

## Bristol City Council Equality Impact Assessment Form

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



|                               |   |
|-------------------------------|---|
| Name of Proposal:             | Scheme approval for the procurement of ZEDpods at Chalks Rd Car Park, St George |
| Directorate and Service Area: | HRA Estate Regeneration Team, Growth & Regeneration                             |
| Name of Lead Officer:         | Jon Feltham   |

### 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 seek scheme approval for the development of the Chalks Rd Car Park with 11 no. 'affordable' ZEDpods. These will be located on stilts over the existing car park (to be retained) and will be developed directly by the Council as part of its ongoing house building programme of new council owned homes.

The report sets out recommendations for the approval of a capital scheme through a turnkey housing development, and seeks approval to proceed to procurement of the modular built homes.

The scheme has planning consent and will provide transitional 'move-on' accommodation for 13 residents within the 18-25 age range. It is anticipated that most residents will stay for between 1-4 years.

### 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 proposed scheme falls under the Housing Delivery Plan 2017/20. This was approved by Cabinet on 7<sup>th</sup> March 2017 and was supported by an EqIA that remains of relevance.

<https://democracy.bristol.gov.uk/documents/s12112/8e%20Appendix%203%20Equalities%20Impact%20Assessment.pdf>

Also, most of our new affordable homes are let through the HomeChoice Bristol allocation scheme, the policies of which have been subject to an EqIA.

The scheme specific proposals of this latest approval are geographically located within the St George West Ward, and therefore St George residents, present and future, will be most affected.

Key demographics which relate to the protected characteristics of St George West are listed below:

- 19.6% of St George West's population is Black & Minority Ethnic (BME), which is higher than the Bristol average of 16%.
- St George West experiences significantly greater deprivation than average across England, and the site is mapped within the 'Most deprived 20% to 30% in England' [Indices of Multiple Deprivation 2015]. In Bristol, on average people in more deprived areas, not only have shorter lives but they also spend more of their later years with a disability.
- 7.9% of the St George West population are in the age bracket of 16-24 years, which is significantly lower than the Bristol average of 15.7% [Office for National Statistics 2017].
- 44.3% of St George West households occupy properties of 2 bedrooms, which is significantly higher than the Bristol average of 27.9% [2011 Census].

The results of the 'Quality of Life Survey 2018-19' for the St George West respondents can be seen within the statistical ward profile:

<https://www.bristol.gov.uk/documents/20182/436737/St+George+West.pdf/f8213f5b-4d96-4023-ac0e-740333c2d1cc>

The following is a summary of some of the demographics which relate to the protected characteristics for the St George West Ward (as at May 2019):

|   |                        |
|---|------------------------|
| <b>Sex [2011 Census]</b>  |                        |
| Male  | 49%                    |
| Female  | 51%                    |
| <b>Age [Office for National Statistics 2017]</b>                      |                        |
| 0-15  | 18.0%                  |
| 16-24   | 7.9% (below average)   |
| 25-39   | 34.6% (above average)  |
| 40-54   | 19.8% (above average)  |
| 55-64   | 8%                     |
| 65+   | 11.8% (below average)  |
| <b>Religion [2011 Census]</b>   |                        |
| Christian   | 47.7%                  |
| Buddhist  | 0.8%                   |
| Hindu   | 0.5%                   |
| Jewish  | 0.1%                   |
| Muslim  | 4.7%                   |
| Sikh  | 0.9%                   |
| Other religions   | 0.9%                   |
| No religion   | 34.9%                  |
| Religion not stated   | 9.6%                   |
| <b>Religion [Quality of Life Survey 2018-19]</b>                      |                        |
| % with illness or health condition which limits day-to-day activities | 29% (1% above average) |

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

We don't have Ward level data for some protected characteristics e.g. gender reassignment or sexual orientation, however we do not envisage that there will be any disproportionate negative impact on these characteristics.

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

Since the Project inception there has been an extensive programme of consultation, which to date has been documented in the Statement of Community Involvement (Turley, April 2019). This is a planning requirement, that at the point of submission, outlines the consultation process undertaken, logs any respondent comments and provides an applicant response.

[https://planningonline.bristol.gov.uk/online-applications/files/OB1831E4C174E9F2D11AA5B0807F37FE/pdf/19\\_02090\\_F-STATEMENT\\_OF\\_COMMUNITY\\_INVOLVEMENT-2082560.pdf](https://planningonline.bristol.gov.uk/online-applications/files/OB1831E4C174E9F2D11AA5B0807F37FE/pdf/19_02090_F-STATEMENT_OF_COMMUNITY_INVOLVEMENT-2082560.pdf)

A multi-disciplinary Design Team was engaged that had consultation and engagement as a key component of their work. Generally, we have been keeping residents fully informed about issues that affect them, giving them the opportunity to express their views and ensuring that these are considered.

**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?

Yes, as the Project is specifically targeted at young people only (age). Also, the innovative form of 'stilted' construction above an existing car park doesn't allow for independent wheelchair access to the homes (disability). This means the development of the site has the potential to further impact people with a disability, as research shows that there is a severe shortage of accessible housing across all tenures. This means that disabled people (particularly those with mobility impairments) often experience difficulties trying to find a suitable, accessible home.

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

The proposed scheme is in partnership with the YMCA and has been identified as an important stepping-stone for young people moving out of hostels and

making their first steps into independent living.

It would be difficult and costly to mitigate the wheelchair accessibility issue on this small Project, especially as there is no ground floor accommodation on the scheme.

To mitigate the issue wheelchair users are likely to stay in hostel longer as the accommodation there is likely to be more suitable (i.e. ground floor accommodation with ramps, lift, etc.). When the time comes to move-on they are more likely to be offered purpose-built wheelchair accessible homes than move into a ZEDpod. If a ZEDpod resident became wheelchair bound, then we would need to assess the situation with adaptations or the offer of alternative accommodation that is more suitable to their needs.

Policy DM4: Wheelchair Accessible Housing: requires 2% of new housing within residential developments of 50 dwellings or more to be designed to be wheelchair accessible, or easily adaptable for residents who are wheelchair users.

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

The provision of additional housing options through the development of additional affordable housing has an overall positive impact on a number of protected characteristics. It is recognised that affordable housing tends to be dis-proportionately accessed by persons sharing certain protected characteristics. The proposed homes generally will improve the occupant's ability to access social, educational, health and economic opportunities in the City.

Many younger people are struggling to access homes in Bristol due to high property prices, rent levels and welfare reforms. Younger people are over-represented as a percentage of households to whom the Council owes a housing duty and as a percentage of Council tenants (demonstrating they are more likely to be in housing need).

The proposed location of these new homes should ensure they integrate within existing communities, and the proposed design, local lettings policy, proposed development values and good neighbour scheme will help promote community cohesion. Development Values – all residents will need to be committed to the values of the Chalks Road ZEDpod development. The development will enable young people to afford a home and live as part of a

nurturing mixed community. It will be self-managing, with support from the YMCA.

- “We are together”:
  - We take an active interest in the people living alongside us.
  - We take part in regular community activities including meetings and social activities.
  - We offer support to our neighbours when it is needed.
  - We accept support from our neighbours when we need it.
- “We have a purpose”:
  - We take opportunities for meaningful work, training and volunteering.
  - We look for ways to benefit the community around Chalks Rd.
  - We take our responsibility to the planet seriously by reducing any negative impact we have.

Conversely, not approving the proposed scheme would potentially have a negative impact on those persons because no additional affordable homes would be provided.

3.4 Can they be maximised? If so, how?

As 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. It has shown that these protected characteristics should be considered and communicated early, using a variety of methods at key stages of the Project.

4.2 What actions have been identified going forward?

Most of the actions identified are contained in the Housing Strategy – increased delivery of affordable homes in particular is a key corporate priority, as are making the best use of existing stock, and early intervention and homeless prevention.

Some other actions identified include insufficient consultation – identify specific community groups to encourage engagement with the Council. Fair and equal service delivery – inclusive policy and fair to all policy. New communities/social cohesion initiative – social value and community engagement work including creating structures that enable residents to participate in the betterment of new communities.

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

Review effectiveness of actions - it will only be possible to analyse actual effect on different characteristics once the development is underway and residents make their choices.

Service Director Sign-Off:



Julian Higson – Director Housing and Landlord Services

Date: 17<sup>th</sup> September 2019

Equalities Officer Sign Off:

Reviewed by the Equality and Community Cohesion Team

Date: 17<sup>th</sup> September 2019