

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Imperial Apartments (Parkview development) – Nomination Agreement
Directorate and Service Area	Growth and Regeneration
Name of Lead Officer	Paul Sylvester

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?

As part of our COVID 19 response we have closed the night shelters and reduced the number of people sleeping rough to the 30s. To do this we have used hotels to temporarily house people and currently have 230 people that need to be moved on before our agreement with the hotels ends on 30th September 2020. We are proposing to move-on the majority of people from the hotels into the Imperial Apartments in Whitchurch Park. We recognise that although this accommodation is not ideal for some clients, it is desperately needed to allow us to help move people on from the hotels in which they are currently placed.

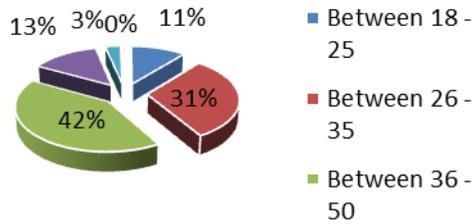
Step 2: What information do we have?

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.

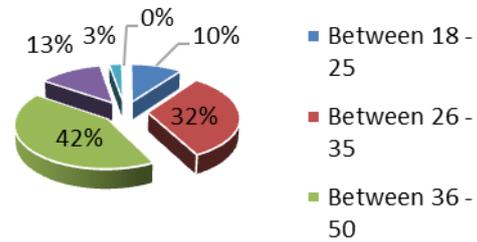
2.1 What data or evidence is there which tells us who is, or could be affected?

Age profile

Age Profile 2016-19: 1,975 individuals



Age Profile 2018-19: 1,009 individuals



The majority of people (over 70%) who have accessed the current Rough Sleeper Service between 2016-19 are aged between 26 and 50 years old. The number of **young people (18 to 25)** is 11% of the client group. Young people (up to the age of 25) are offered accommodation in the young people's pathway as this is often more appropriate for their needs and prevents them being exposed to older people with more complex needs who may take advantage of their vulnerability. There are rarely any people who are under 18 who access the service as they are immediately referred into social services and accommodated immediately through the Emergency Duty Team.

Only 3% of clients who have contact with the service are **61 years or older**. This is partly reflects the vulnerability of people who end up sleeping on the streets and the complexity of their issues. The mean age at death was 45 years for men and 43 for women, far lower than for the general population, which is 76 years and 81 years for men and women respectively. This often reflects the impact of living on the streets and the trauma that many people experience in early life.

Gender

In the last year – compared to the average for the last three years - there has been a slight shift in the gender of people accessing the service with the number of female clients increasing to 18% of the total client group.

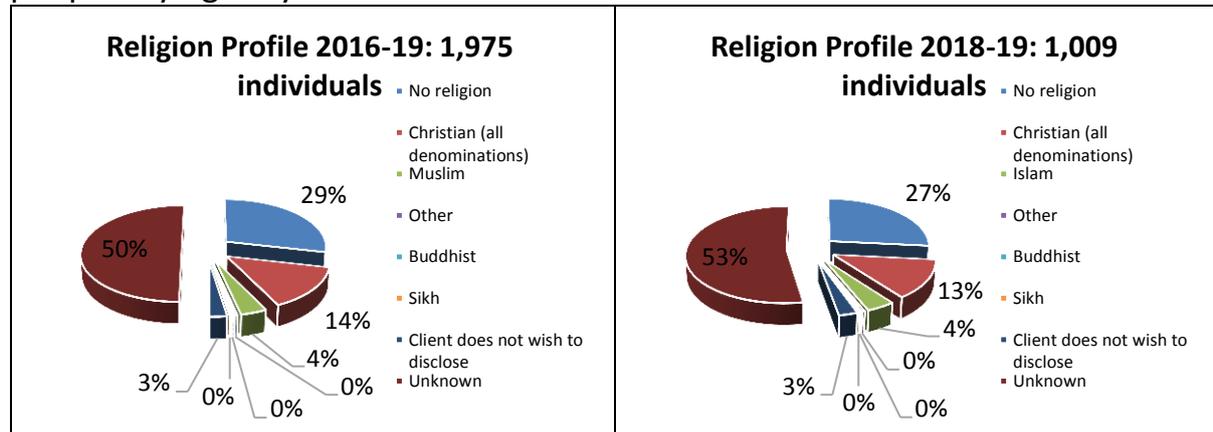
Ethnicity

Information from the Needs Analysis tells us that there are higher levels of Black/African/Caribbean/Black British people (11%), white other (13%) and

lower levels of Asian/Asian British people engaging with the service compared to the Bristol population¹.

Religion

A significant number of people stated they had no religion, other or did not wish to disclose. In 2018-19 13% of people said they were Christian with 4% of people saying they were Muslim².



Disability

The majority of people on entry to the service responded to say that they were not disabled; indeed only 9% clearly stated that they were disabled. This maybe partially explained by stigma in acknowledging disability but could also be related to some people not recognising a learning disability or mental-health impairments (e.g. severe anxiety and depression) as disability.

However, as noted above, this contrasts with a 2010 Health Needs Audit of 152 people in homelessness services or supported housing, whereby 59% said they experienced a long term physical health need or problem. We also know that in the adult supported accommodation pathways in 2018-19, 73% of people have mental health needs and 43% of people have physical health needs.

Sexual orientation

Information on sexual orientation does not reflect the level of 4.1% of Lesbian, Gay and Bisexual people in ONS national data. This reflects a need to assimilate in recommendations from Stonewall's 'Finding Safe Spaces' so that people feel safer in services in the city to feel confident to be open about their

¹ 2011 Census data shows the broad ethnicity categories of 'Black/African/Caribbean/Black British' comprising 6.01% and 'Other White' 5.13% of the overall Bristol population.

² 5.1% of Bristol residents are Muslim according to 2011 Census.

sexuality.

Hengrove and Whitchurch Park Ward Data

- Higher than average older people population with 20.9% aged over 65 years compared to 12.9% for Bristol overall
- Quality of Life survey indicates lower than average levels of trust in public services, confidence in being able to influence decisions, and cultural participation.
- Higher than average proportion of people living in privately owned and lower in social rented accommodation.
- Significantly lower than average Black, Asian and minority ethnic population (4.2% compared to 16% for Bristol)
- Significantly lower than average proportions of non-Christian faith groups.

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

There is no data on marriage and civil partnership.

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

Due to the nature of the situation during the pandemic it has been difficult to engage with all service users but we have taken advice from the Golden Key If Service user group. Previously, people who are using services have been asked about gaps in services or improving access to services in the pre-consultation as part of the rough sleeping commissioning and a wider consultation was undertaken between the 13th December 2019 and 31st January 2020.

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 development is in South Bristol, it may not be the chosen location of some of the people we are moving in there. The potential impact on protected characteristic groups are laid out in the table below:

Protected Characteristic	Potential impact
Age	Some people who are under 25 or over 55 maybe placed in this accommodation. To ensure that they feel safe in this development there are Caridon staff (until 6 pm) and a Floating support service provided to people with support needs during the day up to 8 pm. Security will be provided on nights with spot checks during the day on weekends for the first six months subject to review. There are internal and external CCtV cameras.
Disability	<p>The accommodation has limited access for people with mobility issues. There is ramp access to the ground floor, and there are two lifts to the 2nd and third floors. There are no access amendments to the accommodation and the flats are not suitable for someone in a wheelchair. We will ensure that people with access issues and people in wheelchairs are placed in accessible accommodation elsewhere.</p> <p>The development is located adjacent to a primary/secondary school, is 5 mins walk from a leisure centre and 10 minutes walk to a supermarket. The development is located next to the M1 bus on the Bristol Metrobus network.</p>
Sex	To ensure that women feel safe in this development there are Caridon staff (until 6 pm) and a Floating support service provided to people with support needs during the day up to 8 pm. Security will be provided on nights with spot checks during the day on weekends for the first six months subject to review. There are internal and external CCtV cameras.
Sexual Orientation	Lack of diversity in the locality may mean increased likelihood of discrimination and hate incidents. The teams based there will support clients to access the police and hate crime support.
Pregnancy/Maternity	The development is located adjacent to a primary/secondary school, is 5 mins walk from a leisure centre and 10 minutes walk to a supermarket. The development is located next to the M1 bus on the Bristol Metrobus network.
Gender reassignment	Lack of diversity in the locality may mean increased likelihood of discrimination and hate incidents. The teams based there will support clients to access the police and hate crime support.
Race	Lack of diversity in locality may mean a) cultural needs are not met b) increased likelihood of discrimination and hate incidents. The teams based there will support clients to access the police and hate crime support.
Religion or Belief	Lack of diversity in the locality may mean increased likelihood of discrimination and hate incidents. The teams based there will support clients to access the police and hate crime support.

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

Where the location does impact on a group of people or a person on the basis of their protected characteristics, and this cannot be mitigated directly, we will seek to place them elsewhere in accommodation and a location that is more suitable for their needs.

Additional staff will be in place to oversee:

1. Management of the location
2. Provide community engagement to help people settle into the location
3. Security will be provided on evenings and weekends so that people feel more secure.
4. Floating support will be provided to clients who need additional support to sustain their tenancy. This will be a low support service providing 2-3 hours per week to help people to settle into and sustain their tenancy that approximately 75% of tenants who move in there that are nominated by the city council. The floating support services will be provided by the Salvation Army, Bristol City Council Tenancy Support Service, Live- West Resettlement service and Places for People Family Support Service. There is sufficient capacity for all clients to access these services if necessary or to re-access services if they need further support.
5. People will be provided with support to find employment
6. Everyone will be provided with holistic health assessments arranged by the CCG.
7. Substance and alcohol misuse services will be available to all clients. ROADS structured day services are delivered by DHI located in @SYMES approximately a mile from Parkview. BDP offer a peripatetic harm minimisation service from their mobile van. BDP have been working closely with people who are currently accommodated in the hotels and will continue to work with them at Imperial Apartments. Shared Care will be available through local GP surgeries.

Generally, people will have moved off the streets into a secure Assured Shorthold tenancy with support and security available on site.

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

Age

Young and older people will be assisted to engage with groups locally to prevent isolation in their new tenancies.

Ethnicity

On site teams and the community development officer will seek to promote community engagement and will take a zero tolerance approach to racist behaviour. Evening, weekend and night security will also seek to respond immediately to any issues.

Disability

People will be linked into mental health services through the holistic health assessments

There are ramps and lifts to assist those with access issues although the faults are not wheelchair accessible. All people requiring wheelchair access will be placed in accessible accommodation.

Sexual Orientation

Stonewall's 'Finding Safe Spaces' so that people feel safer in services in the city to feel confident to be open about their sexuality will be embedded in the Salvation Army floating support service which will be required to undertake annual EQIA's.

3.4 Can they be maximised? If so, how?

Not applicable at this stage. We will use findings from the public consultation to maximise positive impact and inform the final commissioning plan.

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?

Information collected on sexual orientation is poor in the current service (although the current provider, St Mungo's is very proactive in supporting LGBTQ+ service users). We will ensure that commissioned providers assimilate recommendations from Stonewall's 'Finding Safe Spaces' so that people feel safer in services in the city and confident to be open about their sexuality.

4.2 What actions have been identified going forward?

We will continue to monitor data and ensure that all commissioned services produce an EQIA with an action plan each year to improve access to services for all protected characteristic groups.

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

The EQIAs and action plans will be an integral part of the annual reviews of services.

Service Director Sign-Off: Julian Higson	Equalities Officer Sign Off: <i>Reviewed by Equality and Inclusion Team</i>
Date: 17/8/2020	Date: 17/8/2020