

Equality Impact Assessment [version 2.12]



Title: Strategic Housing 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 type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Paul Martin / John Smith
Service Area: Housing and Landlord Services	Lead Officer role: Michael Scorer

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 report is asking the Homes and Housing Development policy committee to note, discuss and comment on the strategic housing review report. That report, appended to the committee report, sets out the challenges facing the council in relation to housing, the drivers for change and the possible options to better enable the council to meet its housing responsibilities as a landlord and as a statutory housing authority. The committee is not asked to make any decisions.

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 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 type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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We have not identified any significant equality impact from the Strategic Housing Review itself, however we are aware of existing disparities and issues for both potentially affected workforce, and Bristol

residents and service users which we have highlighted in this EQIA so decision makers can have due regard when noting the report.

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			
<p>HR Analytics: Power BI reports (sharepoint.com)</p> <p>[internal link only]</p>	<p>The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS). The latest report shows that employees in BCC Homes and Landlord Services division broadly reflect the rest of the organisation, except there are slightly more White and male employees.</p>			
		BCC Homes and Landlord Services	BCC headcount % (Q2 2024/25)	Bristol Working Age Population (16-64)
	Age 16-29	15.1%	12.2%	39.0%
	Age 30-39	22.7%	22.7%	24.0%
	Age 40-49	23.5%	25.0%	16.0%
	Age 50-64	38.8%	40.2%	21.0%
	Disabled	8%	8.1%	12.0%
	Asian / Asian British	2.9%	3.2%	5.8%
	Black / Black British	5.2%	5.1%	5.3%
	Mixed ethnicity	3.7%	3.7%	2.9%
	Other ethnic groups	0.4%	0.6%	1.0%
	White	84.1%	78.3%	85.0%
	Female	39.6%	60.8%	49.0%

Male	59.6%	38.3%	51.0%
Use another gender term	-	0.2%	-
Christian	30.9%	25.5%	43.5%
Other religion/belief	5.2%	6.3%	7.3%
No religion/belief	44.9%	45.0%	41.5%
Lesbian, Gay or Bisexual	5.2%	7.2%	9.1%
Trans	0.1%	0.2%	0.8%

Equity and Inclusion Annual Progress Report 2023/24 (bristol.gov.uk)
Appendix – Workforce Diversity Data – summary analysis

Pay gap reporting

Gender pay gap (mean)	2.88%	2.76%	Lower
Race pay gap (mean)	6.18%	6.10%	Lower
Disability pay gap	3.32%	4.02%	Higher

Targets for representation, progression and pay and other outcomes by characteristic

Measure	2022-23	2023-24	Trend
Increase the percentage of employment offers made to people living in the 10% most deprived areas.	4.00%	3.86% Bristol decile* 6.35% England decile*	Lower
Increase the percentage of senior leaders who are from minority ethnic communities.	-	8.98%	We now have a reporting key performance indicator on this.
Increase the percentage of senior leaders who are women.	-	66.47%	Our key performance indicator relating to this has changed.
Year on year increases in the proportion of colleagues who self-declare their diversity characteristics.	Ethnicity: 6.7% Religion/Belief: 7.6% Sexual Orientation: 9.1% Disability: 19.5% Marital Status: 62.1% Trans: 57.5%	Ethnicity: 7.7 Religion/Belief: 8.5 Sexual Orientation: 7.9 Disability: 27.0 Marital Status: 52.4 Trans: 49.5	-
Percentage of grievances from Black, Asian and minoritised ethnic colleagues.	14.60%	10.00%	Lower

	Percentage of grievances from disabled colleagues.	19.50%	20.00%	Higher																																
	Percentage of disciplinarys involving Black, Asian and minoritised ethnic colleagues .	22.80%	25% (31.3% incl. "Other Ethnic Groups)	Higher																																
	Percentage of disciplinarys involving disabled colleagues.	10.80%	6.30%	Lower																																
<p>Data profiles for each of 34 Bristol wards</p> <p>New wards: data profiles - bristol.gov.uk</p>	<p>These documents provide information in relation to Bristol wards based on latest available data including deprivation, education, housing and house hold size, care availability, ethnicity quality of life, life expectancy, premature mortality, child poverty crime and social care.</p>																																			
<p>BCC Report Viewer / Tenants and Leaseholders / All tenants, residents, and leaseholders</p>	<p>Detailed information on the characteristics of Bristol City Council tenants such as the proportion of residents from Black, Asian and minoritised ethnic backgrounds; by gender; age; Disability; faith group; or who require assistance for written or spoken English.</p> <p>Officers also hold detailed records of those tenants who require additional support and/or are a vulnerable person.</p>																																			
<p>Quality of Life Survey Data Dashboard</p>	<p>The Quality of Life data dashboard tool shows disparities in outcomes by protected and other relevant characteristics – including for those renting from the Council compared to people with other kind of tenancies and Bristol averages. Currently those who rent from the Council have >100 indicators which are worse than the Bristol average.</p> <table border="1" data-bbox="659 1346 1481 2130"> <thead> <tr> <th data-bbox="659 1346 1166 1458">Quality of Life 2023-24 Indicator:</th> <th data-bbox="1174 1346 1481 1458">% satisfied with the state of repair of their home</th> </tr> <tr> <th data-bbox="659 1469 1166 1503">Group</th> <th data-bbox="1174 1469 1481 1503">Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="659 1514 1166 1547">Bristol Average</td> <td data-bbox="1174 1514 1481 1547">74.7</td> </tr> <tr> <td data-bbox="659 1559 1166 1592">10% most deprived</td> <td data-bbox="1174 1559 1481 1592">67.2</td> </tr> <tr> <td data-bbox="659 1603 1166 1637">16 to 24 years</td> <td data-bbox="1174 1603 1481 1637">67.0</td> </tr> <tr> <td data-bbox="659 1648 1166 1682">50 years and older</td> <td data-bbox="1174 1648 1481 1682">78.1</td> </tr> <tr> <td data-bbox="659 1693 1166 1727">Disabled</td> <td data-bbox="1174 1693 1481 1727">60.5</td> </tr> <tr> <td data-bbox="659 1738 1166 1771">Asian/Asian British</td> <td data-bbox="1174 1738 1481 1771">68.3</td> </tr> <tr> <td data-bbox="659 1783 1166 1816">Black/Black British</td> <td data-bbox="1174 1783 1481 1816">60.3</td> </tr> <tr> <td data-bbox="659 1827 1166 1861">Mixed/Multiple ethnic groups</td> <td data-bbox="1174 1827 1481 1861">58.2</td> </tr> <tr> <td data-bbox="659 1872 1166 1906">Black, Asian and Minority Ethnic</td> <td data-bbox="1174 1872 1481 1906">62.5</td> </tr> <tr> <td data-bbox="659 1917 1166 1951">White Minority Ethnic</td> <td data-bbox="1174 1917 1481 1951">67.8</td> </tr> <tr> <td data-bbox="659 1962 1166 1995">White British</td> <td data-bbox="1174 1962 1481 1995">77.5</td> </tr> <tr> <td data-bbox="659 2007 1166 2040">Female</td> <td data-bbox="1174 2007 1481 2040">72.9</td> </tr> <tr> <td data-bbox="659 2051 1166 2085">Male</td> <td data-bbox="1174 2051 1481 2085">77.0</td> </tr> <tr> <td data-bbox="659 2096 1166 2130">LGB+</td> <td data-bbox="1174 2096 1481 2130">65.2</td> </tr> </tbody> </table>				Quality of Life 2023-24 Indicator:	% satisfied with the state of repair of their home	Group	Percentage	Bristol Average	74.7	10% most deprived	67.2	16 to 24 years	67.0	50 years and older	78.1	Disabled	60.5	Asian/Asian British	68.3	Black/Black British	60.3	Mixed/Multiple ethnic groups	58.2	Black, Asian and Minority Ethnic	62.5	White Minority Ethnic	67.8	White British	77.5	Female	72.9	Male	77.0	LGB+	65.2
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	Trans	59.5
	Christian	77.9
	Other religion	62.0
	No religion or faith	75.2
	Rented from housing association	64.4
	Rented from private landlord	64.3
	Rented from the council	57.4
	All carers	71.6
	Single parents	57.5
	No qualifications	68.9
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 checked="" 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.

While we aim to collect diversity data for all relevant characteristics, there are some gaps in the local data available, particularly for characteristics that haven't always been included in past census or statutory reports. Additionally, there are gaps in our workforce diversity data due to under-reporting, as this information is voluntarily provided by staff and remains confidential.

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.

No engagement has taken place yet. The report supports strengthening the capability and capacity of the council for council housing residents engagement and participation.

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.

Further work is required, as set out in the committee report, to develop methods for engagement. The creation of a new senior post with responsibility for resident engagement and participation is intended to improve this area of work. Any future engagement and consultation with employees regarding workforce changes resulting from recommendations will follow the council's Managing Change policy. [Managing Change Policy \(bristol.gov.uk\)](http://bristol.gov.uk)

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 \(EqIA\) \(sharepoint.com\)](http://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)	
Whilst we have not identified any significant equality impact from the Strategic Housing Review itself, we are aware of existing disparities and issues for both potentially affected workforce, and Bristol residents and service users which we will aim to address or mitigate where possible through any delegated officer decisions as appropriate.	
There is substantial evidence demonstrating the link between housing and health & wellbeing, early years development for children, independence for older people. Evidence also shows that people from Black, some Asian and minority ethnic communities are disproportionately represented in poor housing and in social housing. Therefore, any improvements in the quality and reach of housing services, especially where engagement with residents is at the centre of planning and delivery, should have a positive impact on people with particular protected characteristics.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Younger employees are underrepresented in affected teams and in BCC as a whole
Mitigations:	See general comments
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	A significant proportion of Council tenants are older people.
Mitigations:	See general comments
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> The national <u>Disability pay gap</u> is 13.8% with Disabled employees earning a median of £12.10 per hour and non-disabled employees a median of £14.03 per hour. Disabled people are less likely to be employed in a managerial or professional occupation the <u>national Disability employment rate</u> is 53.2%, compared to 82.0% for non-Disabled people.

	<ul style="list-style-type: none"> • A higher proportion of disabled people rent from a social provider (local authority or housing association) • The requirement to make reasonable adjustments is ‘anticipatory’ so we must think in advance and ongoing about what Disabled employees and tenants might reasonably need. It is a legal requirement under the Equalities Act to ensure information is accessible to disabled employees and service users.
Mitigations:	See general comments
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • The <u>national gender pay gap</u> has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2023 it stands at 7.7%. • Women statistically still hold the majority of caring responsibilities for both children and older relatives.
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • 1 in 5 LGBT+ staff have been the target of negative comments or conduct from work colleagues in the last year because they’re LGBT+. • More than a third of LGBT+ staff have hidden or disguised that they’re LGBT+ at work in the last year because they were afraid of discrimination.
Mitigations:	See general comments
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • In the workplace we need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on maternity leave (including briefing and updates for any workforce changes)
Mitigations:	See general comments
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:	<ul style="list-style-type: none"> • Race inequality in employment in Bristol manifests as higher unemployment, income gaps, and limited career progression for Black and minoritised ethnic communities, driven by discrimination and systemic barriers.
Mitigations:	See general comments
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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?

The Strategic Housing Review report aims to support equality of opportunity by identifying drivers for change and the possible options to better enable the council to meet its housing responsibilities as a landlord and as a statutory housing authority.

Step 4: Impact

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

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

No negative impact identified

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

The outcome from the proposal should lead to an improvement in the safety of Bristol council housing, an improvement in the quality of service for all residents and greater attention to the views of residents.

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
The action plan is to be developed if the committee agrees to the proposed organisational changes in the report	tbc	tbc


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.

To be developed as part of the action planning

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: 9/10/2024	Date: 15 October 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.