

Bristol City Council Equality Impact Assessment Form



Name of proposal	Temple Island – conditional disposal of land interest to L&G and associated office building lease
Directorate and Service Area	Growth & Regeneration – Bristol Temple Quarter
Name of Lead Officer	Colin Molton

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?

The proposal builds on the July 2019 and seeks to obtain approval for BCC to enter in to Agreements with L&G to support the development and delivery of Temple Island, and to secure funding to support the delivery of key enabling works.

Proposals foresee the delivery of a mixed use scheme, reflective of those outlined in the previous Cabinet report in July 2019. The expectation is that the development will respond to the characteristics of the Temple Quarter (and Bristol), add a further critical mass of development to the east of Temple Meads, delivering enhanced connectivity between the east of the station and the city centre. This assessment considers the anticipated impacts associated with the mixed use development at Temple island. Given the stage of development of the scheme, this review is at a high-level and more consideration to Equalities issues will be given through the formal planning process and scheme development process.

Benefits

The proposed scheme closely aligns with core objectives of the Temple Quarter (including the Enterprise Zone), the City Council and its partners' and will contribute towards the realisation of the Vision for the Temple Quarter.

The development is expected to;

- become a new destination for Bristol residents, businesses and visitors and, over time, will work with other proposed and emerging schemes within the Temple Quarter to create a new quarter for the city and an extension of the existing city centre.
- Deliver new homes for existing and future residents
 - facilitate improved sustainable transport links especially cycle and pedestrian routes.
- The commercial aspects of the scheme (offices and the proposed hotel/conference facility) will generate significant additional spend for the city, and wider region, business activity, increased hotel occupancy and other related spend.
- Offer the council the opportunity to invest in the mixed use scheme to bring forward the delivery of commercial office accommodation within the Temple Quarter Enterprise Zone.

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?

There will be a considerable amount of economic benefit including construction jobs, and a number of direct and indirect jobs created when the scheme is completed.

It is expected that the mixed use development will deliver a range of accommodation on site and offer facilities to support residents and occupiers of the site, and for the wider community. Such facilities will include retail provision and public realm.

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 Bisexual
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 people are Disabled, 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’. Taking into consideration that not everyone discloses their disability, the actual number could potentially be higher. Therefore, it is expected there will be significant number of disabled people accessing Temple Island, including people with sensory impairment and long-term health conditions.

The majority of visitors are expected to travel by foot, bicycle or via public transport. The remaining visitors traveling by car would be encouraged to make use existing public parking provision, or new facilities which may be proposed as part of the overall development.

The development is located in the Windmill Hill ward, which is adjacent to the following wards:

- Lawrence Hill
- Southville
- Cabot
- Knowle
- Brislington West

The table below illustrate the characteristics of the population living in the wards listed above:

Ward	Population by sex				Ethnic group				Limiting long-term illness or disability		
	Total usually resident population [1]	Total males	%	Total females	%	White Total	%	Black and Minority Ethnic Group Total	%	People whose day-to-day activities are limited	%
Brislington West	11,355	5,670	49.9	5,685	50.1	10,352	91.2	1,003	8.8	1,774	15.6
Cabot	15,940	8,572	53.8	7,368	46.2	11,741	73.7	4,199	26.3	1,353	8.5
Knowle	11,315	5,608	49.6	5,707	50.4	10,312	91.1	1,003	8.9	2,105	18.6
Lawrence Hill	18,942	10,060	53.1	8,882	46.9	8,493	44.8	10,449	55.2	3,402	18.0
Southville	12,543	6,459	51.5	6,084	48.5	11,353	90.5	1,190	9.5	2,061	16.4
Windmill Hill	13,180	6,614	50.2	6,566	49.8	11,351	86.1	1,829	13.9	1,873	14.2
Bristol	428,234	213,071	49.8	215,163	50.2	359,592	84.0	68,642	16.0	71,724	16.7
England & Wales	56,075,912	27,573,376	49.2	28,502,536	50.8	48,209,395	86.0	7,866,517	14.0	10,048,441	17.9

The table demonstrates that the majority of the Lawrence Hill population are from Black and minority ethnic communities and that there are also a high number of disabled people living in the area. Knowle also has a high proportion of older people. Consultations with these groups will form part of the consultation around proposals for Temple island.

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

We have no official data specifying the sexual orientation of the Bristol people. However for this report we will assume that Bristol reflects the national statistics where 6% of the population is LGBT+, all as referred to later in this assessment.

Marriage and civil partnership, Pregnancy and maternity data is missing from this assessment.

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

Consultations with these groups will form part of the Planning Process, but it may also be possible for the developer to engage these groups early as part of the design process.

The Council and Developers will consult with equalities groups during the detailed design of new transport schemes, space improvements and developments. Individual transport schemes are required to undertake EQIAs as part of the Council's quality assurance strategy.

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 directly adverse impacts from the proposal at this stage we are aware of issues which we will need to consider further as part of the development/design process:

Age, Marriage and civil partnership, Pregnancy and maternity

No issues identified at this stage however, civil partnerships can be an indicator of same sex marriage and could support LGBT+ data.

Disability

Shared pedestrian/cyclist routes to the Island could be a hazard for people with mobility or sensory impairment. Elevated areas/levels to the Podium and Conference facility could be perceived as excluding for people with mobility impairments and older people. The design will need to account for this and seek to mitigate any impacts through intelligent design.

An influx of people

An influx of people walking to and from the development through the Old Market area, who are potentially unfamiliar with Bristol, could potentially increase the chances of homophobic, bi-phobic and transphobic hate crime as this area is well known as the LGBT+ quarter in Bristol.

Race, religion or belief

An influx of people walking to and from the development through the Lawrence Hill Ward streets, and Old Market who are potentially unfamiliar with Bristol, could potentially increase the chances of racially and faith aggravated hate crime due to the high number of BAME owned business on this high street.

Sex

Womens safety-there may be an increased risk of sexual harassment, assault

or gender based hate crime, speaking with the Womens Commission may be able to support consulting with women any issues they have with the new development.

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

The scheme for Temple Island will be developed further – especially as discussions happen through the planning process. As the design develops and wherever viable, access routes to the development will have designated areas to separate cyclists and pedestrians.

Key stakeholders will be engaged as the design develops to provide views in order to prevent criminal activities. Examples of potential mitigating measures to be considered but not limited to are:

- CCTV cameras covering all access routes.
- Cooperation between any Conference Centre operator and police where appropriate on event days.
- Stewarding/marshalling by the operator where required on events days.

Bristol Operations Centre developed for the Bristol City Council as part of their Smart City programme, this connected operations centre is designed to provide integrated, city-wide management. This includes traffic management, monitoring of public spaces, and telecare services in Bristol and would be an important feature in ensuring citizens are safe and are able to access the development. Along with SARI Bristol Hate Crime and Discrimination Services monitors hate crime, crime against women and vulnerable people; the group examine hate crime statistics reported from the community and to the police on a quarterly basis. Any increase in hate crime would be quickly noted and action can be taken to mitigate this (e.g. additional CCTV in Old Market or Lawrence Hill, increased foot patrols, increased publicity for reporting etc. where there is a lack of safety precautions where required)

BCC Overview & Scrutiny Management Board commissioned a working group on the Bristol Night Voice, the group will be consulted further so that considerations on how the issues identified in this equality assessment and in respect of how the development operates can be integrated into a City Centre Night Time Economy Strategy.

Accessibility issues raised during pending planning consultations, consultation and meetings with Bristol Physical Access Chain (BPAC) and others will be considered through the design development and ongoing engagement with

BPAC.

It should also be noted that it is felt that the redevelopment proposals for Temple Island do offer an opportunity to significantly enhance the levels of activity within the Temple Quarter area and offer the opportunity to make improvements to key walking/cycling routes – such as along Cattle Market Road. The opportunity does therefore exist to make significant improvements to the benefits of all residents and groups.

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

Age

During the construction period there will be a number of construction jobs and potential apprenticeship opportunities which would be suitable for young people.

There is a high number of older who live in Bedminster, and would be beneficial for any consultation to target these groups too.

Disability

Early input from Attitude is Everything and BPAC on the design will ensure the best viable disabled-friendly venue possible for Bristol citizens.

Gender reassignment and sexual orientation

Once the development is open, engagement between any Conference Centre operator and the Old Market traders and other groups can ensure that local businesses would benefit from the Conference Centre hosting cultural relevant events.

Marriage and civil partnership, Pregnancy and maternity, Sex (Gender)

n/a

Race, religion or belief

Many of the local businesses in the Lawrence Hill area are owned by BME people. The expected influx of people would increase business in this area.

Religious groups will be able to use the Conference Facility as has previously been done across the country in similar venues. Consideration of prayer rooms with wash facilities could prove faith friendly for example.

Due to the proximity of the venue to Lawrence Hill, the local community could benefit from some of the jobs created during construction and once the venue is open. It may be possible to put some targeted initiatives in place to support the Lawrence Hill community and developer-dialogue with the Black South West Network will be encouraged.

3.4 Can they be maximised? If so, how?

Job fairs will be organised in conjunction with the developer, the LEP, the building contractor and the operator to inform the local community about Temple Island job opportunities including skill development initiatives.

This will involve input from the Council's Temple Quarter team and will also draw on support from BCC officers from within both the Economic Development and Skills teams in order to maximise and promote opportunities.

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?

Completing the equality impact assessment has ensured that key groups have been identified. This means that specific engagement can be targeted with these groups during the development of proposals for the Temple Island site and key requirements/issues accounted for.

Consultation processes, undertaken as part of the scheme development and through any formal planning applications, will raise awareness of issues facing equalities groups and those with protected characteristics represented by The Care Forum.

4.2 What actions have been identified going forward?

- Feasibility work looking into infrastructure options, including the viability of designated areas for pedestrian and cyclist, instead of shared spaces, on the new access routes leading to the development.
- Discussions will be facilitated between any Conference Centre operator and the Council, including Safer Bristol, to review city wide initiatives, including safety measures, which could be implemented in the arena.

- Job fairs will be organised in conjunction with the developer, the LEP, the Building contractor and the operator to inform the local community about Temple Island job opportunities.

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

In reference to the actions on section 4.2:

- Suitable infrastructure works will be condition of planning consent.
- Discussions between any conference facility operator and the Council will be planned and monitored to ensure to ensure that they both happen and achieve SMART objectives.
- The Council and its partners will develop an employment and training strategy which will set out a strategy for maximising employment opportunities. The number of jobs created will be monitored during construction (by the project team, as part of the building contract) and when the Conference Centre is open (by the operator) and the number of employment fayres etc attended will also be monitored

It is intended to maintain the key measures outlined in this EqIA. The equalities impact of changes will be reviewed against this EqIA and updated if required. More in depth EqIA's will be developed once more detailed development plans have been agreed.

<p>Service Director Sign-Off:</p> <p>Nuala Gallagher</p>	<p>Equalities Officer Sign Off:</p> <p><i>Reviewed by Equality and Inclusion Team</i></p>
<p>Date: 11/12/19</p>	<p>Date: 11/12/2019</p>