

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Proposal to relocate St Bernadettes Rugby Club and 21st (Gladstone) Scout Group
Directorate and Service Area	Housing Delivery; Growth and Regeneration
Name of Lead Officer	Kieran Highman, Project Manager

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?

To relocate St Bernadette's Rugby Club and 21st (Gladstone) Scout Group from Hengrove Park (Whitchurch and Hengrove Park ward), and in doing so will facilitate the supply of housing and affordable housing on Hengrove Park.

The proposal is to relocate the Scout Group within the same vicinity, and relocate St Bernadette's to a vacant former school site accessed off Fulford Road in the Hartcliffe and Withywood ward (1.7 miles walking distance).

The Cabinet Paper seeks approval to:

- Secure a project budget
- Negotiate and enter into lease agreements with each organisation
- Procure design teams to produce and submit detailed planning applications for each of the new facilities; and enter into contracts for their construction

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?

Initial consultation has been with the groups themselves, and as part of the comprehensive consultation carried out as part of the Hengrove Park planning application process – including via the Hartcliffe and Withywood Pride of Place meetings.

St Bernadette's has 900 members of their rugby club, and the Scouts have a mixture of children (boys and girls) in the age ranges of 6-8 (Beavers), 8-10 (Cubs) and 10-14 (Scouts); as well as volunteers who help run the group. In addition to members of the organisations who could be directly affected, residents in the ward could be affected through the relocation and construction of new facilities.

The Scouts Group would be relocated within the Hengrove Park and Whitchurch Ward. A summary of the demographics which relate to the protected groups in this ward 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%

Cohabiting couple household: No dependent children	7.2%
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%

St Bernadette's would be relocated to the Hartcliffe and Withywood Ward. A summary of the demographics which relate to the protected groups in this ward is listed below.

Hartcliffe and Withywood ward	
Male	49.8%
Female	50.2%
Age	
0-15	24.8%
16-44	38.2%
45-74	28.8%
75+	8.2%
Ethnic Group	
White total	95.0%
BME total	5.0%
Household composition	
One person household	32.7%
Married couple household: With dependent children	9.9%
Married couple household: No dependent children	19.5%

Same-sex civil partnership couple household: With dependent children	0%	
Same sex civil partnership: without dependent children	0.1%	
Cohabiting couple household: With dependent children	7.1%	
Cohabiting couple household: No dependent children	5.1%	
Lone parent household: With dependent children	17.9%	
Lone parent household: No dependent children	5.6%	
Multi-person household: All full-time students	0.1%	
Multi-person household: Other	1.9%	
Religion		
Christian	45.8%	
Buddhist	0.2%	
Hindu	0.1%	
Jewish	0.0%	
Muslim	0.7%	
Sikh	0.1%	
Other religions	0.4%	
No religion	45.1%	
Religion not stated	7.5%	

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?

BCC are working with both the Scout Group and St Bernadette's representatives to ensure members of their organisations and those they interact with (e.g. other rugby clubs and scouts groups) are fully considered in the development of each of these relocations.

In addition to this, BCC will be engaging with the local Neighbourhood Forum on relocating the Scouts Group in Hengrove Park; and with the Hartcliffe and Withywood Pride of Place on relocating St Bernadette's. Both of these groups and the wider community have already been consulted regarding the wider development of Hengrove Park, demonstrated in the Community of

Involvement Statement submitted alongside the Outline Planning Application (reference 18/03537/PB) and separate Cabinet Paper being submitted alongside this one.

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 potentially adverse impacts at this stage, we are aware of some existing issues for equalities groups which we will seek to address through this proposal and the wider Hengrove Park development.

Young people will be disproportionately affected by the relocation of the Scout group, however this is likely to be within the same vicinity and are working closely with the affected organisations to ensure new premises are suitable.

In particular, the relocation of St Bernadette's could be seen as having a larger potential impact due to its larger size in both membership and facilities – the size of site required is almost fifty times the size of that required by the scouts. It is therefore important to ensure a robust consultation process is included in the relocation of St Bernadette's to allow for all members of the community to comment on the emerging design proposals that will be submitted for planning, despite the application not requiring one under planning regulations (as it is not classed as a 'Major Development').

Customer care must be important to the designers and contractors of facilities, as failure to respond appropriately to the needs of different equalities 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 procurement process will and has already assessed potential suppliers 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.

A Statement of Community Involvement will be submitted as part of the planning application process for relocating St Bernadette's. This 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.

Disabled access to facilities will also be considered and embedded into the design and construction processes. The new St Bernadette's facilities will include improved toilet facilities and accessibility for disabled people.

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

Yes. In providing modern developments that comply with current planning policy and building regulations, the new facilities will have greater accessibility embedded within their design and construction – especially compared to the previous old facilities.

For example the proposed new clubhouse would be more easily accessible with pitches adjoining the clubhouse.

3.4 Can they be maximised? If so, how?

Through the design, consultation and construction processes these benefits will sought to be maximised within technical and budgetary constraints.

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 neighbouring residents with different protected characteristics could be affected by these two relocation projects.

It has shown that those affected should be communicated with earlier, using a variety of methods and at key stages. In particular, continued and further work with both the Scouts Group and St Bernadette's to understand how their current members are provided for in the projects; and how their membership can grow and change through the provision of new facilities to have greater engagement with and membership of diverse communities.

It also highlights that consultants and contractors working with the city council must adhere to Equalities Policies and understands that they will be required to adapt their communication practices depending on equalities.

4.2 What actions have been identified going forward?

- Tailor communication methods and needs
- Continued and further work with Scouts Group and St Bernadette's to understand their current and potential future members' protected characteristics, ensuring they are catered for in the projects.
- 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 on relocating St Bernadette's and how the demographics of respondents compare to the current demographics of both wards they currently occupy and would occupy in the future
- Continued engagement with Scouts Group and St Bernadette's including during design, construction and occupation

Service Director Sign-Off:



Zoe Willcox

Date: 24/4/19

Equalities Officer Sign Off:



Duncan Fleming

Date: 3/4/2019