

## Bristol City Council Equality Impact Assessment Form



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

Name of proposal	Bristol Arena Project
Directorate and Service Area	Growth & Regeneration
Name of Lead Officer	Colin Molton

### 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?

The project is the construction of a new 12,000 capacity indoor arena on the former Diesel Depot (now known as Arena Island), which covers approximately 3.7 hectares. The site is in the Bristol Temple Quarter Enterprise Zone (a 70 hectare area around Temple Meads train station that is set to attract 17,000 jobs over 25 years) and is close to the city centre, major access roads and the national railway network. The arena will fill a gap in Bristol's cultural infrastructure delivering an entertainment venue to serve the city and sub-region, with considerable economic benefits. The venue will host over 100 events a year. These events will be a mixture of music, comedy, family entertainment and sports. The proposed arena can seamlessly convert into a smaller, more intimate 5,000 seat venue.

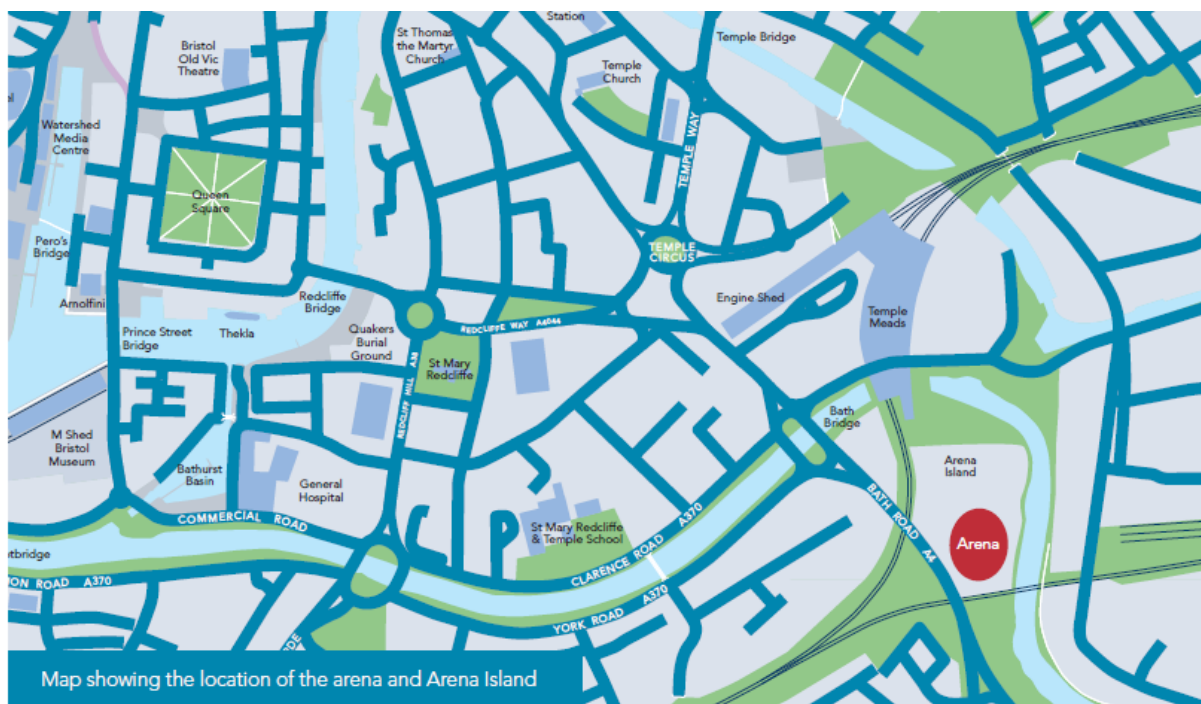
The arena development includes proposals for improved transport links into the area, including new pedestrian and cycle routes.



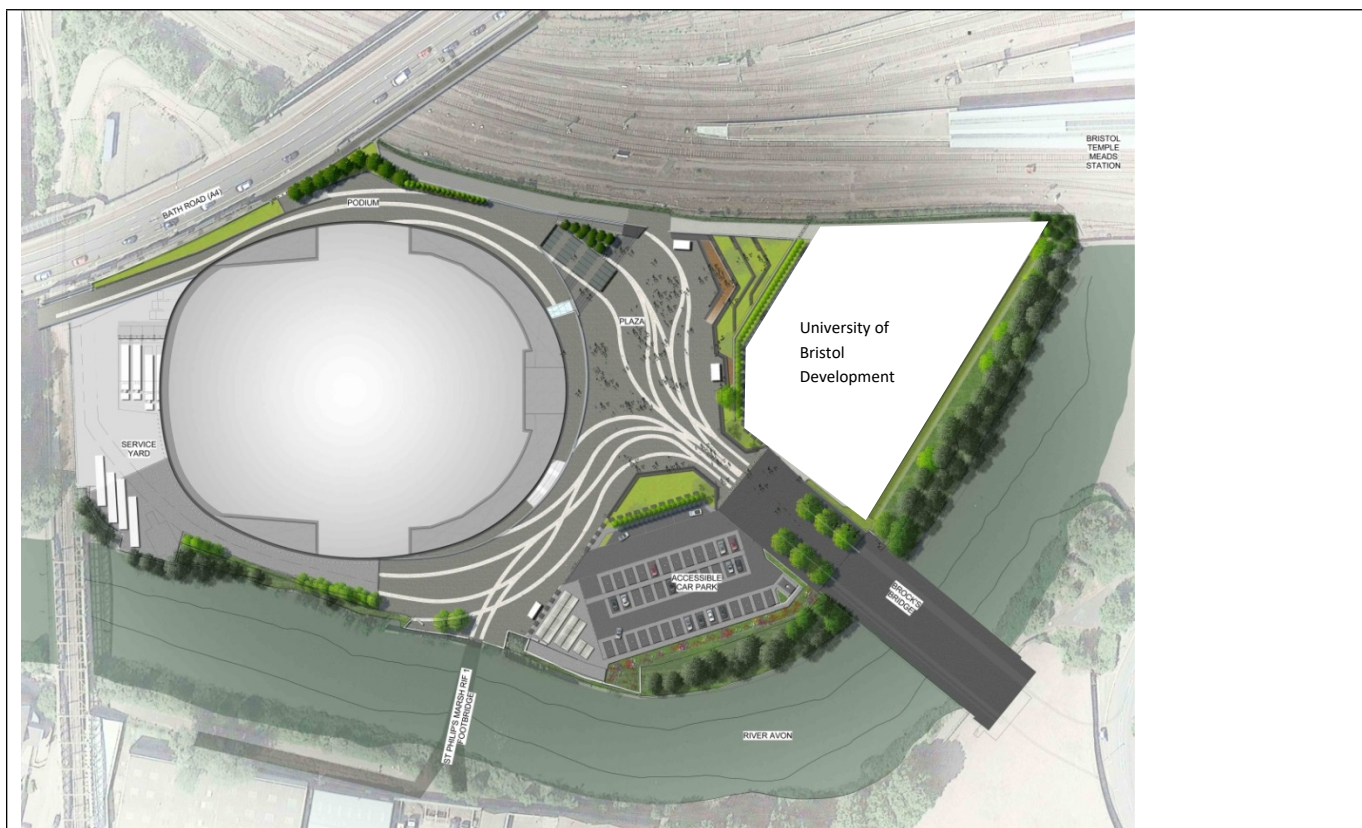
Artist's impression of how the Arena and plaza could look

## Benefits

- The Arena will regenerate a derelict city centre site and be a catalyst for development in the Bristol Temple Quarter Enterprise Zone.
- Improved public transport links, cycle and pedestrian routes will ensure visitors can access the arena sustainably.
- Residents living in the city and surrounding areas will have a major performance venue on their doorstep and will no longer have to travel to other cities to see touring arena shows.
- The arena will bring millions of pounds annually in additional spend to the region from business activity, increased hotel occupancy and other related spend.
- Arena Island will become a new destination for Bristol residents and visitors and, over time, will connect with other proposed spaces due for development to create a new quarter for the city.



The 'island' is bordered by the river Avon on the north and east sides and the railway line and Bath Road to the west side. Brock's bridge, a vehicle and pedestrian bridge, provides the primary access across the river from Cattle Market Road to the Arena Island.



To the east of Arena Island, a new bridge (St Philips bridge) will provide a shared 4m wide pedestrian and cycle access from Albert Road and the River Avon walkway. Albert Road is identified as a location for taxi and coach pick-up/drop-off, which will benefit from a direct connection to Arena Island. Ramped access to the bridge will ensure safe and suitable access for all and the design of the bridge will aim to complement the Arena design. Integrated lighting will provide a safe and attractive route after dark, whilst reducing light spill into the watercourse areas.

A stepped access will lead from the arena and plaza to the A4 Bath Road. An externally accessible lift is proposed to connect the plaza at the lower level to the raised terrace, which will provide level access to Bath Road as close as possible to the stepped route. Metal channels will be fitted in to the steps to allow cyclists to wheel their bicycles down the steps. A feasibility options appraisal was undertaken to look at potential for a ramped access between the Arena Plaza and A4 Bath Road. This was not taken forward due to site, technical and cost constraints. In response to mobility difficulties associated to the external steps, an external lift has been provided.

The Arena design includes provision of 272 covered cycle spaces. Further cycle parking provision on Arena Island is proposed as part of the University of Bristol Campus Development, which would increase the number of public cycle parking spaces to approximately 400.

The Arena external design incorporates a 40 space blue badge parking provision alongside spaces for minibus and drop off bays. The number of blue badge bays has been reduced by from 45 to 40 permanent bays in order to incorporate three suitably sized and positioned drop-off/pick-up bays (approximately 3m wide by a minimum of 8.8m long); a 125mm raised kerb will be provided adjacent to the drop-off/pick-up bays to facilitate dropping a ramp from a vehicle to the pavement. The change was made in consultation with the Bristol Arena Access Forum, a sub group of the Bristol Physical Access Chain (BPAC) about prioritising drop off provision on site to allow a larger overall number of people with accessibility requirements to arrive by car, taxi or minibus.

The Arena is split over four floors. There are four main stairs and five lifts servicing all levels. All lifts will exceed the minimum requirement of Part M of the building regulations for wheelchair and mobility scooters users. Each concourse level has concession points for food and beverage offers along with toilet facilities.

The provision of wheelchair accessible toilet accommodation will be based on at least 1:15 provision for wheelchair users and generally located within 40m (although some seating on the Arena floor may exceed this travel distance).

The design includes a Changing Places (CP) facility, which is located centrally at Level 01 to serve the greatest concentration of wheelchair users in the Arena (approximately 80%). A CP facility is for people who cannot use wheelchair accessible WCS and allows people with profound and multiple learning disabilities, as well as other serious impairments such as spinal injuries, muscular dystrophy, multiple sclerosis or an acquired brain injury, and older people the extra facilities required to use a toilet safely, with enough space and the right equipment.

The main entrance is accessed from the plaza. There is also access from the A4 from the proposed podium, but this would be a secondary access route with the majority of spectators arriving onto the island site from the north via Brock's bridge.

## **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?**

Bristol citizens, in the sub-region and beyond will be able to access the arena

as paying customers to see entertainment acts and shows. There will also be a considerable amount of economic benefit including construction jobs, and a number of direct and indirect jobs created when the venue is open.

The arena will offer entertainment for both children and adults of different age group at different times of the day on both weekends and weekdays. It is anticipated that some events will attract more of a female audience, some more of a male audience, but it is expected that most evening events will attract a 50/50 mixed gender audience, reflecting the balanced gender distribution found in Bristol and described in the table below:

### Summary of the Bristol Census 2011 Equalities Statistics

		Gender		Ethnicity			Disability	Sexual orientation
		males	females	White British	non-White British'	BME	with a LLTI	Lesbian, Gay or Bi-sexual
Total population all ages	number	213,400	214,700	333,432	94,802	68,642	71,724	n/a
	denominator	428,100	428,100	428,234	428,234	428,234	428,234	n/a
	Bristol %	49.8	50.2	77.9	22.1	16.0	16.7	n/a
	England and Wales %	49.2	50.8	80.5	19.5	14.0	17.9	6

available at: <http://www.bristol.gov.uk/page/community-and-safety/equalities-data-and-research>

According to the table above, 16% of the Bristol population is declared to have some kind of disability under the Equality Act 2010, that is defined as ‘...a physical or mental impairment which has a long-term and substantial adverse effect on their ability to carry out normal day-to-day activities’. Taking into consideration that not everyone discloses their disability, the actual number could potentially be higher. Therefore, it is expected that a significant number of spectators attending events in the Bristol Arena will have some kind of disability, including sensory impairment and long-term health conditions.

Public Parking on Arena Island will be limited only to 40 disabled parking spaces, due to restrictions of available space. The majority of the audience is expected to travel by foot, bicycle or via public transport. The remaining audience traveling by car would be encouraged to make use of the car park facilities already available in the area.



The Arena is located in the Windmill Hill ward, which is adjacent to the following wards:

- Lawrence Hill
- Southville
- Cabot
- Knowle
- Brislington West

The table below illustrate the characteristics of the population living in the wards listed above:

Ward	Total usually resident population [1]	Population by sex				Ethnic group				Limiting long-term illness or disability	
		Total males	%	Total females	%	White Total	%	Black and Minority Ethnic Group Total	%	People whose day-to-day activities are limited	%
Brislington West	11,355	5,670	49.9	5,685	50.1	10,352	91.2	1,003	8.8	1,774	15.6
Cabot	15,940	8,572	53.8	7,368	46.2	11,741	73.7	4,199	26.3	1,353	8.5
Knowle	11,315	5,608	49.6	5,707	50.4	10,312	91.1	1,003	8.9	2,105	18.6
Lawrence Hill	18,942	10,060	53.1	8,882	46.9	8,493	44.8	10,449	55.2	3,402	18.0
Southville	12,543	6,459	51.5	6,084	48.5	11,353	90.5	1,190	9.5	2,061	16.4
Windmill Hill	13,180	6,614	50.2	6,566	49.8	11,351	86.1	1,829	13.9	1,873	14.2
<b>Bristol</b>	<b>428,234</b>	<b>213,071</b>	<b>49.8</b>	<b>215,163</b>	<b>50.2</b>	<b>359,592</b>	<b>84.0</b>	<b>68,642</b>	<b>16.0</b>	<b>71,724</b>	<b>16.7</b>
<b>England &amp; Wales</b>	<b>56,075,912</b>	<b>27,573,376</b>	<b>49.2</b>	<b>28,502,536</b>	<b>50.8</b>	<b>48,209,395</b>	<b>86.0</b>	<b>7,866,517</b>	<b>14.0</b>	<b>10,048,441</b>	<b>17.9</b>

available at: <http://www.bristol.gov.uk/page/community-and-safety/equalities-data-and-research>

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

We have no official data specifying the sexual orientation of the Bristol population. However, for this report we will assume that Bristol reflects the national statistics where 6% of the population is LGBT+.

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

Early in the project we started engaging with Attitude is Everything, a national organisation advising on access to disabled audiences to large entertainment venues. The project has also received input from the Bristol Physical Access Chain (BPAC). The Bristol Arena Access Forum (BAAF), a BPAC sub-group including selected young disabled people, has been involved in the project. In addition to making the Bristol Arena a fully accessible venue, with input from our accessibility consultants and our design and technical advisor teams, we are aiming to enhance the entertainment experience of the arena's disabled audience. Further engagement in design and operational phases will be facilitated by BCC and the Arena Operator – Arena Island Limited.

The views of the public and key stakeholders have been sought on the plans for the arena since the project began in earnest in mid-2013, particularly for the Arena Design Competition which took place in January and February 2015. This process has comprised:

- Key stakeholder workshop (about the broader Enterprise Zone, 270 people in attendance).
- Presentations to key groups such as transport groups, Bristol Music Industry Network (BMIN), Civic Society, Bristol Junior Chamber, etc.
- For the Arena Design Competition, there was an extensive online campaign, a RIBA truck at three locations and an exhibition at the M Shed.

The project's pre-planning application public consultation included:

- Extensive online and digital consultation and engagement.
- Two public exhibitions and three public sessions.
- Presentations at Neighbourhood Forum and Partnership meetings of wards adjoining the arena site.
- A key stakeholders meeting to which 207 invitations were sent. The stakeholders invited covered a broad range of interest groups, including the local community, the Old Market Quarter Neighbourhood Planning Network and Bristol Women's Voice.

Through the above activities we understood that the community is generally highly supportive of the project. The main concerns raised were related to how arena events would affect parking in residential areas surrounding the venue.

Old Market Quarter Neighbourhood Planning Network feedback was specifically concerned with how Bristol Arena events could affect the Old Market local nightlife business. They were also interested in how some of the

events at the arena, which would appeal to LGBT+ audiences, could be combined with after parties promoted by the Old Market Quarter.

Although Bristol Women's Voice was not able to attend the stakeholders' session, we are aware that issues such as safety and visibility are of particular importance to women (based on feedback from previous projects). A separate email was therefore sent to Bristol Women's Voice, seeking their specific feedback on the Bristol Arena project proposals. Their main concerns are:

- Women's Safety, particularly at night in relation to the Arena having no car park and women having to return to different areas of Bristol via walking or public transport.
- Equal opportunities and fair pay for women working at the Arena
- Opportunities for women to have access to crèche and childcare facilities to make it a suitable site for women's employment. This includes flexible working.
- Issues around behaviour and attitudes of people using the arena - as highlighted in concerns by our members at some of Bristol's summer festivals (e.g. Harbourside), the misuse of alcohol exacerbates behavioural issues that can impact on women's safety.

All feedback related to accessibility from the Bristol Arena pre-planning application consultation and the BAAF can be found in Appendix II

### **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?



**Age, Marriage and civil partnership, Pregnancy and maternity**

n/a

**Disability**

Shared pedestrian/cyclist routes to the arena could be a hazard for people with mobility or sensory impairment, particularly accessing and exiting the arena immediately before and after events. The large expanse of steps could be perceived as excluding for people with mobility impairments and older people.

**Gender reassignment and sexual orientation**

The high flux of people walking back after an event through the Old Market area, who are potentially unfamiliar with Bristol, could potentially increase the chances of homophobic attacks.

**Race, religion or belief**

The high flux of people walking to/back from an event through the Lawrence Hill Ward streets, who are potentially unfamiliar with Bristol, could potentially increase the chances of racist attacks.

**Sex (Gender)**

People preying on vulnerable people, or on women leaving the event alone, could target the area.

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

Whenever viable the access routes to the arena will have designated areas to separate cyclists and pedestrians. In response to mobility difficulties associated to the external steps, an external lift has been provided. The operator will develop an event management plan with the Council which will set out how people and vehicles will move in through and out of the site during events. This plan will also include details of emergency evacuation

Local police architect is included in the list of key stakeholders engaging with the project development, providing their views to prevent criminal activities.

The main mitigation measures proposed are:

- Integrated lighting to provide a safe and attractive route after dark, whilst reducing light spill into the watercourse areas.
- CCTV cameras covering the access routes to the arena.
- Cooperation between the operator and police where appropriate on event days
- Stewarding/marshalling by the operator on Arena Island during events.

Bristol City Council (BCC) has a strategic group monitoring hate crime and

crime against women and vulnerable people; the group examine hate crime statistics reported from the community and to the police on a quarterly basis. Any increase in hate crime will be quickly noted and action can be taken to mitigate this (e.g. additional CCTV in Old Market or Lawrence Hill, increased foot patrols, increased publicity for reporting etc.)

BCC Overview & Scrutiny Management Board commissioned a working group on the Bristol Night Time Economy, which reported back on March 2014. The Arena project presented to the working group in June 2014 and will seek to engage further in any further working group meetings so that considerations on how the issues identified in this equality assessment and in respect of Arena operations can be integrated into a City Centre Night Time Economy Strategy.

BCC is not operating the venue but the Operator appointed will comply with the requirements of the Equality Act 2010, including equal pay provisions. The nature of an Arena venue has the majority of its works patterns based around the event schedule, which is typically evening and weekends performances.

The Arena will employ approximately 30 full-time staff which would not sufficient to provide a crèche facility. However, there is existing provision located nearby at Temple Meads and Totterdown.

Accessibility points raised during consultation and meetings with BPAC have been considered through the design development and ongoing engagement with BPAC, Attitude is Everything and the Operator.

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

**Age**

During the construction period there will be a number of construction jobs and potential apprenticeship opportunities which would be suitable for young people.

**Disability**

The early input from Attitude is Everything and BPAC on the Bristol Arena design is ensuring the best viable disabled-friendly venue possible for Bristol citizens.

Bristol Arena operator – Arena Island Ltd have stated a commitment to achieve Attitude is Everything Silver level of the Charter of Best Practice; which includes a commitment to engage disabled users in planning how the building

operations can ensure the venue is fully accessible.

### **Gender reassignment and sexual orientation**

Once the arena is open, engagement between the operator and the Old Market traders can ensure that local businesses would benefit from nights when the arena is hosting acts which would appeal to the 'gay community'. For example, the traders could organise related thematic 'after party' events to capture the audience leaving the arena.

### **Marriage and civil partnership, Pregnancy and maternity, Sex (Gender)**

n/a

### **Race, religion or belief**

Many of the local businesses in the Lawrence Hill area are owned by BME people. The expected influx of people before and after events could increase business in this area.

Religious groups will be able to use the arena for conferences and events as previously done across the country in similar venues.

Due to the proximity of the venue to Lawrence Hill, the local community could benefit from some of the jobs created during construction and once the venue is open, which will particularly benefit BME people.

3.4 Can they be maximised? If so, how?

Job fairs will be organised in conjunction with BCC, the LEP, the building contractor and the operator to inform the local community about arena jobs opportunities.

## **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?

This assessment ensured that the community and key equalities groups were consulted and their feedback captured.

4.2 What actions have been identified going forward?

1. Feasibility work looking into infrastructure options, including the viability of designated areas for pedestrian and cyclist, instead of shared spaces, on the new access routes leading to the arena.
2. A cultural partnership will be established between the operator and the Council, including Safer Bristol, to review city wide initiatives, including safety measures, which could be implemented in the arena.
3. Job fairs will be organised in conjunction with BCC, the LEP, the Building contractor and the operator to inform the local community about arena jobs opportunities.

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

In reference to the actions on section 4.2:

1. Suitable infrastructure work is a planning application condition.
2. The Council will be part of the cultural partnership and will coordinate regular meetings.
3. The Council and its partners will develop an employment and training strategy which will set out the number and frequency of job fairs. The number of jobs created will be monitored during construction (by the project team, as part of the building contract) and when the arena is open (by the operator).

It is proposed to undertake a redesign of the present arena proposals to achieve cost reductions required to take the project forward. It is intended to maintain the key measures outlined in this EqIA. The equalities impact of changes will be reviewed against this EqIA and updated if required.

Once the arena is operating the operator will monitor the take up of disabled spaces and if the supply is not sufficient, the Council and the operator will seek to find a management solution to meet demand

Service Director Sign-Off:



Colin Molton

Date: 29/03/2018

Equalities Officer Sign Off:



Duncan Fleming

Date:16/03/2018