



## Equality Impact Assessment [version 2.9]

Title: Mobility Scooter Policy	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Dave Clarke
Service Area: Housing and Landlord Services	Lead Officer role: Policy and Practice Officer

### 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 \(EqIA\) \(sharepoint.com\)](https://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 Mobility Scooter policy aims to provide both staff and residents with information on the use and storage of mobility scooters and seeks to promote safe and responsible ownership of mobility scooters within Bristol City Council residential properties where the Fire Safety Order 2005 applies, namely multi-storey blocks, walk up flats, sheltered schemes where there is a communal element and house-type flats if there is a communal area in front of individual front doors. This is an existing Housing and Landlord Services policy which is being updated. The revised policy will be considered at the September meeting of the Homes and Housing Delivery Committee.

This is an update to the existing Housing and Landlord Services mobility scooter policy of 2013 [Mobility Scooter Policy.DOC \(sharepoint.com\)](#) which remains in effect until the updated policy is approved. The main message of the 2013 policy, namely that mobility scooters are not to be stored in communal corridors or in communal stairwells and landings, as they may block escape routes in the event of fire or other emergency or be a trip hazard, and that Housing and Landlord Services will work with any affected residents to find workable alternative storage arrangements, is still the focus of the revised policy. However, the existing policy had not been updated for some time and did not take into account more recent legislation such as the [Fire Safety Act 2021](#) and the [Fire Safety \(England\) Regulations 2022](#). One of the changes introduced by this legislation is that it permits fire services to take enforcement action and hold building owners accountable if they are not compliant with the [Regulatory Reform \(Fire Safety\) Order, 2005](#) (as amended). In addition, one aspect of the wide-ranging [Building Safety Act 2022](#) was the establishment of a more rigorous regulatory regime for higher-risk residential buildings, which are classed as those over 18 meters in height, or which have at least seven stories, and which contain at least two residential units.

The new legislation was reflected in a revised Safe Escape Routes policy [Housing Information Resource - Safe Escape Routes Policy.pdf - All Documents \(sharepoint.com\)](#) which was approved in November 2022. In brief, the main changes were the adoption of a more robust approach to tackling hazardous or obstructive items left in the communal areas of high-rise blocks. One such potentially hazardous/obstructive item would be inappropriately stored mobility scooters.

Separate guidance has been produced on the safe storage and charging of e-bikes and e-scooters based on advice from Avon Fire and Rescue and the National Fire Chiefs Council (NFCC).

## 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 checked="" 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: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

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 Form](#)

<b>Data / Evidence Source</b> [Include a reference where known]	
<b>Housing – Tenant Profiles</b>	
Housing and Landlord Services	There are 30,365 people currently responsible for a tenancy agreement (joint tenants counted separately) responsible for 26,256 properties. NB. This data was produced prior to the publication of the initial 2021 census results.

### Ethnicity

We know the ethnicity of 93.81% of our residents, this has reduced marginally from 94.20% in 2018.

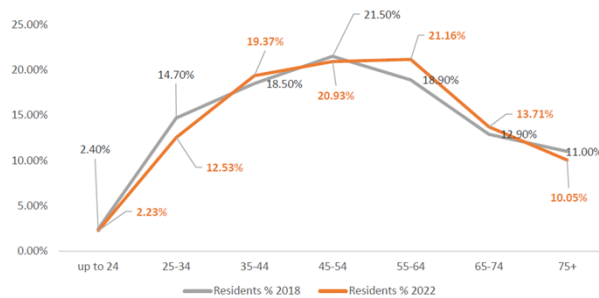


Looking at broad ethnicity groupings, Black, Asian and Minority Ethnic and White Other residents are overrepresented when compared to the population of Bristol. Of non-White British residents the most common ethnicity groups for residents are Black African, African Somali and Black Caribbean.

### Age

We know the age of 99% of our residents.

The chart below shows the age profile of our residents (where known) in 2022 against how this looked in 2018.



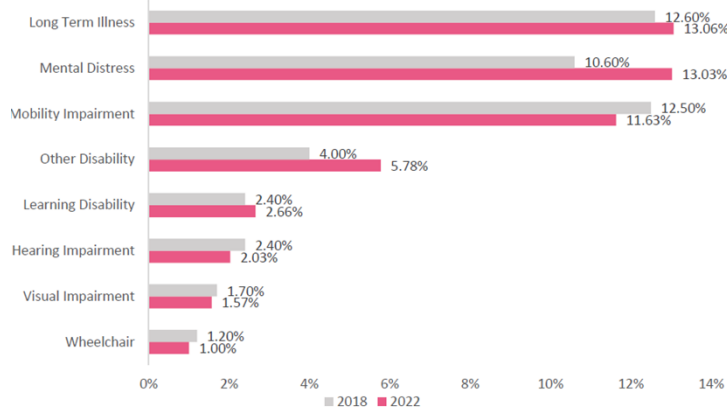
Broadly the BCC resident population is ageing, although residents aged 75+ decreased slightly from 2018-22 as did those aged 45-54.

Data on age of residents is banded differently to ONS data and only a few bandings are directly comparable. Mid ONS data indicates that the proportion of the Bristol population aged 16-24 is 15.8%. The proportion of BCC residents aged 16-24 is just 2.23%. ONS data for those aged 65 and over in the Bristol population is 12.9%. Yet the proportion of BCC residents aged 65 or over is 20.77%.

### Disability

30.30% of residents have told us they are a Disabled person. The estimate for the population of Bristol overall is 19% in 2021 census. Of those residents that have told us that they are a Disabled person – long term illnesses and mental distress are the most commonly faced health issues amongst our residents.

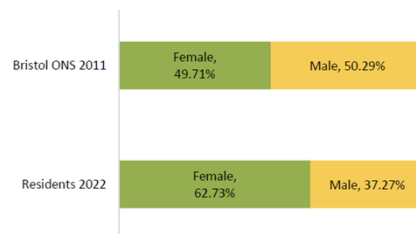
### Reported Disabilities



BCC residents who identify disabled have increased by 40.17% between 2018-22.

### Gender

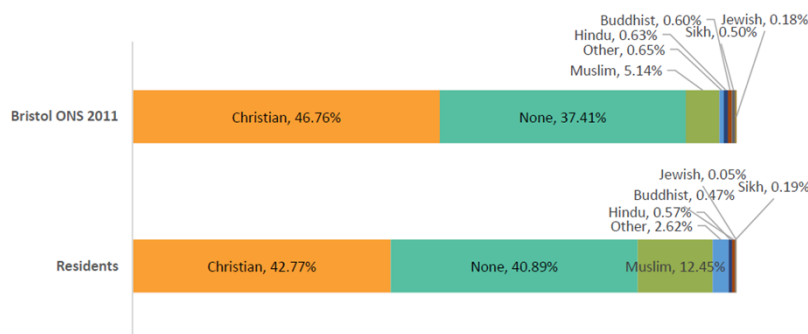
We know the gender of 99% of our residents. 62.73% of residents are female, 37.26 male. For the Bristol population the figures are 49.71% female and 50.29% male. There is no notable change in the profile of residents.



Data from CX only covers categories – male, female, not known/stated and prefer not to say.

### Religious Belief

We know the religious belief of 74% of our residents.

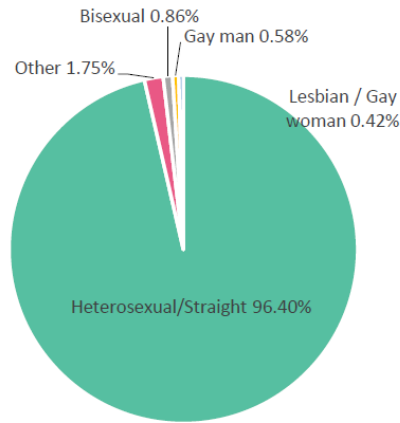


14.72% of residents have told us they have a religion or belief, other than Christianity or no belief. The estimate for the Bristol population as a whole is 7.10%.

12.18% of residents have told us their religious belief is Muslim. The estimate for the Bristol population as a whole is 5.14%.

### Sexuality

We know the sexuality of 72.47% of our residents. There is no comparable data for the Bristol population as a whole, though there may be more information available once the full 2021 census data is released.



**New Tenancies**

There were 1019 new tenancies in 2020 and 925 in 2021.

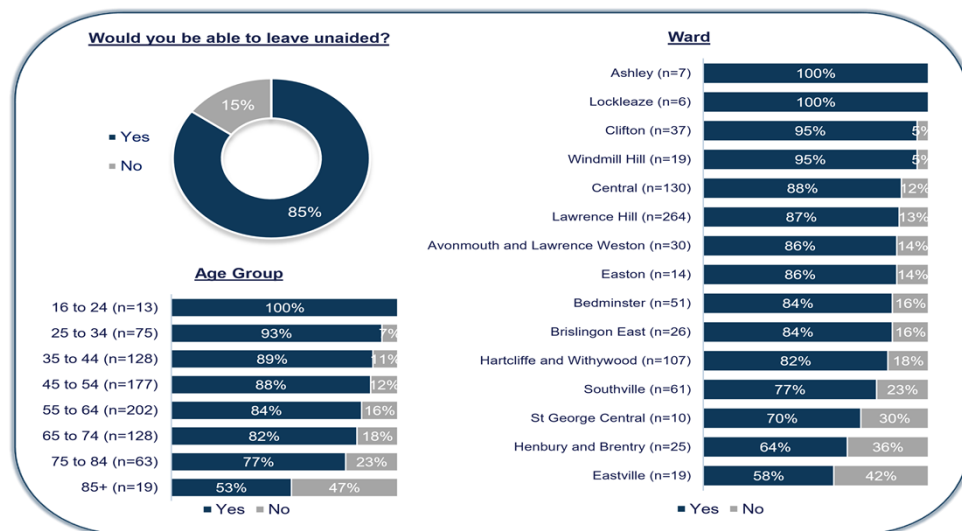
Black, Asian and Minority Ethnic and White Other residents are over-represented in comparison to the Bristol population as a whole. The percentages did not change significantly between 2020 and 2021.

Female residents are overrepresented compared to the Bristol average however this gap closed between 2020 and 2021.

Disabled residents were significantly overrepresented among new tenancies when compared to the Bristol population as a whole. The percentage split between residents with a disability and those without did not change significantly between 2020 and 2021.

Acuity Building Survey (October 2023- March 2024)

In October 2023, Acuity was commissioned by BCC to undertake a targeted tenant survey around building safety. The survey was aimed at 4,406 households within 57 high rise blocks across Bristol. Residents were invited to participate in a telephone interview between November 2023 and March 2024. Non-respondents with an email address were also invited to complete the survey online in February and March 2024. The subsequent report presented an analysis of the of the results based on the 807 completed interviews (512 via telephone and 295 online), which equates to a response rate of 18%.



85% of respondents said they were able to leave their home and make their way down the stairs to the ground floor unaided, if there was a fire in their home.

Residents in Ashley are all able to leave their home unaided if needed, but there was a low number of responses received from this ward. Those in Clifton and Windmill Hill are the next most able to leave their home unaided (both 95%), whilst those in Eastville are the least able (58%).

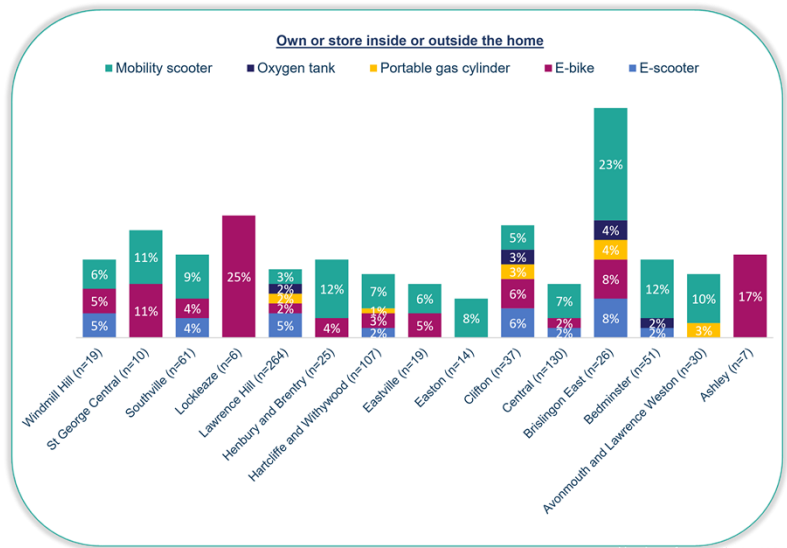
As expected, the ability to leave unaided decreases as residents get older. All residents aged 16 to 24 said they are able to leave by going down the stairs unaided, compared with just over half (53%) of those aged over 85.

Most wards have at least one resident who owns or stores a mobility scooter, with the same number of wards (12 out of 15), where at least one resident has an e-bike.

Only eight wards have someone who owns or stores an e-scooter, four wards have a resident that has a portable gas cylinder and four where an oxygen tank is owned or stored.

Brislington East, Clifton and Lawrence Hill wards have residents where each of these items are owned or stored, either inside or outside of the home.

### Fire risk items



The survey indicated that mobility scooter ownership was particularly high in Brislington East and also significant in Bedminster, Henbury and Brenty and St George Central.

In terms of building safety, residents felt most informed with respect to fire safety (77%) and electrical safety (62%) but less informed about asbestos (35%) and water safety (29%).

### Blocks and Mobility Scooter Storage

There are 62 High Rise blocks in Bristol's ownership with 4,132 tenancies and 169 leaseholders. There are also 28 Supported Housing for Older People (SHOP) for 60+ aged residents that receive warden support:

- 21 of 28 SHOPS have Mobility Scooter stores.
- 10 of 85 50+ blocks have Mobility Scooter stores
- 1 of 4 40+ blocks has Mobility Scooter store
- Windermere homeless scheme has a secure storage area.
- 6 of the 14 high rise blocks that are SHOPS or 50+ have Mobility Scooter stores.
- Gilton House and Moorfields House are high rise SHOPS without Mobility Scooter stores

We do not have accurate figures of the **total number** of people with mobility scooters currently in council housing. Unlike wheelchairs, which are formally prescribed by the NHS via a medical assessment, there is no such process for purchasing or leasing a mobility scooter. Nor have tenants/leaseholders who have leased/purchased a mobility scooter always informed us of this decision. The -re-introduction of a permission system in the updated policy will help us to gather a better picture of mobility scooter use in BCC residential blocks going forward.

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

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> Age                 | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment           |
| <input type="checkbox"/> Marriage and Civil Partnership | <input 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 know that there are gaps in our diversity data for some protected characteristics citywide, especially where this has not historically been included in census and statutory reporting. There is relatively little robust data on the UK trans population, for example, although the results of the 2021 census has given us an indication of overall numbers for the first time. We will continue to develop trans-inclusive services and compare to UK wide data as it becomes available.

Bristol City Council tenant profile information is not fully complete. A tenancy audit is completed by BCC approximated every 5 years during the life of a tenancy. A recently updated tenancy audit policy and related processes have recently been produced which will help build a better profile of our tenants over time. In addition, as part of the changes introduced by the Building Safety Act the government is introducing Emergency Evacuation Information Sharing (EEIS) to support the fire safety of residents who would need support to evacuate in an Emergency. Part of the EEIS process is to complete a Person-Centred Fire Risk Assessment (PCFRA) for all people who need support to evacuate so this will give us a better picture of the extent of mobility scooter usage per individual building going forward. PCFRA's are being developed as part of the ongoing work to support the new Fire Safety Policy.

### 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. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

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 change 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.

There has been engagement with residents on the housing management board and at forums – the general feedback is that BCC need to start working with residents to implement the policy, but also take into account the vulnerabilities of individual people who may be affected by the mobility scooter and safe escape routes policies. A resident engagement strategy is being developed to build on and respond to the issues identified as part of the Acuity Building Survey. The overarching Resident Engagement Safety Strategy will sit alongside actions specific to individual buildings. Information will be made available in other formats, and we will be working with resident caretakers and wardens both to disseminate this information and identify anyone who may be unable to access this information without more targeted input.

### 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.

As part of the engagement with residents we asked residents in blocks over 11 metres via a survey whether they store items such as e-bikes, e-scooters, oxygen and mobility scooters. This information is now being used to a) inform our education and communication to residents and b) follow up with residents who are vulnerable to

explore what their options are c) inform the overall resident engagement strategy, which will incorporate block by block face to face engagement with residents. We have worked with the government's 'Behavioural Insights' team to work on devising ways to encourage tenants/leaseholders to keep communal areas clear to minimise any necessary enforcement action. We will also be seeking input and advice from organisations such as Age UK Bristol and the Older People's Forum. We are also undertaking face-to-face meetings with those possibly most affected, such as blocks in East Brislington (as identified through the Acuity Survey).

The Mobility Scooter policy makes clear that Housing and Landlord Services will work with each affected tenant on a case-by-case basis to find a suitable alternative solution if they cannot store their mobility scooter either a) within their flat or b) in external storage.

### 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 (different kinds of disability, ethnic background etc.) 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)

Mobility scooters increasingly use lithium-ion batteries. These batteries can be a significant fire risk if over-charged or if they are damaged. This is a particular issue if mobility scooters are left unattended in communal areas such as hallways and stairwells, blocking emergency escape routes in multi-occupied buildings. Our Safe Escapes Policy does not permit such vehicles to be left in areas which can potentially block emergency escape routes. The revised Mobility Scooter Policy is linked to the Safe Escapes Policy and outlines Bristol City Council's (BCC) Housing and Landlord Services approach to the safe storage of mobility scooters in BCC's residential blocks of flats. Primarily, it re-states our position that mobility scooters are not to be stored and charged in the communal areas (areas shared with other residents such as stairwells, corridors etc) of residential blocks of flats.

The basic message of the mobility scooter policy – namely that mobility scooters should not be stored in communal spaces unless there is some specific provision made for their storage remains unchanged from the existing 2013 policy. However, in the new policy and updated Safe Escape Routes Policy there is now greater emphasis on monitoring this, particularly in high rise blocks. It is recognised that there is no 'one size fits all' solution to addressing mobility scooter storage issues with tenants/leaseholders who already own a mobility scooter and who cannot store it either within their flat or in a suitable storage area in the communal area. Each building will have different potential solutions and each individual will have different needs. Although there is no statutory requirement to provide external storage for mobility scooters, BCC does have a storage programme in place, and seeks to provide forms of internal/external storage (dependent on the individual building) if and when budgetary constraints allow.

Some older and disabled tenants/leaseholders who cannot currently store their mobility scooter either a) in their flat or b) have no alternative external storage available may feel disadvantaged if a more robust stance on ensuring fire safety in communal areas is enacted going forward. However, as a landlord BCC must ensure the fire safety of **all** residents by making sure fire escape routes remain clear of obstructions and fire hazards to comply with the Regulatory Reform (Fire Safety) Order 2005 (FSO). Any action to remove mobility scooters blocking safe escape routes would only be taken after thoroughly exploring a range of potential solutions with the affected tenant(s), taking into account their particular circumstances and any Disability or physical impairment that they may have. It would be a last resort option and would **not** occur in the vast majority of cases, but for reasons of safety for everyone in the block, it is an action that may sometimes become necessary in order for the Council to discharge its duty to maintain buildings in full compliance with Health and Safety and Fire Safety duties.



Overall, however, it is felt that the impact of this revised Mobility Scooter policy will be positive for Bristol tenants, including those with protected characteristics as it promotes fire safety for all residents in any Bristol property which uses communal areas as designated safe escape routes in case of fire.	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>The policy may have a negative impact on some older people with more limited mobility who currently use a mobility scooter and are unable to accommodate the scooter safely within their flat or where suitable alternative external storage is not available and they are currently storing the scooter inappropriately in a communal area/escape route.</li> </ul>
Mitigations:	<ul style="list-style-type: none"> <li>Older people do not tend to be over-represented among council tenants when compared to other groups with protected characteristics. Census 2021 data for those aged 65 and over in the Bristol population is around 21%. The proportion of BCC tenants aged 65 or over is just over 20%.</li> <li>The policy makes it clear that there is no 'one size fits all' solution to addressing mobility scooter storage issues with tenants/leaseholders who already own a mobility scooter and who cannot store it either within their flat or in a suitable storage area in the communal area. Each building will have different potential solutions and each individual will have different needs. Housing and Landlord Services will work with each affected tenant on a case-by-case basis to find a suitable solution. HLS will also consider any equalities related issues which may be barriers to engagement, such as language differences, deafness etc and will work through an interpreter/translation/BSL Services if and when necessary.</li> <li>If no solution can be found or if the person fails to engage in working with us (even after any reasonable adjustment to their specific needs/requirements has been made) we may need to take action to remove the scooter but this is unlikely to occur in the vast majority of cases. However, the Council retains the right to take action as blocking fire escape routes with mobility scooters is a health and safety risk and puts the lives of all residents of the building at risk in case of fire.</li> <li>In response to the Grenfell fire tragedy, the government has consulted on introducing Emergency Evacuation Information Sharing (EEIS) to support the fire safety of residents who would need support to evacuate in an emergency. These proposals would rely on co-operation and information sharing between Responsible Persons, residents and Fire and Rescue Services. Part of the EEIS process is to complete a Person-Centred Fire Risk Assessment (PCFRA) for all people who need support to evacuate.</li> <li>In accordance with the Equality Act 2010 no tenant will be treated less favourably on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.</li> </ul>
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>The policy may have a negative impact on some disabled people or those with more limited mobility who currently use a mobility scooter and are unable to accommodate the scooter safely within their flat or where suitable alternative external storage is not available and they are currently storing the scooter inappropriately in a communal area/escape route.</li> </ul>
Mitigations:	<ul style="list-style-type: none"> <li>Housing data on our existing tenants indicates that over 30% of our tenant's state that they have a long-term limiting illness or disability, compared to just over 19% in the population as a whole according to the 2021 census.</li> <li>The policy makes it clear that there is no 'one size fits all' solution to addressing mobility scooter storage issues with tenants/leaseholders who already own a mobility scooter and who cannot store it either within their flat or in a suitable storage area in the communal area. Each building will have different potential</li> </ul>

	<p>solutions and each individual will have different needs. Housing and Landlord Services will work with each affected tenant on a case-by-case basis to find a suitable solution. In doing so, HLS will also consider any equalities related issues which may be barriers to engagement, such as language differences, deafness etc and will work through an interpreter/translation/BSL Services if and when necessary.</p> <ul style="list-style-type: none"> <li>• If no solution can be found or if the person fails to engage in working with us (even after any reasonable adjustment to their specific needs/requirements has been made) we may need to take action to remove the scooter but this is unlikely to occur in the vast majority of cases. However, the Council retains the right to take action as blocking fire escape routes with mobility scooters is a health and safety risk and puts the lives of all residents of the building at risk in case of fire.</li> <li>• In response to the Grenfell fire tragedy, the government has consulted on introducing Emergency Evacuation Information Sharing (EIS) to support the fire safety of residents who would need support to evacuate in an emergency. These proposals are aimed at building greater co-operation and information sharing between Responsible Persons, residents and Fire and Rescue Services. Part of the EIS process is to complete a Person-Centred Fire Risk Assessment (PCFRA) for all people who need support to evacuate.</li> <li>• In accordance with the Public Sector Equality Duty (PSED) no tenant will be treated less favourably on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.</li> </ul>
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Residualisation is the concentration of lower income/more disadvantaged households in social housing. This is a process that has been occurring since the 1970s. It accelerated in the 1980s and 1990s.</li> <li>• Much of our housing stock is in the most deprived areas of Bristol and BCC tenants are more likely to be impacted by socio-economic factors.</li> </ul>

	<ul style="list-style-type: none"> <li>In the Quality-of-Life Survey report 2021-22, the deprivation gap in Bristol shows a difference in both mental and physical health between the most and least deprived areas of the city, which means that poorer people may be more affected by ill health/mobility issues at an earlier age than someone from a less deprived background.</li> </ul>
Mitigations:	<ul style="list-style-type: none"> <li>Housing and Landlord Services will work with affected tenants (irrespective of age) on a case-by-case basis to find a suitable solution. HLS will also consider any equalities related issues which may be barriers to engagement, such as language differences, deafness etc and will work through an interpreter/translation/BSL Services if and when necessary.</li> <li>If no solution can be found or if the person fails to engage in working with us (even after any reasonable adjustment to their specific needs/requirements has been made) we may need to take action to remove the scooter but this is unlikely to occur in the vast majority of cases. However, the Council retains the right to take enforcement action as blocking fire escape routes with mobility scooters is a health and safety risk and puts the lives of all residents of the building at risk in case of fire.</li> </ul>
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No negative impacts identified
Mitigations:	N/A
<b>Other groups</b> [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	No negative impacts identified
Mitigations:	N/A

### 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

Overall, it is felt that the impact of this revised Mobility Scooter policy will be positive for all Bristol tenants, including those with protected characteristics as it outlines how it will work with older/disabled tenants or those with mobility issues to try and resolve any issues relating to the inappropriate storage of mobility scooters in escape corridors and promotes safety **for all residents** in multi-occupied buildings.

## 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:**

Some negative impact has been identified, particularly for some older/Disabled tenants/leaseholders who cannot either a) store the scooter safely within their flat or b) have no access to any suitable external storage. Housing and Landlord Services will work with affected tenants on a case-by-case basis to find a suitable solution. HLS will also consider any equalities related issues which may be barriers to engagement, such as language differences, deafness etc and will work through an interpreter/translation/British Sign Language Services if and when necessary.

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

The policy will promote equality of opportunity through overall improvements to the policy and processes around the storage of mobility scooters in BCC multi-occupied buildings with a communal element.

**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
Building Assessment Certificate process from April 2024.	Residential Building Safety Manager	April 2024 onwards
Updated Fire Safety Policy produced and approved	Dave Clarke	June 2024
Fire Safety related Standard Operating Procedures developed and approved	Dave Clarke/Bethan McKenzie-Kerr	June 2024
Targeted face to face engagement in some blocks	Lesha Wilson, Dave Clarke	July 2024
Resident Engagement Strategy rollout	Lesha Wilson	August- September 2024
Fire Safety Policy and Procedures – implementation and roll out	Dave Clarke/Bethan McKenzie-Kerr	July-October 2024

**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.

The impact of the changes will be monitored through new and existing quarterly performance metrics. The changes brought about by the Building Safety Act 2022 will ensure we have more data/information about tenants and our buildings going forward:

As a result of the Act, the Council will need to take all reasonable steps to:

- prevent any building safety incidents
- reduce the severity of an incident, should one occur

Building Safety cases will need to demonstrate how fire and structural safety risks that could lead to a major incident are being managed.

The safety case should contain the following:

1. [Building information](#)
2. [Identifying building safety risks](#)
3. [Risk prevention and protection information](#)
4. [Safety management systems](#)
5. [Safety case report](#)

The Act defines a building safety risk as the spread of fire, or structural failure. The spread of fire includes the spread of all forms of combustion, for example smoke, fumes, and heat.

**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 Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b>  <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> Fiona Lester
Date: 16/7/2024	Date: 16/07/24

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<sup>1</sup> 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.