

Equality Impact Assessment [version 2.12]



Title: Investment in Allotments and Food Growing (citywide)	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Jonathan James
Service Area: Natural and Marine Environment	Lead Officer role: Head of Natural and Marine Environment

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.

The proposal will result in a capital investment of £2.35M into allotment and collective food growing facilities in the city. Funds will be used to increase the number of allotment and collective food growing plots available for rent by our citizens and carry out improvements to existing sites.

The Council has secured capital funding through site-specific S106 agreements¹ and a ringfenced capital receipt (via the requirement of the Allotments Act) which will allow the service to invest in the development of allotments and food growing land. We will create new allotment plots on statutory allotment sites, repurpose and improve land to create new allotments and collective food growing opportunities, and improve the infrastructure servicing existing tenants where this is a priority.

Bristol Allotment Service provides approx. 4,500 plots of variable sizes at sites across Bristol. However, we have over 7,000 people waiting for an allotment site currently, hence the need to create additional allotment sites.

The Food Growing Strategy sets out three commitments: to reduce the number of people waiting to access Council-owned food growing spaces, to deliver new spaces for food growing, and to ensure people from communities across Bristol can access suitable food growing opportunities.

We also encourage collective (community) food growing groups, many of which provide physical and mental health benefits, and provide these at a discounted rate which recognises the positive social value contribution to disadvantaged groups. This provides a low-cost way that people can engage with food growing.

¹ s106 agreements, are a mechanism which make a development proposal acceptable in planning terms, that would not otherwise be acceptable. They are focused on site specific mitigation of the impact of development.

The most popular sized plot is between 75-149m², we intend that new plots will be maximum of 125m² to permit the maximum number of new tenants which still offer a good-sized productive plot. We will also offer smaller “starter” plots these being cheaper and easier to maintain.

We will increase the number of accessible plots on selected sites in particular where we will have accessible toilets and hard surface car parking.

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]
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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/equality-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 \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

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 \(sharepoint.com\)](#) 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](#) and [Stress Risk Assessment](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																																																																		
Bristol Quality of Life survey 2023/24 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 2023/24 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="632 640 1289 1989"> <thead> <tr> <th>Characteristic</th> <th>Percentage</th> </tr> </thead> <tbody> <tr><td>Bristol Average</td><td>57.0%</td></tr> <tr><td>10% most deprived</td><td>39.9%</td></tr> <tr><td>Mixed Ethnicity</td><td>60.2%</td></tr> <tr><td>White</td><td>57.6%</td></tr> <tr><td>White Minority Ethnic</td><td>61.4%</td></tr> <tr><td>Black/Black British</td><td>23.4%</td></tr> <tr><td>Black, Asian & Minority Ethnic</td><td>45.7%</td></tr> <tr><td>Asian/Asian British</td><td>48.0%</td></tr> <tr><td>Christian Religion</td><td>48.1%</td></tr> <tr><td>Other Religions</td><td>52.40%</td></tr> <tr><td>No Religion or Faith</td><td>61.7%</td></tr> <tr><td>Male</td><td>55.60%</td></tr> <tr><td>Female</td><td>57.4%</td></tr> <tr><td>Lesbian, Gay or Bisexual</td><td>55.7%</td></tr> <tr><td>Trans</td><td>51.5%</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>52.9%</td></tr> <tr><td>Single Parent</td><td>69.2%</td></tr> <tr><td>Two Parents</td><td>72.3%</td></tr> <tr><td>Disabled</td><td>38.20%</td></tr> <tr><td>16 to 24 years</td><td>55.1%</td></tr> <tr><td>50 years and older</td><td>45.1%</td></tr> <tr><td>65 years and older</td><td>38.6%</td></tr> <tr><td>Owner occupier</td><td>59.3%</td></tr> <tr><td>Rented (HA)</td><td>41.5%</td></tr> <tr><td>Rented (Council)</td><td>33.2%</td></tr> <tr><td>Rented private</td><td>56.3%</td></tr> <tr><td>No Qualifications</td><td>25.50%</td></tr> <tr><td>Non degree qualifications</td><td>43.9%</td></tr> <tr><td>Degree qualifications</td><td>64.9%</td></tr> </tbody> </table>	Characteristic	Percentage	Bristol Average	57.0%	10% most deprived	39.9%	Mixed Ethnicity	60.2%	White	57.6%	White Minority Ethnic	61.4%	Black/Black British	23.4%	Black, Asian & Minority Ethnic	45.7%	Asian/Asian British	48.0%	Christian Religion	48.1%	Other Religions	52.40%	No Religion or Faith	61.7%	Male	55.60%	Female	57.4%	Lesbian, Gay or Bisexual	55.7%	Trans	51.5%	All Carers	48.3%	Full Time Carer	36.9%	Part time carer	52.8%	All parents	52.9%	Single Parent	69.2%	Two Parents	72.3%	Disabled	38.20%	16 to 24 years	55.1%	50 years and older	45.1%	65 years and older	38.6%	Owner occupier	59.3%	Rented (HA)	41.5%	Rented (Council)	33.2%	Rented private	56.3%	No Qualifications	25.50%	Non degree qualifications	43.9%	Degree qualifications	64.9%
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	<p>Physical activity, working an allotment plot can bring health benefits through physical exercise.</p> <p>Results from Bristol’s Quality of Life (QoL) survey 2023/24 found 66.6% of people are physically active (% who do enough regular exercise each week). This decreased to 57.0% for people living in the 10% most deprived areas.</p> <p>Further population breakdowns available through the Bristol Quality of Life survey 2023/24 include:</p> <ul style="list-style-type: none"> • Gender: Women (64.0%) are less likely to be physically active than men (69.6%). • Ethnicity: Black, Asian and minority Ethnic groups (52.5%) are less likely to be physically active than White minority ethnic groups (75.1% highest group), or White (68.5 % middle group). • Age: 73.2% of young people aged 16 to 24 years old undertake regular exercise, compared to 55.4% for 50 years old and 46.9% of older people aged 65+. <p>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.</p> <p>Bristol’s Quality of Life Survey in 2023/24 indicates 48.8% 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 upward ward from 2022/23 after the sharp decline in 2020.</p> <p>By Ward, people having 5 fruit & veg a day range from 32.2% in Lawrence Hill ward, to 65.4% in Westbury-on-Trym and Henleaze wards.</p> <p>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. 35.0% in the most deprived 10% of the city, 58.7% in the least deprived 10% of the city.</p> <p>Quality of Life survey responses indicate that men (43.5%), young people (41.6%) and Disabled residents (41.0%), are less likely to be eating 5-a-day fruit and veg than the city average of 48.8%.</p> <p>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.</p>

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	<p>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.</p> <p>If you have good mental wellbeing, you are able to:</p> <ul style="list-style-type: none"> - 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. <p>14.5% of Bristol residents reported a low life satisfaction score in 2023/24, there has been an upward trend since 2019 (9%).</p> <p>19.8% have “poor mental wellbeing”, rising to 46.6% in the most deprived areas. Disabled people are the least satisfied with their (55.9%).</p> <p>Whilst we have not collected demographic data for our tenants anecdotal evidence is there are many in the 50 years and older group.</p>																																	
<p>Association of Public Service Excellence (APSE) Annual State of the Market Allotment Survey - 2023 APSE Allotment Survey 2023</p>	<p>Nationally there has been a noticeable increase in demand for allotment plots as a result of COVID-19.</p> <p>The Association of Public Service Excellence (APSE) Allotment Survey 2023 - Section 6 indicates that 54% of respondents say they will be increasing allotment provision as opposed to 42% in 2022, with 75% of this new provision being provided by the local authorities.</p>																																	
<p>Allotment Rent, Tenancy Agreement and Rules Consultation – November 2023 – January 2024.</p> <p>This gives proxy indicators for our current allotment tenants, though those persons on the waiting list, allotment associations and interested food growing groups also responded to a lesser extent.</p>	<table border="1"> <thead> <tr> <th data-bbox="624 1323 959 1391">Characteristic</th> <th data-bbox="959 1323 1286 1391">Percentage</th> </tr> </thead> <tbody> <tr> <td colspan="2" data-bbox="624 1391 1286 1435">Ethnic Group</td> </tr> <tr> <td data-bbox="624 1435 959 1469">Mixed ethnicity</td> <td data-bbox="959 1435 1286 1469">2.0%</td> </tr> <tr> <td data-bbox="624 1469 959 1503">White British</td> <td data-bbox="959 1469 1286 1503">71.2%</td> </tr> <tr> <td data-bbox="624 1503 959 1536">Other White background</td> <td data-bbox="959 1503 1286 1536">8.4%</td> </tr> <tr> <td data-bbox="624 1536 959 1615">Black/Black British, Caribbean or African</td> <td data-bbox="959 1536 1286 1615">1.2%</td> </tr> <tr> <td data-bbox="624 1615 959 1648">Asian/Asian British</td> <td data-bbox="959 1615 1286 1648">1.40%</td> </tr> <tr> <td data-bbox="624 1648 959 1727">Gypsy, Roma or Traveller</td> <td data-bbox="959 1648 1286 1727">0.1%</td> </tr> <tr> <td data-bbox="624 1727 959 1760">Other ethnic background</td> <td data-bbox="959 1727 1286 1760">2.1%</td> </tr> <tr> <td data-bbox="624 1760 959 1794">Prefer not to say</td> <td data-bbox="959 1760 1286 1794">13.6%</td> </tr> <tr> <td colspan="2" data-bbox="624 1794 1286 1839"></td> </tr> <tr> <td colspan="2" data-bbox="624 1839 1286 1883">Sex</td> </tr> <tr> <td data-bbox="624 1883 959 1917">Male</td> <td data-bbox="959 1883 1286 1917">36%</td> </tr> <tr> <td data-bbox="624 1917 959 1951">Female</td> <td data-bbox="959 1917 1286 1951">50%</td> </tr> <tr> <td data-bbox="624 1951 959 1984">Prefer not to say</td> <td data-bbox="959 1951 1286 1984">13%</td> </tr> <tr> <td data-bbox="624 1984 959 2018">Other</td> <td data-bbox="959 1984 1286 2018">1%</td> </tr> </tbody> </table>		Characteristic	Percentage	Ethnic Group		Mixed ethnicity	2.0%	White British	71.2%	Other White background	8.4%	Black/Black British, Caribbean or African	1.2%	Asian/Asian British	1.40%	Gypsy, Roma or Traveller	0.1%	Other ethnic background	2.1%	Prefer not to say	13.6%			Sex		Male	36%	Female	50%	Prefer not to say	13%	Other	1%
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Data / Evidence Source [Include a reference where known]	Summary of what this tells us	
	Gender identity different from your sex at Birth	
	Yes (e.g. trans or non-binary)	1%
	No	84%
	Prefer not to say	15%
	Sexual orientation	
	BI	5%
	Gay / Lesbian	4%
	Heterosexual / straight	59%
	Prefer not to say	30%
	I use another term	3%
	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	24.43%
	45-54	16.88%
	55-64	19.81%
	65-74	15.13%
	75-84	5.65%
	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	86%
	Prefer not to say	12%
	Carer	
	Yes	10%
	No	78%
	Prefer not to say	11%
	Religion/faith	
	No religion	57.8%

Data / Evidence Source [Include a reference where known]	Summary of what this tells us	
	Buddhist	1.5%
	Christian	16.6%
	Hindu	0.1%
	Jewish	0.4%
	Muslim	0.5%
	Pagan	1.2%
	Sikh	0.0%
	Prefer not to say	18.5%
	Other	3.5%
	Refugee or asylum seeker	
	Yes	0.2%
	No	89.4%
	Prefer not to say	10.4%
	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%
	<p>The difference in response from all respondents when compared with those with protected characteristics is relatively small – for example:</p> <ul style="list-style-type: none"> The difference in response to the question as to whether they agreed or disagreed with the proposal from the 	

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<p>consultation as a whole and from those in the 10% most deprived areas of Bristol is 1%.</p> <ul style="list-style-type: none"> • The difference in response to this question as to whether they agreed or disagreed with the proposal from the consultation as a whole and from those who consider themselves as Disabled is 1%. • The difference in response to this question as to whether they agreed or disagreed with the proposal from the consultation as a whole and Asian or Asian British respondents is 4% (82%), from mixed or multiple ethnic groups is 4% (82%), from Black Caribbean or African is 3%. <p>Over two thirds, 69.4%, of respondents didn't feel that the rent and tenancy proposals would have an effect on their protected characteristic.</p> <p>Refer to the consultation report for the March 5th Cabinet report where the rent and waster service charge proposals were first considered.</p>
Additional comments:	

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

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

There are gaps in our evidence base in terms of who our tenants are and how many of these of protected characteristics. However, the consultation for the 5th March 2024 Cabinet report allows us a clear view of the views of respondents with protected characteristics and how these views compare with respondents as a whole.

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.

The Food Growing and Allotments Strategy set out a commitment to reduce the number of people waiting to access Council-owned food growing spaces and generate new spaces for food growing. This proposal sets out to begin to meet that commitment. The Council consulted on its Food Growing and Allotments Strategy for six weeks from 11th December 2023. The consultation was promoted widely in allotments and parks and green spaces as well as being subject to a media press releases. Stakeholders were also contacted including allotment tenants:

- 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

2.5 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.

Where the capital investment funds are derived from S106 agreements, these are required to be used to improve or create new capacity at specific sites. Where there are tenants already at these locations their view will be sought. Where investment funds are derived from the capital receipt, the sites for investment are not yet determined. We will seek the view of the Allotment Forum with regard to investment proposals and where there are tenants already at these locations, their view will be sought.

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)	
It is anticipated that the impacts from the investment will be wholly positive. However the proposals will require the conversion of existing land uses to allotment plots and collective food growing. Some of this land may already have tenants who would be affected. The characteristics of these tenants is not known.	
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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Whilst we do not anticipate negative impact from the proposal, it is likely a high proportion of existing and potential allotment tenants are aged 50+
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Whilst we do not anticipate negative impact from the proposal, we recognise our duty to make reasonable adjustments and proactively remove barriers that disabled people encounter compared to non-Disabled people in accessing our services
Mitigations:	We will increase the number of accessible plots on selected sites in particular where we will have accessible toilets and hard surface car parking.
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:	As Race
Mitigations:	As Race
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:	Whilst we do not anticipate any negative impact, we are aware of existing disparities and barriers for people living in the most deprived areas of the city
Mitigations:	The proposal will help to provide a low-cost way that people can engage with food growing. We will also offer smaller “starter” plots these being cheaper and easier to maintain.
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

It is anticipated that the impacts from the investment will be wholly positive in that we will be able to provide high quality food growing opportunities, create more accessible plots and improve facilities such pathways, access points, parking and toilet facilities within sites.

A focus on creating collective food growing opportunities will benefit those who need support from peers or professionals to grow food and will also generally be at lower cost.

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:

The assessment has identified the need for further, more localised engagement with those who may be affected, particularly existing on-site tenants, as more detailed proposals are developed.

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

It is anticipated that the impacts from the investment will be positive, particularly for older people and Disabled people in that we will be able to create more accessible plots and improve facilities such pathways, access points, parking and toilet facilities within sites. People on lower incomes who do not qualify for a discount on their allotment rents may benefit from collective food growing opportunities we hope the investment will enable.

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.	Lorraine Smith	As new Tenancy agreements are rolled out
To engage and consult with the Allotment Forum on proposals as they develop.	Lorraine Smith	2024/25 and 2025/26


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 Director².

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 25/5/2024	Date: 26 June 2024

² 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.