

APPENDIX E

Bristol City Council Equality Impact Assessment Form



Name of proposal	South Bristol Light Industrial Workspace 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 Light Industrial Workspace Project ('the Project') will provide up to 2,300m² of modern light industrial workspace on a site owned by Bristol City Council at 601 Whitchurch Lane, Hartcliffe, adjacent to the Bottle Yard Film Studios and the Hengrove Park masterplan area. The project will build 14 industrial units varying between 1,000 – 1,500m² in size aimed at the needs of start-up and growing small businesses in the South Bristol area, and primarily businesses and new entrepreneurs based in or close to the South Bristol Regeneration Area (SBRA), as defined in the South Bristol Sustainable Urban Development (SUD) Strategy prepared for ERDF funding ring-fenced for South Bristol until Dec 2020.

The construction phase of the Project will be managed by BCC Major Projects, and the operational phase by Property Services. It is strategically linked to the £1.7m South Bristol Enterprise Support Project, also ERDF co-funded, which is now underway and being delivered by BCC and partners over the period 2020-23, providing advice and support to start up and growing small businesses in different sectors across the area, and with a particular focus on the SBRA centred on Hengrove and Whitchurch Park, Hartcliffe & Withywood and Filwood wards, and on support to under-represented groups in enterprise.

The two projects will aim to meet several of the strategic aims of the South Bristol SUD Strategy, 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) includes 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." South Bristol SUD Strategy 2018.

The 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 BCC 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.

As regards enterprise formation by women, young people, and BME residents, we see fewer formations and systemically poor take-up of traditional enterprise support packages. The 2019 Rose Review 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.

In addition, the 2018 study of Bristol BAME Enterprise commissioned by the Black South West Network has vividly highlighted the barriers and discrimination often faced by BAME entrepreneurs to start up and grow businesses across the city. Whilst the proportion of BAME residents in South Bristol communities is lower in comparison to East and North Bristol, the issues remain the same or even greater due to the very limited peer support networks, and so their needs must be clearly prioritised alongside those of other disadvantaged groups.

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 Bishopworth, 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.

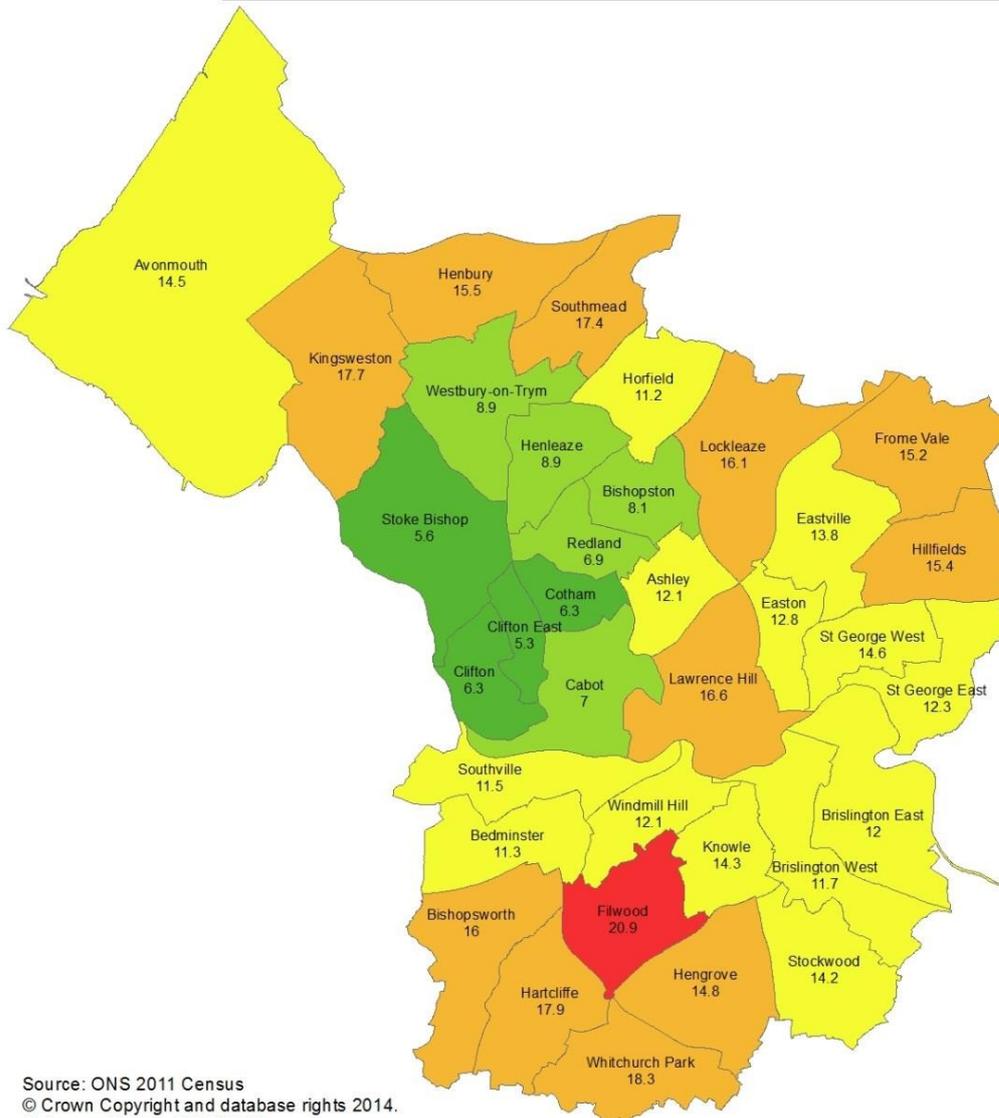
This high level of disadvantage is illustrated below in **Figure 1**

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), there may be population demographic change that is not captured in the underlying equality and diversity data and so assumptions made on the basis of this data may be inaccurate. However, the latest Index for Multiple Deprivation published in October 2019, and the domains related to income, employment, education and health, have also been

reviewed, which draw on more recent data sources, and it can be concluded that the profile of disadvantaged social and demographic groups across the area has not significantly changed.

The above data has been supplemented with on-the-ground intelligence from Council Officers, voluntary, community and private sector organisations active in the SBRA and wider South Bristol area, as well as drawing on the extensive evidence base developed over a number of years by partners in the South Bristol Enterprise Support project including YTKO Ltd, The Prince's Trust and Knowle West Media Centre, and the School for Social Entrepreneurs.

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

The Project was initially proposed as an adjunct to the South Bristol Enterprise Support Project before a decision was taken to develop it as a separate project strategically linked to the above but following on in a later timescale. Discussion about the need for the Council to commission additional small workspace aimed at growing SMEs in the area has taken place with the South Bristol Business Group, Cater Business Park Traders and BID group, the Federation of Small Businesses, Business West, the Filwood Green Business Park, Knowle West Media Centre and the Bottle Yard Studios. Further, the consultation and consideration of the needs of specific communities and under-represented groups in enterprise undertaken for the SBES project also apply to this Project, in so far as referrals of local businesses or entrepreneurs requiring workspace are expected to be made by the four delivery partners of the SBES Project and that the need to maximise accessibility and support facilities in the design of the workspace, e.g. in terms of proximity to public transport, access and adaptations for disabled people, and other services have been identified.

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 local businesses and entrepreneurs, including those with protected characteristics and under-represented in enterprise, 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?

The main benefit will be the creation of additional modern, small workspace units designed with a view to the needs of start-up and growing small businesses in the creative and media, construction and light manufacturing and engineering sectors, which will also meet a high standard of accessibility and adaptation for disabled entrepreneurs. The businesses and entrepreneurs leasing units will also have easy access to the meeting and training rooms and facilities at the adjacent Bottle Yard Film Studios, which is operated by BCC and has established policy and practice for positive engagement of young, female and BAME residents in the adjacent communities who are interested to enter the film/TV industry. It is anticipated that at least 50% of workspace units will be occupied by businesses with a supply/service linkage to the Bottle Yard.

As mentioned above, the Project has a close strategic linkage to the South Bristol Enterprise Support project, which will refer clients seeking light industrial workspace to it. The table below demonstrates there are significant potential benefits to people and groups with protected characteristics from the advice and support provided by SBES, which will also apply to this project.

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 –	Growth (pre-scale up)	Existing enterprises demonstrating	Grants to support growth issues, such as leadership and

(to be procured)		considerable growth	governance, for businesses which are not official Scale Ups (20% increase in turnover year-on-year).
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Note: 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 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?

The option was considered of allocating more floor space to on-site support facilities, such as reception, meeting and training rooms, café etc. However, given the business / market focus of the project on providing light industrial space, which is in short supply in the area, and the limited scale of the site, it was judged a higher priority to maximise the provision of units and variety of sizes, and factor in the availability of such facilities a short distance away in the adjacent Bottle Yard Studios, as well as in the nearby Filwood Green Business Centre and The Gatehouse in Hartcliffe, which also have the required disability access and reception services.

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

Furthermore, the networked approach is embedded by consortium delivery partners making referrals within and across the work streams to ensure participants are receiving the most appropriate support, delivered by the most appropriate partner, or, if necessary, outside of the consortium to other enterprise support programmes operating at City or West of England level.

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the proposal?

The Project has been designed with those facing significant additional barriers to enterprise in mind and as such the project team have sought to embed equalities best practice into proposals. Having said that, through the process of developing the equalities impact assessment, there is an awareness that some barriers remain to providing maximum accessibility for physically disabled people, e.g. additional lifts, toilets and reception facilities beyond the statutory requirement, such as overall financial constraints related to reliance on two external funding sources and the SUD ERDF budget envelope. In addition it is anticipated that operational challenges and longer term changes arising from the current Covid 19 crisis must be considered in detail, especially for impacts and adjustments required for key protected and vulnerable groups, including disabled entrepreneurs and employees. For mitigation of any possible negative impacts, e.g. deterring entrepreneurs from protected groups from taking up workspace in the project, this has made it even more important that close operational linkages are created and maintained between this Project, the Bottle Yard Studios site team, and the 1to1 support available from the South Bristol Enterprise Support project.

4.2 What actions have been identified going forward?

1. To ensure, prior to finalising the detailed design of the workspace and procurement documents, that provision of good quality access and facilities

for disabled business owners and employees have been maximised, consistent with the budgetary constraints and other objectives for the project.

2. To hold further discussions with the Bottle Yard Studios team about the proposed access to meeting and training rooms and other facilities for the workspace occupiers at 601 Whitchurch Lane, and any required improvements to facilities for disabled people.
3. To continue liaison with the South Bristol Enterprise Support Project consortium steering group to ensure future co-ordination between the two projects.
4. To consider and keep under review both the health and safety and economic implications of post Covid 19 on the operational environment and demand for workspace in South Bristol when it opens in Oct 2022.

In addition, the following actions to be implemented by the South Bristol Enterprise Support project are also relevant and applicable to this Project:

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 delivery 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 is being developed as part of the Full Business Case and Application to the EU / MHCLG and the West of England Combined Authority which will include equality and diversity monitoring of beneficiaries / users of the workspace units.

Monitoring information requested from business / entrepreneur beneficiaries and reported to the programme funders includes details of business owners occupying the workspace and, as far as possible, their staff with protected characteristics. BCC Property Services and related partner project management meetings and reports 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 project lifetime.	
Service Director Sign-Off: Nuala Gallagher	Equalities Officer Sign Off: Simon Nelson (IC)
Date: 1 st July 2020	Date: 22 nd May 2020