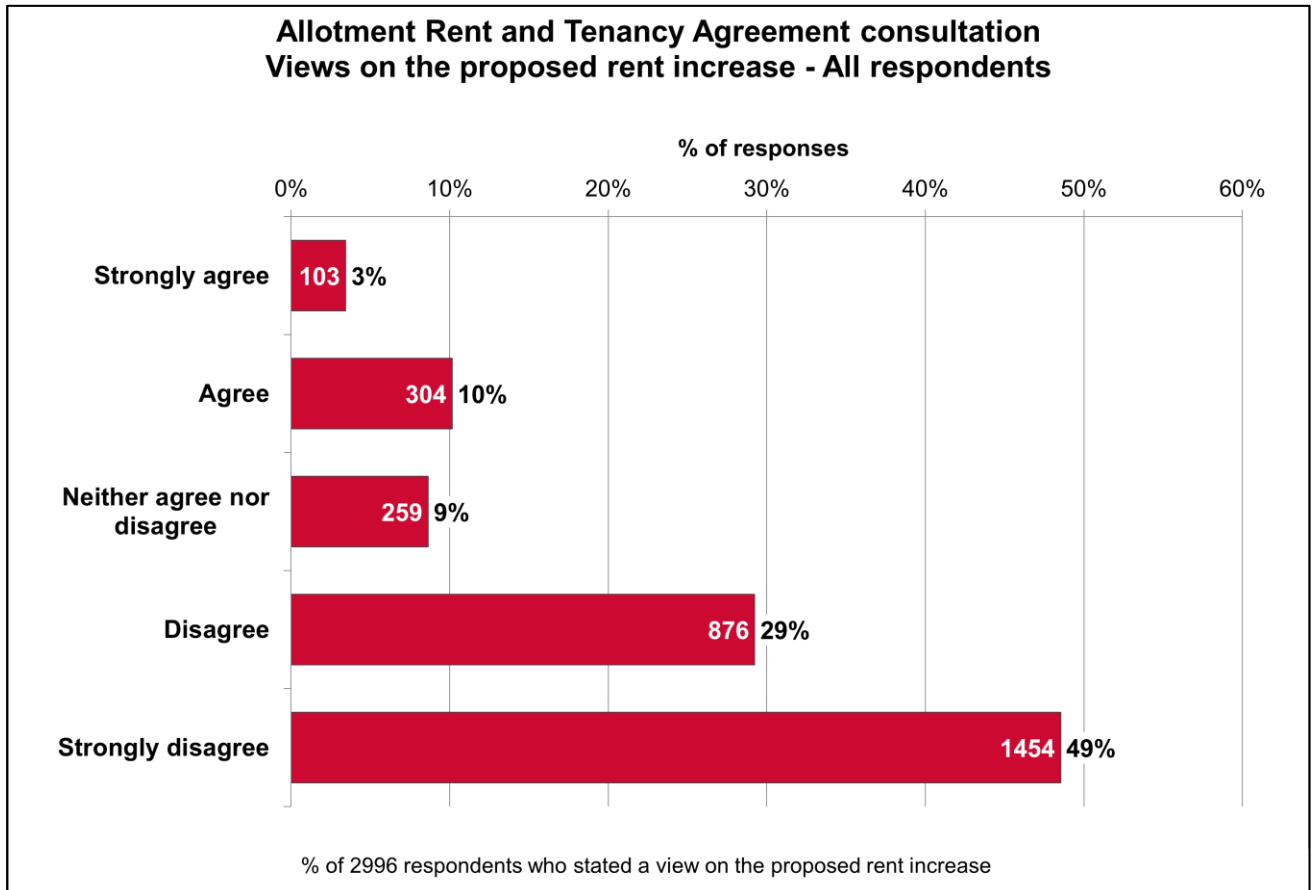
The email text has been analysed with the free text responses to question 7 of the survey and is reported with the survey free text feedback in chapter 4.

4 Survey results

4.1 Views on the proposed rent increase

Respondents were asked if they agree or disagree with the proposed rent increase. 78% of respondents disagreed or strongly disagreed with the proposed rent increase. Figure 14 shows the percentage of respondents who strongly agree, agree, neither agree nor disagree, disagree, and strongly disagree.

Figure 14: Views on the proposed rent increase from all respondents



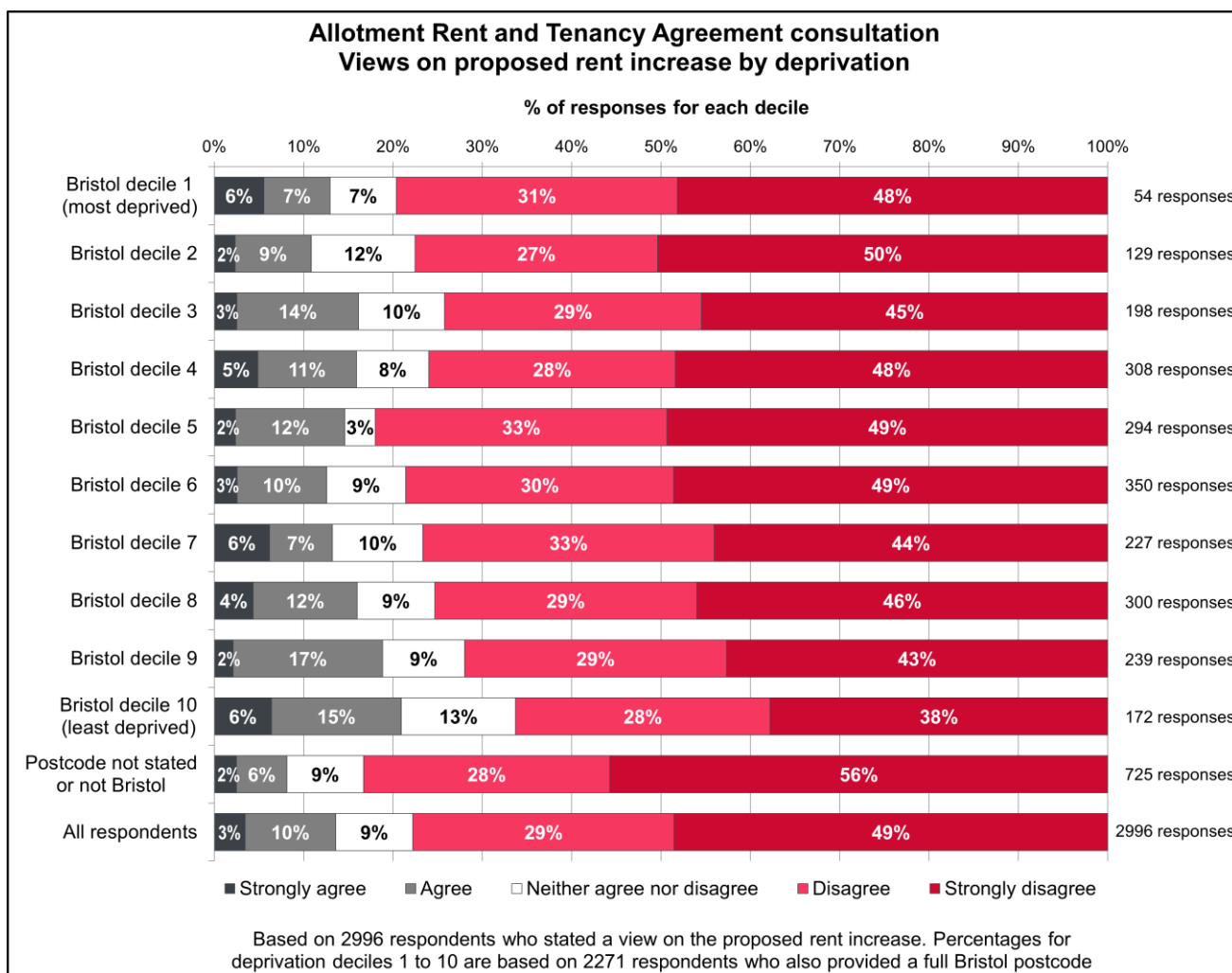
4.1.1 Views on proposed rent increase in areas with different levels of deprivation

Views on the proposed rent increase were compared for respondents in areas with different levels of deprivation, to check for any significant differences (Figure 15).

Figure 15 shows that agreement with the proposed rent tends to increase as levels of deprivation decrease. However, some deciles do not fit this trend; for example, deciles 3 and 4 show higher levels of agreement than deciles 5, 6, and 7.

The majority of respondents in each decile disagreed with the proposed rent increase.

Figure 15: Views on the proposed rent increase by deprivation



4.1.2 Views on proposed rent increase by respondent protected characteristics

Views on the proposed rent increase were compared for respondents by the following protected characteristics to check for any significant differences:

- Age
- Disability
- Ethnicity
- Sex
- Pregnancy/maternity

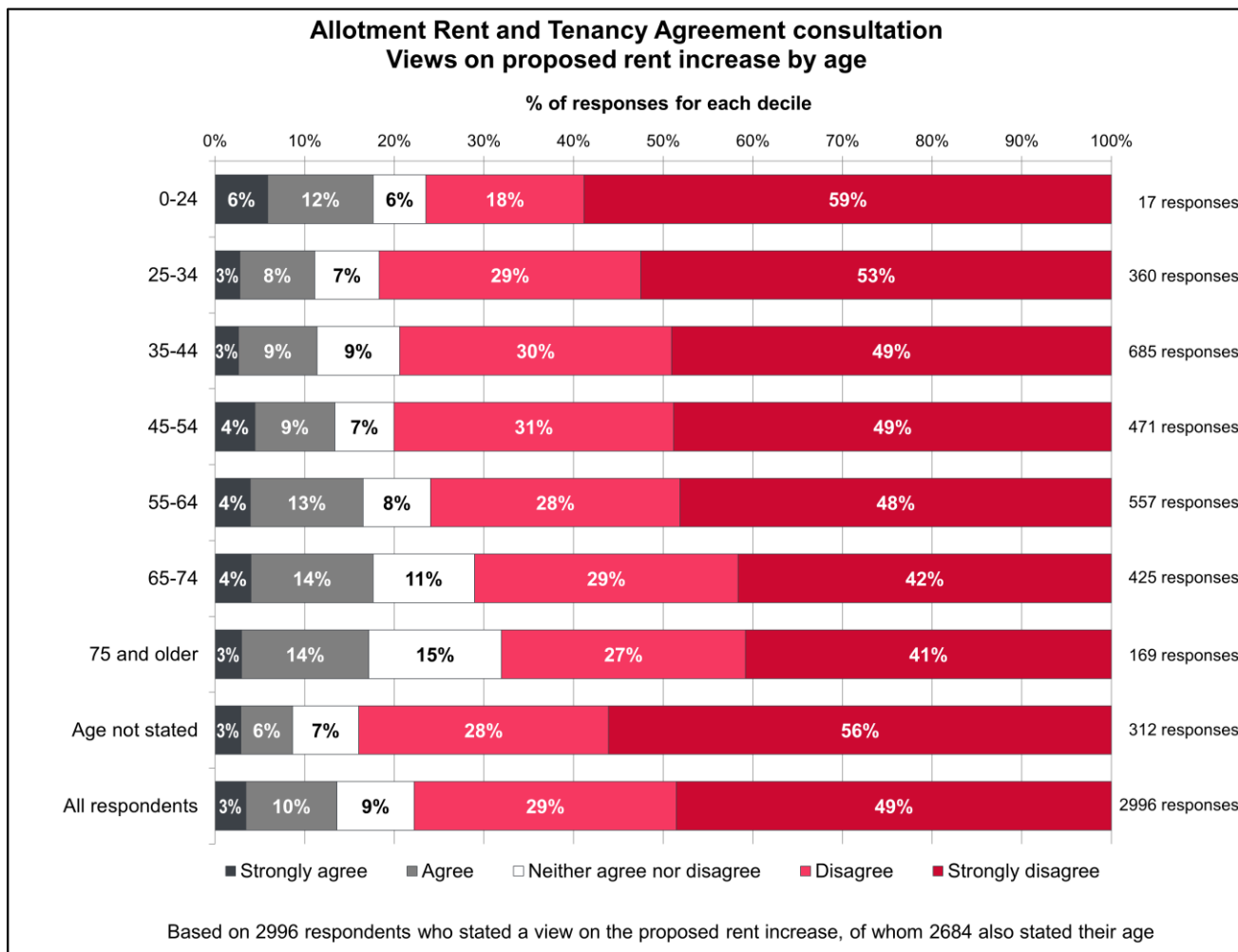
Views were also compared for carers and non-carers.

4.1.2.1 Age

Views on the proposed rent increase showed a slight trend towards rates of agreement increasing with age (Figure 16). Age group 0-24 does not follow this trend, although the number of respondents in this age group is small.

The majority of respondents in all age groups disagreed with the proposed rent increase.

Figure 16: Views on the proposed rent increase by age

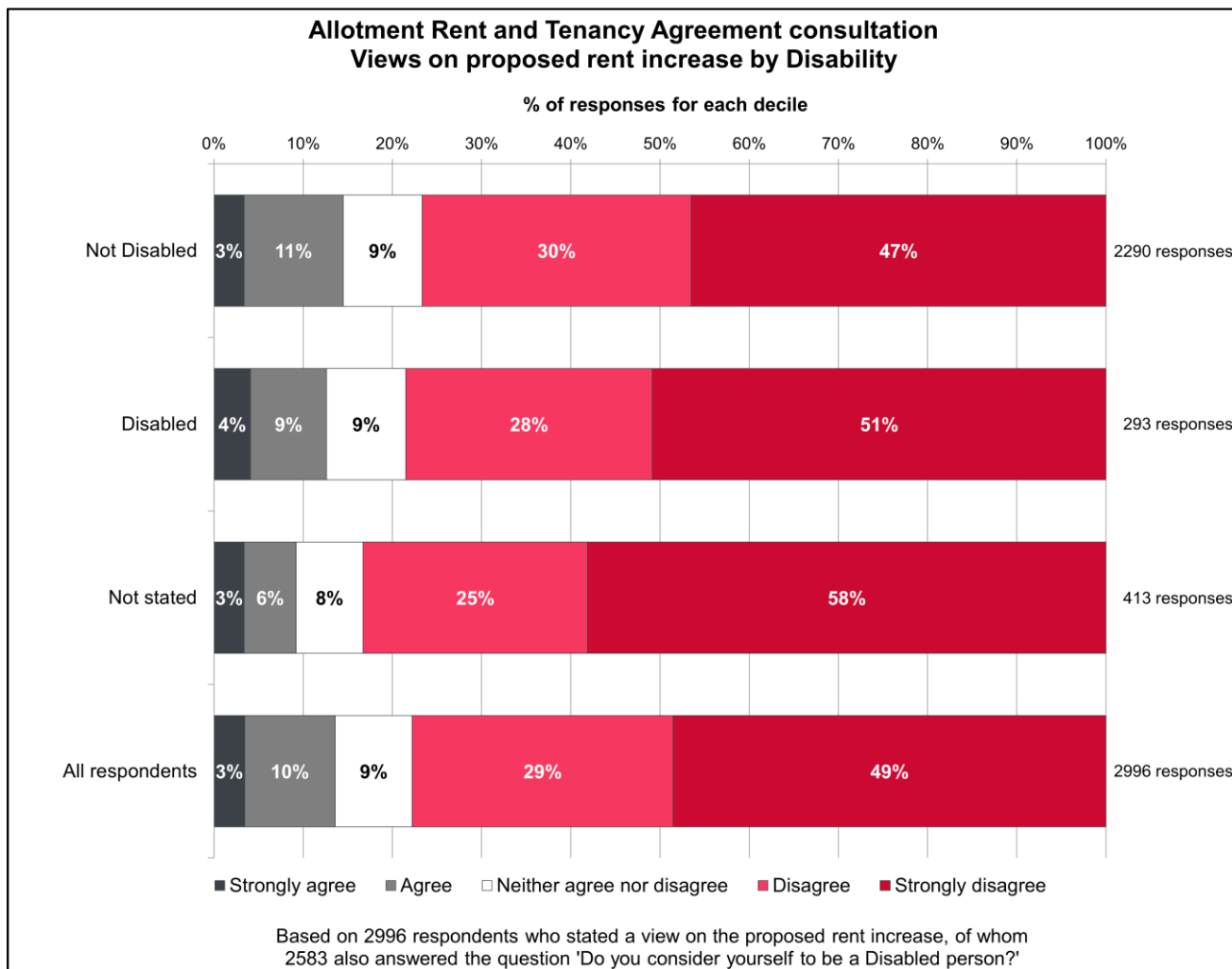


4.1.2.2 Disability

Views on proposed rent increase were similar between those with disabilities and those without (Figure 17).

The percentage of Disabled people who disagree or strongly disagree is slightly higher (by 2%) than for people who are not Disabled. For both groups, the majority disagreed with the proposed rent increase.

Figure 17: Views on the proposed rent increase by disability

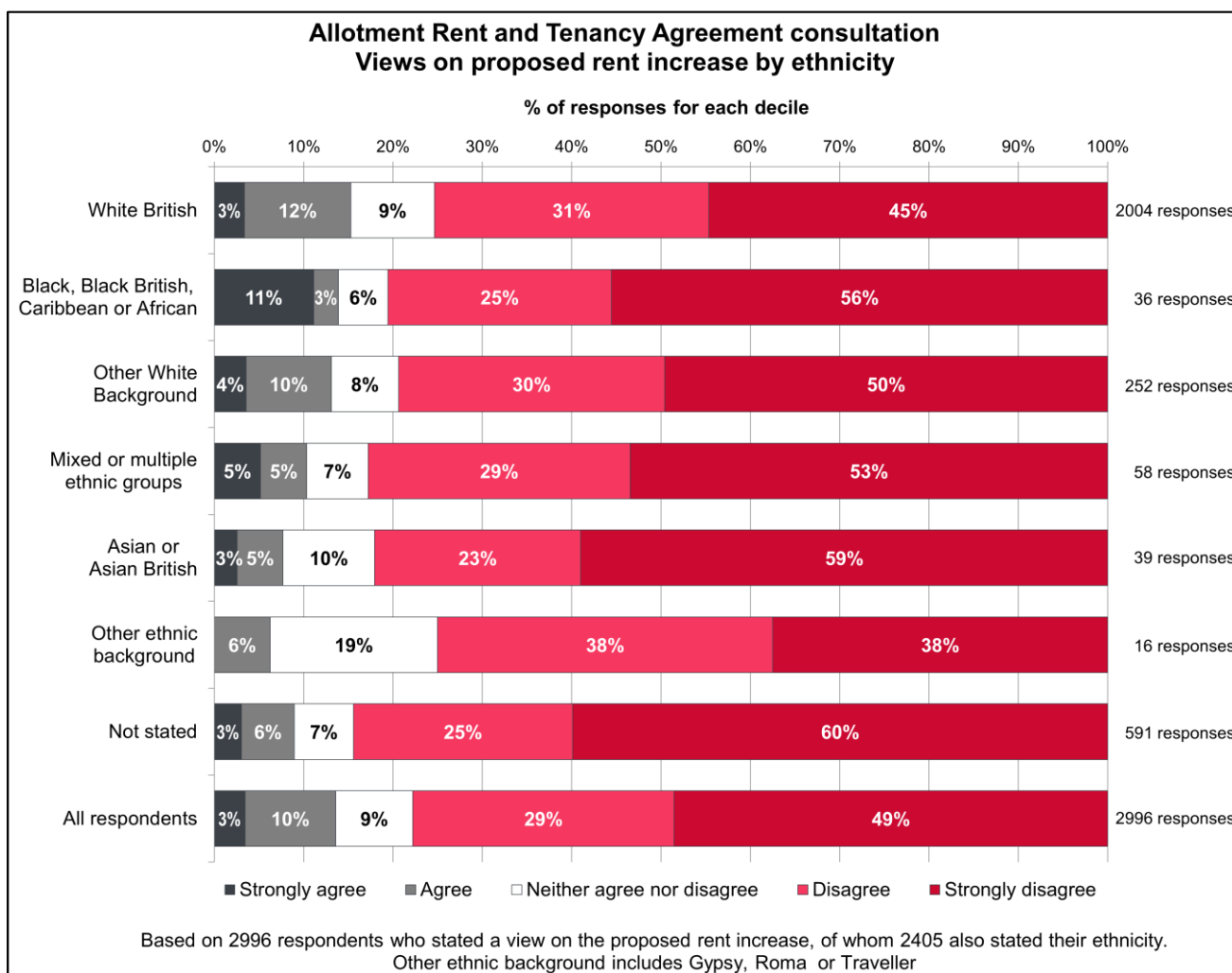


4.1.2.3 Ethnicity

There were slight differences between the views on the proposed rent increase between ethnicities (Figure 18). Black, Black British, Caribbean or African; Other White background; Asian or Asian British; and mixed or multiple ethnic groups had slightly higher levels of disagreement with the proposed rent increase than the view of all respondents. White British and other ethnic backgrounds had slightly lower levels of disagreement.

However, all ethnic groups had over 75% disagreement with the proposed rent increase.

Figure 18: Views on the proposed rent increase by ethnicity

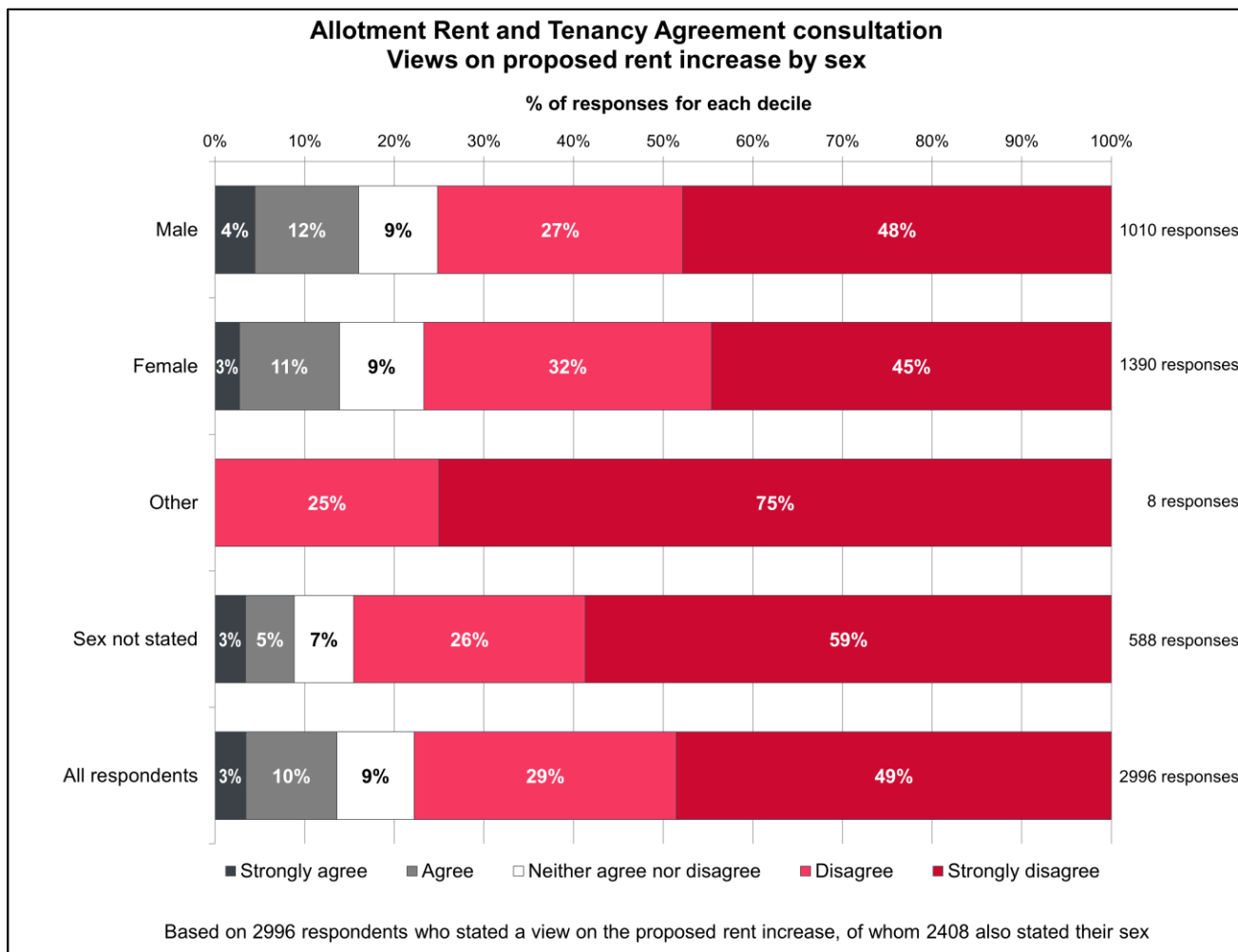


4.1.2.4 Sex

There was a slightly higher percentage of agreement with the proposed rent increase for male respondents (16%) compared to females (14%). (See Figure 19.)

All respondents who selected 'Other' for their sex disagreed with the rent increase. However the sample size of this group was small (8 respondents).

Figure 19: Views on the proposed rent increase by sex



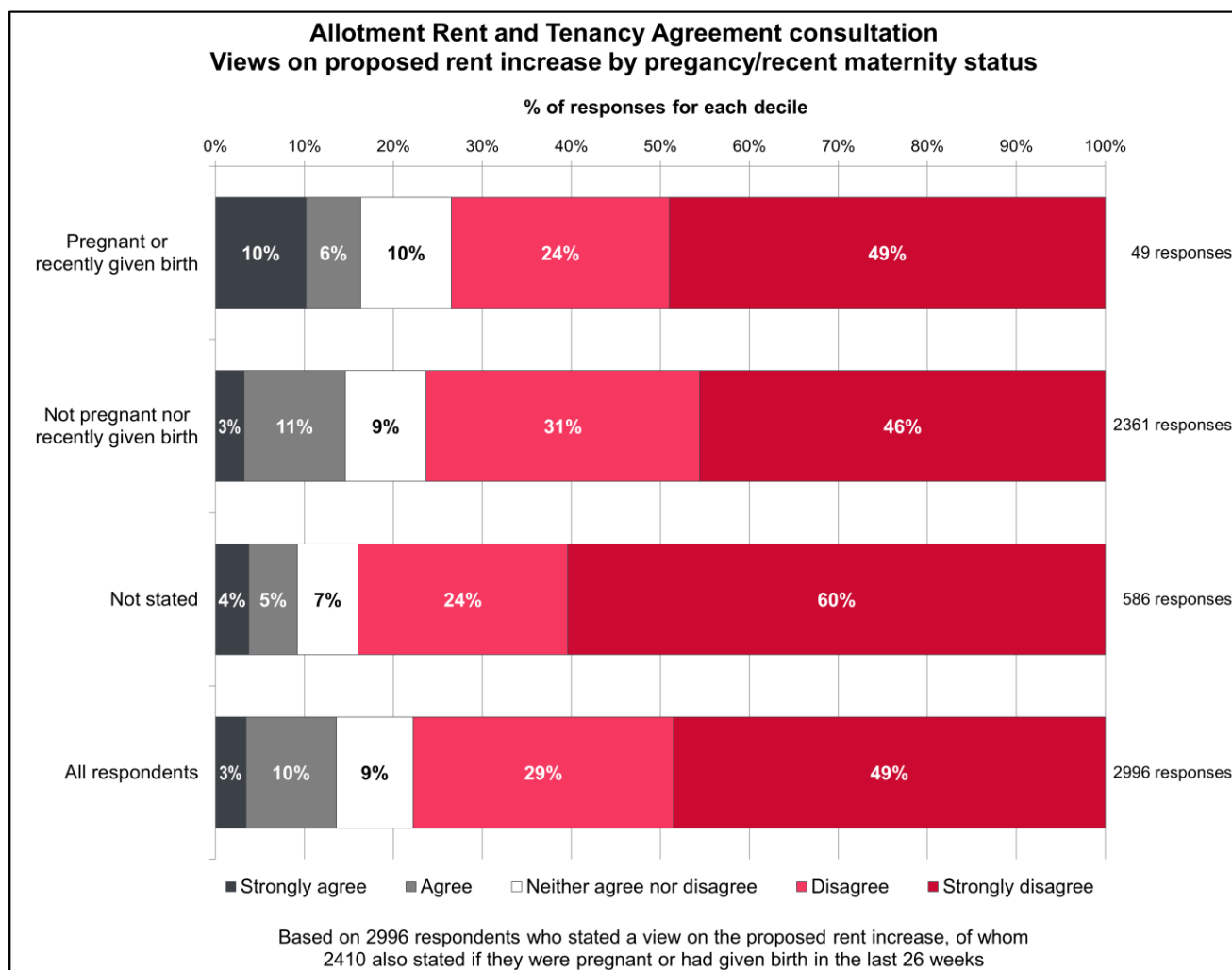
4.1.2.5 Pregnancy/maternity

There were slightly lower levels of disagreement with the proposed rent increase amongst people who were pregnant or had recently given birth than those who had not (73% pregnant/recently given birth and 77% not pregnant nor recently given birth).

Respondents who are pregnant or have recently given birth also showed higher levels of agreement with the proposed rent increase.

Over 70% of all groups disagreed with the proposal (Figure 20).

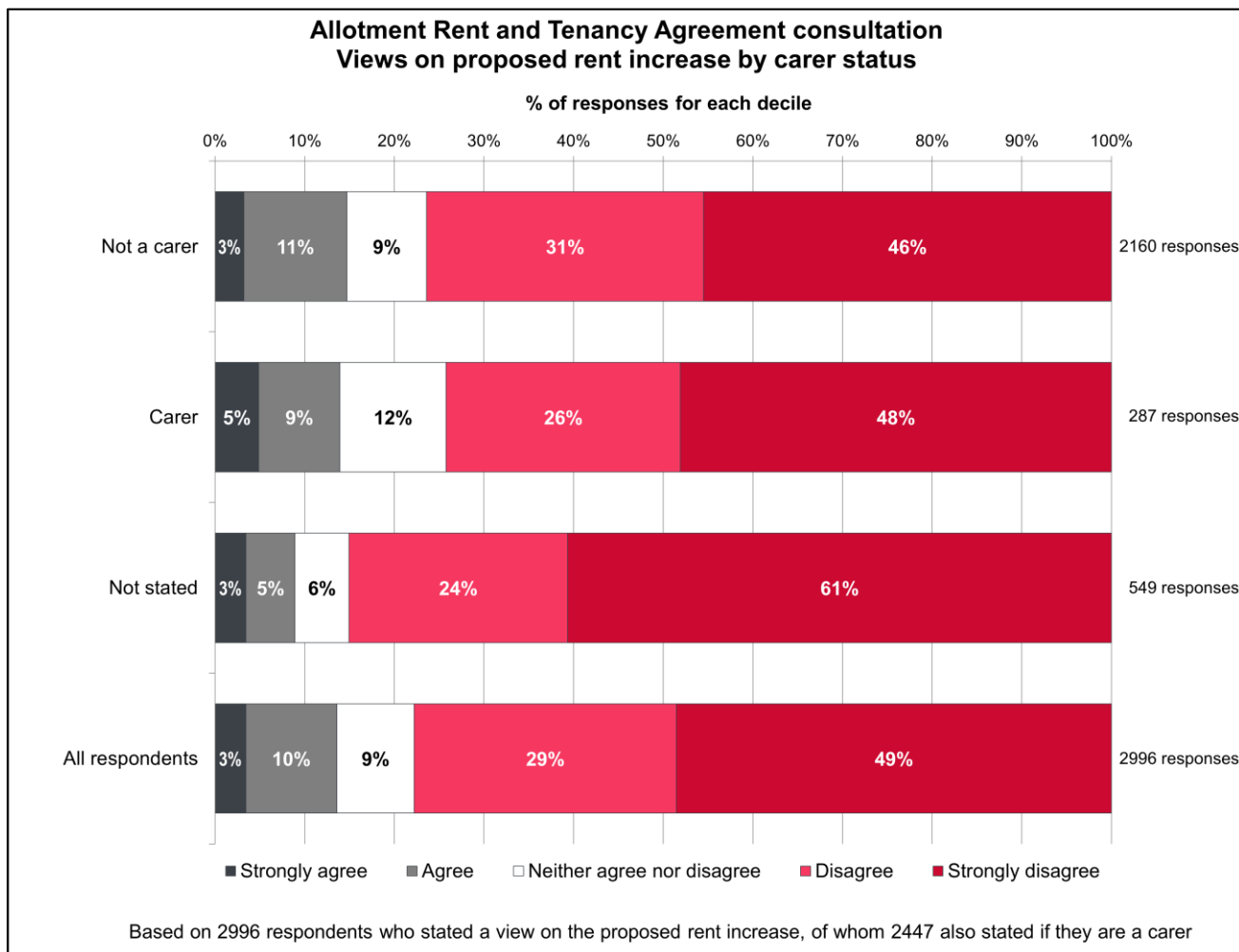
Figure 20: Views on proposed rent increase by pregnancy/recent maternity status



4.1.2.6 Carers

There were slightly lower levels of disagreement with the proposed rent increase amongst people who were carers than those who were not (Figure 21). However, more than 70% of all groups disagreed with the proposal.

Figure 21: Views on the proposed rent increase by carer status

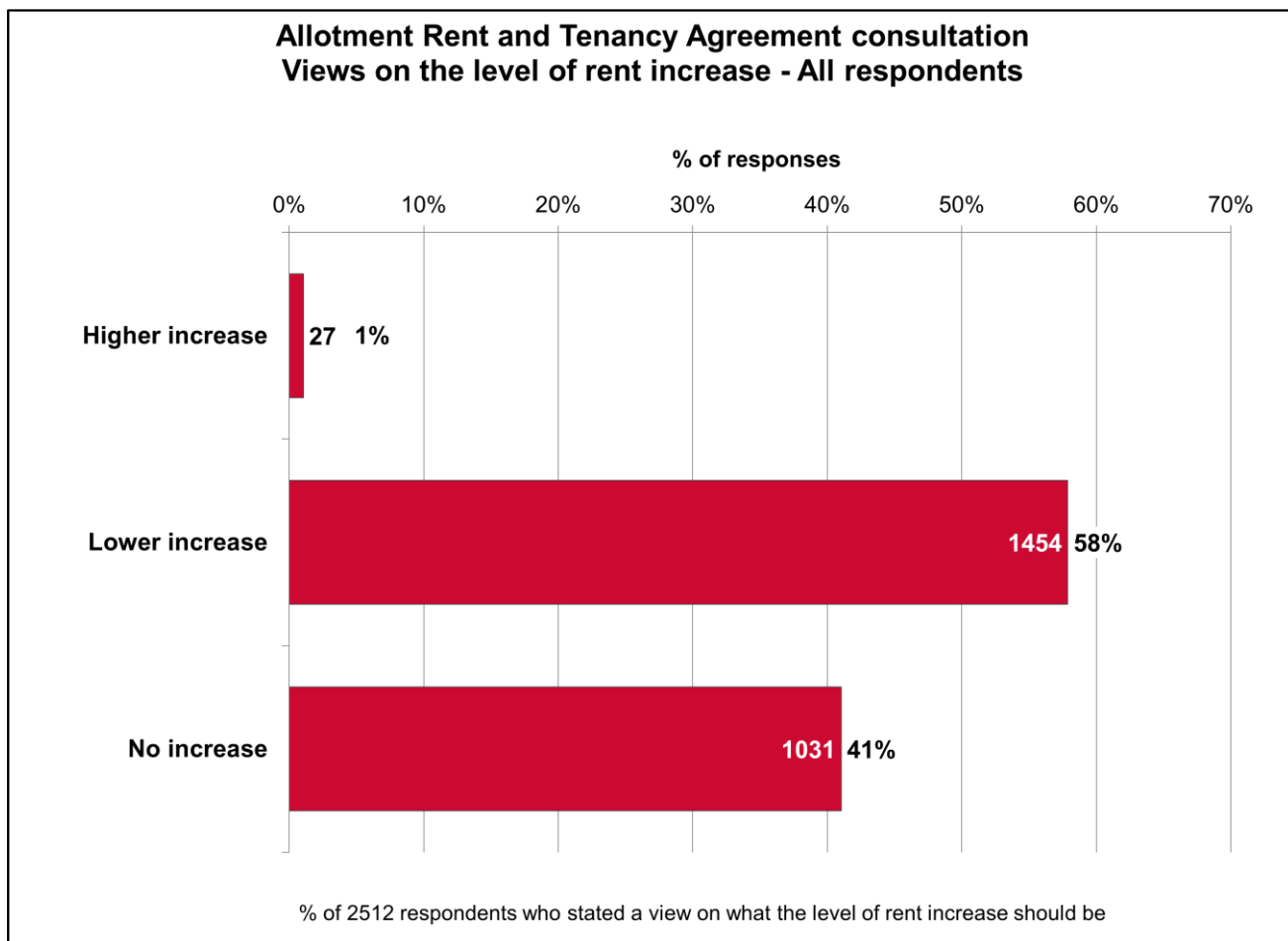


4.2 Views on the level of rent increase

Respondents who disagreed with the proposed rent increase were asked if they think it should be higher, lower, or no increase (Figure 22).

- 58% said the increase should be lower
- 41% said there should be no increase
- 1% said the increase should be higher.

Figure 22: Views on the level of rent increase by all respondents



4.2.1 Views on the level of rent increase in areas with different levels of deprivation

Views on the level of rent increase were compared for respondents in areas with different levels of deprivation, to check for any significant differences (Figure 23).

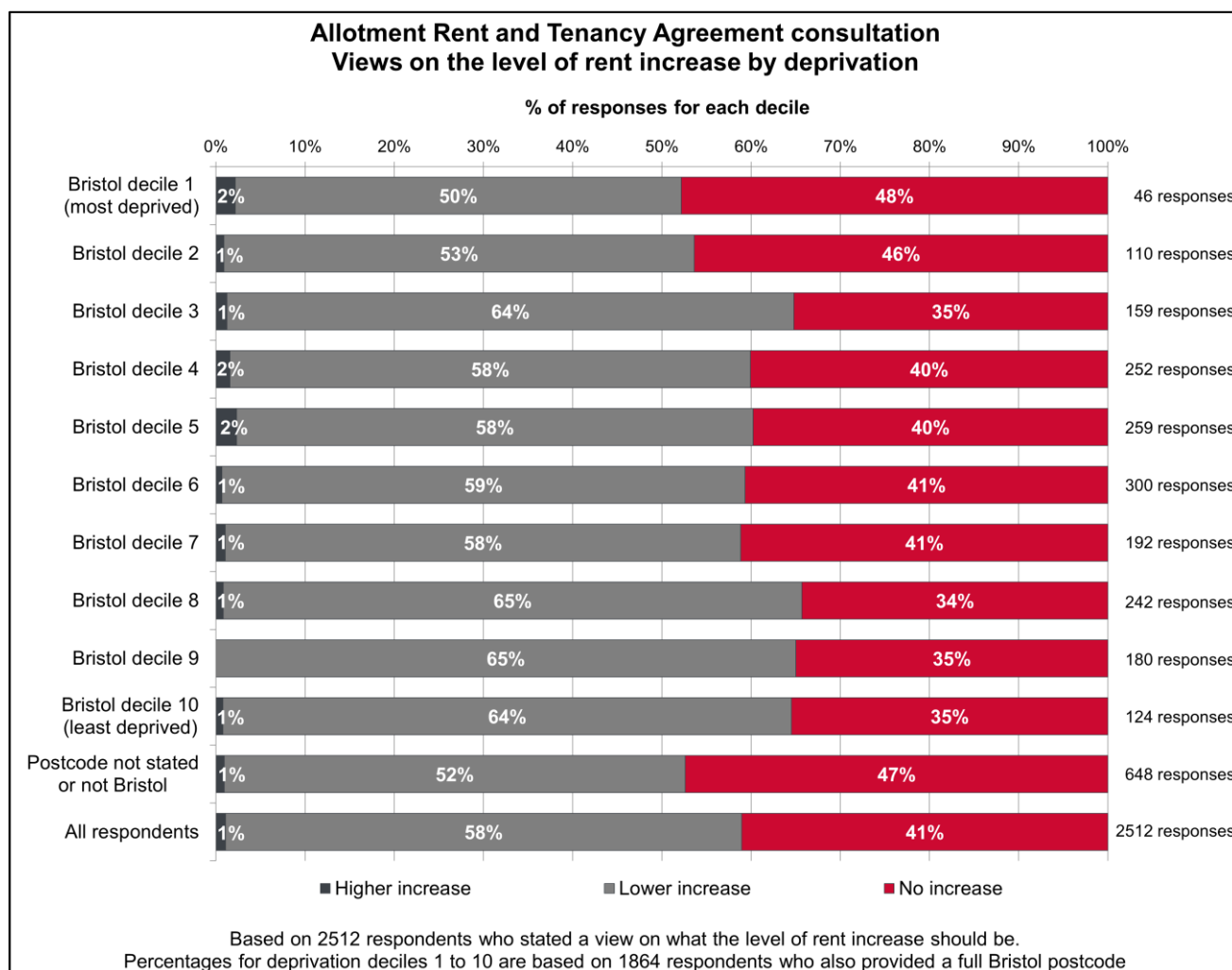
Respondents in the most deprived 20% of the city showed the highest support for 'no increase' (48% in decile 1 and 46% in decile 2). Support for 'no increase' was lowest in the least deprived 30% of the city (34% in decile 8 and 35% in deciles 9 and 10).

Support for a 'lower increase' was correspondingly higher in deciles 8, 9 and 10 and lowest in deciles 1 and 2.

Support for a 'higher increase' was less than 2% in all deciles.

Decile 3 deviates from this trend and more closely matches the profile of support for deciles 8, 9 and 10.

Figure 23: Views on the level of rent increase by deprivation



4.2.2 Views on the level of rent increase by respondent protected characteristics

Views on the level of rent increase were compared for respondents by the following protected characteristics to check for any significant differences:

- Age
- Disability
- Ethnicity
- Sex
- Pregnancy/maternity

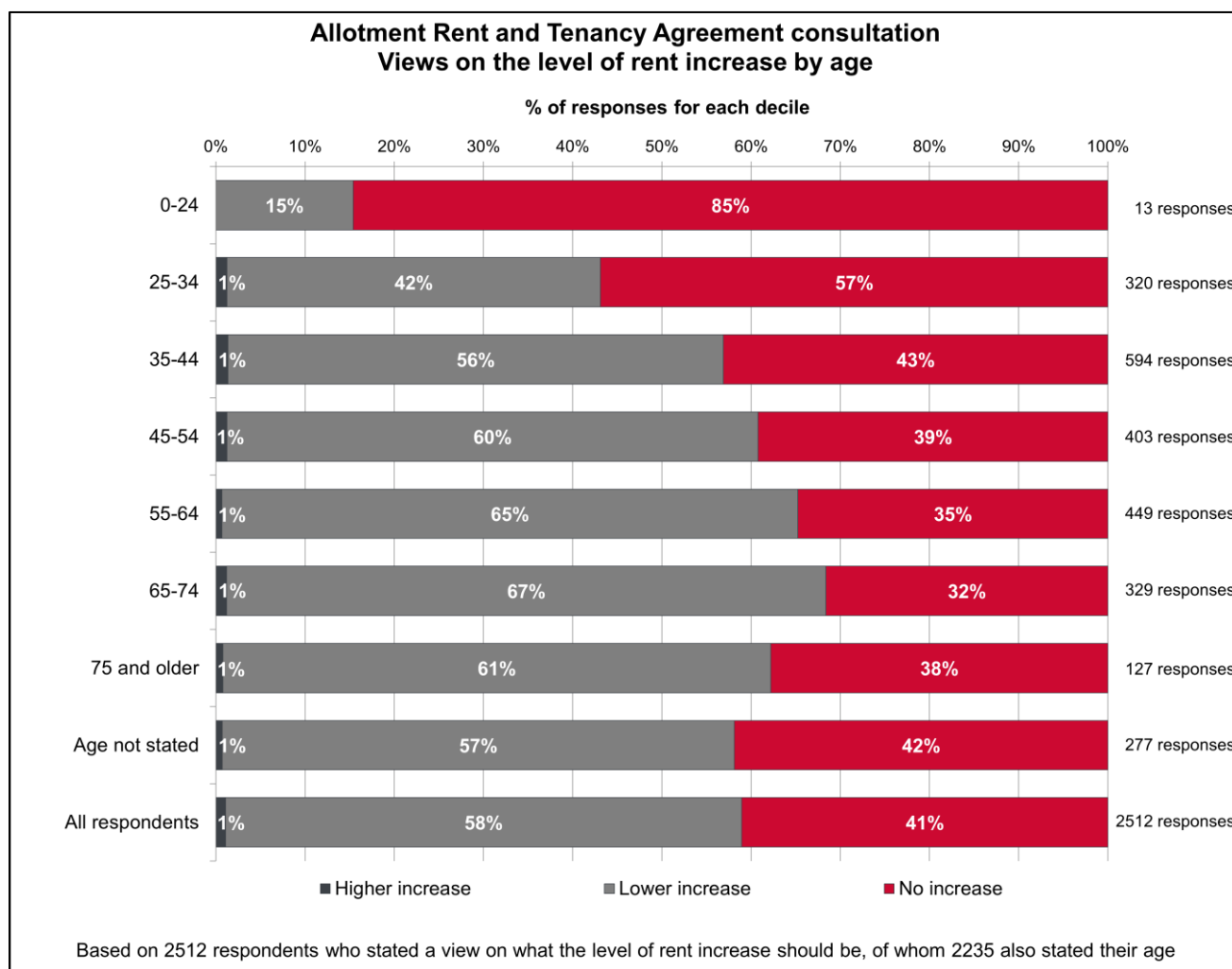
Views were also compared for carers and non-carers.

4.2.2.1 Age

There is a clear trend of younger respondents preferring 'no increase' and older respondents preferring a 'lower increase' (Figure 24). The oldest age category (75 and older) deviates from this trend.

Support for a 'higher increase' was less than 1% in all age groups.

Figure 24: Views on the level of rent increase by age

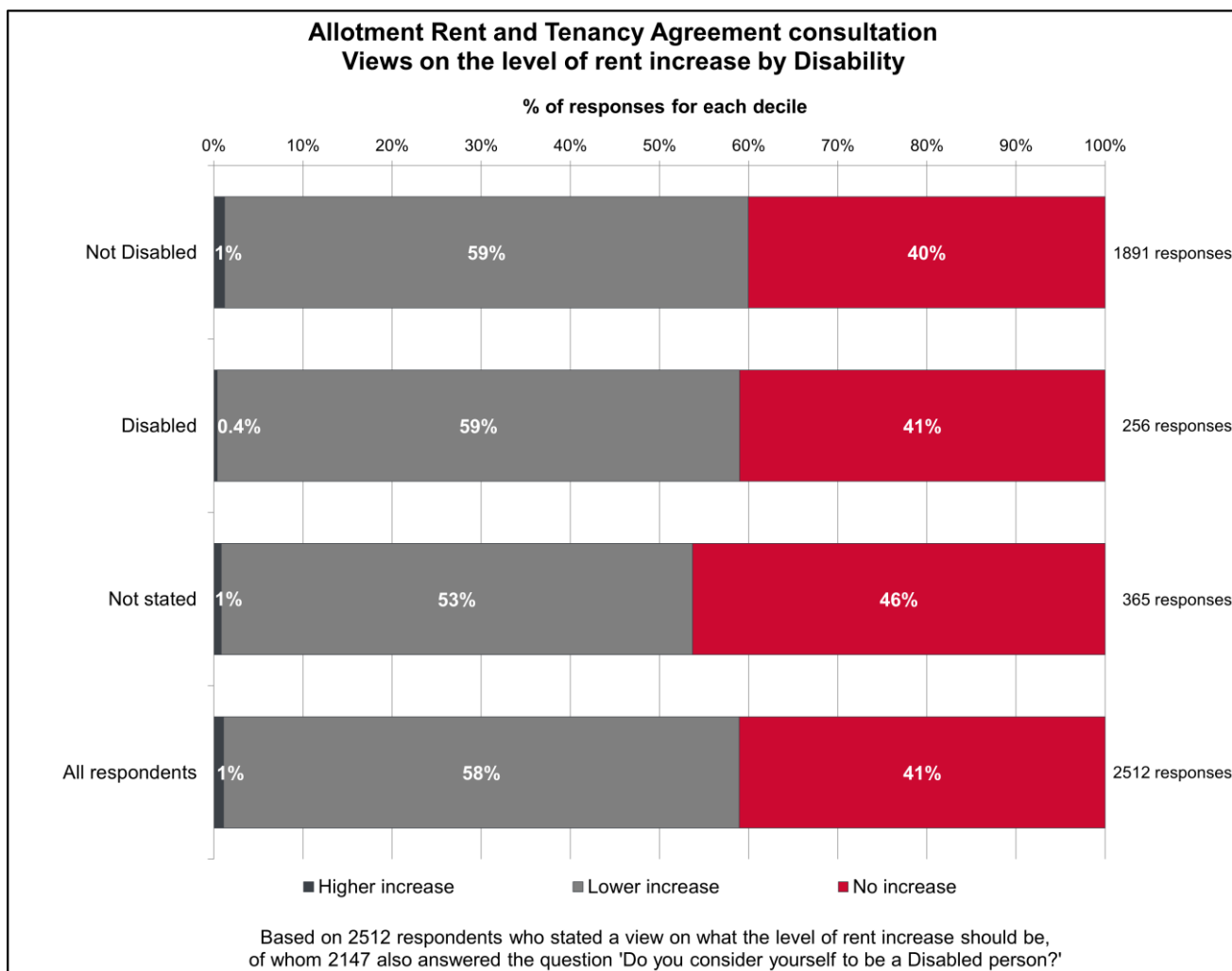


4.2.2.2 Disability

There are minimal differences between the responses to this question from Disabled and not Disabled people (Figure 25):

- 41% of Disabled people said 'no increase' while 40% of non-Disabled people said 'no increase'
- 0.4% of Disabled people said 'higher increase', while 1% of non-Disabled people opted for a 'higher increase'.

Figure 25: Views on the level of rent increase by disability



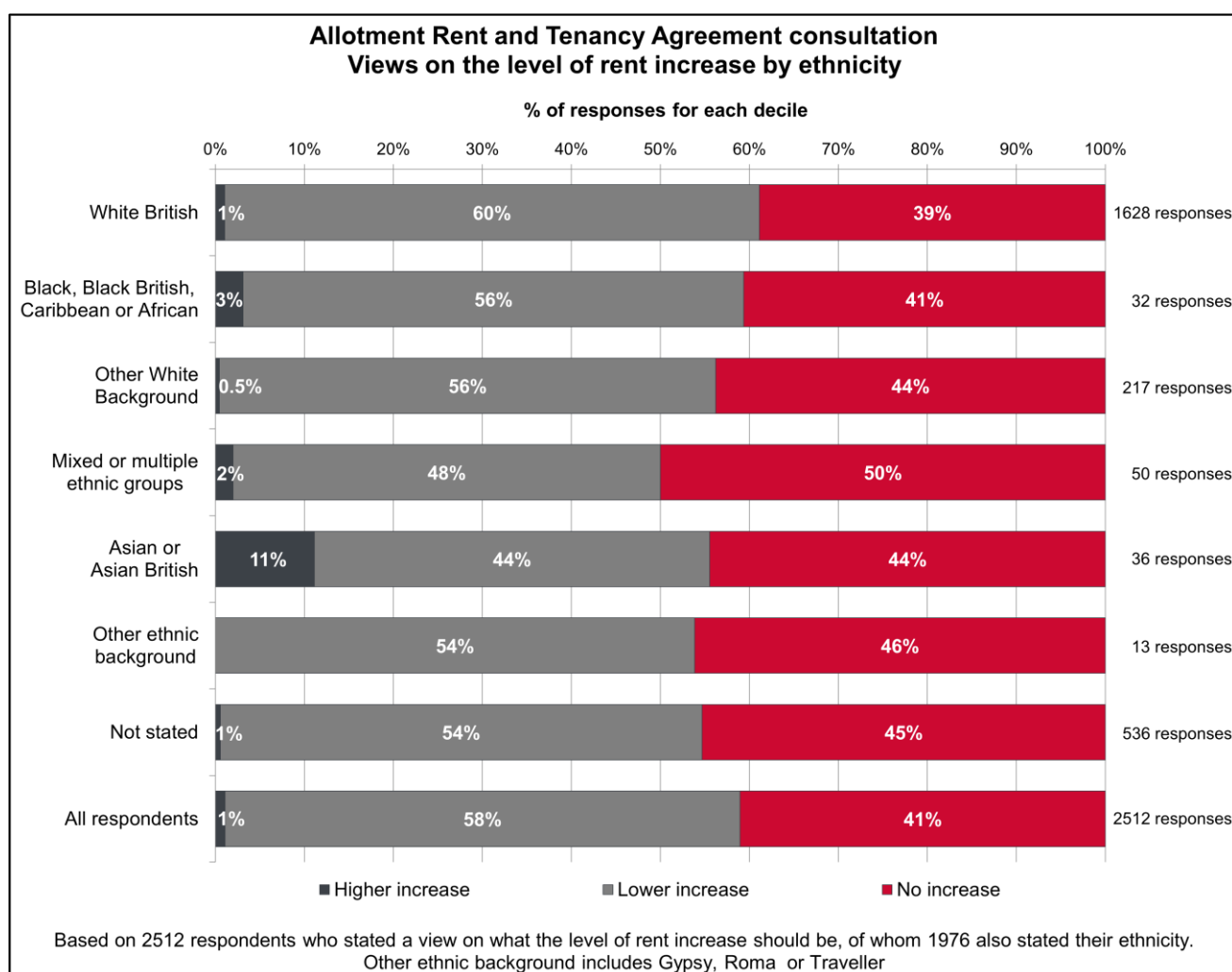
4.2.2.3 Ethnicity

A 'higher increase' in the level of rent was least unpopular among the respondents the following ethnic groups (Figure 26):

- Asian or Asian British - 11% support a higher increase
- Black, Black British, Caribbean or African - 3% support a higher increase
- Mixed or multiple ethnic groups - 2% support a higher increase

Respondents from mixed or multiple ethnic groups were most likely to select 'no increase' (50%). White British respondents expressed lowest support for 'no increase' (39%)

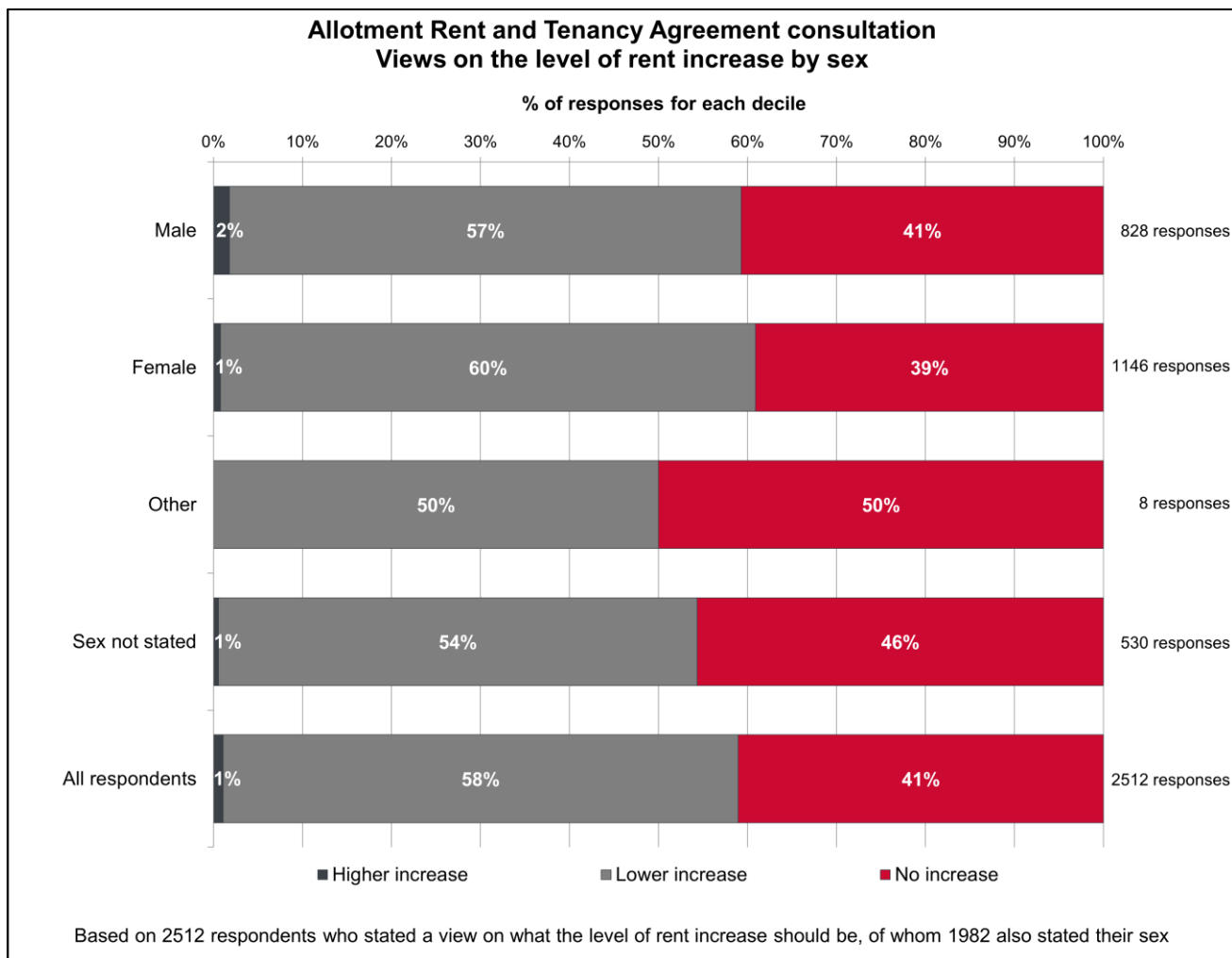
Figure 26: Views on the level of rent increase by ethnicity



4.2.2.4 Sex

Views on the levels of a rent increase are similar for male and female respondents. A slightly higher percentage of male respondents (2%) said there should be a higher increase in the level of rent than female respondents (1%). See Figure 27.

Figure 27: Views on the level of rent increase by sex

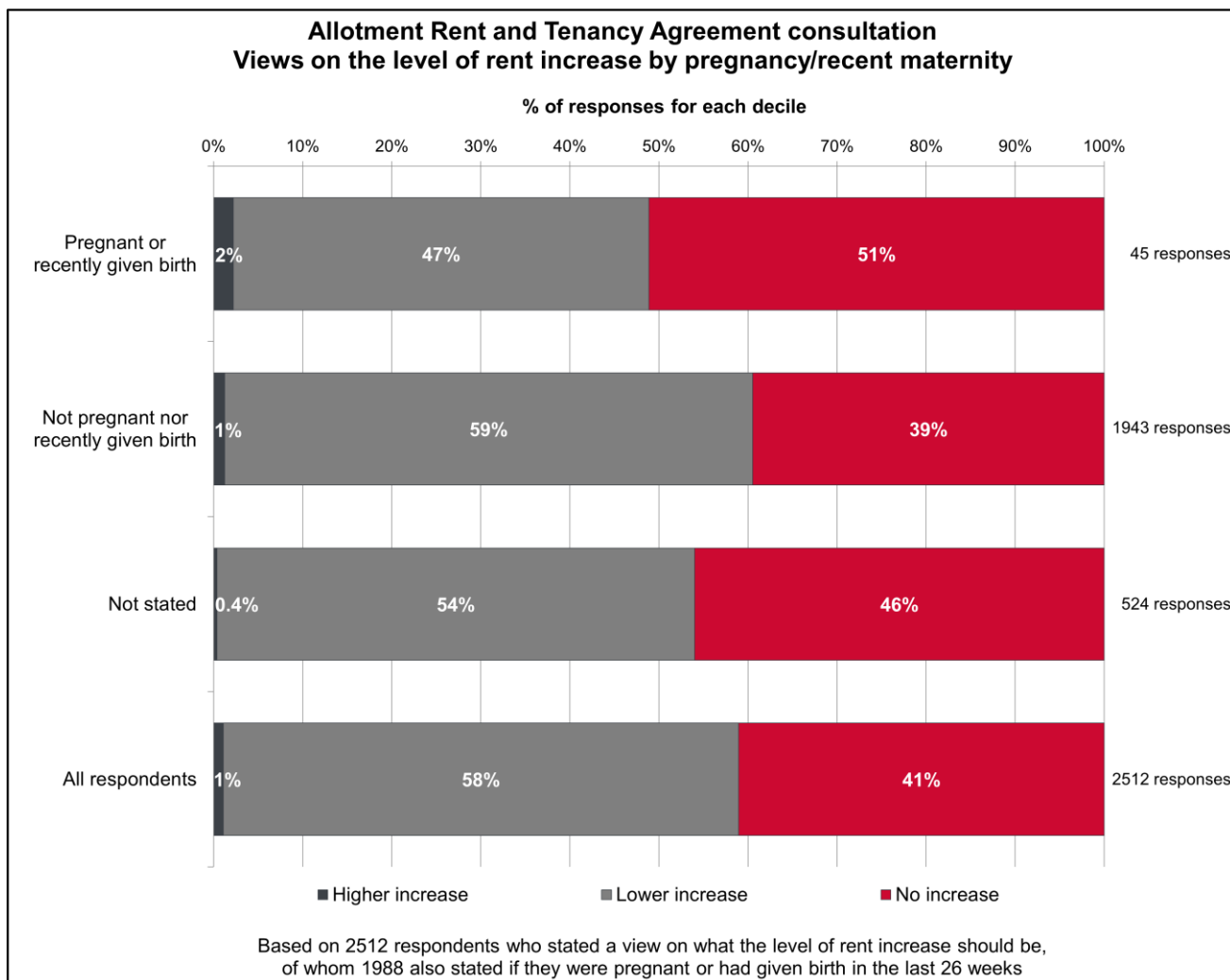


4.2.2.5 Pregnancy/maternity

Respondents who are pregnant or have recently given birth express higher support for 'no increase' (51%) than respondents who are not pregnant/recently given birth (39%).

A slightly higher percentage of respondents who are pregnant or have recently given birth said there should be a 'higher increase' in the level of rent, than other respondents (Figure 28).

Figure 28: Views on the level of rent increase by pregnancy/recent maternity

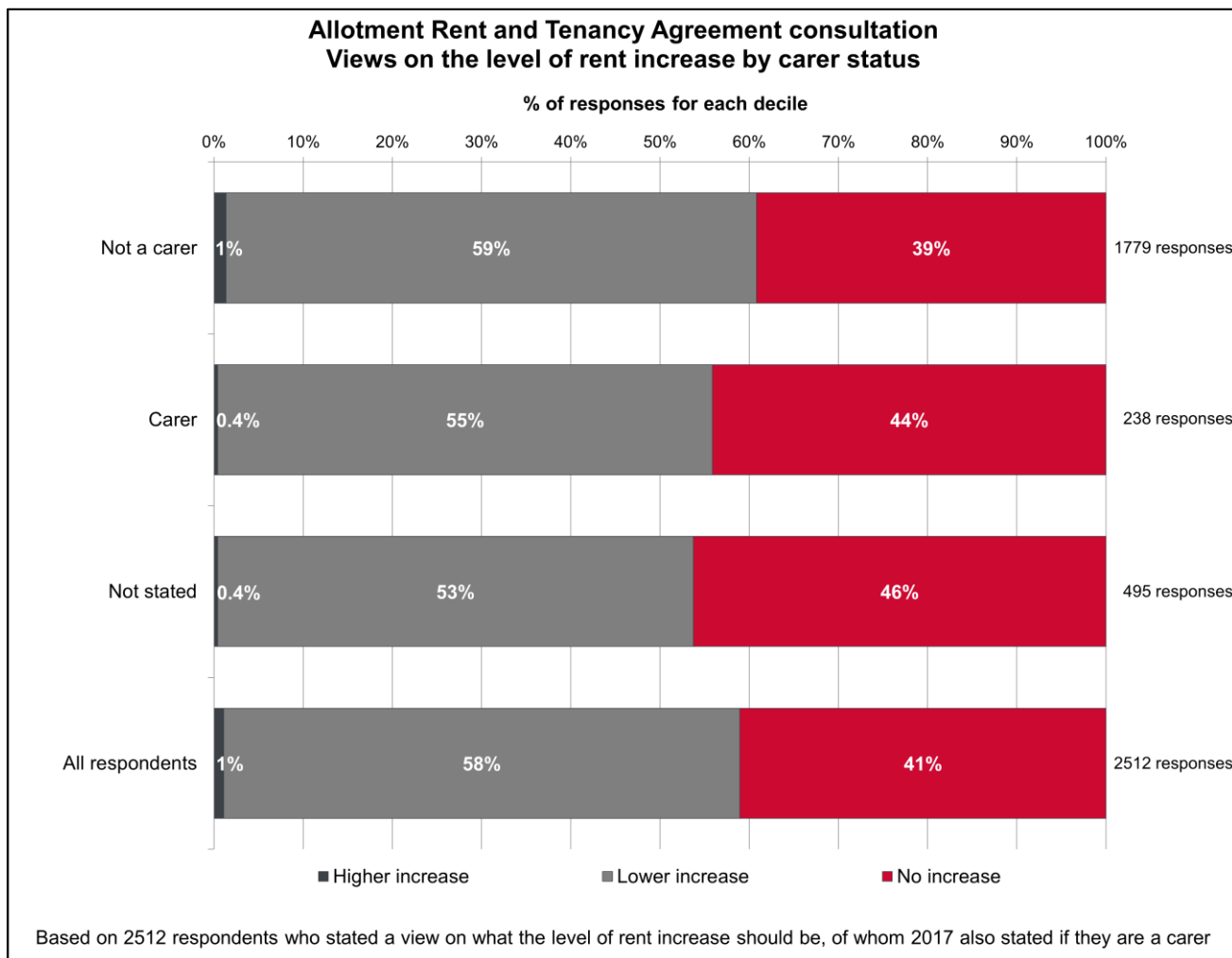


4.2.2.6 Carers

A larger percentage of carers (44%) thought there should be 'no increase', than for those who are not carers (39%). See Figure 29.

A slightly higher percentage of non-carers (1%) support a 'higher increase', compared to carers (0.4%).

Figure 29: Views on the level of rent increase by carer status



4.3 Views on expanding the low income rent discount

Bristol City Council currently offers a 50% rent discount to tenants on a low income who are in receipt of Council Tax reduction or Universal Credit Housing Benefit.

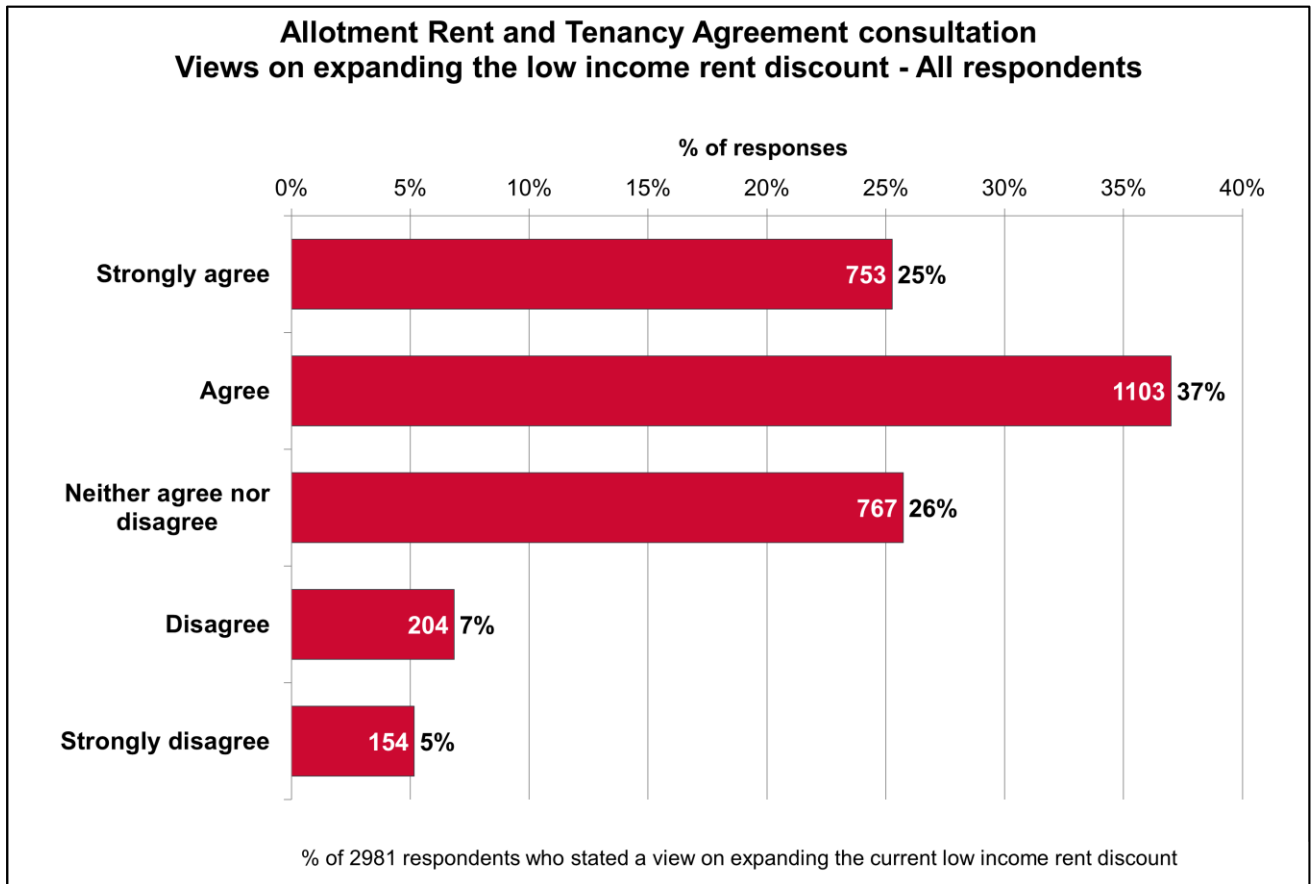
The proposal in the consultation was to expand the 50% rent discount to include people in receipt of all Universal Credit or Pensions Credit benefits.

Respondents were asked if they agreed or disagreed with expanding the current low income discount offered.

- 62% of respondents agreed or strongly agreed with expanding the discount
- 26% neither agreed nor disagreed
- 12% disagreed or strongly disagreed.

Figure 30 shows the percentage of respondents who strongly agree, agree, neither agree nor disagree, disagree, or strongly disagree with each action, and the number of people who gave views on each.

Figure 30: Views on expanding the low income rent discount from all respondents



4.3.1 Views on expanding the low income rent discount by levels of deprivation

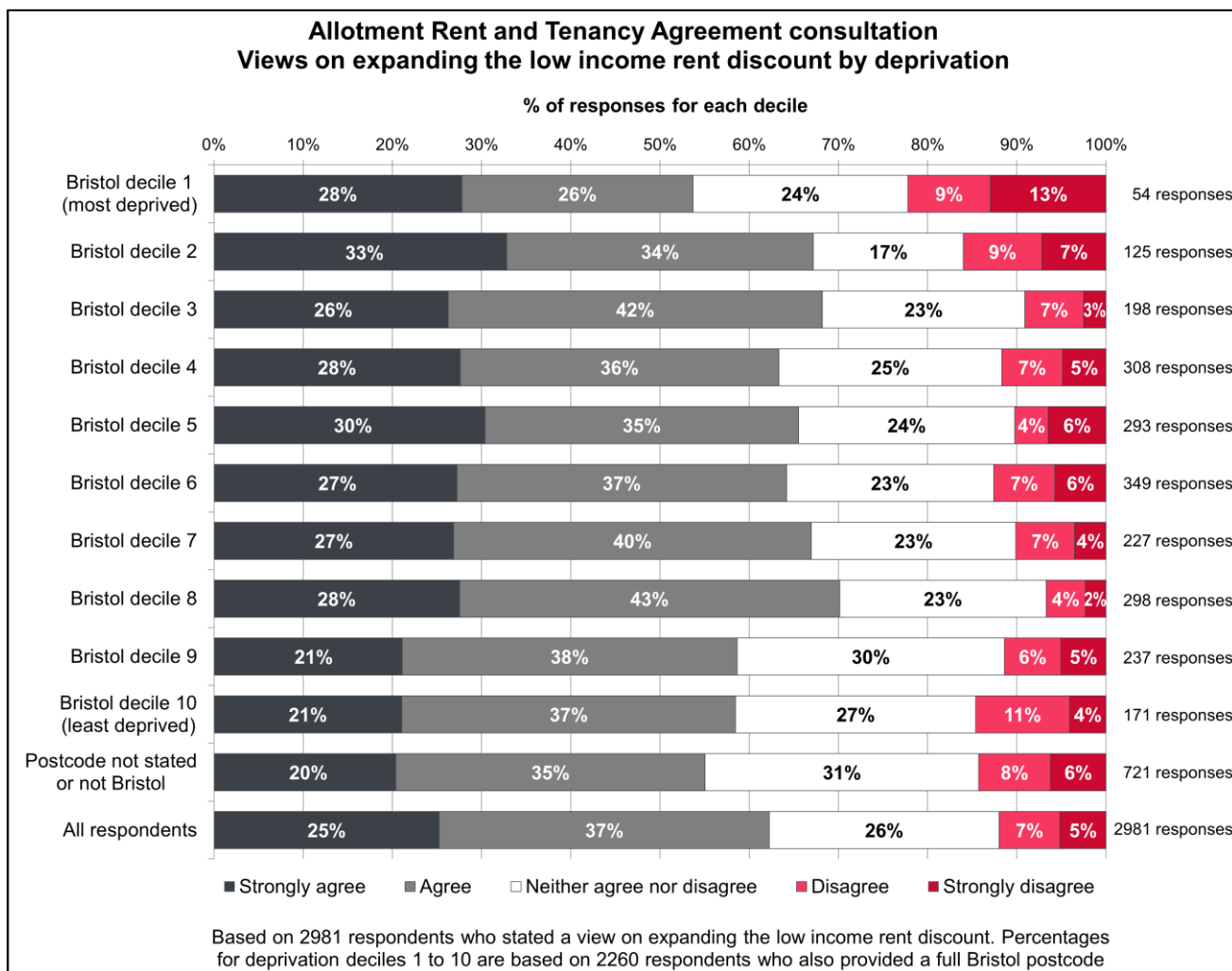
There is no clear trend in the views on expanding the low rent discount between areas with different levels of deprivation (Figure 31).

Decile 1 (the most deprived) and decile 10 (the least deprived) have the highest percentages of respondents who disagree or strongly disagree with expanding the low rent discount

Decile 1 and deciles 9 and 10 also have lower percentages who agree/strongly agree than the rest of the deciles.

In all deciles, a majority (least 54%) agree or strongly agree with the proposal.

Figure 31: Views on expanding the low income rent discount by deprivation

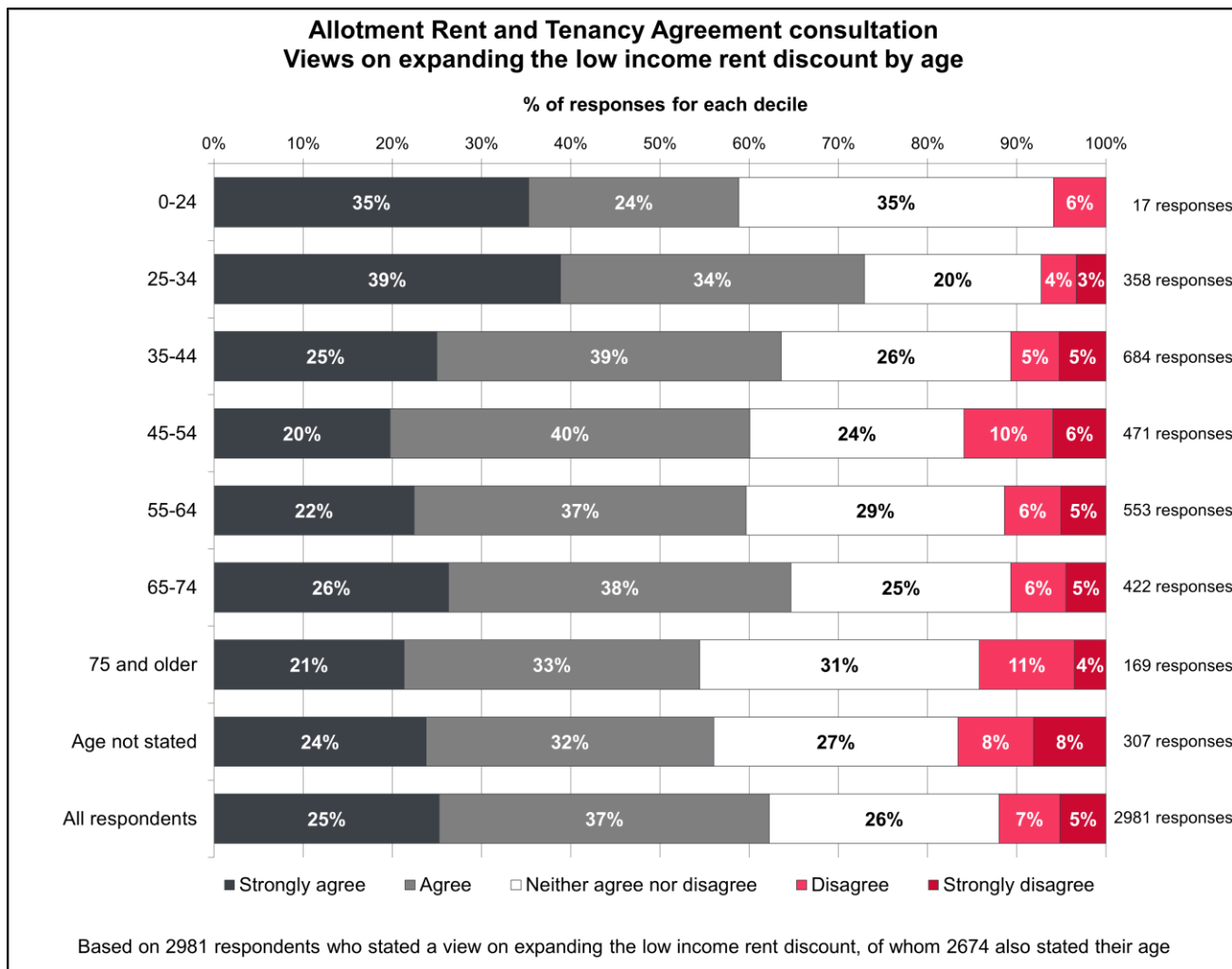


4.3.1.1 Age

There is a weak trend of decreasing support with increasing age for expanding the low income rent discount. (Figure 32).

A majority of respondents in all age groups support the proposal.

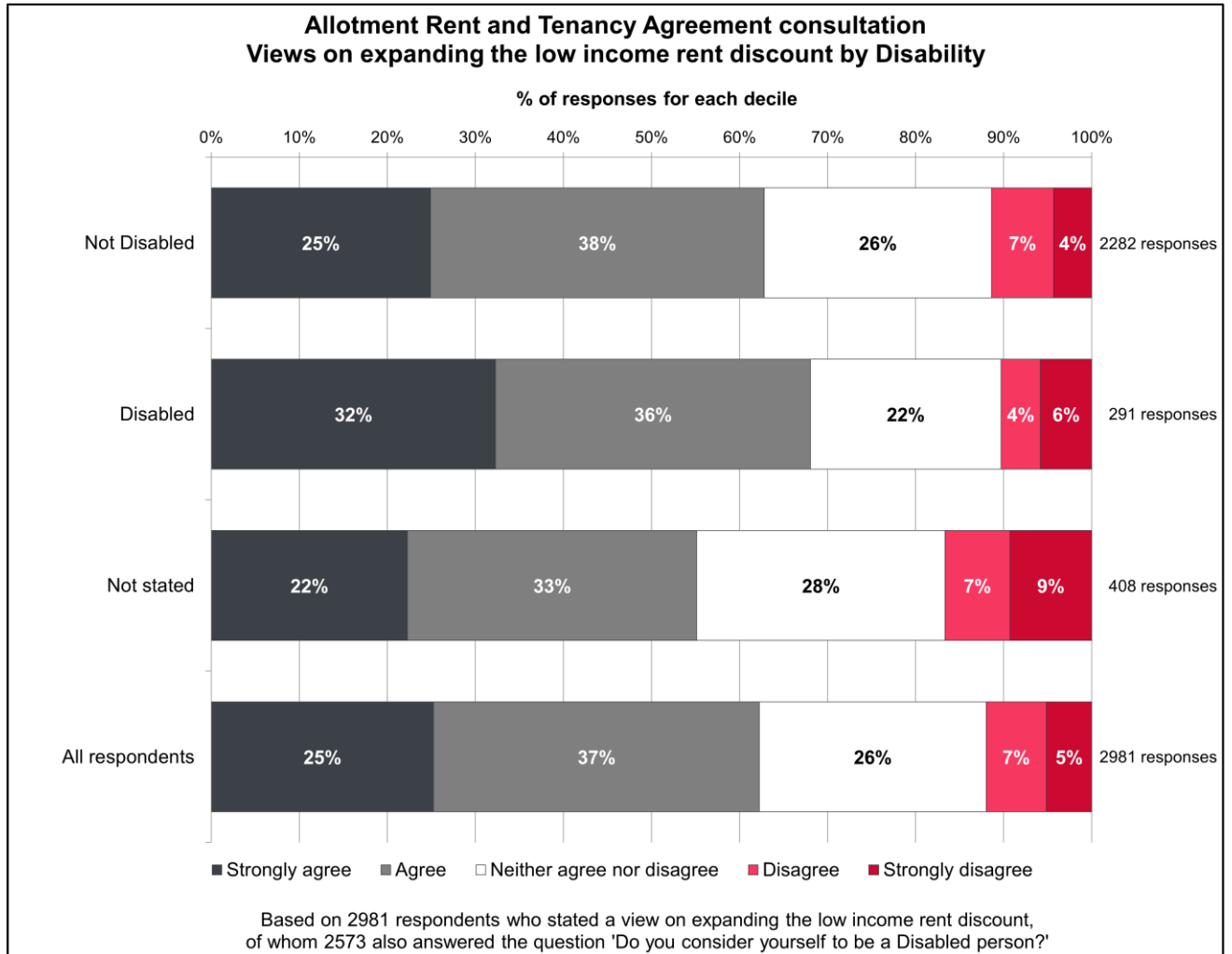
Figure 32: Views on expanding the low income rent discount by age



4.3.1.2 Disability

A higher percentage of Disabled respondents (68%) agree or strongly agree with expanding the low income rent discount, compared to 63% of non-Disabled respondents (Figure 33).

Figure 33: Views on expanding the low income rent discount by disability



4.3.1.3 Ethnicity

There were several differences between ethnic groups in levels of agreement and disagreement with expanding the low income rent discount (Figure 34).

Groups with a higher percentage of agreement than all respondents were:

- White British
- Black, Black British, Caribbean or African
- Other white background

Groups with a lower percentage of agreement than all respondents were:

- Asian or Asian British
- Mixed or multiple ethnic groups
- Other ethnic background

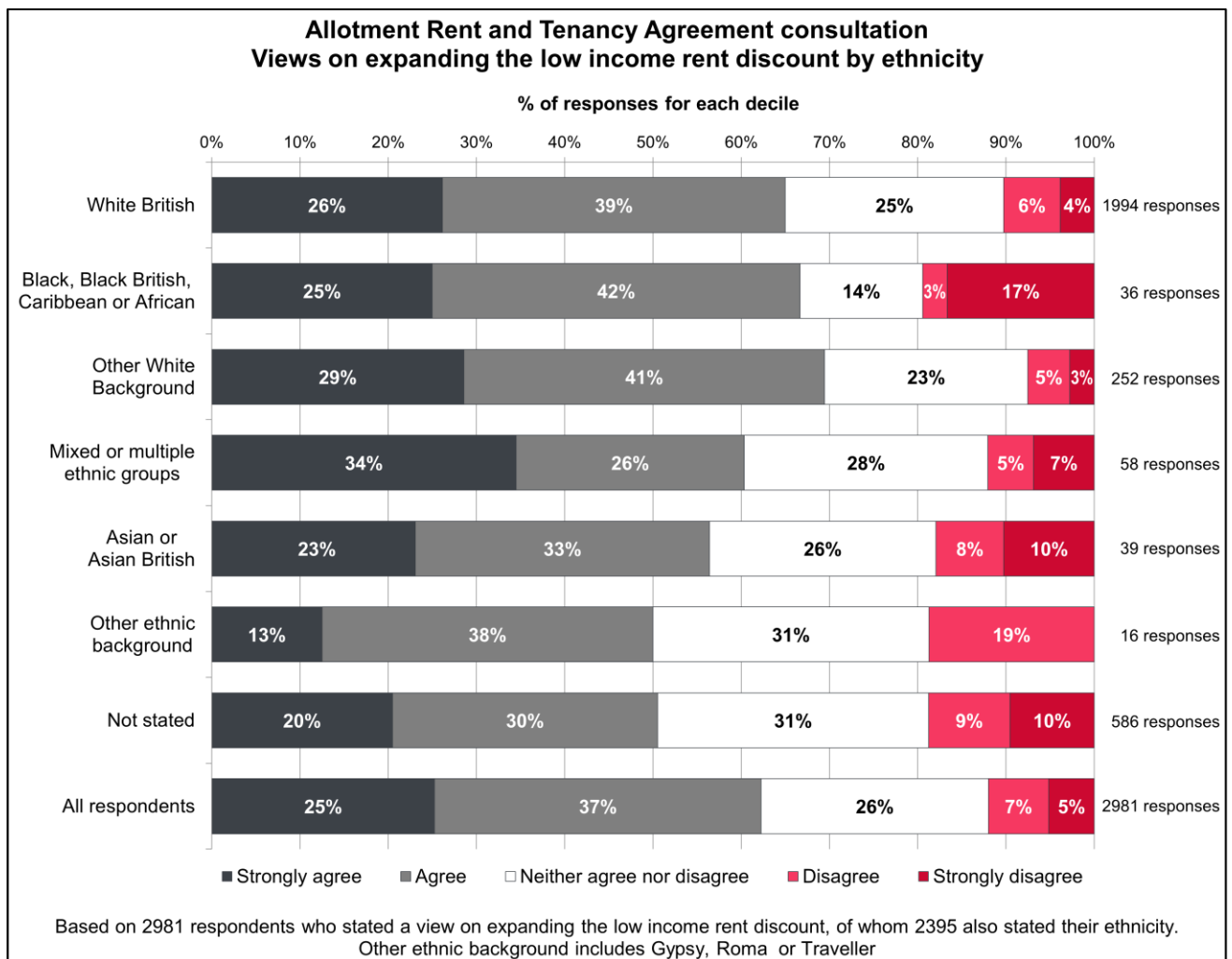
Groups with a higher percentage of disagreement than all respondents were:

- Black, Black British, Caribbean or African
- Asian or Asian British
- Other ethnic background

Groups with a lower percentage of disagreement than all respondents were:

- White British
- Other white background

Figure 34: Views on expanding the low income rent discount by ethnicity

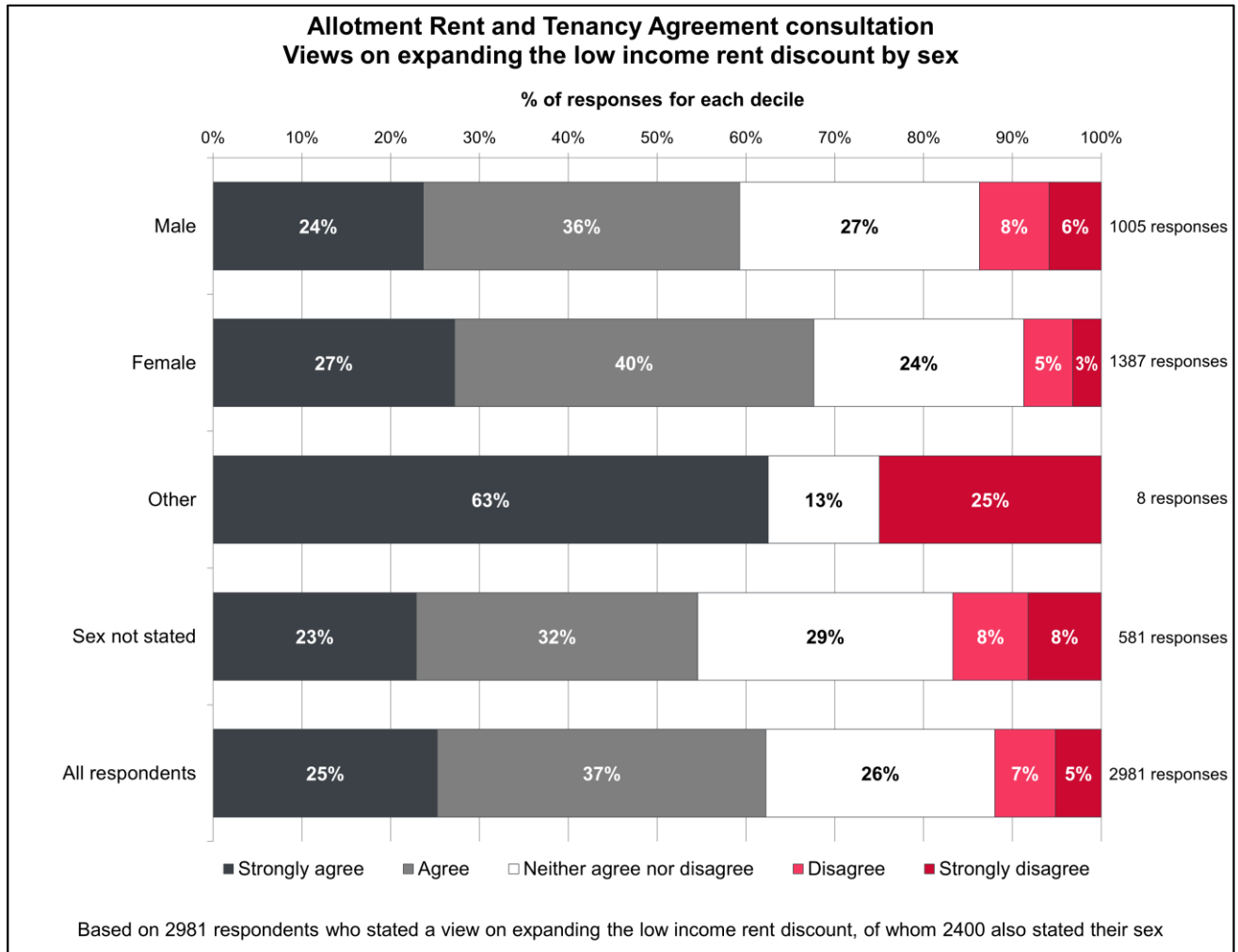


4.3.1.4 Sex

A higher percentage of female respondents (67%) agreed or strongly agreed with the expansion of the low income discount than male respondents (60%). See Figure 35.

The percentage of females who disagreed or strongly disagreed (8%) was correspondingly lower than for males (14%).

Figure 35: Views on expanding the low income rent discount by sex

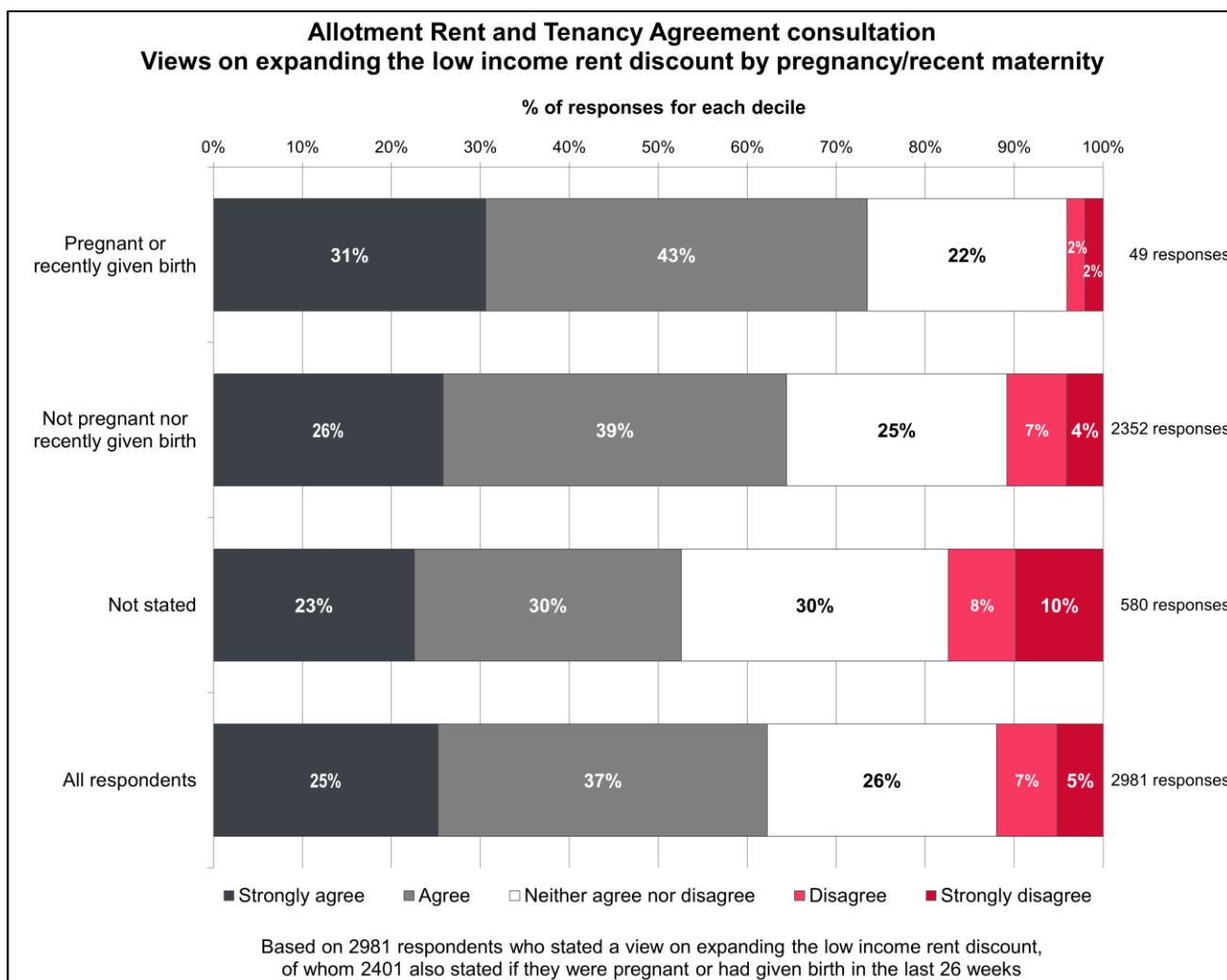


4.3.1.5 Pregnancy/maternity

A higher percentage of respondents who were pregnant or had recently given birth (74%) agreed or strongly agreed with the expansion of the low income discount than those who had not (65%). See Figure 36.

The percentage of respondents who were pregnant or had recently given birth who disagreed or strongly disagreed (4%) was correspondingly lower than for respondents who had not (11%).

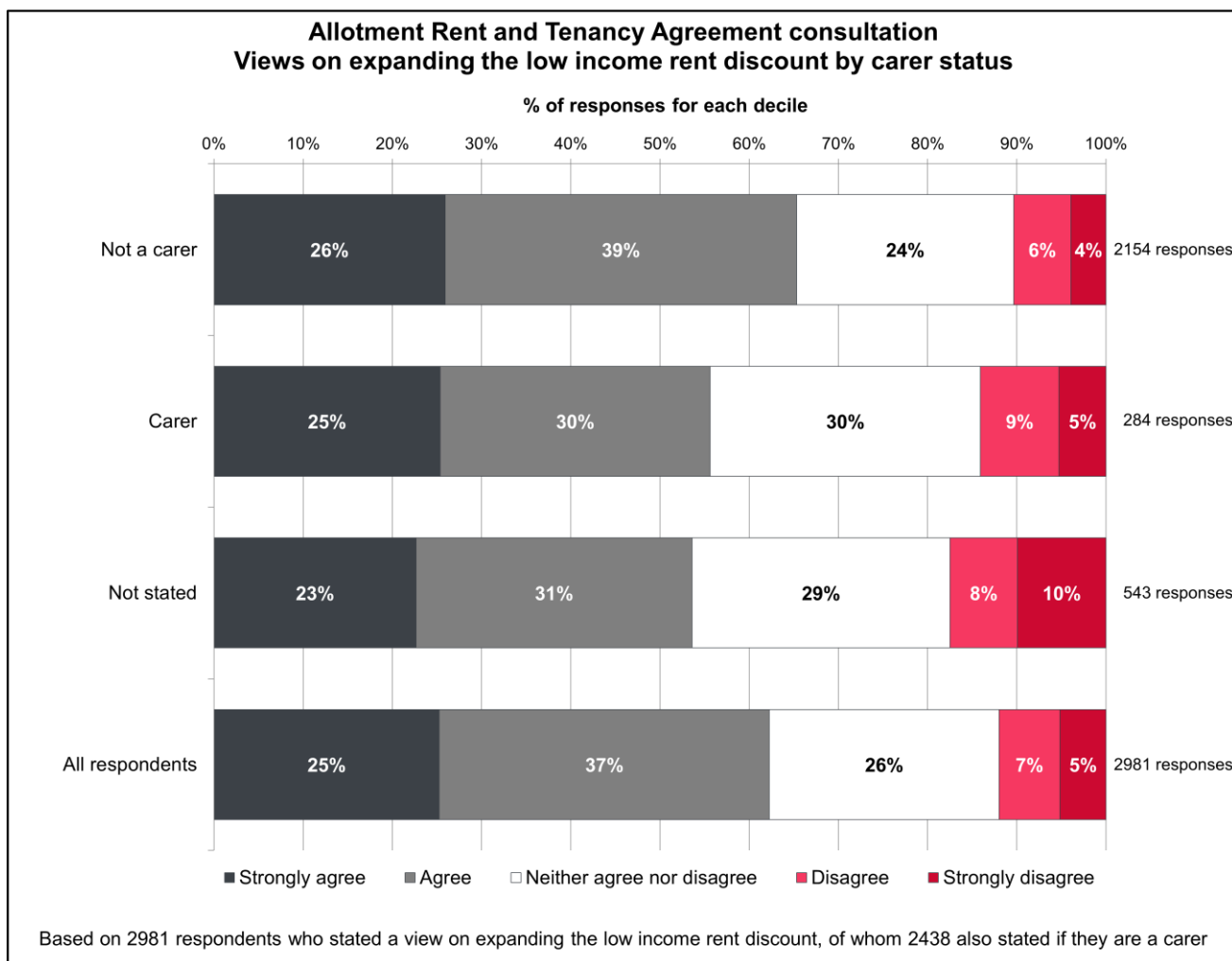
Figure 36: Views on expanding the low income rent discount by pregnancy/recent maternity



4.3.1.6 Carers

A lower percentage of carers agreed or strongly agreed with the expansion of the low income rent discount than non-carers (55% of carers and 65% of non-carers). Carers had a higher percentage of both neither agree nor disagree and disagree/strongly disagree than non-carers (Figure 37).

Figure 37: Views on expanding the low income rent discount by carer status



4.4 Free text comments on the proposed allotment rent fee increase, low-income discount and water charge

Respondents were invited to say why they agreed or disagreed with the rent increase proposal, expanding the current low income rent discount, the revised tenancy agreement and rules, or to provide comments and suggestions about the proposals. 2,336 respondents provided free text responses, and 112 respondents provided email and letter responses.

This feedback has been categorised into the following themes (Figure 38).

Rent increase and low-income discount

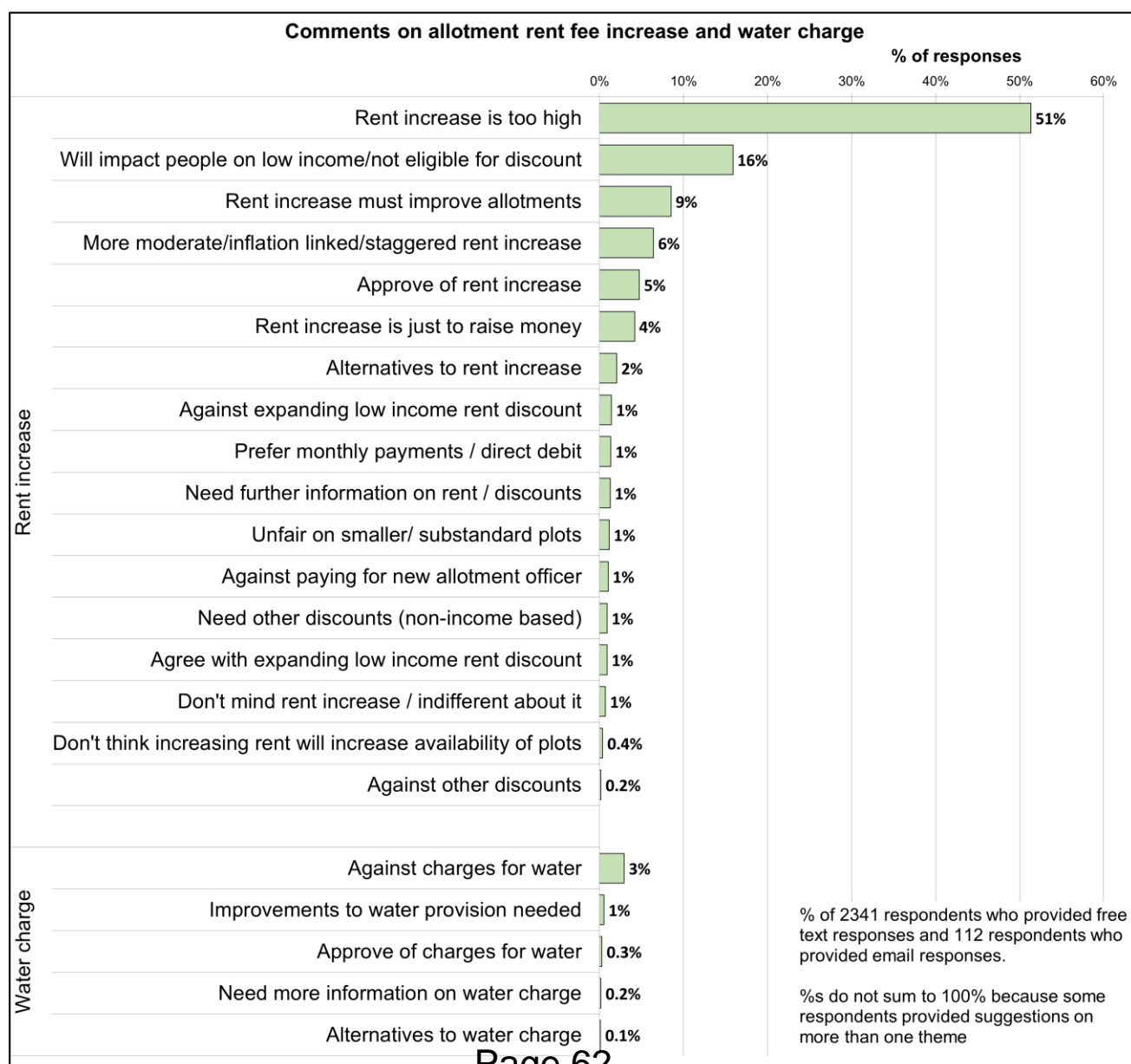
- 51% of respondents said the rent increase was too high.
- 16% said the rent increase would negatively impact people on low incomes, and particularly those who are on relatively low incomes, but are not eligible for the low-income discount. There were suggestions for ways to expand the low-income discount to help these people.
- 9% said that if the rent increased, there should be improvements to the allotments and the allotment service, and that they feel they do not currently receive a sufficient service from the council.
- 6% said the increase should be more moderate, in line with inflation, and/or staggered incrementally over a number of years.
- 5% approved of the rent increase.
- 4% believed that the proposed rent increase was being used by the council to raise money rather than improve the allotments.
- 2% provided alternative to increasing the rent, such as:
 - Reducing council overheads
 - Better management of waiting lists and turnover of empty plots to increase the number of plots being used and rented
 - Petition the government to increase funding
 - Charge for other things, e.g. polluting vehicles.
- 1% agreed with expanding the low income rent discount.
- 1% were against expanding the low income discount.
- 1% said they would prefer paying the rent fee monthly, and/or on a direct debit.
- 1% said they needed further information on the rent increase, e.g. what it would be spent on.
- 1% said the rent increase would be unfair on smaller and substandard plots, as they pay relatively more for less benefit.
- 1% were against paying for a new allotment officer.

- 1% said there needed to be additional, non-income-related discounts, e.g. for long-term tenants.
- 1% said they either didn't mind or were indifferent about the rent increase.
- 0.4% said they didn't think that increasing the rent would result in an increase in the availability of plots.
- 0.2% were against other discounts.

Water charges

- 3% of respondents were against charges for water.
- 1% said that improvements to water provision on allotment sites were required.
- 0.3% of respondents approved of the charges for water.
- 0.2% said they needed more information on the water charges.
- 0.1% provided alternative suggestions for charging for water.

Figure 38: Comments on the allotment rent fee increase and water charge



As described in section 1.2, the categories presented in this report are limited to the rent increase, the low income rent discount, and the water charge. Feedback on the other consultation proposals are not included in this report, but will be used to help develop revised proposals as part of the collaborative process.

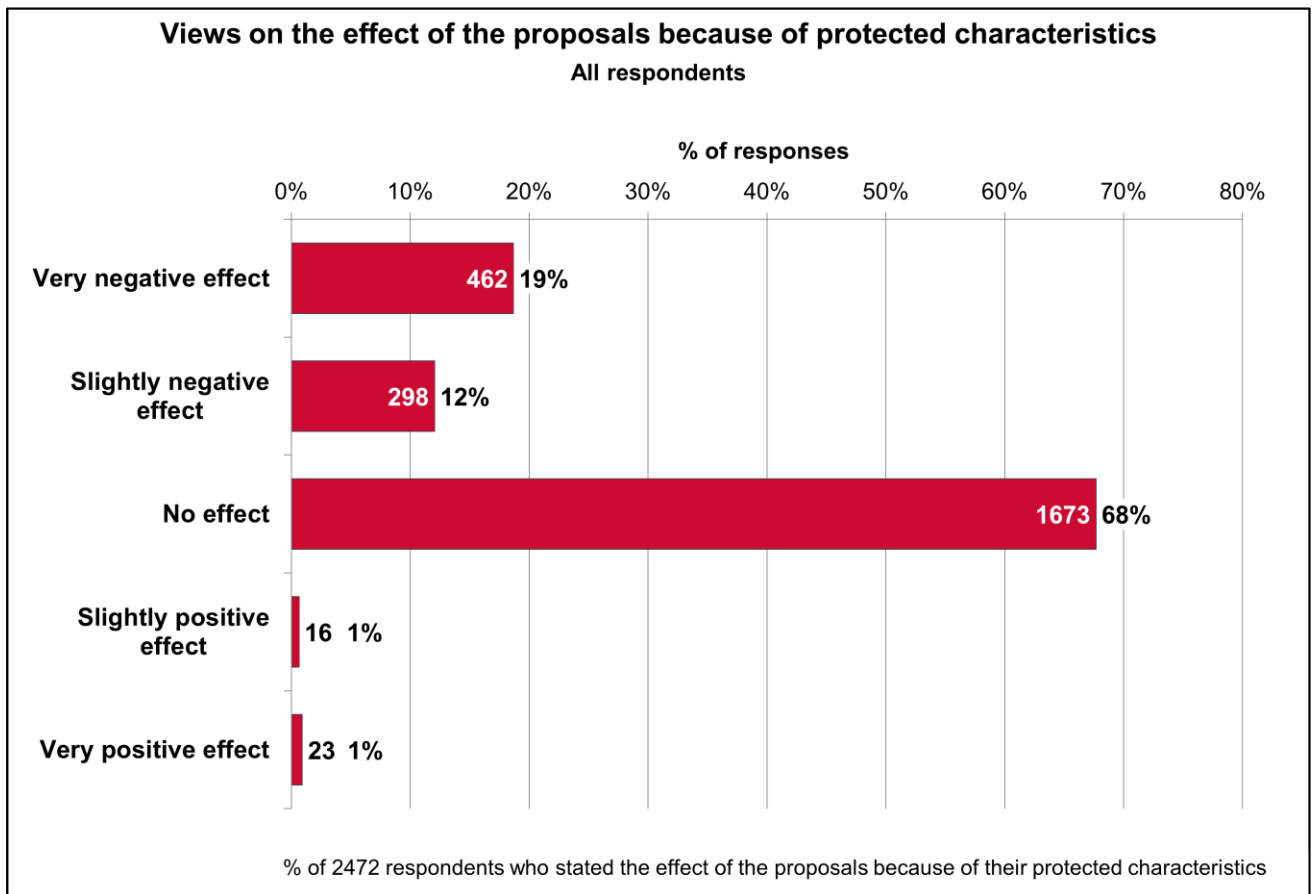
5 Impact of the proposals because of protected characteristics

5.1 Scale of effects

Respondents were asked what effect, if any, the proposals would have on them because of their protected characteristics⁶. Of the 3,016 respondents to the survey, 2,472 (82%) answered the question. Of these (Figure 39):

- 68% of respondents said there would be no effect of the proposals on them because of their protected characteristics
- 19% said there would be a very negative effect and 12% said there would be a slightly negative effect
- 1% said there would be a slightly positive effect and 1% said there would be a very positive effect.

Figure 39: Views on effects of the proposals because of protected characteristics



⁶ The protected characteristics defined in the Equality Act 2010 are age; disability; race including colour; nationality, ethnic or national origin; religion or belief; sex; gender reassignment; sexual orientation; being married or in a civil partnership; being pregnant or on maternity leave.

5.2 Reasons why proposals would affect people because of protected characteristics

Respondents were also asked to explain how they believe the proposals would have an impact on themselves or others. The 580 respondents who provided a free text response highlighted the following impacts.

Disability

148 (26%) respondents said that the proposals would have a negative impact on Disabled people.

The reasons given are summarised below:

- Lower income due to disability means the rent increase has more of a negative effect
- Required standards will be harder to meet due to disability
- A ban on temporary helpers/co-workers will make it difficult for Disabled people to maintain their allotments to the required standard
- A negative effect of the amount of changes in rules, restrictions, and financial burden on people with mental health disabilities – increase in anxiety, worsening conditions etc.
- Removing waste from an allotment plot requires using your own vehicle, which some disabilities prevent
- Disabled people may need sheds/shelters to rest whilst working on their allotments.

5 (1%) respondents said that the proposals would have a positive impact on people with disabilities. Reasons given included the rent discount being beneficial to them, and the ban on bonfires helping with respiratory disabilities.

Older people

147 (26%) respondents said that the proposals would have a negative impact on older people. The reasons given included:

- Reduced income due to no longer working and being on a pension means the rent increase has more of a negative effect on older people
- Negative effect on mental and physical health of no longer being able to work on their allotment due to the increased rent.

Younger people

4 (1%) respondents said that the proposals would have a negative impact on younger people, due to younger people having a lower income than older age groups, making the rent increase have more of a negative effect.

Women

34 (6%) respondents said that the proposals would have a negative impact on women. The reasons given included:

- The gender pay gap means the increase in fees will have more of a negative effect on women.

Pregnancy/maternity

31 (5%) respondents said that the proposals would have a negative impact due to pregnancy and maternity. The reasons given included:

- Reduced income due to maternity leave means the increase in fees will have more of a negative effect.

Ethnicity

16 (3%) respondents said that the proposals would have a negative impact due to ethnicity. The reasons given included:

- Ethnic minorities may have lower incomes, and so be more negatively impacted by the proposed rent increase
- The current lower numbers of ethnic minorities in gardening/allotments will be made worse by the proposed changes.

Carers

13 (2%) respondents said that the proposals would have a negative impact on carers. The reasons given included:

- Reduced income due to being a carer means the increase in fees will have more of a negative effect
- Allotments can be essential for a carer's mental health, due to the pressures of the caring responsibilities.

LGBT+

11 (2%) respondents said that the proposals would have a negative impact on people in the LGBT+ community. The reasons given included:

- The allotment communities the respondents belong to are welcoming to LGBT+ people and are seen as a safe space, and the proposed fee increase may result in them no longer being able to take part in them.

Religion/Faith

5 (1%) respondents said that the proposals would have a negative impact on people due to their religion/faith. The reasons given included:

- Nature worship and sharing activities such as growing and harvesting amongst family and friends being part of their religion/faith, which would be impacted by the proposed fee increase.

Refugees

2 (0.3%) respondents said that the proposals would have a negative impact on refugees. The reasons given included:

- There may be negative sentiment due to the expansion of the low-income discount, which could impact refugees
- Refugees may not be able to access the benefits required to be eligible for the low-income discount.

Other non-protected characteristics mentioned

Lower income

166 (29%) responses said that the proposals would have a negative impact on people with lower incomes, and/or that they would cause a financial burden to people.

The lower incomes were often linked to protected characteristics, as mentioned above, however it was also raised as being a significantly impacted group, regardless of protected characteristics.

Parents/children

The reasons given included:

- Single parents may find it harder to pay the increased fee for allotments.
- Allotments can be essential for a parent's mental health, due to the pressures of parenting responsibilities.
- Allotments provide activities to do with the children.

6 How will this report be used?

The consultation feedback summarised in this report has been taken into consideration by officers when developing the proposed changes to allotment rent fees, low-income discount, and water charges.

The final proposals are included in a separate report which, together with this consultation report, will be considered by Cabinet on 5 March 2024.

How can I keep track?

You can find the latest consultation and engagement surveys online on the council's Consultation and Engagement Hub (www.ask.bristol.gov.uk). You can also sign up to receive automated email notifications about consultations and engagement at www.bristol.gov.uk/askbristolnewsletter

Decisions related to the proposals in this consultation will be made publicly at the Cabinet meeting on 5 March 2024.

You can find forthcoming meetings and their agendas at democracy.bristol.gov.uk.

Any decisions made by Full Council and Cabinet will also be shared at democracy.bristol.gov.uk

Threat Risks											Updates automatically		Updates automatically	
Risk Title	Risk Description	Key Causes	Key Consequences	Status Open / Closed	Risk Category	Key Mitigations	Current Risk Level				Monetary Impact of Risk £k	Council Risk Appetite for the risk type identified	Does the risk exceed the council's risk appetite?	Financial Risk Exposure
							Likelihood	Impact	Risk Rating	Risk Level				
Reduction in tenanted plots	Raised fees may lead to some tenants choosing to no longer have an allotment.	Raising allotment fees and introducing water service charges as part of a more sustainable service funding model.	Tenants feel they don't want to afford an allotment plot following the rent increase. Reduction in anticipated income.	Open	Financial Loss/Gain	Discounted fees introduced that more tenants will be able to apply for. 12-month notification period of rent increase. Over time, improved access to collective growing opportunities that may be at lower cost for an individual.	1	3	3	Minor	Unknown	Cautious	No	
Formal challenge to decision	Some tenants or others may want to challenge the council formally on its decision to raise fees	Raised allotment fees as part of a more sustainable service funding model.	Time and resources invested in defending the council's position.	Open	Legal	Other providers' rates for the same or similar services were researched and considered. The provisions of the Allotments Act were followed. The Council operated in line with its Tenancy Agreement. The Council consulted widely on its proposals.	2	3	6	Medium	Unknown	Cautious	Yes	

£0.00

Opportunity Risks											Updates Automatically	
Opportunity Risk Title	Risk Risk Description	Key Causes	Key Consequence	Status Open / Closed	Risk Category	Key Mitigations	Current Risk Level				Monetary Impact of Risk	Financial Opportunity Exposure
							Likelihood	Impact	Risk Rating	Risk Level	£k	
Opportunity for service enhancements by working with partners and Volunteer Site Representatives	Funding for additional officer resource will enable team manager to develop relationships with others that will improve services.	Additional funding raised as part of a more sustainable funding model.	Community capacity and stakeholder relationships may be generated that can take advantage of land offered to generate and deliver education programmes and guided growing. Volunteer Site Reps may be able to better support tenants to grow food sustainably due to officer time and additional information and resources offered.	Open	Service Provision	Seek to increase the likelihood and/or the impact of the opportunity in order to maximise the benefit.	3	3	9	Medium	Unknown	
									0			

£0.00

Threat Risks	
Number of Open Risks	2
CRITICAL	0
HIGH	0
MEDIUM	1
LOW	0
Cost Risk Exposure	£0.00
Number of risks exceeding risk appetite	1
Number of risks within risk appetite	1

Opportunity Risks	
Number of Open Risks	1
SIGNIFICANT	0
HIGH	0
MEDIUM	1
LOW	0
Cost Opportunity Exposure	£0.00

LIKELIHOOD AND IMPACT RISK RATING SCORING CRITERIA

Likelihood Guidance

Likelihood	Likelihood Ratings 1 to 4			
	1	2	3	4
Description	Might happen on rare occasions.	Will possibly happen, possibly on several occasions.	Will probably happen, possibly at regular intervals.	Likely to happen, possibly frequently.
Numerical Likelihood	Less than 10%	Less than 50%	50% or more	75% or more

Severity of Impact Guidance (Risk to be assessed against all of the Categories, and the highest score used in the matrix).

Impact Category	Impact Levels 1 to 7			
	1	3	5	7
Service provision	Very limited effect (positive or negative) on service provision. Impact can be managed within normal working arrangements.	Noticeable and significant effect (positive or negative) on service provision. Effect may require some additional resource, but manageable in a reasonable time frame.	Severe effect on service provision or a Corporate Strategic Plan priority area. Effect may require considerable /additional resource but will not require a major strategy change.	Extremely severe service disruption. Significant customer opposition. Legal action. Effect could not be managed within a reasonable time frame or by a short-term allocation of resources and may require major strategy changes. The Council risks 'special measures'. Officer / Member forced to resign.
Communities	Minimal impact on community.	Noticeable (positive or negative) impact on the community or a more manageable impact on a smaller number of vulnerable groups / individuals which is not likely to last more than six months.	A more severe but manageable impact (positive or negative) on a significant number of vulnerable groups / individuals which is not likely to last more than twelve months.	A lasting and noticeable impact on a significant number of vulnerable groups / individuals.
Environmental	No effect (positive or negative) on the natural and built environment.	Short term effect (positive or negative) on the natural and or built environment.	Serious local discharge of pollutant or source of community annoyance that requires remedial action.	Lasting effect on the natural and or built environment.
Financial Loss / Gain	Under £0.5m	Between £0.5m - £3m	Between £3m - £5m	More than £5m
Fraud & Corruption Loss	Under £50k	Between £50k - £100k	Between £100k - £1m	More than £1m
Legal	No significant legal implications or action is anticipated.	Tribunal / BCC legal team involvement required (potential for claim).	Criminal prosecution anticipated and / or civil litigation.	Criminal prosecution anticipated and or civil litigation (> 1 person).
Personal Safety	Minor injury to citizens or colleagues.	Significant injury or ill health of citizens or colleagues causing short-term disability / absence from work.	Major injury or ill health of citizens or colleagues may result in. long term disability / absence from work.	Death of citizen(s) or colleague(s). Significant long-term disability / absence from work.
Programme / Project Management <i>(Including developing commercial enterprises)</i>	Minor delays and/or budget overspend but can be brought back on schedule with this project stage. No threat to delivery of the project on time and to budget and no threat to identified benefits / outcomes.	Slippage causes significant delay to delivery of key project milestones, and/or budget overspends. No threat to overall delivery of the project and the identified benefits / outcomes.	Slippage causes significant delay to delivery of key project milestones; and/or major budget overspends. Major threat to delivery of the project on time and to budget, and achievement of one or more benefits / outcomes.	Significant issues threaten delivery of the entire project. Could lead to project being cancelled or put on hold.
Reputation	Minimal and transient loss of public or partner trust. Contained within the individual service.	Significant public or partner interest although limited potential for enhancement of, or damage to, reputation. Dissatisfaction reported through council complaints procedure but contained within the council. Local MP involvement. Some local media/social media interest.	Serious potential for enhancement of, or damage to, reputation and the willingness of other parties to collaborate or do business with the council. Dissatisfaction regularly reported through council complaints procedure. Higher levels of local or national interest. Higher levels of local media / social media interest.	Highly significant potential for enhancement of, or damage to, reputation and the willingness of other parties to collaborate or do business with the council. Intense local, national and potentially international media attention. Viral social media or online pick-up. Public enquiry or poor external assessor report.

Equality Impact Assessment [version 2.12]



Title: Allotments Increase Rent	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other - rent and tenancy	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Richard Fletcher
Service Area: Natural and Marine Environment	Lead Officer role: Parks Services Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Budget context

The new Allotment and Food Growing Strategy part of the Parks and Green Space Strategy (PGSS) recognises the increasingly difficult financial situation that the Parks Service and local authorities are in because of central government funding cuts. It is estimated that nationally, parks budgets have fallen in real terms by £350m since 2011.

While the impact of long-term austerity and cuts to public sector funding have established a new set of barriers to delivery, there are lots of achievements and successes from the last PGSS period that we aim to build on and enhance. Since the adoption of the last strategy in 2008, Bristol has been recognised as having two of the top 10 parks in the UK for park user welfare value (at a combined value of £20,694,915 per year).

The same research highlights that white people are 1.8 times more likely to take a trip to a recreation site than a Black person, and the wealthiest individuals are 1.6 times more likely to take a similar trip than the poorest. Our strategy has a clear focus on how we address this sort of unfairness at a local level.

Bristol City Council (BCC) is required by law to set a balanced budget however we face a large potential gap in our core budget next year. With such a significant challenge the budget cannot be balanced without additional funding, making greater efficiencies (doing the same for less money) or by transforming the way we do things.

Rent Proposal

Bristol Allotment Service provides approx. 4,500 plots of variable sizes at sites across Bristol, the plots are available to rent by citizens of Bristol who pay rent depending on the size of the plot. The income raised from rents contribute to the general maintenance and provision of these sites, as well as contributing to the running costs of the service within Bristol Parks.

The last increase in rent was in September 2018, when rent was increased by £5 per plot (regardless of plot size). It is now proposed that the annual rental income for all allotment plots is increased as below to help contribute to ongoing costs of maintaining the sites, contribute to the overall budget savings and improve services to tenants.

Whilst there is variance between what authorities charge, the proposed increase will bring Bristol rents in line with the rental rate envelope of other leading authorities having a similar sized allotment portfolio. The full cost of providing the Allotment Service is estimated at £680K, the current proposed rent increase does not meet this figure.

In order to assist low income persons and families we are expanding the eligibility for the 50% discount to all those receiving any aspect of Universal Credit. 7% of the Bristol population currently receives Universal Credit, with the expansion of the eligibility to anyone receiving Universal Credit we anticipate more of our tenants will be eligible for the 50% discount.

The rates below are the full rental rates before any discounts.

Current rental;

Year 2020

0 to 74m2	75 to 149m2	150 to 224m2	225 to 349 m2	350 to 449m2	450-540m2 or above
£30	£50	£70	£85	£150	£165

Water charges included

We offer 50% discount for those receiving Housing Benefit or Council Tax reduction (later not applicable to students and single occupancy discounts) (if they receive the latter two, they are likely to be on Universal Credit).

We have also gone beyond other authorities in that we intend to encourage collective (community) food growing groups, many of which provide physical and mental health benefits, to recognise this we offer a 50% discount on rent provided that they are making a positive contribution to disadvantaged groups through food growing activities. This provides a low cost way that people can engage with food growing whilst having the shared enjoyment and inclusion of the collective approach.

We will continue to provide discount for long serving tenants 50% for 25 years and 100% for 50 years for those who currently receive it (has been discontinued for new applicants since 2018). We also offer 100% discount (or pro-rata) for voluntary Site Representatives in recognition of their assistance with local supervision of the sites on behalf of BCC.

There are a number of plot condition discounts where site conditions are less favourable to cultivation as determined by the Allotment Service.

Only one discount is applied to rental irrespective of whether multiple discounts may be applicable.

Proposed rental: Year 2025 implementation

Water charges will be expressed as an additional cost rather than a discount on the rent. The costs below are the full combined rent and water charge for comparison purposes.

Accessible plot 0-8m2 (discount included, tenant disability eligibility criteria apply)

Accessible 0-8m2	0 to 74m2	75 to 149m2	150 to 224m2	225 to 349 m2	350 to 449m2	450 to 559 m2	550 to 699m2	700 to 999m2
£30	£72	£89	£156	£178	£249	£311	£389	£528

For plots at or above 1,000m2 will have additional of pro-rata charge to 700-999m2.

The existing discounts as above will remain. However, we are expanding the eligibility for a 50% discount to those who receive any aspect of Universal Credit and Pension Credit.

The most popular sized plot 75-149m2 will cost £1.71 per week before discounts applied as applicable.

We would encourage those who are finding their plot size larger than their need to consider downsizing to a smaller more manageable plot and saving money on rental.

We will also endeavour to bring more abandoned plots back into cultivation which will increase revenues and increase the available land for food growing.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
---	-----------------------------	-----------------

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/what-we-do/equality-and-diversity)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](https://www.bristol.gov.uk/what-we-do/equality-and-diversity). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](https://www.bristol.gov.uk/what-we-do/equality-and-diversity); [Joint Strategic Needs Assessment \(JSNA\)](https://www.bristol.gov.uk/what-we-do/equality-and-diversity); [Ward Statistical Profiles](https://www.bristol.gov.uk/what-we-do/equality-and-diversity).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](https://www.bristol.gov.uk/what-we-do/equality-and-diversity) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](https://www.bristol.gov.uk/what-we-do/equality-and-diversity) and [Stress Risk Assessment](https://www.bristol.gov.uk/what-we-do/equality-and-diversity)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																																														
Bristol Quality of Life survey 2022/23 final report	<p>Working an allotment affords access to open space and encourages visits to open space, particularly during warm growing months.</p> <p>Results from the Bristol's Quality of Life (QoL) survey 2022/23 show that satisfaction the percentage of people who visit green spaces once a week varies based on people's characteristics and circumstances.</p> <p>% who visit Bristol's parks and green spaces at least once a week</p> <table border="1" data-bbox="810 636 1465 2098"> <thead> <tr> <th>Characteristic</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Bristol Average</td> <td>56.0%</td> </tr> <tr> <td>10% most deprived</td> <td>40%</td> </tr> <tr> <td>Mixed ethnicity</td> <td>48.3%</td> </tr> <tr> <td>White</td> <td>56.2%</td> </tr> <tr> <td>White Minority Ethnic</td> <td>62.9%</td> </tr> <tr> <td>Black/Black British</td> <td>20.30%</td> </tr> <tr> <td>Black, Asian & Minority Ethnic</td> <td>44.1%</td> </tr> <tr> <td>Asian/Asian British</td> <td>49.6%</td> </tr> <tr> <td>Christian Religion</td> <td>47.5%</td> </tr> <tr> <td>Other Religions</td> <td>52.80%</td> </tr> <tr> <td>No Religion or Faith</td> <td>60.8%</td> </tr> <tr> <td>Male</td> <td>56.70%</td> </tr> <tr> <td>Female</td> <td>55.2%</td> </tr> <tr> <td>Lesbian, Gay or Bisexual</td> <td>53.1%</td> </tr> <tr> <td>Trans</td> <td>45.4%</td> </tr> <tr> <td>All Carers</td> <td>48.3%</td> </tr> <tr> <td>Full Time Carer</td> <td>36.9%</td> </tr> <tr> <td>Part time carer</td> <td>52.8%</td> </tr> <tr> <td>All parents</td> <td>67.4%</td> </tr> <tr> <td>Single Parent</td> <td>44.9%</td> </tr> <tr> <td>Two Parents</td> <td>70.6%</td> </tr> <tr> <td>Disabled</td> <td>33.80%</td> </tr> </tbody> </table>	Characteristic	Percentage	Bristol Average	56.0%	10% most deprived	40%	Mixed ethnicity	48.3%	White	56.2%	White Minority Ethnic	62.9%	Black/Black British	20.30%	Black, Asian & Minority Ethnic	44.1%	Asian/Asian British	49.6%	Christian Religion	47.5%	Other Religions	52.80%	No Religion or Faith	60.8%	Male	56.70%	Female	55.2%	Lesbian, Gay or Bisexual	53.1%	Trans	45.4%	All Carers	48.3%	Full Time Carer	36.9%	Part time carer	52.8%	All parents	67.4%	Single Parent	44.9%	Two Parents	70.6%	Disabled	33.80%
Characteristic	Percentage																																														
Bristol Average	56.0%																																														
10% most deprived	40%																																														
Mixed ethnicity	48.3%																																														
White	56.2%																																														
White Minority Ethnic	62.9%																																														
Black/Black British	20.30%																																														
Black, Asian & Minority Ethnic	44.1%																																														
Asian/Asian British	49.6%																																														
Christian Religion	47.5%																																														
Other Religions	52.80%																																														
No Religion or Faith	60.8%																																														
Male	56.70%																																														
Female	55.2%																																														
Lesbian, Gay or Bisexual	53.1%																																														
Trans	45.4%																																														
All Carers	48.3%																																														
Full Time Carer	36.9%																																														
Part time carer	52.8%																																														
All parents	67.4%																																														
Single Parent	44.9%																																														
Two Parents	70.6%																																														
Disabled	33.80%																																														

16 to 24 years	55.4%
50 years and older	43.6%
65 years and older	39.8%
Owner occupier	59.0%
Rented (HA)	44.40%
Rented (Council)	27.9%
Rented private	56.4%
No Qualifications	27.50%
Non degree qualifications	43.8%
Degree qualifications	64.1%

Physical activity, working an allotment plot can bring health benefits through physical exercise.

Results from Bristol's Quality of Life (QoL) survey 2022/23 found 63.7% of people are physically active (% who do enough regular exercise each week). This decreased to 52.3% for people living in the 10% most deprived areas.

Further population breakdowns available through the Bristol Quality of Life survey 2022/23 include:

- Gender: Women (59.8%) are less likely to be physically active than men (67.6%).
- Ethnicity: Black, Asian Minority Ethnic (BAME) groups (55.5%) are less likely to be physically active than White Minority Ethnic (WME) groups (70.6% highest group), or White (64.7 % middle group)
- Age: 68.9% of young people aged 16 to 24 years old undertake regular exercise, compared to 51.1% for 50 years old and 44.5% of older people aged 65+.

Healthier Eating. Working an allotment plot may also encourage healthier eating through the growing, harvesting and sharing of fresh fruit and vegetables at certain times of year.

Bristol's Quality of Life Survey in 2022/23 indicates 48.3% of adults in Bristol are meeting the recommended "5 or more portions of fruit and vegetables a day". Trend - this is lower than the year 2018 (53.9%), the trend is down ward to 2022/23 with a sharp decline in 2020.

By ward, people having 5 fruit & veg a day range from 36.1% in Knowle ward, to 63.5% in Clifton (interestingly no allotments in Clifton Ward). The association between this indicator and deprivation is not entirely consistent across the range of deprivation, but the proportion of adults eating 5-a-day tends to rise where deprivation is less acute. e.g.

41.6% in the most deprived 10% of the city, 57.5% in the least deprived 10% of the city.

Quality of Life survey responses indicate that men (44.8%), young people (39.5%) and Disabled residents (38.5%), are less likely to be eating 5-a-day fruit and veg than the city average.

Mental health is a state of well-being in which the individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community.

Working an allotment plot can bring mental health benefits by encouraging time spent outdoors, generating social activity and generating a sense of achievement through harvesting.

If you have good mental wellbeing, you are able to:

- feel relatively good in yourself and have self-esteem;
- feel and express a range of emotions;
- build and maintain good relationships with others;
- feel engaged with the world around you;
- live and work productively;
- cope with the stresses of daily life; adapt and manage in time of change and uncertainty.

13.8% of Bristol residents reported a low life satisfaction score in 2022/23, there has been an upward trend since 2019 (9%).

21% have “poor mental wellbeing”, rising to 34.2% in the most deprived areas. Disabled people are the least satisfied with their (43.8%).

Personal Finance

We current offer discounts for those receiving certain benefits, this will be expanded to all those receiving Universal Credit and Pension Credit.

Indicator % of people who find it difficult to manage financially		
Characteristic	Percentage	Comment
10% most deprived	17.5%	These are likely to receive the 50% discount on allotment rental.
Disabled people	25.7%	We propose to introduce a new lower discounted rental rate for

		accessible plots.
16 to 24 years	18.5%	
50 years and older	7.8%	
65 years and older	5.4%	

Whilst we have not collected demographic data for our tenants anecdotal evidence is there are many in the 50 years and older group who are financially better off than the average population stating difficulty with finance, Bristol average 10.2%

apse.org.uk/index.cfm/apse/members-area/briefings/2023/23-37-state-of-the-market-survey-allotments-2023/	<p>Nationally there is a wide variance in the range of prices for renting allotments. However, it should be noted that it does not appear that larger authorities who employ dedicated staff take part in the survey, hence the rents are more that of Parish Councils who use voluntary staff and may not offer a full service. However, although the rent banding figures used in the survey are low, 46% of respondents say they charge over £70 per annum and 63% are increasing prices in the next five years or are reviewing the need to do so. 22% stated they had increased rates above that of standard inflation.</p> <p>A better indicator of rental rates (adjusted to include water charges) is to compare with similar sized authorities by looking at their websites, for example for Band D plots - Plymouth at £192, B&NES £212 (planned rise to £227), Nottingham £178, Sheffield £182 (£192) in February 2024.</p> <p>There has been a noticeable increase in demand for allotment plots as a result of COVID-19</p>
---	--

Allotment Rent, Tenancy Agreement and Rules Consultation – November 2023 – January 2024	<table border="1"> <thead> <tr> <th>Characteristic</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Ethnic Group</td> <td></td> </tr> <tr> <td>Mixed ethnicity</td> <td>2.0%</td> </tr> <tr> <td>White British</td> <td>83%</td> </tr> <tr> <td>Other White background</td> <td>10%</td> </tr> <tr> <td>Black/Black British, Caribbean or African</td> <td>1.2%</td> </tr> <tr> <td>Asian/Asian British</td> <td>2%</td> </tr> <tr> <td>Gypsy, Roma or Traveller</td> <td>0.1%</td> </tr> <tr> <td>Other ethnic background</td> <td>0.5%</td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> </tbody> </table>	Characteristic	Percentage	Ethnic Group		Mixed ethnicity	2.0%	White British	83%	Other White background	10%	Black/Black British, Caribbean or African	1.2%	Asian/Asian British	2%	Gypsy, Roma or Traveller	0.1%	Other ethnic background	0.5%				
Characteristic	Percentage																						
Ethnic Group																							
Mixed ethnicity	2.0%																						
White British	83%																						
Other White background	10%																						
Black/Black British, Caribbean or African	1.2%																						
Asian/Asian British	2%																						
Gypsy, Roma or Traveller	0.1%																						
Other ethnic background	0.5%																						

Sex	
Male	42%
Female	58%
Other	0.3%
Gender identity different from your sex at Birth	
Yes (e.g. trans or no-binary)	1%
No	84%
Prefer not to say	15%
Sexual orientation	
BI	7%
Gay / Lesbian	5%
Heterosexual / straight	87%
I use another term	1%
Disabled	
Disabled	10%
Not Disabled	81%
Prefer not to say	8%
Age	
11-15*	0.04%
16-17*	0.04%
18-24	0.54%
25-34	12.80%
35-44	26 %
45-54	18 %
55-64	21 %
65-74	15.13%
75-84	16 %
85+	0.39%
Prefer not to say	4.29%
Note * - Must be over 18 years old to hold a Tenancy Agreement	
Are pregnant or given birth in last 26 weeks	
Yes	2%
No	98%
Carer	
Yes	12%
No	88%
Religion/faith	
No religion	72%
Buddhist	2%

	Christian	21%
	Hindu	0.1%
	Jewish	0.5%
	Muslim	0.6%
	Pagan	2%
	Sikh	0.0%
	Other	2%
	Refugee or asylum seeker	
	Yes	0.2%
	No	99.8%
	Rent increase – agree or disagree	
	Strongly agree	3%
	Agree	10%
	Neither agree nor disagree	9%
	Disagree	29%
	Strongly disagree	48%
	Rent- disagree	
	Higher increase	1%
	Lower increase	58%
	No increase	41%
	Effect on your protected characteristics	
	Very negative effect	18.6%
	Slightly negative effect	12.0%
	No effect	67.8%
	Slightly positive effect	0.7%
	Very positive effect	0.9%
	Interested in communal food growing	
	Yes	42%
	No	58%
Additional comments:		

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without

the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We do not currently routinely monitor the protected characteristics of allotment tenants, apart from age as only people aged 18 plus are permitted to hold an allotment tenancy.

However, a few selected characteristics were monitored as part of the Allotments Tenancy, Rules and Rent consultation and have been selected the above in 2.2.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol’s diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Full Council undertook its budget setting meeting in February 2022 which agreed an additional £55K budget saving income target for allotments, the budget proposal was subject to public consultation. Part of the proposed allotment rent increase is to cover this income requirement.

We have further consulted the public in particular tenants and those on the waiting list concerning rent increase, and Additional Charges, changes to Tenancy Agreement and creation of the Rules, this consultation took place November 2023 – January 2024. [Proposed changes to Bristol Allotment Rent and Tenancy Agreement.](#)

The Allotments and Food Growing Strategy is now part of the Parks and Green Space Strategy and is subject to a separate consultation during December 2023 and January 2024 [Parks and Green Spaces Strategy](#). This outlines the need and aims behind the intention to increase rents and make changes to the Tenancy Agreement and Rules

A number of themes arose from the Allotment Rents, Tenancy Agreement and Rules consultation in relation to allotment rents from the consultation process:

Themes	Response
<p>The rent increase is too high.</p> <p>Because of the length of time since the last price increase, the scale of the increase is too high to apply all in one go.</p>	<p>Given the time that has elapsed since the last rent uplift, the impact of inflation, the need to make service improvements and comparison with other authorities we are unable to hold rent at 2018 levels any further. We have not sought a fee structure that will meet the full cost of providing the service. Increase to rents are subject to a 12 months’ notice period and we are introducing an option to pay quarterly or monthly by direct debit.</p>
<p>As an allotment tenant the service needs to improve if the rents increase – value for money.</p> <p>Supportive of rental increase - if [for example] this helps the service improve</p>	<p>The Food Growing and Allotments Strategy sets out our aspirations for the service and we can begin to deliver these using the additional income generated. We will increase the number of officers focussed on delivering the services for tenants and support volunteer site representatives. Through them we will improve</p>

and motivates people to look after their plots.	maintenance repair services, improve our guidance and educational resources and support more people to benefit from growing food.
The rent uplift will impact on people with low income who are not eligible for a discount.	We have extended the reach of the 50% discount to include those that are in receipt of Universal or Pension Credit. This is expected to benefit one in five of all our tenants. Tenants will have the option to pay by Direct Debit on a quarterly or monthly basis to help spread the cost.
There are alternatives to increasing rent – [for example] bringing more overgrown plots in to use.	We will continue to clear overgrown plots
Any income generated should only go to the allotments service and not support other council services.	The cost of delivering allotment services to the Council is currently higher than the income generated from allotment rents.
There should not be a separate water charge	We feel it is important that it is clear to tenants which element of their payment relates to water, particularly as supply costs are generally increasing and when some allotments sites do not have a water supply.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

We are now only taking forward the proposed rent increase (including water charges) at this time and intend to revisit the Tenancy Agreement, Rules and Additional Charges following further engagement with the allotment community. The format of the engagement is yet to be determined.

Bristol Allotment Forum is open to all allotment tenants but is mainly attended by Site Representatives, the Forum meets four times per year with BCC Officers, to discuss issues affecting tenants and allotment sites.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

We do not believe the rent increase will adversely affect groups as we can see that there is a high take up of the benefits discount offered and we are expanding the eligibility which we envisage will see more of those on Universal Benefit and Pension Credit taking up the offer.

We are proposing that the rent increase is phased in over a two-year period from financial year 25/26, which will reduce the impact to allotment holders. The rent and water service charge will be raised by 50% of the full amount in 25/26 and to the full amount in 26/27. Based on the proposed rent increase for a Band B allotment plot for combined rent and water charge, this would rise in year one from £50.00 each year to £69.00 and in year two it would go to £89.00. In 25/26 the minimum discounted fee for a Band A plot will be £30.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Whilst do not currently have demographic information on our tenants, it is the older age group who attend the Allotments Forum meetings, these are less likely to be comfortable using digital services.</p> <p>Analysis of the online responses to the consultation puts the majority of respondents (65% are tenants) where they have stated in the 35-44 age group at 26% followed closely by the 44-54 age group at 18% and 55-64 age group at 21%. Persons aged 65 – 85 collectively make up 21.18%. So, the majority of on-line consultation respondents 54.42% are below the age of 55, this compares to 60 years and above being considered as the older age group.</p> <p>Bristol Ageing Better estimated at least 11,000 older people are experiencing isolation in the city</p>
Mitigations:	<p>For those without an email address (the minority) we have informed them of the consultation by post and will continue to use this method for further communications regarding changes to rent and tenancy as required. We have provided hard copy consultation questionnaires for those who have requested them.</p> <p>We are encouraging the expansion of collective (community) food growing groups that can provide a social interaction environment to help to reduce the isolation in the older age group.</p>
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	11% of on-line consultation respondents stated they consider themselves Disabled.
Mitigations:	<p>We are proposing to increase the number of accessible plots these have discounted rent and continue with reasonable adjustments by offering smaller plots and allowing Co-workers to assist with plot maintenance, nearly ¼ of tenants have a Co-worker. This will thus provide cheaper plots and sharing costs. We are also encouraging collective growing which will enable shared minimal cost for participants.</p> <p>We are offering a 50% discount for those in receipt of Universal Credit or Pension Credit which are means tested benefits</p>
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Quality of Life Survey 2022-23</p> <ul style="list-style-type: none"> In Bristol 17.5% of residents who find it difficult to manage financially live in the 10% most deprived areas in England, Bristol average is 10.2%. 3.7% of households have experienced severe food insecurity, rising to 7.9% in the 10% to 20% decline of deprivation in the city 8.1% of households have experienced moderate to severe food insecurity, rising to 16.1 in the most 10% deprived areas of the city
Mitigations:	<p>The increase in rent could impact on allotment tenants who are struggling with financial hardship.</p> <p>To address this, the following personal circumstances concessions will be in place:</p> <p>The proposal is to expand the eligibility to all aspects of Universal Credit together with Pension Credit.</p> <p>50% discount is offered to tenants who are in receipt of Universal Credit, Pension Credit, Housing Benefit or Council Tax reduction (latter not applicable to students and single occupancy discounts) (if they receive the latter two, they are likely to be on Universal Credit).</p> <p>We currently offer annual Direct Debit, to assist with personal budgeting we will expand this to include monthly payments.</p> <p>The most popular sized plot 75-149m2 will cost £1.71 per week before discounts applied as applicable.</p> <p>We are proposing that the rent increase is phased in over a two-year period from financial year 25/26, which will reduce the impact to allotment holders. The rent and water service charge will be raised by 50% of the full amount in 25/26 and to the full amount in 26/27. Based on the proposed rent increase for a Band B allotment plot for combined rent and water charge, this would rise in year one from £50.00 each year to £69.00 and in year two it would go to £89.00. In 25/26 the minimum discounted fee for a Band A plot will be £30.</p>
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Other groups [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	

Mitigations:	
--------------	--

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Yes, we will advertise the existence of accessible raised bed (plots) and intend have a separate waiting list from the main site so that people who identify as a Disabled person with accessibility requirements do not need to que on the main waiting list for a plot which would be unsuitable for them. In order that accessible plots are reserved for those who need them. The strategy envisages expanding provision from 37 to circa 50 plots.

On a few sites, some Plots are provided as fully accessible raised beds with hard surface surrounds and with adjacent car parking. These plots will be reserved for those who identify as a Disabled people with accessibility requirements, that may require such plots. Where an applicant desires an accessible plot, they can apply solely on the separate "sub-site" Accessible Plot Waiting List.

The increase in rent will make the Allotment Service more financially sustainable to provide services to our tenants, some of which are currently receiving applicable benefits to obtain the discounts, this is assisting will relieving poverty.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

We have also concluded that the rent increase is necessary for the financial stability of the service, to allow us to cater for those on low incomes to grow their own healthy food helped by receiving a 50% discount on plot rental if they receive the prescribe benefits.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

The advertising and separate waiting list for accessible plots will allow more Disabled people to engage with growing their own food or to take part in collective food growing group activities

The proposed rent increase will allow us to provide a good quality allotment service for our existing tenants and future generations.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
To improve data collection of demographics and equalities data through scheduled surveys likely every 3-5 years and requesting upon take up of tenancy.	Lerraine Smith	As new Tenancy agreements are rolled out
To engage further concerning the Tenancy Agreement, Rules and Additional Charges	Lerraine Smith	As determined by the Council's Administration
Implementation related to; accessible plots, additional benefits eligibility and monthly Direct Debit	Lerraine Smith	Once proposals are approved.

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

We will have better understanding of the equalities issues and needs of our tenants through improved data. We will receive feed-back from our tenants directly and through the Bristol Allotments Forum.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 27/2/2024	Date: 27.02.2024

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.



Environmental Impact Assessment [version 1.0]

Proposal title: Allotments Rent Increase		
Project stage and type: <input type="checkbox"/> Initial Idea Mandate <input type="checkbox"/> Outline Business Case <input checked="" type="checkbox"/> Full Business Case		
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service	<input type="checkbox"/> New	<input type="checkbox"/> Changing
<input type="checkbox"/> Other [please state]	<input type="checkbox"/> Already exists / review	
Directorate: Growth and Regeneration	Lead Officer name: Richard Fletcher	
Service Area: Natural and Marine Environment	Lead Officer role: Parks Services Manager	

Step 1: What do we want to do?

The purpose of this Environmental Impact Assessment is to help you develop your proposal in a way that is compliant with the council’s policies and supports the council’s strategic objectives under the [One City Climate Strategy](#), the [One City Ecological Emergency Strategy](#) and the latest [Corporate Strategy](#).

This assessment should be started at the beginning of the project proposal process by someone with a good knowledge of the project, the service area that will deliver it, and sufficient influence over the proposal to make changes as needed.

It is good practice to take a team approach to completing the Environmental Impact Assessment. See further [guidance](#) on completing this document. Please email environmental.performance@bristol.gov.uk early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Please use plain English, avoiding jargon and acronyms.

<p>To implement financial sustainability through a rental increase as part of the Allotment and Food Growing Strategy 2024 (part of the Parks and Green Space Strategy 2024)</p> <ul style="list-style-type: none"> To make the Allotment Service more financially sustainable and provide a more responsive service to our tenants through increasing the allotment rental rates.

1.2 Will the proposal have an environmental impact?

Could the proposal have either a positive or negative effects for the environment now or in the future? If ‘No’ explain why you are sure there will be no environmental impact, then skip steps 2-3 and request review by sending this form to environmental.performance@bristol.gov.uk

If ‘Yes’ complete the rest of this assessment.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
------------------------------	--	-----------------

<p>This is a rent increase, though services will improve, with the new Rents and Water Charges increase, there will be no direct effect on the of tenant's actions related to care for the environment. The increase in rent will enable a more financially sustainable service provision, but will neither have direct positive or negative impacts on the environment.</p>
--

1.3 If the proposal is part of an options appraisal, has the environmental impact of each option been assessed and included in the recommendation-making process?

If 'Yes' please ensure that the details of the environmental impacts of each option are made clear in the pros and cons section of the [project management options appraisal document](#).

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Not applicable	[please select]
------------------------------	-----------------------------	--	-----------------

If 'No' explain why environmental impacts have not been considered as part of the options appraisal process.

Step 2: What kinds of environmental impacts might the project have?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered. See detailed [guidance documents](#) for advice on identifying potential impacts.

Does the proposal create any benefits for the environment, or have any adverse impacts?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our corporate environmental objectives and the wider [One City Climate and Ecological Emergency strategies](#).

Consider how the proposal creates environmental impacts in the following categories, both now and in the future.

Reasonable efforts should be made to quantify stated benefit or adverse impacts wherever possible.

Where the proposal is likely to have a beneficial impact, consider what actions would enhance those impacts. Where the proposal is likely to have a harmful impact, consider whether actions would mitigate these impacts.

Enhancements or mitigation actions are only required when there is a likely impact identified. Remember that where enhancements or mitigation actions are listed, they should be assigned to staff and appropriately resourced.

GENERAL COMMENTS (highlight any potential issues that might impact all or many categories)		
ENV1 Carbon neutral: Emissions of climate changing gases BCC has committed to achieving net zero emissions for its direct activities by 2025, and to support the city in achieving net zero by 2030. Will the proposal involve transport, or the use of energy in buildings? Will the proposal involve the purchase of goods or services? If the answer is yes	Benefits	None
	Enhancing actions	None
Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years		

<p>to either of these questions, there will be a carbon impact.</p> <p>Consider the scale and timeframe of the impact, particularly if the proposal will lead to ongoing emissions beyond the 2025 and 2030 target dates.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	Adverse impacts	None
	Mitigating actions	None
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years	

<p>ENV2 Ecological recovery: Wildlife and habitats</p> <p>BCC has committed to 30% of its land being managed for nature and to halve its use of pesticides by 2030.</p> <p>Consider how your proposal can support increased space for nature, reduced use of pesticides, reduce pollution to waterways, and reduce consumption of products that undermine ecosystems around the world.</p> <p>If your proposal will directly lead to a reduction in habitat within Bristol, then consider how your proposed mitigation can lead to a biodiversity net gain. Be sure to refer to quantifiable changes wherever possible.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	Benefits	None
	Enhancing actions	None
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years	
	Adverse impacts	None
	Mitigating actions	None
Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years		

<p>ENV3 A cleaner, low-waste city: Consumption of resources and generation of waste</p> <p>Consider what resources will be used as a result of the proposal, how they can be minimised or swapped for</p>	Benefits	None
	Enhancing actions	None
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years	

<p>less impactful ones, where they will be sourced from, and what will happen to any waste generated</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	<p>Adverse impacts</p>	None
	<p>Mitigating actions</p>	None
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	
<p>ENV4 Climate resilience: Bristol’s resilience to the effects of climate change</p> <p>Bristol’s climate is already changing, and increasingly frequent instances of extreme weather will become more likely over time.</p> <p>Consider how the proposal will perform during periods of extreme weather (particularly heat and flooding).</p> <p>Consider if the proposal will reduce or increase risk to people and assets during extreme weather events.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	<p>Benefits</p>	None
	<p>Enhancing actions</p>	None
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input checked="" type="checkbox"/> 5+ years</p>	
	<p>Adverse impacts</p>	None
	<p>Mitigating actions</p>	None
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	
<p>Statutory duty: Prevention of Pollution to air, water, or land</p> <p>Consider how the proposal will change the likelihood of pollution occurring to air,</p>	<p>Benefits</p>	None
	<p>Enhancing actions</p>	
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	

water, or land and what steps will be taken to prevent pollution occurring. Further guidance <input type="checkbox"/> No impact	Adverse impacts	None
	Mitigating actions	None
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years	

Step 3: Action Plan

Use this section summarise and assign responsibility for any actions you have identified to improve data, enhance beneficial, or mitigate negative impacts. Actions identified in section two can be grouped together if named responsibility is under the same person.

This action plan should be updated at each stage of the project. Please be aware that the Sustainable City and Climate Change Service may use this action plan as an audit checklist during the project’s implementation or operation.

Enhancing / mitigating action required	Responsible Officer	Timescale
NA	Lorraine Smith	NA

Step 4: Review

The Sustainable City and Climate Change Service need at least five working days to comment and feedback on your impact assessment. Assessments should only be marked as reviewed when they provide sufficient information for decision-makers on the environmental impact of the proposal.

Please seek feedback and review by emailing environmental.performance@bristol.gov.uk before final submission of your decision pathway documentation¹.

Where impacts identified in this assessment are deemed significant, they will be summarised here by the Sustainable City and Climate Change Service and must be included in the ‘evidence base’ section of the decision pathway cover sheet.

None
Summary of significant adverse impacts and how they can be mitigated:
None

Environmental Performance Team Reviewer: Daniel Shelton	Submitting author: Keith Chant
Date: 07/02/2024	Date: 05/02/2024

¹ Review by the Sustainable City and Climate Change Service confirms there is sufficient analysis for decision makers to consider the likely environmental impacts at this stage. This does not constitute an endorsement or approval of the proposal.