

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Hengrove Park delivery
Directorate and Service Area	Housing Delivery, Growth & Regeneration
Name of Lead Officer	Emily Price

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?

A major priority of the City Council is to increase the supply of homes in the city, including the need for affordable homes.

The Council owns Hengrove Park which is allocated for housing development within the Bristol Local Plan.

As landowner, the Council wants to secure the necessary planning consents to facilitate the delivery of housing-led mixed use development at Hengrove Park, a budget for the enabling infrastructure and approval to procure a master developer for the site.

The Cabinet paper seeks approval to:

- Secure vacant possession of Hengrove Park
- Agree the disposal strategy of Hengrove Park
- Authorise the delivery of enabling infrastructure – including a new park, highways & public realm

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?

The site falls within the Hengrove & Whitchurch Park Ward.

A summary of the demographics which relate to the protected groups is listed below:

Hengrove & Whitchurch Park ward	
Male	48.8%
Female	51.2%
Age	
0-15	17.6%
16-44	35.6%
45-74	37.2%
75+	9.6%
Ethnic Group	
White total	95.8%
BME total	4.2%
Household composition	
One person household	27.7%
Married couple household: With dependent children	12.9%
Married couple household: No dependent children	32.5%
Same-sex civil partnership couple household: With dependent children	0%
Same sex civil partnership: without dependent children	0.02%
Cohabiting couple household: With dependent children	5.1%
Lone parent household: With dependent children	8.6%
Lone parent household: No dependent children	4.2%
Multi-person household: All full-time students	0.1%
Multi-person household: Other	1.7%
Religion	
Christian	60.6%
Buddist	0.1%
Hindu	0.2%
Jewish	0.1%
Muslim	0.6%
Sikh	0.1%

Other religions	0.2%	
No religion	31.3%	
Religion not stated	6.7%	
2.2 Who is missing? Are there any gaps in the data?		
We do not have accurate diversity data for some protected characteristics e.g. gender reassignment.		
2.3 How have we involved, or will we involve, communities and groups that could be affected?		
<p>Since the project began there has been an extensive programme of consultation which to date has been documented in the Statement of Community Involvement which was submitted as part of the Outline Planning Application.</p> <p>Bespoke consultation to target young people took place – sessions with the Youth Council and local schools gave the opportunity for young people to engage with the process.</p> <p>Further consultation will take place with the Community Focus Group which has been established before the next planning application is submitted. Data collected from the Neighbourhood Partnership on attendance at meetings would suggest that the project would need the consultation to target a large age range of consultees.</p> <p>The following methods has been used to communicate with key stakeholders throughout the duration of the project:</p> <ul style="list-style-type: none"> ● Letters ● Press releases ● Briefings ● Email updates for internal stakeholders ● Web links to city council website ● Work through local schools ● Invite to public information/consultation events <p>Further public consultation will take place prior to any further planning applications submitted by either the council or its selected developer(s). Local residents will have the opportunity to view and comment on the proposed layouts at consultation events.</p>		

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?

Whilst we have not identified any significant adverse impacts from the proposal at this stage, we are aware of existing issues for equalities groups which we will seek to address through implementation.

A range of dwellings including affordable homes is required, so that a wide range of people of differing needs and resources will be able to access housing. There is a requirement to provide housing which is accessible for disabled people including wheelchair users and people with sensory impairments as well as the less-mobile elderly.

Community Facilities - Improving community interaction can promote greater harmony and tolerance for groups with protected characteristics.

Enabling infrastructure - will benefit those who cannot drive, which includes the young and elderly, the disabled as well as those economically disadvantaged. Active travel infrastructure off-road can also provide better routes for mobility scooters.

Procurement of a consultants / developers - customer care must be important to the contractor/developer, as failure to respond appropriately to the different equalities communities groups would mean they receive a lower level of customer service.

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

The city council tendering process will assess potential contractors on previous experience, knowledge of Equalities legislation, good practices, awareness of different community groups and offering a high level of customer care to our tenants and stakeholders.

The Statement of Community Involvement that is a requirement of the

planning application process will explain the consultation process that has been undertaken, log the community's concerns and provide a response from the design team that will demonstrate how the project has responded to the comments.

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

Successful planning applications will lead to the delivery of a scheme will provide the City with much needed new housing, providing affordable homes for people and improving the local facilities around the area for residents.

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

- Lifetime Homes Standard - Through life provision, Hoist provision, Wet room
- Secured by Design – Robust design, security of the home, safety

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 that will secure planning consents on Council owned land and facilitate housing delivery. 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 consultants 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?

- Tailor communication methods and needs
- Consultants to be able to confidently speak with 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:



Zoe Willcox

Date: 24/4/19

Equalities Officer Sign Off:



Duncan Fleming

Date: 3/4/2019