

## Bristol City Council Equality Impact Assessment Form

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



Name of proposal	<b>Arnside and Glencoyne Square Regeneration</b>
Directorate and Service Area	Growth & Regeneration/Housing Delivery Team
Name of Lead Officer	Paul Owens

### 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.

#### 1.1 What is the proposal?

Cabinet agreement is sought to support regeneration and housing delivery investment in Southmead working in partnership with local communities to bring forward development, including an anticipated 300 new homes. Transfer of BCC owned sites to Southmead Development Trust on terms to be agreed.

### 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?

Proposals are geographically targeted within Southmead Ward and therefore Southmead residents, present and future, will be most affected.

Proposals include regeneration and housing delivery investment in Southmead working in partnership with local communities to bring forward development.

Key demographics which relate to the protected groups are listed below:

- 15.7% of Southmead's population is BME, which is slightly lower than the Bristol average of 16%.
- Southmead experiences significantly greater deprivation than average. Central Southmead includes Lower Layer Super Output Areas within the

most deprived 10% in the country. In Bristol, on average people in more deprived areas, not only have shorter lives but they also spend more of their later years with a disability.

- Southmead has higher than [Bristol] averages of people aged >65 and <15
- 66.4% of Southmead households occupy properties of 3 or more bedrooms, which is significantly higher than the Bristol average of 55.4%.

Bristol's Quality of Life Survey data (

[https://opendata.bristol.gov.uk/pages/quality\\_of\\_life\\_results\\_201718/](https://opendata.bristol.gov.uk/pages/quality_of_life_results_201718/) )

records for the population of Southmead:

- 40.6% have limiting illness, health problem or disability (28.1 average Bristol)
- 10.3% have a disability which prevents them leaving their house when they want to (5.3% average Bristol)
- 53% respondents who feel safe when outside in their neighbourhood after dark (70% average Bristol)
- 19% in receipt of means tested benefit (Bristol)

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

We don't have ward level data for Southmead on Sexual Orientation or Gender Reassignment

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

The **Arnside and Glencoyne Square Regeneration** proposal seeks to respond to and support the delivery of the local community [Southmead Community Plan](#) published in 2015 – “a better future for Southmead” 2015-2025. The plan is overseen and coordinated by Southmead Development Trust (SDT). It includes the following actions:

- Ensure that new housing meets local housing needs by helping to diversify the housing offered in Southmead. This includes meeting the need of residents wishing to downsize.
- Explore options and appetite for a local community owned housing scheme.
- Identify and establish a positive working relationship with a housing association as an investment partner for Southmead.

- Research the development of a new community building on the Greystoke Strip [ to achieve objective of “Modern, accessible and well-designed community buildings” to address shortcomings in existing stock]

The Soutmead Development Trust have agreed to lead on community involvement for these regeneration proposals and are well placed to do so.

Full public consultation will take place prior to any planning applications being submitted. Local residents will have the opportunity to view and comment on the proposed layouts at consultation events.

A Statement of Community Involvement will form part of the planning applications and will set out details of how people have been consulted, their responses and how the proposals have been influenced by stakeholders.

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 in the longer term as the proposals will lead to the physical redevelopment of sites and loss of public open space:

- Disability
- Age

It is therefore important to ensure a robust consultation process to allow for all members of the community to comment on the emerging design proposals that will be submitted for planning.

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

Mitigation of any negative impacts will be considered on a project-by-project basis.

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

The proposal to facilitate the construction of some 300 new homes, including affordable homes is expected to positively impact upon citizens with protected characteristics. A wider choice of new homes constructed to modern environmental and access standards will be provided constructed in accordance with Bristol Development Framework Core Strategy and Building Regulations requirements.

Implementation of public realm improvements can be expected to benefit citizens with protected characteristics and accessibility for the disabled. Loss of public open space, including playspace, may be detrimental to those with protected characteristics, but it is anticipated that remaining public open space within the area will be upgraded to provide enhanced utility.

3.4 Can they be maximised? If so, how?

See above

#### **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 project.

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 local partners 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?

It is expected that individual development projects, to be considered further down the line, will include communication and consultation events in relation to the development. Future delivery projects will be expected to consider the needs of people with protected characteristics (including groups who may not be identified in this Equalities Impact Assessment).

- Tailor communication methods and needs
- Southmead Development Trust to be able to confidently engage with local residents, with a particular focus on those with protected characteristics, and discuss resident comments and concerns

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.
- Number of respondents to consultation event and how the demographics of respondents compare to the current demographics.

Service Director Sign-Off:



Colin Molton

Date:

10/5/2018

Equalities Officer Sign Off:



Duncan Fleming

Date:

9/5/18