

Equality Impact Assessment [version 2.12]



Title: 2025/26 HRA Budget Proposal	
<input type="checkbox"/> Policy <input checked="" 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 type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Fiona Lester
Service Area: Housing and Landlord Services	Lead Officer role: Director Housing and Landlord Services

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/EqualityImpactAssessments(EqIA)).

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.

Objective

To support the recommendations/proposals for:

- The 2025/26 Housing Revenue Account (HRA) budget that is balanced and legally compliant.
- The 2025/26 Housing Investment Plan that ensures tenants are safe, secure and healthy.
- The 2025/26 Housing Delivery Programme that provides affordable homes where and when it is economical to do so.
- The 5-year capital programme (medium-term financial plan)
- The procurement of relevant contractors to support delivery of these programmes and delegate the authority to the Executive Director of Growth and Regeneration, in consultation with the Chair of the Homes and Housing Delivery Committee, to appoint relevant contractors.

Background to the Proposal

Housing and Landlord Services (H&LS) 30-year Business Plan and Budget focusses on:

- Provide a safe, secure and health tenancy. This will increase expenditure on Fire Safety, Compliance Testing, Damp & Mould case resolution and resolution of response repairs.
- Move away from a C3 Consumer Standards position through completion of the compliance checks, minimising damp and mould and addressing the known HHSRS (cat 1) cases.
- Completion of the projects already in contract, which will mitigate the associated costs and reputational damage from stopping them.
- Deliver the capital programme (HIP & Housing Development) to cost and time.
- Continue the provision of new affordable council homes where possible.
- Provide time to develop an efficient, data driven and affordable capital programme for future years.

The HRA operates in a difficult housing market and environment. The cost-of-living crisis is affecting our residents, and the cost of providing services, repairing and maintaining homes and building new homes. Levels of homelessness and rough sleeping are increasing, along with the number of households in temporary accommodation. Many tenants struggle to maintain their tenancy and access the support they require. There are city ambitions for housing, that include increasing the supply of affordable housing and tackling the climate emergency and reducing carbon emissions.

It is proposed the HRA budget for 2025/26 will deliver the following key changes:

- A need for greater investment on existing assets to meet additional legal and regulation requirements will result in a reduction in the Housing Delivery Programme.
- Reduction in the investment on existing assets where the investment does not provide significant safety, security or health benefits. This includes moving from planned to reactive kitchen replacements, pausing the sprinkler installation not relating to waking watch, pausing the ground source heat pump installations at 5 blocks, delaying the refurbishment works on tower blocks where work has not commenced, pausing the external maintenance on low rise properties and not commencing the Type 4 FRA assessments.
- Increases in rent and service charges, with additional service charges being introduced.
- Implement an efficiency and savings programme to reduce revenue costs, which allow only 'must do' repairs on relet properties, delay the electrical testing compliance, stop the crisis fund HRA contributions from April 2025, target capital investment to reduce revenue, reduce the use of agency staff and delivery several contract efficiencies.
- Consider the dispose of non-residential and poorly performing residential assets to generate capital receipts that can be used for the purchase of additional properties or the capital maintenance of existing assets.

Although the proposed HRA budget contains the least level of risk compared to the other scenarios, the remaining risks are significant and include:

- Increasing tenant dissatisfaction
- Failure to deliver Decent Homes metrics
- Low level of financial resilience
- Failure to deliver the efficiency programme
- New legislation / government requirements
- Under/Over Resourcing.

More detailed and specific equality impact assessments will be developed for individual operational activities.

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 checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: The proposal will affect all residents as it will affect the service they receive, the workforce responsible for delivering the service, the wider community who are dependent on accessing council housing when needed and other partners who provide additional supporting services or who are contracted to deliver a service on behalf of Housing & Landlord Services.		

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										
Data profiles for each of 34 Bristol wards New wards: data profiles - bristol.gov.uk	These documents provide information in relation to Bristol wards based on latest available data including deprivation, education, housing and household size, care availability, ethnicity quality of life, life expectancy, premature mortality, child poverty crime and social care.										
BCC Report Viewer / Tenants and Leaseholders / All tenants, residents, and leaseholders	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. A high proportion of council tenants are Disabled people, and minoritised ethnic communities are overrepresented in BCC accommodation. Officers also hold detailed records of those tenants who require additional support and/or are a vulnerable person in individual blocks.										
Quality of Life in Bristol Survey	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 many indicators which are worse than the Bristol average. For example: <table border="1" data-bbox="517 1825 1275 2110"> <thead> <tr> <th data-bbox="517 1825 963 1939">Quality of Life 2023-24 Indicator:</th> <th data-bbox="963 1825 1275 1939">% satisfied with the state of repair of their home</th> </tr> </thead> <tbody> <tr> <td data-bbox="517 1939 963 1984"></td> <td data-bbox="963 1939 1275 1984"></td> </tr> <tr> <th data-bbox="517 1984 963 2029">Group</th> <th data-bbox="963 1984 1275 2029">Percentage</th> </tr> <tr> <td data-bbox="517 2029 963 2074">Bristol Average</td> <td data-bbox="963 2029 1275 2074">74.7</td> </tr> <tr> <td data-bbox="517 2074 963 2110">10% most deprived</td> <td data-bbox="963 2074 1275 2110">67.2</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
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Code of Practice for the remediation of residential buildings - GOV.UK (www.gov.uk)	Sets clear expectations and provides guidance for remediation projects, emphasising a resident-centric approach, effective communication, compliance, and stakeholder involvement to improve residents' experiences through better planning and considerate management.																																													
Building Safety Act 2022	The act includes several provisions aimed at protecting vulnerable people, particularly in the context of building safety and management. The Act designates accountable persons for high-rise residential buildings. These individuals are responsible for managing building safety risks and must consider the needs of vulnerable residents when implementing safety measures.																																													
Public Protection Guidance by Health and Safety Executive (HSE).	Public Protection Guidance by HSE: The Health and Safety Executive (HSE) provides guidance on protecting the public during construction works. This includes measures to manage site access, prevent unauthorised access, and ensure that hazards are controlled to avoid causing distress or harm to vulnerable groups.																																													
Service Value Framework	The Service Value Framework was established in 24/25 to enable us to determine the impact of our investments and how they aligned with the objectives of different stakeholders. The framework considers the impacts on safety, savings, sustainability, supply, satisfaction, and society for HRA, tenant, BCC and wider society within Bristol. The framework has been applied to the HIP investment needs and used to ensure investment is targeted at the highest priorities.																																													
HR Analytics: Power BI reports (sharepoint.com) [internal link only]	The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for locally managed schools/nurseries, councillors, casual,																																													

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<p>Equity and Inclusion Annual Progress Report 2023/24 (bristol.gov.uk)</p> <p>Appendix – Workforce Diversity Data – summary analysis</p> <p>Additional sources of useful workforce evidence include the Employee Staff Survey Report and Stress Risk Assessment Form completed by individuals and teams [internal links only]</p>	<p>seasonal and external agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).</p> <p>Summary of Bristol City Council workforce diversity</p> <table border="1" data-bbox="517 309 1469 1198"> <thead> <tr> <th></th> <th>BCC Homes and Landlord Services %</th> <th>BCC headcount % (Q2 2024/25)</th> <th>Bristol Working Age Population (16-64)</th> </tr> </thead> <tbody> <tr><td>Age 16-29</td><td>15.6%</td><td>12.2%</td><td>39.0%</td></tr> <tr><td>Age 30-39</td><td>22.6%</td><td>22.7%</td><td>24.0%</td></tr> <tr><td>Age 40-49</td><td>23.2%</td><td>25.0%</td><td>16.0%</td></tr> <tr><td>Age 50-64</td><td>35.8%</td><td>40.2%</td><td>21.0%</td></tr> <tr><td>Disabled</td><td>7.4%</td><td>8.1%</td><td>12.0%</td></tr> <tr><td>Asian / Asian British</td><td>2.9%</td><td>3.2%</td><td>5.8%</td></tr> <tr><td>Black / Black British</td><td>5.4%</td><td>5.1%</td><td>5.3%</td></tr> <tr><td>Mixed ethnicity</td><td>4.0%</td><td>3.7%</td><td>2.9%</td></tr> <tr><td>Other ethnic groups</td><td>0.7%</td><td>0.6%</td><td>1.0%</td></tr> <tr><td>White</td><td>82.2%</td><td>78.3%</td><td>85.0%</td></tr> <tr><td>Female</td><td>38.6%</td><td>60.8%</td><td>49.0%</td></tr> <tr><td>Male</td><td>60.6%</td><td>38.3%</td><td>51.0%</td></tr> <tr><td>Other gender term</td><td>-</td><td>0.2%</td><td>-</td></tr> <tr><td>Christian</td><td>30.1%</td><td>25.5%</td><td>43.5%</td></tr> <tr><td>Other religion/belief</td><td>5.1%</td><td>6.3%</td><td>7.3%</td></tr> <tr><td>No religion/belief</td><td>45.5%</td><td>45.0%</td><td>41.5%</td></tr> <tr><td>Lesbian, Gay or Bisexual</td><td>5%</td><td>7.2%</td><td>9.1%</td></tr> <tr><td>Trans</td><td>-</td><td>0.2%</td><td>0.8%</td></tr> </tbody> </table>					BCC Homes and Landlord Services %	BCC headcount % (Q2 2024/25)	Bristol Working Age Population (16-64)	Age 16-29	15.6%	12.2%	39.0%	Age 30-39	22.6%	22.7%	24.0%	Age 40-49	23.2%	25.0%	16.0%	Age 50-64	35.8%	40.2%	21.0%	Disabled	7.4%	8.1%	12.0%	Asian / Asian British	2.9%	3.2%	5.8%	Black / Black British	5.4%	5.1%	5.3%	Mixed ethnicity	4.0%	3.7%	2.9%	Other ethnic groups	0.7%	0.6%	1.0%	White	82.2%	78.3%	85.0%	Female	38.6%	60.8%	49.0%	Male	60.6%	38.3%	51.0%	Other gender term	-	0.2%	-	Christian	30.1%	25.5%	43.5%	Other religion/belief	5.1%	6.3%	7.3%	No religion/belief	45.5%	45.0%	41.5%	Lesbian, Gay or Bisexual	5%	7.2%	9.1%	Trans	-	0.2%	0.8%
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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.

Bristol City Council tenant profile information may not be reliable. A tenancy audit is completed by BCC approximated every 5 years during the life of a tenancy, however data collected is given voluntarily with a "prefer not to say" option. Bristol City Council may not be advised of changes in personal circumstance between audits, and it is not always possible to carry out a new tenancy audits immediately at the start of a new tenancy. Information about Leaseholders and/or their tenants may not be available.

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.

In 2021 we launched a consultation open to all Bristol residents and council employees to seek their view on how to fund additional investments within a 30-year business plan, the first year of this plan informed the budget for 2022/23, 2023/24 & 2024/25. The top priorities from this exercise included building new homes and improving energy efficiency. This research did not explore the prioritisation of expenditure relating to safety over other investment areas.

No further engagement has been completed specifically for this Housing Revenue Account budget due to the investment options being limited to 'Must Do' legal compliance needs. However, it is anticipated financial capacity will be created in the next 2 to 3 years to provide the opportunity to consider alternative investment strategies. The need to consult with tenants and stakeholders over these alternative strategies is recognised and will be undertaken at appropriate point in the future. This will be after the asset investment options have been developed to enable the tenant consultation to be completed.

The need for tenant consultation will be considered for all projects on a case-by-case basis.

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.

Elements of the budget will form part of the Resident Engagement Strategy, which will include the proposed co-design of service standards. As stated above, it is recognised further engagement is required for future budgets and the programme will be developed next year to enable this to happen.

Furthermore, there are plans in place for strategic engagement (like a Housing Panel) in the work of Housing and Landlord Services. There is also tenant forums open to all tenants that meet several times a year, which is an opportunity for residents to raise important issues.

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)

The primary purpose of the HRA budget is to ensure tenant and other stakeholders remain safe, secure and healthy. However, the budget challenges have resulted some investments being either delayed or paused. These impacts can be summarised as:

- Investments in high-rise block that has not already started, will be delayed. The required cladding removal on these blocks will be funded by Government, who will establish the project delivery timescales. It is recognised the delay in this investment will have a disproportionate impact low-income households, families with children, vulnerable individuals and residents from ethnically diverse communities who are statistically more likely to be housed in high-rise tower blocks.
- The impact on tower blocks is further compounded with the delay of the Ground Source Heat Pump project for 5 blocks, which will increase the affordability of the heating. Furthermore, then Social Housing Decarbonisation Fund (SHDF) will be targeted at the low-rise properties for the next 3 years. These impacts will need to be mitigated and the 25/26 HRA budget does include for £21.6m of capital investment in tower blocks.
- The delay of the sprinkler installation not related to waking watch is not believed to increase the safety risk to the tenants living in the block as other fire risk measures will be in place.
- The efficiency and savings programme measure to delay the electrical testing is believed not to impact on any protected characteristic as the backlog is not focused on any asset cohort and the programme will deliver a minimum 10-year testing frequency by the end of 2025/26, which was the recent technical standard.
- The reduction in the VOID standard will not lead to properties being re-let in an unsafe condition. It is not anticipated this will have disproportionately impact on any protected characteristic group.
- The proposed asset disposal programme will impact on certain wards that have a higher proportion of older properties that are un-economic to maintain. The capital generated from the disposal programme will be used to increase supply or improve the safety, security and health of economic properties.

In general, any increase in rent and service charges during a cost of living crisis is likely to have a disproportionate impact on low income households experiencing food and fuel poverty, unless this is adequately mitigated through other initiatives.

There are no proposals to reduce housing management services for 2024/25.

Analysis demonstrates that some groups disproportionately affected by rent arrears. With the cost-of-living crisis It is important that we:

- Promote opportunities to apply for benefits and to sign post residents to support
- Monitor the impact of the rent increase and its impact of younger people; Black, Asian and minoritised Ethnic communities; and women.

For residents with rent arrears, Income Officers will engage with residents on a one to one basis and take into account residents specific to individual's circumstances.

During the current financial year (2024/25), we have supported low-income households and those in need through a number of further support funds which include the Local Crisis Prevention Fund (LCPF) and the Household Support Fund (HSF).

[Further information on the LCPF \(External link\)](#)

[Further information on the HSF](#)

The funding that the LCPF scheme is provided with annually is dependent on what is agreed upon at the annual review and is cash limited. Currently 50% of its base budget is provided by the Housing Revenue Account and is ringfenced for Local Authority tenants. There will be less overall capacity to support those in financial crisis with reduced contribution to the LCPF from the Housing Revenue Account from April 2025. This will likely have a further disproportionate impact on low-income households experiencing food and fuel poverty. The fund will still exist for HRA tenants to access, but the removal of the HRA funding will reduce the impact of the service. The HRA will continue to provide an Energy Advice Service to provide support for tenants to minimise their energy bills.

We complete EQIAs before procuring each of the major refurbishment projects, and when reviewing our standards and developing new approaches to investment to maximise positive impacts and mitigate against any potential adverse impacts.

The impacts will be mitigated through the following actions:

- Proactive communication of the budget to tenants so they can understand and plan for the proposed financial changes. These communications will include promoting opportunities to apply for benefits and to sign post residents to support that can help mitigate the impact of these changes and any general advice that can be offered to minimise the impacts.
- The inclusion of equality factors within the investment planning and service design – including accessibility and future adaptability of homes.
- Tenant and stakeholder engagement with representation from different protected characteristics to enable them to inform longer term investment options that move beyond the base case of providing safe, secure and healthy homes.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • BCC know the overall number of children who are living in council accommodation, but we do not hold detailed information about their other protected characteristics. • Young people are often under-represented in engagement and consultation in Bristol and are less satisfied than average with the way the council runs things. • Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc.
Mitigations:	See general comments above
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • While many older adults are in good health, a significant proportion may have long-term health conditions that could be more adversely affected by building works, changes in temperature, poor lighting, or detours to pedestrian routes etc. • Some older adults may prefer non-digital formats for receiving information, so it's important to provide communication through multiple channels to ensure accessibility for everyone. • Older people in Bristol are: <ul style="list-style-type: none"> ○ less likely to be comfortable using digital services (QoL Survey) ○ more reliant on public and community transport ○ more likely to be an unpaid carer ○ more likely to help out or volunteer in their community ○ less likely to have formal qualifications • Bristol Ageing Better estimated at least 11,000 older people are experiencing isolation in the city.
Mitigations:	See general comments above. We must factor aging and the needs of older people into long term budgeting and service design – including accessibility and future adaptability of homes.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Potential impacts:	<ul style="list-style-type: none"> • Disabled people are overrepresented as both households seeking homelessness prevention advice and on the housing register • Delays to required works may have disproportionate impact on Disabled residents if they have to spend more time in their home, and may exacerbate existing health inequalities, such as respiratory and cardiovascular conditions. • People with impaired mobility may be significantly impacted by delayed or ongoing works or repairs, especially if access is obstructed or altered. • Some Disabled people require additional support and communication about changes • Tenants with learning difficulties or challenges with reading and writing might struggle to access information about changes or works. Providing clear and accessible updates can help mitigate these concerns and ensure that all individuals are well-informed and supported. • 17% of Bristol's population are Disabled people. There are more Disabled women than men living in Bristol. • A higher proportion of disabled people rent from a social provider (local authority or housing association) • Disabled people should be empowered to make independent living choices and have a say in access to service provision.
Mitigations:	<ul style="list-style-type: none"> • Budget setting needs to provide sufficient resource and flexibility to meet our legal duty to make anticipatory and responsive reasonable adjustments for disabled people including changing the way things are done e.g. opening / working times; changes to overcome barriers created by the physical features of premises; and providing auxiliary aids e.g. extra equipment or a different or additional service. • The requirement to make reasonable adjustments is 'anticipatory' so we must think in advance and ongoing about what disabled people might reasonably need. Disabled people must not be charged for their reasonable adjustments, accessible formats or other adaptations. It is a legal requirement under the Equalities Act to ensure information is accessible to Disabled employees and service users.
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"> • Women are overrepresented as both households seeking homelessness prevention advice and on the housing register • 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. • Services and workplace requirements may not take into consideration the impact of women's reproductive life course. • Bristol female preventable mortality rates are significantly higher than the England rates • Men and boy's health is in general poorer than that of women and girl's • Life expectancy for women is 82.6 years and for men 77.7 years - both are lower than the national average.
Mitigations:	See general comments above
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"> • Lesbian, gay and bisexual people are statistically more vulnerable to verbal and physical abuse • 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.

	<ul style="list-style-type: none"> • Research indicates that Black and minoritised ethnic LGBT+ individuals face disproportionately higher levels of violence and discrimination compared to their White counterparts. • Studies from Refuge and other organisations show a high proportion of LGBT+ people experience domestic violence and abuse. • Research shows LGBT+ people face widespread discrimination in healthcare settings and one in seven LGBT people avoid seeking healthcare for fear of discrimination from staff • The Stonewall <u>LGBT in Britain - Health Report</u> shows LGBT people are at greater risk of marginalisation, and those with multiple marginalised identities can struggle even more. In communications we should signpost and refer where possible to mutual aid and community support networks². • Research has shown that LGBT+ people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use. • 14% of LGBT+ people have avoided treatment for fear of discrimination because they are LGBT+.
Mitigations:	See general comments above
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"> • We need to ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes e.g. providing physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc., and flexible working patterns and service times for childcare arrangements • 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 above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • 0.83% of people in Bristol say their gender identity is different from their sex registered at birth, and this is higher for younger people. The numbers of people who have obtained a gender recognition certificate are much smaller. • Trans and non-binary people are statistically more vulnerable to verbal and physical abuse. • 1 in 8 trans people (12%) in the workplace have been physically attacked by customers or colleagues in the last year because they were trans
Mitigations:	See general comments above
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"> • Black, Asian and minoritised ethnic residents are overrepresented as both households seeking homelessness prevention advice and on the housing register • 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. • Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups. • Black, Asian and minoritised ethnic households are less likely to own their home and more likely to live in overcrowded housing and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. • Services may lack cultural competence because minoritised ethnic staff are under-represented. • People who do not speak English as a main language may require information in plain English and community language translations or videos.

	<ul style="list-style-type: none"> The top countries of birth outside the UK for Bristol residents, according to the 2021 Census, are Poland, Somalia, India, Romania, and Jamaica.
Mitigations:	See general comments above
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> According to the 2021 Census findings, there are over 45 religions represented in Bristol. Approximately 1 in 15 people in Bristol are Muslim, making Islam the second most practiced religion in the city after Christianity.
Mitigations:	<ul style="list-style-type: none"> Budget proposals should take into account differing needs because of people's religion and belief (for example different requirements around diet, life events, and holidays)
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	We have not identified any potential impacts on the basis of marriage and civil partnership
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:	<ul style="list-style-type: none"> Removal of a financial contribution from the HRA to the Local Crisis Prevention Fund, ringfenced for council tenants, would have a disproportionate impact on low income households and reduce our capacity to mitigate the risk of financial crisis. Failure or delay to carry out required works is likely to have a disproportionate impact on low income households in terms of e.g. fuel poverty and increased heating costs. Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 17,900 children and 7,800 older people. 25,450 households in Bristol are estimated to experience fuel poverty; this constitutes 12.8% of all households "fuel poor" (national average 13.1%). 40.7% of people in Bristol are dissatisfied with the way the Council runs things, but this is 54.5% for people living in the most deprived areas of the city (QoL 2023-24). The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.9 years for men and 6.9 years for women.
Mitigations:	See general comments above
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Being a carer can be a huge barrier to accessing services and maintaining employment We need to consider the timing/availability of services, events etc. to allow flexibility for carers. Studies show around 65% of adults have provided unpaid care for a loved one. Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men) Young carers are often hidden and may not recognise themselves as carers.
Mitigations:	see general comments above
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

This proposal does have some benefits for our tenants in the following ways:

- **Repair & Investment:** continue to focus on our priorities previously identified by tenants including providing warm and reducing fuel poverty, ensuring homes are safe and on key elements such as kitchens. This benefits older and Disabled tenants for whom the cold may be a particular issue and recognises that many of the protected characteristic groups are more likely to live below the poverty line.
- **New Homes:** Women, Black and minoritised ethnic people, and Disabled people are overrepresented as both households seeking homelessness prevention advice and on the housing register. Addressing housing needs by providing more homes is therefore beneficial in addressing inequalities. In addition, new homes bring in a new income stream, safeguarding future income and service provision for all tenants.
- **Fire Safety:** The profile of residents varies from block to block, but in some block the following groups are over-represented: older people or Black, Asian and minoritised ethnic tenants. Additional funding for fire safety precautions and improvements increases demonstrates our commitment to safety.
- **Service provision:** continue to focus on provision of low-cost housing that supports tenants and focusses services on the most vulnerable whilst considering impacts on estates and neighbourhoods.
- **Procurement of Contractors:** The city council tendering process will assess potential contractors on a range of factors including how they bring social value, and the level of customer care offered.
- **Removal of agency staff** will increase opportunities for permanent or longer-term employment.

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:

Delaying investment in tower blocks and energy efficiency projects can have significant and disproportionate impacts on vulnerable groups. Residents in tower blocks often include a higher proportion of low-income households, older individuals, and families with young children, who are more reliant on safe and energy-efficient

housing. Delays in improving insulation and completion of refurbishments can exacerbate issues such as fuel poverty, increased heating costs, and exposure to damp and cold environments, which disproportionately affect those already struggling with health inequalities, such as respiratory and cardiovascular conditions. Furthermore, the lack of timely investment may exacerbate social inequalities by perpetuating substandard living conditions, undermining residents' mental well-being, and increasing financial burdens. These impacts will need to be mitigated through improved communications about the repair support available, promoting the Tenant Energy Advice Service, target the outstanding tenancy audits at these locations and prioritise the investment in these assets as soon as possible.

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

The equalities impact assessment has reinforced existing knowledge that service provision is not always able to respond flexibly and effectively to the different needs of groups with protected characteristics. Focussing on maximising income, improving services and increasing the provision of homes is a targeted approach to addressing inequalities.

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
A stock condition survey will be undertaken to 19,000 of BCC homes during 2024/25 & 2025/26. This will inform a strategic stock appraisal that will inform a new Asset Management Strategy to be delivered by March 2026.	Fiona Lester	March 2026
Continue to complete the Tenancy Audits and identify any tenant issues. Target 40% of properties with audits in the last 5 years. Focus the audits at the properties where investments have been delayed.	Mark Kempt	March 2026
Budget communication plan. Promote the Tenant Energy Advice Service and sign-post tenant to other support services.	John Smith (Comms)	April 2025
Continue the use of the Service Value Framework in the investment decision making process to ensure the impact on tenants and other stakeholders is understood.	Fiona Lester	March 2026
Ensure the Energy Advise Service is communicated to tenants, particularly those who will be disproportionately impacted by the budget challenges (e.g. Those tenants in blocks with the delayed Ground Source Heat pumps schemes).	Craig Cook	March 2026
Maximise service charge income to enable future improvements. Delivered through a review of service charges, this will require a further equality impact assessment.	Mark Kempt	March 2026

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.

- Key Performance Indicators will be used to monitor the contractor's performance.
- Monitor the complaints and identify systemic failures and lessons learned.
- Continue to collect asset intelligence, proactive surveys, identify urgent priorities, assess information and feed into investment plan to ensure we have good sound knowledge and data of our homes.
- Carry out ongoing equalities monitoring and impact assessments for specific projects.

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: Fiona Lester, Interim Director Housing and Landlord Services 
Date: 6/1/2025	Date: 07/01/2025

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.