

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Engine Shed 2
Directorate and Service Area	Growth and Regeneration
Name of Lead Officer	Oliver Roberts

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?

Engine Shed 2 builds on the success of the first phase of the Engine Shed project, which regenerated the Old Station at Temple Meads into a thriving business growth hub within 11 months and opened in December 2013. Engine Shed phase 1 is home to, amongst other components, the best university business incubator in Europe and the second best in the world. The Engine Shed 2 project will provide more room for that.

Engine Shed 2 will be located on the George and Railway site, Victoria Street, BS1 6DU and in close proximity to Engine Shed phase 1, next to Temple Meads Station. It will provide 44,348 sqft of Gross Leasable Area (GSL) floorspace based on the phase 1 model, providing space for business incubation, offices for businesses to grow on and grow into, meetings and collaboration, with ancillary café/restaurant uses at ground floor level and other associated amenities. The Engine Shed 2 project has overall priorities of supporting economic and business rates growth for the City, as part of the regeneration of a high profile area of dereliction at the centre of one of the City's main gateways.

It is intended that Skanska UK Ltd will act as the Developer for Engine Shed 2 as part of a joint development and land agreement relating to their land ownership at Temple Meads, and the Council's land ownership of the George & Railway and Temple Gate. Bristol City Council will not lead the design or construction of the building, which will be taken forward by Skanska Ltd. The Council will enter a 35 year term lease on the Engine Shed 2 building, which

will enable the Council to direct the use of the property in the long term, whilst not having to find the capital to own it freehold. The Council will complete fit out works to the building, which it will ensure are designed to take account of the equality considerations in the assessment.

The Council intend to enter into an under lease with The Science Research Foundation (SRF), a University of Bristol owned company, who are the Operator of the existing Engine Shed and will run ES2, Bristol City Council will enter a Collaboration Agreement with SRF or The University of Bristol, which will allow the Council to work with SRF to plan how equality considerations identified in this assessment are taken forward in the building's operation.

An economic assessment identified that Engine Shed 2 has potential to support the creation of 254 net new jobs and 444 gross new jobs in the West of England in its first year of operation. Engine Shed 2 will aim to ensure that this job creation will be based on the following RSA definition of Inclusive Growth "broad-based growth that enables the widest range of people and places to both contribute to and benefit from economic success. Its purpose is to achieve more prosperity alongside greater equity in opportunities and outcomes"

As part of their objective of achieving inclusive growth SRF presently invests up to 53% of the operational surplus attributable to Engine Shed operations in activities such as 'supporting a diverse workforce for the future' and will continue and expand this work in Engine Shed 2. A description of this specific project work was provided in Engine Shed's 3 year review document 'A platform for inclusive growth' as follows:

"There is an economic imperative to ensuring we have a diverse talent pool for employers to tap into, in the future, in jobs we don't yet understand. The Bristol & Bath area has a fantastically diverse pool of young people who we must include in the growth of the city region because we need them. We believe Engine Shed's role is to help raise the awareness of opportunities for young people in the area and help connect them with pathways to fulfilling employment.

We have already hosted a number of school groups for talks and exposure to the working environment of world-class tech start-up's, as well as over 1900 primary and secondary school children carrying out 'maker' type activities or meeting with the SETsquared member companies.

We are currently mapping out the best role for us in the context of the plethora of related activities such as LEP Enterprise Advisers, Future Brunel's, TeachFirst, the proposed free school in the Enterprise Zone, Bristol WORKS, other BCC activities, primary and secondary head teachers' meetings and teacher INSET days. We see our role more about helping raise aspirations and awareness than skills development of primary and early secondary students."

Other work, funded or part-funded, by the existing Engine Shed activity include significant work around developing the Scale Up ecosystem (in partnership with WECA and Business West) and an Entrepreneurial Outreach project (in partnership with ACH, WECA and Barton Hill Settlement) which aims to help entrepreneurs from under-represented communities in Bristol to access mainstream business support.

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?

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 building users or visitors will have some kind of disability, including sensory impairment and long-term health conditions.

Data about disadvantage in Bristol is also available from the Joint Strategic Needs Assessment (JSNA) 2015.

We know that people who experience discrimination (because they have one or more protected characteristics) are more likely to experience other factors contributing to disadvantage, thus compounding their experience.

Evidence from the JSNA 2015 shows that there is a spatial dimension to disadvantage in the city and that people experience more disadvantage in the South (particularly the outer areas) and in the north and west outer areas of the city as well as in the inner eastern areas, to achieve the objective of inclusive growth it is important that these groups have access to and benefit from Engine Shed 2.

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?

SRF involves a broad range of stakeholders in how they operate Engine Shed and the proposals for Engine Shed 2.

SRF undertake focused work with schools across Bristol, including from the deprived communities identified within JSNA 2015, this work is aimed at supporting the creation of a diverse workforce for the future and is described in more detail in the proposals section of this assessment.

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?

No adverse effects have been identified for the following groups:

- Age, Marriage and civil partnership, Pregnancy and maternity
- Gender reassignment and sexual orientation
- Race, religion or belief
- Sex (Gender)

Disability

There will be no provision of car parking as part of the Engine Shed 2 building, reflecting the extensive public transport network and site constraints. It is simply not possible to provide access to private vehicles to Engine Shed 2 from the surrounding highway network given the constraints imposed by public transport and highway changes as proposed.

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

It is intended that appropriate mobility impaired access will be provided in the form of offsite spaces and/or a drop-off area, linked to the development by an appropriate route.

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

The Engine Shed approach to inclusive growth, including targeted work to support a diverse workforce, will provide greater opportunities to disadvantaged groups and people with protected characteristics to access training and support through Engine Shed 2 and have greater access to the employment opportunities that will be generated.

3.4 Can they be maximised? If so, how?

- Develop, deliver, monitor and evolve an equality and diversity strategy for ES2. This will feature specific initiatives to promote and support entry into the world of entrepreneurship by disadvantaged groups;
- Encourage the proposed new incubators in Clean Energy and Social Innovation to become part of ES2. It is envisaged that these will increase the gender diversity that we currently do not see within a purely high-tech environment;
- Recruitment to the staff of ES2 will be carried out on the basis of best practice equality and diversity and fair recruitment policies;
- A local travel plan for the facility will be developed and measures within it promoted, to emphasise the excellent accessibility ES2 will

offer, being based in the heart of the Temple Quarter and near to Temple Meads Station. This will include travel options from deprived communities within Bristol

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 is a first step in assessing the approach to equalities; the recommendations identified in this equality impact assessment will be taken forward in partnership with the proposed developers – Skanska and the proposed tenant – SRF. These will be incorporated within the proposed equality and diversity strategy for ES2.

4.2 What actions have been identified going forward?

In addition to the actions outlined in section 3.4 it is intended to engage with disabled users, through existing users of Engine Shed and/or a group, such as Bristol Physical Access Chain (BPAC) to develop the brief for the fit out design of the building and to review consequential proposals.

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

Monitoring and reporting arrangements will be agreed with SRF and detailed within the equality and diversity strategy for ES2.

Service Director Sign-Off:



Nuala Gallagher

Date: 5/9/18

Equalities Officer Sign Off:



Duncan Fleming

Date: 28/8/2018