

## Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Creation of a Housing Company
Directorate and Service Area	Growth & Regeneration
Name of Lead Officer	Steve Blake

### 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 creation of BCC's Housing Company is an additional way in which the Council can help accelerate the supply of new homes across the city. The Housing Company will work in Joint Venture arrangements with the private sector (Developers and contractors) to develop and construct new housing schemes on Council land across the city. If this didn't happen then the land would otherwise just be sold to the private sector and built by developers on their own. (At their pace, their design etc.)

By creating the Housing Company and developing these schemes (i.e. providing the sites and some financial investment, matched by the private sector) using Joint venture arrangements it will enable the Council to share in the financial returns (in addition to the land value) from these developments as well as have a greater influence over the design, types of homes, tenure of homes and the timing of delivery of the schemes. In particular, it will also help ensure these developments comply with the Council's range of different policies, for example affordable housing requirements. (Rather than relying solely on the private sector to comply or quite often challenge these policies!)

### 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?

**Housing:** The 'State of Bristol – Key Facts 2017-18'<sup>1</sup> document demonstrates the need for more homes to be built in Bristol which this proposal will help address. There are 198,400 homes in Bristol. Since 2006, 19,880 new homes have been built in the city, an average of some 1,800 a year. The draft Joint Spatial Plan has planned for 33,500 additional homes in Bristol between 2016 and 2036. 1,994 new homes were built in Bristol during 2016/17. This included 700 units for student accommodation. During 2016/17 there were 199 affordable homes built. As at 1 April 2017, Bristol City Council had 27,198 council homes under its

<sup>1</sup> <https://www.bristol.gov.uk/documents/20182/32947/State+of+Bristol+Key+Facts+2017-18/94b14c82-b664-0f5f-4487-8623f4be9ae6>

control.

**Housing market** Bristol household tenure: 53% Owner occupied, 29% private rented, 18% social rented. The private rented sector has grown from 12% in 2001 to 29% in 2017. Average house prices: Bristol: £276,000. England & Wales: £238,000 (Nov 2017). Average house prices in Bristol have increased by £82,000 over the last ten years, an increase of 43% (24% for England and Wales). Earnings in Bristol are similar to the national average and the English Core Cities but house prices in Bristol are significantly higher, resulting in affordability issues. In 2016 Bristol had a 'housing affordability ratio' of 8.61 for average house prices to average earnings. This is higher than the England average of 7.72, and the highest of all of the English Core Cities (who all have affordability ratios lower than the national average).

**Homelessness:** Latest figures found 86 people sleeping rough on the street in a single night in Bristol. In April 2017 there were 979 homeless households that Bristol Council had a duty to house, This is double the 491 recognised homeless households in 2013/14. There are over 1,150 night shelter and supported housing beds available in Bristol.

**Age:** Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over. The median age of people living in Bristol is 33 years old, compared to 40 years in England and Wales. Bristol's 84,800 children make up almost 19% of the total population. The growth in the number of under 10s in the last decade (+12,300) is one of the highest in the country. Births are now showing signs of levelling off. Bristol's 59,600 older people make up 13% of the total population. The proportion of older people is lower than in England and Wales at 18%.

**Diversity:** The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 180 countries of birth and at least 91 main languages spoken. The proportion of the population who are not 'White British' increased from 12% (2001) to 22% (2011).

**Deprivation:** Bristol is a city of contrasts, with deprivation 'hot spots' amongst some of the most deprived areas in the country yet are next to some of the least deprived areas in the country. In Bristol 16% of residents - 73,400 people - live in the 10% most deprived areas in England, including 19,200 children and 7,700 older people. Bristol has 42 areas in the most deprived 10% in England, including 6 in the most deprived 1%.

#### **Ward data for proposed development areas:**

**Lockleaze:** The age distribution is average for Bristol overall. The Quality of Life survey shows that a lower than average percentage of people are satisfied with their local area as a place to live (73% compared to 82% for Bristol overall). 22% of residents have a limiting long-term illness, health problem or disability (24% Bristol overall). Lockleaze has a higher than average number of older people 65+ receiving a community based service. 30.1% of the population belong to a Black or Minority Ethnic Group (16% for Bristol overall).

**Hotwells and Harbourside:** The age distribution shows a higher than average proportion of

young adults and lower numbers of children and older people. Health outcomes are higher than average for the city and just 17% of residents have a limiting long-term illness, health problem or disability. There is a much higher proportion of people living in 1-2 bedroom flats in the area (78% compared to 34.4% for Bristol overall) and less accommodation for larger families. 18.4% of the population belong to a Black or Minority Ethnic Group (16% for Bristol overall).

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

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

For each development, and as part of the planning process, full consultation will take place with all local residents to ensure they are fully informed and where possible their concerns are addressed. BCC are liaising with the Caravan club to identify a new site for them.

### **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?

Whilst the proposal is not considered to have any potential adverse impacts we will need to ensure that the needs of people with protected characteristics are taken into consideration throughout the implementation of developments. At this stage we do not have detailed proposals for the number and mix of homes that will be developed.

Older and disabled people may require specialist accommodation and we will need to ensure that developments are built to high accessibility standards.

Bristol is a growing city with increasing numbers of families and young people living in the area. 1-2 bedroom flats may not be suitable for families with young children.

There could be discriminatory impacts if the necessary infrastructure (e.g. health services, libraries, places of worship, parks, swimming pools etc.) to accompany the housing provision was not delivered. There is a need to avoid avoid isolation of certain equalities groups through lack of infrastructure provision. than just individual places of worship.

Policy should ensure good physical accessibility and internal space standards

Housing needs of BME communities may be different from other communities and there may be a greater need for larger units of accommodation.

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

Although The Housing Company will be an independent entity from Bristol City Council there will be very robust policies and procedures to ensure best practice in delivering fair and inclusive housing and positive outcomes for people with protected characteristics.

Measures that can improve equality include:

- providing a greater diversity of housing (a range of suitable types, sizes and tenures) to meet the different needs the population
- Good consideration of amenity and open space requirements
- Housing to Lifetime Homes Standards to ensure continued availability for elderly/disabled people
- Policy should ensure good physical accessibility and internal space standards
- More disabled parking in new developments
- Communications should be available in accessible formats and community languages.
- Ensuring ongoing engagement and consultation with citizens and residents including people from equalities groups.

It is possible that some adjoining neighbours may feel they will be negatively impacted by the development and we will use the consultation process to identify and mitigate issues as they arise.

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

The development of these homes will have a positive impact on a whole range of people who ultimately become the new residents of the homes.

3.4 Can they be maximised? If so, how?

We will use findings from engagement and consultation to maximise positive outcomes for people with protected characteristics

#### 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 EqIA has highlighted some of the additional requirements of equalities groups that we need to take into consideration. The design of each development and the actual homes will consider the needs of different people, particularly those with a disability or mobility issues.

4.2 What actions have been identified going forward?

Consultation on detailed proposals

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

Yet to be established.

Service Director Sign-Off:



Colin Molton

Date: 23/8/2018

Equalities Officer Sign Off:



Duncan Fleming

Date: 27/7/2018