

**APPENDIX E : ALDERMAN MOORES DEVELOPMENT - Bristol City Council**  
**Equality Impact Assessment Form**



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

Name of proposal	Alderman Moores HRA New Build Development
Directorate and Service Area	Housing Services – Housing Delivery
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.

**1.1 What is the proposal?**

Homes and Landlord Services – HRA Housing Delivery Team have received planning consent for the major development at Alderman Moores, Ashton Vale.

**Background**

Homes and Landlord Services have Cabinet approval for a new build programme for the construction of council homes. Since the commencement of the programme in 2014, 81 new homes have been constructed on 21 sites. A further 64 homes, across four sites, are under construction for completion during 2018 -2019. Phase 4 of the development programme will see a further 12 sites being progressed to deliver approximately 250 homes over the period 2019-2021.

This proposal is in relation to the Alderman Moores project - Phase 3 of the new build council housing programme. Cabinet approval was obtained in March 2017 to (i) appoint Willmott Dixon Ltd (WD) to secure a satisfactory planning consent for the development of the Alderman Moore site in Ashton Vale, (ii) to formalise and agree the fixed price costs of the construction, and (iii) to carry out the necessary works to form the access to the new development.

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.

This development will see the Authority build 80 private sale homes for the first time, and 53 council units on the site. The receipts from the sale of the private units will fund the construction of the 53 council homes on this site.

This proposal is seeking approval to enter into the Construction phase of the development with its partner Willmott Dixon Ltd (WD). If approved, works are scheduled to start Autumn 2018 and completion of the development is estimated to be late 2020.

The proposal will have an impact on local residents living near the access road into the site with construction traffic visiting the site with materials and deliveries, however this will be managed by WPH in a sensitive manner using a banksman to ensure safe entry into the site; introducing staggered deliveries at off peak times, avoiding school times etc, and only working within the agreed building hours. WPH will also be adhering to the Traffic Management Plan, as approved by the BCC Construction Project Manager.

As the site is largely land locked we do not envisage further disruption for other residents who do not live near the access road into the site.

The proposal will have a positive impact for council tenants living in the city who are waiting for an offer of accommodation from the city council. The demand for council accommodation is extremely high and as a local authority with dwindling stock, it is difficult to meet this ever growing demand, therefore building 53 new council units will of course make a small difference as it is made up of a wider council house programme to build as many council units across the city. The council units which will be built on this development are made up of:

- **11 x 2 bed 4 person homes**
- **10 x 3 bed 5 person homes**
- **20 x 1 bed 2 person apartments**
- **12 x 2 bed 3 person apartments**

The impact on council staff within housing services will increase, particularly for our colleagues in Estate Management, as their patches will grow, there will be more council tenants to visit and support if necessary whilst they settle into their new homes.

As a project team we will also be visiting the tenants of the new homes periodically with the housing officer for the area to ensure they do not have any issues, and are familiar with their new property and its functionality etc. Tenants will be given a great deal of support for the first year, and provided with Home User Guides written specifically for their property.

The guides provide information on topics such as how to operate heating, location of services, waste and recycling information and where to obtain support in case of defects.

## **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?

As part of the extensive Feasibility Study and Planning Application process which has been carried out by WD and the Housing Delivery Team, the stakeholders identified from the outset have been consulted throughout the process. The following groups were identified:

- Local residents surrounding the Alderman Moores site
- The Hotwells and District Allotments Association Group
- Ashton Social Club
- Ward Councillors for the area

Bedminster ward has an average number of older and disabled residents and a higher than average rate of clients receiving a community based adult social care service aged 65+ compared to Bristol overall.

The ward has a lower than average BME population (6% compared to 16% for Bristol overall) and Poland is the main country of birth for residents who were born outside the UK. 5% of Bedminster residents do not speak English as their main language.

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

We have carried out two information events relating to the site prior to submitting the planning application. The consultation boundary includes nearly 1,000 households near the site. Letters have been sent to local residents for the past eighteen months informing them of progress relating to the development, posters have been displayed in the local community notice boards, and ward councillors informed. The last communication sent to the stakeholders advised them planning consent had been approved.

To date, we have not received any notification from the groups above or our colleagues in Estate Management that groups have been missed. However, if this changes, we will of course ensure they are sent copies of previous correspondence. We will continue to adopt the communication methods stated above with details of the project and news about the site at key stages of the construction process.

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

As mentioned above, we have to date carried out the following:

- Agreed a wide consultation boundary surrounding the site to capture stakeholders living close to the site, and generally within Ashton Vale.
- Posters have been displayed in the local community notice board.
- The Hotwells and District Allotments Association Group are sent details, so they can communicate this to their allotment holders.
- Letters sent to the community, ward councillors, and local groups regarding the project and news about what the city council are working on in relation to the site.
- Two information events were held in the local school, local residents, groups, and the ward councillors were notified and invited to attend the events to view the draft proposals, and also the final plan which would be submitted for planning.
- Newsletter sent to the groups mentioned above advising them that the planning application had been submitted and an explanation of the next steps.
- Letter advising planning consent approved and next stages of the project.

We will continue to use the methods above, working with our partner WD, including:

- Regular newsletters to be sent to stakeholders giving updates on the build, site information and contact information for the project team.
- Internal email updates and briefings.
- A pre-start event will be held prior to any construction works starting on site. This event will be for the groups stated above, including internal housing teams, repairs and maintenance and senior members of staff. The event will give stakeholders an opportunity to see the final plan again, and to meet the contractor – Willmott Dixon Ltd (WD), as well as members of the city council project team overseeing the development.
- City council website will be kept up to date with information.
- Dedicated email address available for queries or questions relating to the development.
- Letters (as mentioned above) at key stages of the construction works, particularly focusing on any issues which may affect residents living in the immediate vicinity (road closures etc).
- Willmott Dixon Ltd will also have a dedicated site team, comprising of a site manager, contracts managers and resident liaison officer who will be available to answer queries or complaints relating to the development.
- We will ensure that communication is available on request in accessible formats including community languages.

### **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?**

In general the likely impact of the construction works will affect all groups of people living in the immediate area of the access road into the site, however as the site is only accessible through one entry, and is surrounded by allotments on one side, it is thought the points below should be minimal for residents living close by.

- Dust
- Dirt
- Noise from the works
- Construction site traffic, deliveries of materials and equipment
- Possible road closures/diversions
- Site access may change for key stages of the build, installation of services and utilities
- Disruption to access to services whilst works taking place

The effects of the construction works could impact negatively on groups, however the following groups could be more affected:

- Disabled residents
- Older people
- Vulnerable people

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

The appointed contractor Willmott Dixon Ltd, have a sound knowledge of Equalities legislation, good practices, experience in delivering large sites within residential and commercial settings, and have an 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. WPH will send newsletters to stakeholders and residents living nearby at key intervals, particularly when there may be disruption.

The site will be managed by WD dedicated site managers, and the city council will also have an appointed construction project manager and contract administrator who will be responsible for the site to ensure smooth running of the building works.

WD will also have to adhere to the following:

- Working hours to adhere to the agreed times of a construction site of 8.00am – 5.00pm Monday to Friday
- Ensuring banksmen are on site to help site traffic onto the site safely, stopping traffic where necessary
- Displaying site staff contact information in case residents have queries or complaints related to the development
- Adhering to the Considerate Constructors Scheme
- Following the Traffic Management Plan, Health & Safety Plan

### 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, by providing affordable homes for people.

The scheme will offer tenants the opportunity of having a brand new warm home which will aim to increase their standard of living. The mix of units will allow families, and younger

people to be housed into new accommodation, freeing up their previous council properties for other tenants who are on the waiting list. Those tenants who are under occupying homes will greatly benefit by moving into smaller accommodation, and in turn frees up their old council home to allow for a larger family to move in. This also applies to our tenants who are over occupying and gives them the opportunity to move into a home which is larger, and meets their needs.

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

- Building Regulation Compliant
- Planning Policy Compliant
- Bristol City Council Design Standards
  
- Age – new homes which will be modern, benefit from a property which is new and secure
- Disability - new homes which will be modern, benefit from a property which is new and secure, offering level access accommodation on some of the units (flats)
- 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 – new secure modern homes with safety features/measures
- Race – new secure modern 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

As a general point, WD has key KPI's under the Delivery Agreement which we will be signing with them with regards to Social Value requirements. Typically these are: talks with the local school, colleges and universities on the build, apprenticeships will be offered for people to help them gain valuable skills, knowledge and experience.

Please refer to the attached appendix which details the full list of opportunities WD will provide as part of the development.

The social value aspect of the project is being discussed with WPH and the city council.

### 3.4 Can they be maximised? If so, how?

The site layout and design has been subject to much scrutiny, our colleagues in Urban Design have been consulted heavily on the layout of the development. Opportunities to maximise the number of homes was the key objective, whilst being considerate to the surrounding area.

The social value element of the project is an area which is being discussed with key members of the council and WD, to allow opportunities for people to gain skills and knowledge. See above point.

## 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.

<p><b>4.1 How has the equality impact assessment informed or changed the proposal?</b></p>
<p>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 WD working with the city council must adhere to Equalities Policies and understand that they will be required to adapt their communication practices depending on the equalities group.</p>
<p><b>4.2 What actions have been identified going forward?</b></p>
<ul style="list-style-type: none"> <li>• Identify stakeholders that are most affected by the proposal, and tailor their communication methods and needs</li> <li>• WD to be able to confidently speak with and discuss resident comments and concerns, and adapt site issues where necessary to accommodate residents accessing their homes during the construction period</li> <li>• Engagement with the Community Centre, Allotment Holders, and Social Club discussions to continue</li> <li>• Liaise with Estate Management, BCC Repairs and Maintenance Service and update regularly as with other stakeholders identified earlier</li> <li>• Progress the social value element of the project and agree the way forward</li> </ul>
<p><b>4.3 How will the impact of your proposal and actions be measured moving forward?</b></p>
<ul style="list-style-type: none"> <li>• Lessons Learned Log will be compiled as the project progresses, noting down areas that could have been dealt with differently/better.</li> <li>• Customer Satisfaction Surveys will be sent to occupants who will be offered a new home, both private and council properties.</li> <li>• Key Performance Indicators will be used to monitor the contractor's performance.</li> </ul>

<p>Service Director Sign-Off:</p>  <p>Pam Wharfe</p>	<p>Equalities Officer Sign Off:</p>  <p>Duncan Fleming 29/6/2018</p>
<p>Date: 27/6/18</p>	<p>Date:</p>