

Appendix 2 – New Build Housing provision for the City at Alderman Moores



Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Proposal to procure contractor to develop Alderman Moores site with 140 new homes.
Directorate and Service Area	Business Planning & Service Development - Housing Services
Name of Lead Officer	Martyn Pursey

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

<p>1.1 What is the proposal?</p> <p>Housing Service has approval to deliver a 3 phase Council New Build Programme which will see around 150 new homes being built by 2018.</p> <p>This forms part of the Strategy by the city council to increase the supply of homes in the city, including the need for affordable homes.</p> <p>The next phase of the New Build Programme is to develop a site - Alderman Moores, Ashton Vale with a mixed tenure development of 140 new homes, 40% of which will be council and the remainder will be private homes for sale.</p> <p>This will involve:</p> <ul style="list-style-type: none"> • Developing the procurement strategy • Appointing the successful developer/contractor to design and build the new homes for the city council <p>An initial full Feasibility Study has been carried out by external consultants, which has established the principles of the development, highlighting constraints and issues to be dealt with.</p> <p>The next stage will be to appoint a Design and Build contractor to work with</p>
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the city council's HRA Development Team to deliver the new homes for the city.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

An extensive Feasibility Study has been carried out by external consultants, which has identified the relevant stakeholders that will need to be consulted with as the scheme progresses. The following groups have so far been identified:

- Local residents surrounding the Alderman Moores site
- The Allotment Group
- The Community Centre

2.2 Who is missing? Are there any gaps in the data?

If further groups are identified as the process begins, they will of course be included in any communication and consultation events in relation to the development.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

The Ward Councillors have received a briefing note about the scheme, and a resident letter drop has also been carried out to date.

The following methods will be used to communicate with key stakeholders throughout the duration of the project:

- **Letters**
- **News sheets**
- **Briefings**
- **Email updates for internal stakeholders**
- **Web links to city council website**
- **Invite to public information/consultation events**

A full public consultation for local residents and stakeholders will be organised once the preferred contractor has been appointed. Information will be available for stakeholders to view and ask questions about the proposed

scheme.

A further full public consultation will also take place prior to any planning application being submitted. Local residents will have the opportunity to view and comment on the proposed layouts at the consultation event.

The Planning Authority will also consult local residents surrounding the site for their views and give them the opportunity to raise objections.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

From the current data available the following groups may be affected:

- Disabled
- Gender
- BME
- LGBT

Likely impact of the construction works will include dust, dirt, noise from the works, construction site traffic, deliveries of materials and equipment, possible road closures, site access changes for key stages of the build, installation of services and utilities, disruption to access to services whilst works taking place. Increased hazards around the site, will affect those that have visual impairments or reduced mobility.

Vulnerable residents may be impacted negatively by the works also and face increased anxiety by any works which may take place near them.

The effects of the construction works could impact negatively on:

- Disabled residents
- Pregnant mothers
- Older people
- Vulnerable people

Procurement of a contractor/developer - Customer care must be important to the contractor/developer, as failure to respond appropriately to the different equalities communities groups would mean they receive a lower level of customer service.

3.2 Can these impacts be mitigated or justified? If so, how?

The city council tendering process will assess potential contractors on previous experience, knowledge of Equalities legislation, good practices, awareness of different community groups and offering a high level of customer care to our tenants and stakeholders.

Housing Service have a Contractors Code of Conduct, all contractors working for the council must adhere to this Code. Contractors are expected to ensure access/egress is accessible throughout any construction works, keeping the site tidy, and generally helping to minimise the impact of the construction works on surrounding residents and stakeholders.

Contractors will be advised of any communication issues with stakeholders and local residents, before works begin to ensure that they keep residents updated.

The site will be managed by city council appointed surveyor who will be responsible for the site.

3.3 Does the proposal create any benefits for people with protected characteristics?

The successful delivery of the scheme will provide the City with much needed new housing, providing affordable homes for people and improving the local facilities around the area for residents.

The scheme will offer tenants the opportunity of having a brand new warm home which will hopefully increase their standard of living.

The benefits of a scheme such as this would be felt by all types of people, the new homes will be built to building standards such as:

- Lifetime Homes Standard - Through life provision, Hoist provision, Wet room
- Secured by Design – Robust design, security of the home, safety

This means new properties can be offered to tenants who have medical/mobility issues as the home could be altered when the tenants needs

change, rather than moving the tenant out, the new home can be adapted to suit their needs and enable them to live in the home independently.

- Age – new homes will allow tenant to stay in the home even if their needs change
- Disability - new homes will allow tenant to stay in the home even if their needs change, by building in provision of stair lift/hoist etc.
- Gender – secure homes with safety features/measures such as window restrictors, can provide an added benefit or reassurance for women tenants on their own for example
- LGBT - secure homes with safety features/measures
- Race - secure homes with safety features/measures, homes can be adapted if needs change
- Religion and Belief - secure homes with safety features/measures, homes can be adapted if needs change

3.4 Can they be maximised? If so, how?

The scheme could be maximised in terms of the number of units being built on the site, and increasing the number of homes which are in the most demand. For example, there is a growing need to provide more family housing, as well as providing smaller accommodation such as bungalows, or 1 bedroom apartments for older tenants as they are living longer.

The scheme feasibility information will be reviewed to ensure maximum use of the site for new housing.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

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

The assessment has raised the issue of how residents with protected characteristics could be affected by the scheme to build more housing. It has shown that these protected groups should be communicated with earlier, using a variety of methods and at key stages. It also highlights that contactors working with the city council must adhere to

Equalities Policies and understands that they will be required to adapt their communication practices depending on the equalities group.

4.2 What actions have been identified going forward?

- Identify stakeholders that are most affected by the proposal, and tailor their communication methods and needs
- Contractors to be able to confidently speak with and discuss resident comments and concerns
- Engagement with the Community Centre, Allotment Holders, Adult Community Care discussions to continue
- Liaise with Estate Management and update as with other stakeholders

4.3 How will the impact of your proposal and actions be measured moving forward?

- Lessons Learned Log will be compiled as the project progresses, noting down areas that could have been dealt with differently/better.
- Customer Satisfaction Surveys will be sent to affected residents who will be offered a new home.
- Key Performance Indicators will be used to monitor the contractor's performance.

Service Director Sign-Off:	Equalities Officer Sign Off: Anne James Equality and Community Cohesion Team Leader
Date:	Date: 16/11/2016