

APPENDIX E

Bristol City Council Equality Impact Assessment Form



Name of proposal	South Bristol Enterprise Support Project
Directorate and Service Area	Growth and Regeneration, Economic Regeneration
Name of Lead Officer	Robin McDowell

Step 1: What is the proposal?

1.1 What is the proposal?

The South Bristol Enterprise Support Project ('the Project') will deliver tailored advice, coaching and grants to individuals and businesses across South Bristol; primarily targeting the South Bristol Regeneration Area, including industrial and development sites on the south western periphery (as defined in the South Bristol Sustainable Urban Development (SUD) Strategy).

Bringing together a leading consortium of key partners, with specific understanding of the unique challenges facing the area, the programme will offer a number of solutions to help businesses effectively start-up, grow and deliver economic investment to the South Bristol community.

"The South Bristol Regeneration Area (SBRA) represents 22% of the City of Bristol and 8.8% of the West of England population. It is distinctive in being one of the most disadvantaged areas, yet with great untapped potential, in one of the wealthiest cities in the UK." Bristol SUDs Strategy 2018

The South Bristol Enterprise Support Project aims to meet several of the strategic aims of the South Bristol SUD Strategy. The project has been tailored to meet these priorities and contribute added value to the ongoing regeneration of the area by:

- Promoting and enabling increased entrepreneurship and enterprise formation in the SBRA communities through both private and social enterprise models;
- Supporting existing businesses and social enterprises, across the wider South Bristol area, who do or will employ SBRA residents, at both early and later development stages, to survive and grow, creating jobs and local supply chains;
- Offering more specialist advice and financial support to strengthen both new and longer-established sectors of the South Bristol economy, including creative, cultural and film/media, digital manufacturing, software/apps development, and green tech, alongside construction, food service, small-scale manufacturing and engineering.

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 South Bristol Regeneration Area (SBRA) consists in whole or in part the wards of Filwood, Hengrove and Whitchurch Park, Hartcliffe and Withywood, Bishopsworth, Bedminster, Windmill Hill, Knowle and Stockwood. The SBRA is predominantly White British with a high of 93.9% in Bishopsworth and a low of 79% in Windmill Hill as compared to 77.9% for Bristol as a whole. Residents within the SBRA identifying as being from a Black, Asian or other Minority Ethnic group are below the city wide average (16%) with all wards with the exception of Windmill Hill below 10%. The SBRA includes neighbourhoods within the most disadvantaged 1-10% nationally in the Index of Multiple Deprivation, with income, employment, education, skills, training, health and disability being particular issues.

The unemployment rate within parts of the SBRA remains consistently higher than the Bristol average and in the Bristol City Council Quarterly Economic Bulletin (September 2019) three of the five wards with the highest claimant count (Hartcliffe and Withywood, Hengrove and Whitchurch Park and Filwood) are in the SBRA. When we consider these figures in light of enterprise formation by women and young people we see fewer formations and systemically poor take-up of traditional enterprise support packages. The recently published Rose Review, to which delivery partners in the consortium contributed, underscores this and highlighted that gender parity gap between male and female entrepreneurs in the UK, has been worsening steadily since 2013. Whilst the number of men starting businesses raised steadily, the number of women becoming entrepreneurs has decreased. The report goes further to state that the declining trends suggests that targeted efforts to encourage women entrepreneurs needs to be maintained and reinforced constantly over time if they are to have lasting effect.

Enterprise formation within the SBRA is further limited by higher than average rates of disability prevalence, particularly among older women. Indeed, Filwood has the highest prevalence of disabled people in the city with Bishopsworth, Hartcliffe, Whitchurch Park and Hengrove also consistently higher than the city average (fig.1). The Bristol City Council report “Disabled People Living in Bristol” (2015) notes that:

- Economic activity levels are much lower for the disabled population than for the non-disabled population. Three quarters (75.4%) of the disabled population aged 16 and over are economically inactive compared to a quarter (24.9%) of those not disabled.
- Of the people who do work, disabled people are more likely to work part time (39.6%) than people who aren't disabled (28.4%).
- Disabled people have much lower qualification levels than the population as a whole. Half (47.9%) of disabled people aged 16 and

over have no qualifications compared to just 13.4% of people without a disability; 16.5% have a degree or higher compared to 36.7% of those not disabled.

- Disabled people are less likely to be employed in a managerial or professional occupation (19.8%) than those not disabled (34.7%) but a higher proportion work in routine and semi-routine occupations (37.8%). 11.5% of disabled people have never worked or are long-term unemployed.

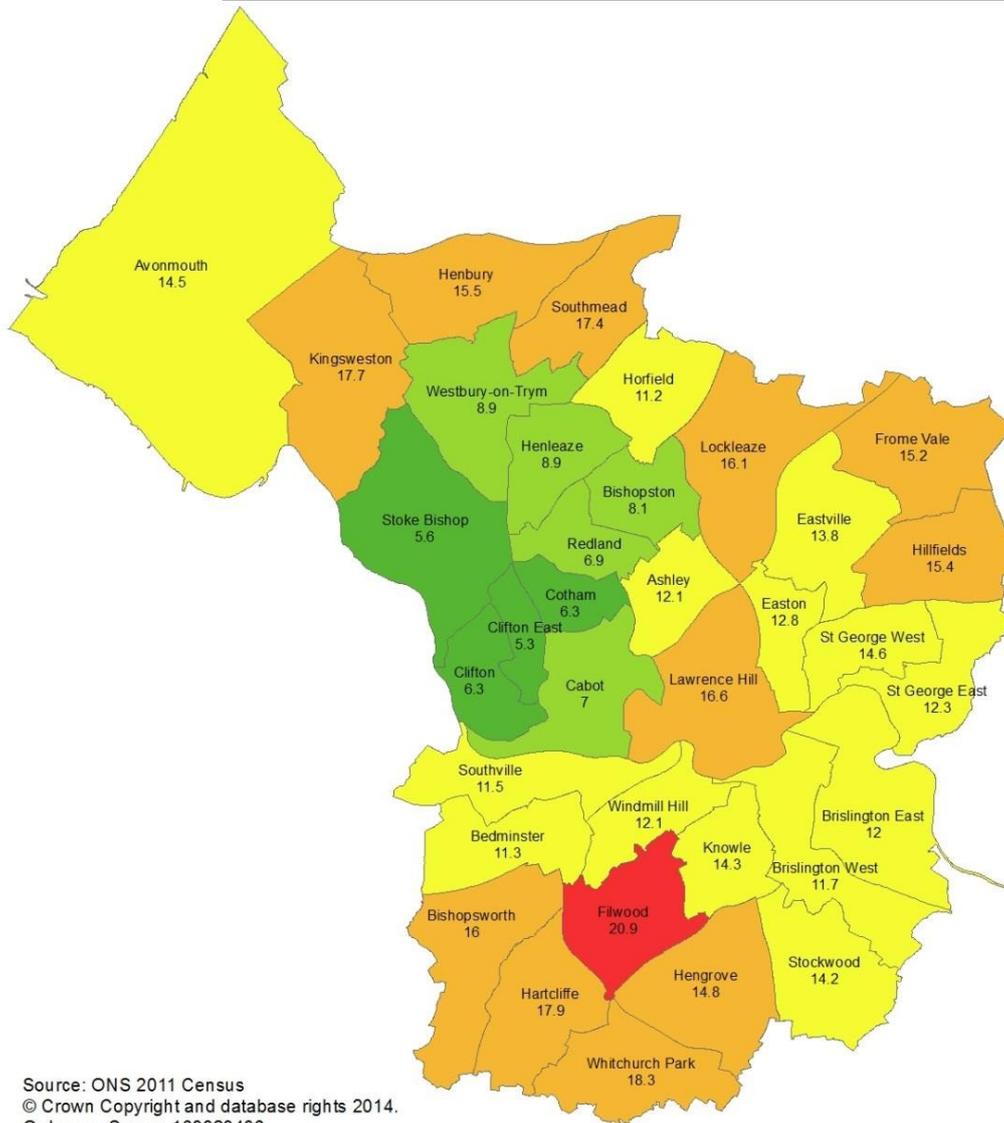
Fig 1

Legend

Longterm health problem or disability by ward

Proportion of working age people whose day-to-day activities are limited

- Much better than the city average [< -1.5 Std. Dev.]
- Better than the city average [$-1.5 - -0.50$ Std. Dev.]
- Similar to the city average [$-0.50 - 0.50$ Std. Dev.]
- Worse than the city average [$0.50 - 1.5$ Std. Dev.]
- Much worse than the city average [$1.5 - 2.1$ Std. Dev.]



Source: ONS 2011 Census
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Ordnance Survey 100023406.

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

Given the age of the data (2011 Census) we have to accept that there may be population demographic change that is not captured in the underlining equality and diversity data and those assumptions made on the basis of this data are

therefore incorrect. However, where possible, we have attempted to augment this data with on the ground intelligence via Council Officers, VCSE and private sector actors in the SBRA and wider South Bristol as well as drawing on the extensive evidence base developed over a number of years by partners within the consortium. The proposal has significantly benefitted from the expertise of the consortium partners working with targeted equalities groups and within the SBRA.

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

The Project has been developed in line with demand identified with a focus on community organisations, business networks and sectors with growth potential that have a pre-existing presence in the SBRA and/or experience of participation in previous business support programmes and initiatives in South Bristol, eg. Knowle West Media Centre, Hartcliffe & Withywood Ventures, South Bristol Business Group, Federation of Small Businesses, Cater Business Park, VOSCUR and others.

Step 3: Who might the proposal impact?

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

No, the proposal has been developed specifically to positively engage and impact cohorts with protected characteristics and those under-represented in enterprise and entrepreneurship such as young people, BAME communities, women and people with disabilities.

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

N/A.

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

Consortium Lead	Service Type	Target Beneficiary	Service Details
Knowle West Media Centre	Pre-pre-start	Hard to reach potential entrepreneurs	Intensive support to engage potential entrepreneurs – via 1:2:1 coaching, engagement with hard to reach communities etc. Bursary is available to cover expenses and facilitate attendance.
YTKO Ltd	Pre-start (private)	Established entrepreneurs	Introduction to Enterprise workshops, via the OutSet brand, to support entrepreneurs to explore business idea and start trading.
The Princes Trust	Pre-start (youth)	Entrepreneurs under the age of 30	Enterprise Programme supports young people to explore their business idea in workshop format.

Dartington Hall Trust / the School for Social Entrepreneurs	Pre-start (social)	Entrepreneurs creating social enterprises	Social enterprise programme supports people to explore their social enterprise idea in workshop format. Bursary is available to cover expenses and facilitate attendance.
Knowle West Media Centre	Growth (private)	Existing enterprises with a sector focus on creative, digital and manufacture	Workshop and 1:2:1 coaching programme aimed at SMEs to develop marketing, finance and business strategy growth. Tailored materials and resources for key sectors.
YTKO Ltd	Growth (private)	Existing enterprises with a sector focus on construction and food	Workshop and 1:2:1 coaching programme aimed at SMEs to develop marketing, finance and business strategy growth. Tailored materials and resources for key sectors. Additional capital and revenue grants are available to unlock further SME investment.
The Prince's Trust	Growth (youth)	Existing enterprises where the owner is under 30	Workshop programme aimed at SMEs (where the business owner is under 30) to develop marketing, finance and business strategy growth.
Dartington Hall Trust / SSE	Growth (social)	Existing social enterprises	Workshop and 1:2:1 coaching programme aimed at social enterprise SMEs to develop marketing, finance and business strategy growth. Additional grant available defined against turnover increase in SME.
BCC – subcontractor (to be procured)	Growth (pre-scale up)	Existing enterprises demonstrating considerable growth	Grants to support growth issues, such as leadership and governance, for businesses which are not official Scale Ups (20% increase in turnover year-on-year).

As the table above demonstrates there are significant potential benefits to people and groups with protected characteristics. The “pre-pre start” elements contain a package of support, including subsidised childcare, which enable those with additional barriers to enterprise formation to engage in start-up support. Monitoring and evaluation from previous schemes suggests the overwhelming majority of participants in this work stream of the proposal have protected characteristics, primarily young people, women and people with impairments.

Furthermore, DCMS and BEIS research, [Social Enterprise: Market Trends 2017](#) shows that 31.5% of Social Enterprise employers are in “*Social and other*

services (education, health, arts etc)” as compared with 8% for SME employers so we can assume with some degree of rigor that there will be additional benefits to people and groups with protected characteristics as a result of the proposed interventions.

Table 5.3: Sector that the business operates in (1- digit SIC 2007 codes)

SIC Code	Business sector	SME employers	Social enterprise employer
unweighted base		619	181
		%	%
ABCDEF	Production	25.3	17.8*
GH	Retail/Distribution	22.2	24.7*
I	Food service/accommodation	9.8	17.8*
JKLMN	Business services	34.8	8.2*
PQRS	Social and other services (education, health, arts etc.)	8.0	31.5
	Total	100	100

1. Figures in bold were statistically significant (at the 95 per cent confidence level) against the figures for SME employers not defined as social enterprises.

2. * denotes that there were fewer than 50 observations for this cell and should therefore be treated with caution.

3. Percentages may not sum to 100 due to rounding.

3.4 Can they be maximised? If so, how?

Benefit maximisation will be achieved via a networked approach to programme delivery. This includes delivering programme content in community based venues providing an income stream to VCSE actors within the South Bristol Regeneration Area simultaneously supporting community venues as well as being as physically assessable as possible for those with additional barriers whether they are caring responsibilities, physical impairments or low self-esteem.

Furthermore, the networked approach is embedded in consortium delivery partners approach to cross and intra-referral across the programmes to ensure participants are receiving the most appropriate support, delivered by the most appropriate consortium partner. This approach extends to stakeholders outside of the consortium delivering programmes in this space and geography this includes Bristol City Council Employment Skills and Learning, Community Learning Team as well as external partners such as New Enterprise Allowance contract holders. This networked approach allows the consortium partners to provide value-added support and assistance in-programme to participant groups and individuals.

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the

proposal?

The proposal has been designed with those facing significant additional barriers in mind and as such the project team have worked hard to embed equalities best practice into the development of the proposal. Having said that, throughout the process of developing the equality impact assessment some gaps have presented themselves which have required re-thinking some of the underlying assumptions regarding the delivery elements of the programme to ensure greater accessibility. Predominately these have been with regard to emerging best practice and council policy to better support transgender and gender non-binary people, increasing the benefit maximisation via a community based and networked approach and enhancing support in the “pre-pre start” element of the programme.

4.2 What actions have been identified going forward?

To meet the gaps identified in the course of the development of the equality impact assessment we have identified and agreed the following actions:

1. A commitment from delivery partners to update their organisations equality and diversity policy to bring them in line with emerging council policy regarding Trans and gender non-binary people.
2. Commitment to cross and intra refer participants within and outside of the consortium to ensure maximum benefit to the end user.
3. The “pre-pre start” work stream has been enhanced to better suit the needs of groups facing additional barriers including the time, setting and duration of 1:1 and group activity to ensure delivery is as flexible as possible to meet the needs of participant groups.

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

A structured monitoring and evaluation plan has been developed as part of the Full Business Case and Application to the EU / MHCLG and the West of England Combined Authority which has mainstreamed equality and diversity monitoring. Quarterly meetings with all consortium partners are already scheduled and the development of a partner handbook containing supporting documentation and guidance, including additional information on equalities best practice. Bristol City Council Officers, as the lead consortium partner, has committed to refreshing the handbook as new best practice emerges. Monitoring information requested from participants and reported against to the programme funders includes capturing information on protected characteristics and outcomes and the quarterly reporting meetings shall have equality and diversity impact assessment as a standing agenda item to ensure that specific actions regarding equalities impact assessments are maintained

throughout the life of the programme.

Service Director Sign-Off:	Equalities Officer Sign Off: Simon Nelson
Date:	Date: 30 th Oct 2019