

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Hartcliffe Way Household Reuse and Recycling Centre
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?

To develop a Household Reuse and Recycling Centre (HRRC) at Hartcliffe Way in South Bristol to complement the two existing Household Waste Recycling Centres at Days Road and Avonmouth. The project will be delivered by Bristol Waste Company, a Council owned company.

The HRRC will be well laid out to ensure good accessibility, within health and safety and other operational site constraints. The facility will be well staffed to ensure assistance is available for any users requiring it.

The proposed Reuse Centre developed as part of the HRRC will be run by Bristol Waste in partnership with the Bristol Reuse Network. The facility will be open year-round and will provide both a regular source of reused items for the city of Bristol, and a repair and upcycling facility.

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'. The Bristol Quality of Life Survey 2017-18 indicates that there are a higher than average number of people living in Hartcliffe and Withywood ward who have a limiting illness, health problem or disability (41% compared to 28% for Bristol overall). 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. This proposal will provide improved access to facilities/services for the South of the city and reduce pressure on existing central facilities at Days Rd HWRC, which has the potential

to improve the use of the facilities within that area.

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?

The consultation for the proposals in advance of a planning application will:

- engage with local communities that the new facilities would serve.
- engage the Bristol Reuse Network, which includes voluntary sector organisations, whose staff, volunteers and users may include people with protected characteristics that could be affected.
- identify other groups, such as Bristol Physical Access Chain, which would have an interest in engaging in the consultation and inputting into proposals.

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?

The HRRC will provide new and high quality facilities that will be available for all Bristol residents to access.

Access to recycling and waste facilities requires access to a car, therefore residents without use and/or access to a car, could be disadvantaged in not being able to access the facilities. Hartcliffe and Withywood ward has a lower than average number of car users per household (0.89 compared to 1.04 for Bristol overall).

Due to Health and Safety and operational requirements of the facilities some

users with protected characteristics, including pregnancy; disability, such as impaired mobility, may find use of the facilities challenging or not possible without support/assistance, for example due to height of barriers.

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 disabled parking bays and adoption of environmental access standards for the waste, recycling and reuse facilities, which would be on one level, allowing full wheelchair access.

The facilities will be well staffed with provision for people to be assisted at the site, which would benefit those with a disability, or other protected characteristics such as pregnancy.

Signage will be developed so that it is easy to understand and in colours and fonts that are accessible including autism and poor eyesight and English as second language.

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

The proposal will create benefits for people with protected characteristics, by improving access to provision of facilities more equally across the city, some of the nearest residential areas in South Bristol have higher levels of deprivation and associated lower health outcomes, so provision located here will be a positive benefit.

The new reuse facility aims to provide training and apprenticeships as well as volunteer opportunities, which will be available for people with protected characteristics.

The focus of the reuse facility will initially be on furniture, electrical items, bikes, mobility aids, paint and bric-a-brac type items. Bristol Waste will continue to work with and support voluntary sector organizations through the continued donation of usable items such as bikes, mobility aids and paint. The operation of the reuse centre will therefore benefit people with protected characteristics and those who experience disadvantage by provide access to affordable goods.

3.4 Can they be maximised? If so, how?

- Use of targeted recruitment to ensure representation from women, BME and other underrepresented groups for employment at the new HRRC.
- Publicity and communications for the project will target all communities.

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 Bristol Waste Company, who will be responsible for the delivery and future operation of the new facilities.

4.2 What actions have been identified going forward?

In addition to the actions outlined in section 3.4, assessment of targeted engagement, of a group, such as Bristol Physical Access Chain (BPAC) as part of consultation of the proposals will be considered.

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

Monitoring and reporting arrangements will be agreed with Bristol Waste Company.

Service Director Sign-Off:



Nuala Gallagher

Date: 16/5/2019

Equalities Officer Sign Off:



Duncan Fleming

Date: 15/5/2019