

Equality Impact Assessment [version 2.12]



Title: The Bottle Yard Studios Review	
<input type="checkbox"/> Policy <input checked="" 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: Laura Aviles
Service Area: Culture and Creative Industries	Lead Officer role: Interim head of service

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 Bottle Yard Studios (TBYS)** is a successful film and TV studio in South Bristol, South West England. The business has been operating since 2010 and offers 154,949 sq ft studio accommodation over 11 stages, 42,314 sq ft furnished office accommodation and 135,246 sq ft ancillary workshops/stores across two sites (Whitchurch Lane and Hawkfield Way, BS14). The Bottle Yard’s premium TBY2 facility, which offers three premium sound stages, opened in November 2022. Over time, the studios has secured a market niche, providing accommodation for mid-budget, predominantly UK-led productions displaced from prime UK studios in London/the South East by the increasing weight of US production inward investment spend. Having arguably achieved its initial objectives, the studios now finds itself at a crossroads with operational restrictions associated with public ownership and a requirement for capital investment limiting its performance. With a third-party BCC tenant vacating the adjacent building and significantly more land becoming available, a strategic decision is required as to whether to maintain the status quo or look to secure investment.
- **Vision:** To be the leading film and tv studio facility in the South West of England, stimulating growth of the creative sector in the region and facilitating the needs of national and international production of all scales whilst exhibiting excellence in our field.
- **TBYS generates income** for BCC but arguably disadvantages both parties:
 - Retaining TBYS does not support BCC’s aim to become a smaller and simpler organisation
 - TYBS has organically grown to meet the demands of the industry and BCC, as a public sector body, does not have the appropriate processes and procedures to allow a commercial business to reach its full potential and, in doing so, build on the social value and economic development that TBYS brings to the city and the region
- **A long leasehold disposal** is being recommended because it will:
 - Enable TBYS to thrive as a commercial business (free from public sector restrictions)
 - Enable ongoing and increased social value and economic development for the city and the region, in particular South Bristol.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: It is envisaged that the proposal will have a neutral or positive impact on the identified stakeholders ticked above.		

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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It is envisaged that the proposal will have a **neutral or positive impact** on the identified stakeholders identified in section 1.2. This section sets out the rationale behind this view.

Social value benefits of TBYS will be maintained and arguably improved upon by securing investment in the studios, which would be sold as a 'going concern'.

Nationally the screen sector has been identified for its potential to significantly assist economic recovery from the COVID-19 pandemic. This is equally true in Bristol, where film and television production fits within the important creative sector and has already generated significant inward investment into the city.

Investment into the Bottle Yard Studios can create the much-needed ripple effect into the local economy, with local crew, suppliers and contractors employed and engaged on high-end drama productions, light entertainment and children's shows.

The main benefit of this proposal will be the investment into and growth of film and television production studios, which will support the development of start-up and growing small businesses in the screen production and creative sectors, which will include considerations around ensuring disabled accessibility and adaptation. The proposal will encourage continuation of established practice at the Bottle Yard Studios site for positive engagement of young, female and black and minority ethnic residents in the adjacent communities who are interested in entering the film and television industry.

The investment gained by new ownership will enable TBYS to deliver its skills/training programme ambitions— a condition of the WECA grant funding relating to TBYS expansion. Production activity brings employment opportunities for the region's skilled crew base. The increased levels of filming in the UK has identified a considerable crew shortage, as reported by ScreenSkills in their 2021 Assessment.

TBYS being located in South Bristol provides the ideal opportunity to encourage disadvantaged young people from this area into the industry. TBYS has a longstanding commitment to improving pathways into the production industry for young people from all backgrounds. Existing onsite classrooms are home to more than 70 16-19 year olds studying a Film & TV Production Diploma taught in a working studio environment, delivered by further education provider Boomsatsuma.

A feasibility study was commissioned earlier this year to identify the need for and make recommendation as to the delivery of a bespoke Workforce Development Programme for Bristol's scripted film and TV sector. In addition, an Industry Outreach Co-ordinator was recruited in October 2022 to engage with stakeholders across the sector locally and facilitate meaningful placements, predominantly on productions based at TBYS.

The report evidences that national schemes to tackle skills shortages are too far removed from local access barriers and, as a result, have a limited impact at a local level. There is a significant need for informed local interventions that support successful employment pathways, particularly for new entrants and people from underrepresented backgrounds. Taking an approach that responds to both local and industry needs will provide a more sustainable talent pipeline, as well as an inclusive approach to local employment. With this in mind a Workforce Development Programme is being designed to support TBYS's expansion and specifically address key challenges, including:

- South Bristol wards which are some of the most deprived in the country
- Young people who are often third-generation unemployed, and lack the 'soft skills' necessary to enter or survive a post-Covid, competitive workplace environment
- A lack of trust and confidence in what is often perceived as a privileged, inaccessible industry
- College or University courses that may not be an option
- Standard apprenticeships that do not work in the Film/TV Industry – film production companies hire most crews on a freelance basis
- Trainees that require significant encouragement, mentoring and post-training support
- Levies paid by production companies filming in Bristol which go to Screen Skills – a national organisation who do not presently have any skills training programmes in the West of England

The Workforce Development Programme will focus on 3 age categories; <16, 16-18 and 18+. TBYS and Bristol City of Film have had a bid for c£300k of grant funding approved by the West of England Combined Authority which will fund a trial of a first-year training programme between Jan 2024 – April 2025. Upon successful delivery of the first year, the long-term vision is to seek a further 5 year funding that will expand the Workforce Development Programme for the long term benefit of the screen sector in Bristol.

The Bottle Yard Studios, as the facilitator of placements for the training programme will play a critical role in the delivery of the skills strategy, designed to act as a catalyst for change in South Bristol and the wider West of England Combined Authority region.

Accessible & inclusive facilities

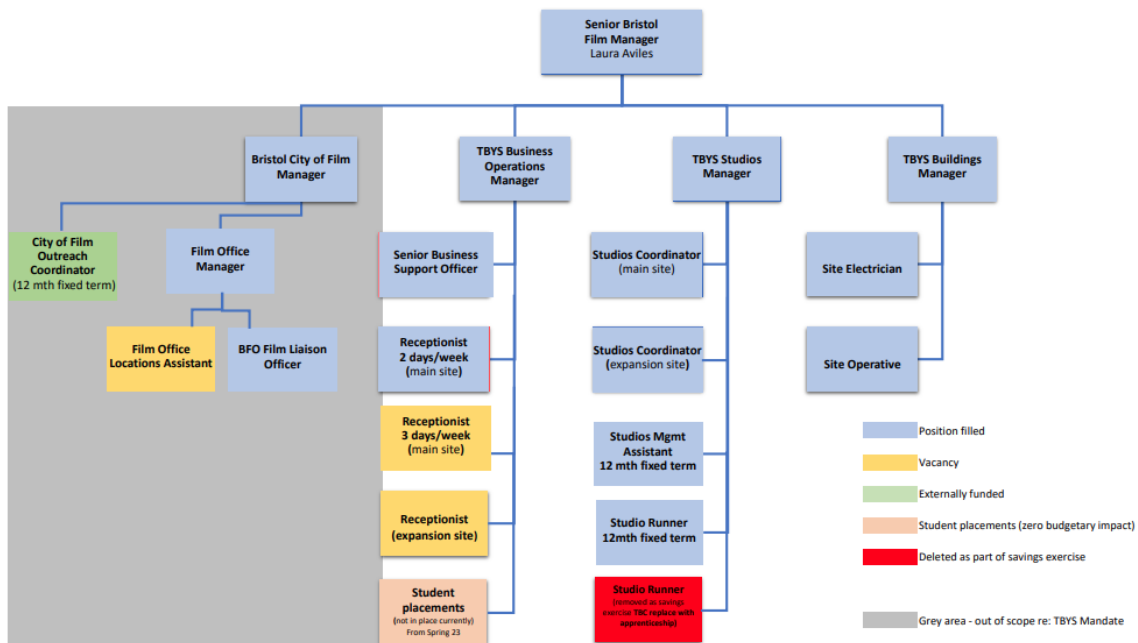
This proposal will secure the investment required to invest in accessibility infrastructure upgrades at TBYS’ main site.

TBYS Staff

As the proposal sets out to sell TBYS as a going concern, it is assumed that TUPE will apply to all TBYS staff members and TUPE eligible Bristol Workplace Solutions Ltd contractors based onsite (security and cleaning). It is not envisaged that any redundancies would apply.

Should this position change for any reason, all staff (14) will be consulted with as part of the council’s Managing Change Policy and the priority will be to identify appropriate TUPE or redeployment opportunities to keep as many staff in employment as possible.

TBYS staffing structure:



NB. The staff in grey are not in scope as relate to Bristol Film Office & UNESCO City of Film

TBYS staffing characteristics summary (see appendix 1 for Bristol Workplace summary of cleaning and security staff):

Sensitive Information Category	Sensitive Information Value	Headcount	Headcount %	BCC Headcount %
Age	16 - 29	2	41.7%	0.1%
	30 - 39	2	8.3%	0.0%
	40 - 49	6	50.0%	0.1%
	50 - 64	4	0.0%	0.0%

	65 +	0	0.0%	0.0%
Disability	Disabled	1	8.3%	0.0%
	Not Disabled	5	25.0%	0.0%
	Prefer not to state Disability	0	0.0%	0.0%
	Unknown Disability	8	66.7%	0.1%
Ethnicity	Asian or Asian British	0	0.0%	0.0%
	Black or Black British	0	0.0%	0.0%
	Mixed	0	0.0%	0.0%
	Other Ethnic Groups	0	0.0%	0.0%
	White	13	75.0%	0.1%
	Prefer not to state Ethnicity	0	0.0%	0.0%
	Unknown Ethnicity	1	25.0%	0.0%
Gender	Female	10	50.0%	0.1%
	Male	3	41.7%	0.1%
	I use another term	1	8.3%	0.0%
	Prefer not to say	0	0.0%	0.0%
Marital Status	Civil Partnership	0	0.0%	0.0%
	Declared Partnership	0	0.0%	0.0%
	Divorced	0	0.0%	0.0%
	Married	5	41.7%	0.1%
	Partner	3	25.0%	0.0%
	Single	2	16.7%	0.0%
	Widowed	0	0.0%	0.0%
	Prefer not to state Marital Status	0	0.0%	0.0%
	Unknown Marital Status	4	16.7%	0.0%
Religion / Belief	Christian	2	16.7%	0.0%
	Other religion or belief	0	0.0%	0.0%
	No religion or belief	8	66.7%	0.1%
	Prefer not to state Religion	0	0.0%	0.0%
	Unknown Religion	4	16.7%	0.0%
Sexual Orientation	LGB	2	16.7%	0.0%
	Heterosexual	10	66.7%	0.1%
	Prefer not to state Sexual Orientation	0	0.0%	0.0%
	Unknown Sexual Orientation	2	16.7%	0.0%
Trans	Yes	1	8.3%	0.0%
	No	11	75.0%	0.1%
	Prefer not to state Trans	0	0.0%	0.0%
	Unknown Trans	2	16.7%	0.0%

We have not identified any potentially adverse effects on people with protected characteristics.

A previous EqIA was completed on 12/10/2023 which identified no adverse equality impacts. This information has been reviewed and remains the same to date.

In conclusion, the proposal prioritises the social value objectives of the business to positively engage and impact local businesses and crew related to Screen Production. This will include those with protected characteristics and under-represented in enterprise, such as young people, black, minority ethnic and socio-economically deprived communities, women, and people with disabilities.

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: Alex Hearn
Date: 05/09/2024	Date: 05.09.24

Appendix 1

Bristol Workplace summary (cleaning and security staff)

Sensitive Information Category	Sensitive Information Value	Headcount	Headcount %
Age	16 - 29	1	9.09%
	30 - 39	2	18.18%
	40 - 49	3	27.27%
	50 - 64	5	45.45%
	65 +	0	0.00%
Disability	Disabled	0	0.00%
	Not Disabled	11	100.00%
	Prefer not to state Disability	0	0.00%
	Unknown Disability	0	0.00%
Ethnicity	Asian or Asian British	0	0.00%
	Black or Black British	3	27.27%
	Mixed	0	0.00%
	Other Ethnic Groups	0	0.00%
	White	8	72.73%
	Prefer not to state Ethnicity	0	0.00%
	Unknown Ethnicity	0	0.00%
Gender	Female	4	36.36%
	Male	7	63.64%
	I use another term	0	0.00%

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.

	Prefer not to say	0	0.00%
Marital Status	Civil Partnership	0	0.00%
	Declared Partnership	0	0.00%
	Divorced	0	0.00%
	Married	1	9.09%
	Partner	2	18.18%
	Single	3	27.27%
	Widowed	0	0.00%
	Prefer not to state Marital Status	1	9.09%
	Unknown Marital Status	4	36.36%
Religion / Belief	Christian	2	18.18%
	Other religion or belief	4	36.36%
	No religion or belief	3	27.27%
	Prefer not to state Religion	2	18.18%
	Unknown Religion	0	0.00%
Sexual Orientation	LGB	0	0.00%
	Heterosexual	11	100.00%
	Prefer not to state Sexual Orientation	0	0.00%
	Unknown Sexual Orientation	0	0.00%
Trans	Yes	0	0.00%
	No	9	81.82%
	Prefer not to state Trans	0	0.00%
	Unknown Trans	2	18.18%