

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Temple Quarter update
Directorate and Service Area	Growth and Regeneration – 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 paper to Cabinet in October provides an update on various elements of the Temple Quarter regeneration programme, namely:

- Progress in developing a development framework for the area
- The creation of a delivery team to deliver the programme
- Progress with the Temple Island development scheme. The equalities impact of this was provided to Cabinet for their February meeting, and no changes have occurred to affect the findings of that assessment
- The establishment of a member led group as part of the broader governance arrangements for the programme.

The Temple Quarter development framework will found the basis for the regeneration of the Temple Quarter area, shown on the map below.



Area covered by the Temple Quarter development framework

Temple Quarter presents a major regeneration opportunity of national significance, having the capacity to deliver 22000 new jobs, 10000 new homes and an economic uplift to the local economy of £1.6billion per annum when fully built out.

Temple Quarter will make a substantial contribution to inclusive and sustainable growth in the city, through consideration and management of:

- Economic factors – by working with developments coming forward to attract inward and local investment, create new employment opportunities at a range of levels and skills requirements, develop a skills academy on site and encourage local business growth
- Physical factors - by improving access to the area and jobs, ensuring proposals coming forward connect community to city and reduce severance, overcome physical and perceived barriers, and leveraging contributions to create these improvements.
- Social – by ensuring people are informed on city developments coming forward, engaged on city issues linking to physical environment, upskilled in planning, design & development, and ensuring ownership, engagement and employment in temporary projects intended to bring jobs and activity to the area in advance of more permanent developments coming forward.

Future growth and regeneration of the area will also be grounded in considerations of environmental sustainability, with consideration of the city's ambitions for carbon neutrality by 2030.

The emerging development framework includes principles to encourage diversity and inclusion that will be applied as each intervention proposed in the framework is taken forward. These principles are:

- Embracing inclusive design to ensure that all spaces and amenities are accessible
- Promoting a healthy and active community
- Ensuring public participation and community cohesion
- Delivering fair and equitable economic opportunities for all
- Providing a safe environment that is free from crime.

Effective engagement with and involvement of the local community will be a key success factor. Consultation has already been undertaken as the development framework has evolved, but has been interrupted by COVID-19. An engagement strategy is in place and will be developed further, with supporting resource to be put in place, to take this strand of work forward. A specific member group to focus on Temple Quarter is proposed, with its first meeting suggested for before the end of 2020, which will provide further scope for member engagement and scrutiny of development and delivery of the regeneration programme.

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 scale of the Temple Quarter regeneration programme – in matters such as the number of new jobs, it being a key public transport hub and gateway location for the city centre, it becoming a location to visit and dwell in – suggest there will be impacts spread over a wide geography, certainly Bristol-wide and further afield.

In addition, the Temple Quarter development framework proposes a large

number of interventions to deliver jobs and homes growth targets. The nature, geographic scope and scale of impacts will differ according to the nature of intervention proposed.

In this context it appears prudent to consider the scale of impact at city wide and local level.

Summary of the Bristol Census 2011 Equalities Statistics

		Gender		Ethnicity			Disability	Sexual orientation
		males	females	White British	non- 'White British'	BME	with a LLLTI	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 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.

Data has also been considered at the more local level, at wards in and surrounding the area covered by the development framework. This is presented below.

Ward	Total usually resident population [1]	Population by sex				Ethnic group				Limiting long-term illness or disability	
		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.

Mid-year population estimates from 2017 suggest that at that time 670 people lived in the area covered by the development framework.

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+.

Marriage and civil partnership, religion or belief and 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?

We have sought to engage with communities and groups as the development framework has evolved. By November 2019 over 900 people had been engaged with; over 1000 comments had been received; and over 750 survey responses had been submitted.

A strategy for further engagement is being developed, which will have the following aims:

- Keep external stakeholders informed about the next steps and how they can influence future stages
- Engage groups not previously involved (particularly in local communities)
- Engage existing businesses and establish a mechanism for continued engagement
- Raise the profile of the vision and opportunities embedded in the programme
- Raise the profile of projects due to start in 2020/21
- Develop proposal for on-site meanwhile use for continued engagement and to sign post to jobs and opportunities.

The engagement strategy will take into account the effectiveness of engagement work done to date, to capture successes and what worked less well and to consider and identify groups that have proved harder to reach.

It is anticipated that engagement will take place as interventions identified by the development framework are taken forward, with early work undertaken as part of each project to identify potential negative impacts on groups with protected characteristics and enable them to engage fully in scheme development.

Consultations with equalities groups will also form part of the planning process. In addition, the council and its partners 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?

The impact of the Temple Quarter development framework – adverse or beneficial – will become clearer as each element of the development framework is progressed.

At this early stage, a general assessment against key aspects of the framework is probably most appropriate. Two aspects present the greatest risk of creating adverse impacts, both featuring similar effects on the same groups:

- Transport and access improvements, which will deliver long term benefits overall but may have negative impact in the short term.
- Construction of new developments, similarly offering long term benefit but short term negative impacts (notwithstanding that construction may create new employment opportunities).

Both create the potential for disruption to established access routes, less certainty around accessibility and might give rise to new hazards to be negotiated. This has the potential to affect most significantly disability and pregnancy/maternity groups, and – potentially – age indirectly.

Care is also needed to avoid reinforcing any patterns of exclusion from jobs opportunities, should they exist in sectors likely to employ people in the Temple Quarter area via new development. Such an outcome would have the potential to affect all groups with protected characteristics.

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

Neither are justifiable and measures will be taken to mitigate them.

Whilst disruption may be inevitable given the scale of development proposed, it can be mitigated through early engagement with and the involvement of protected groups in scheme development, from design through to delivery. The emerging engagement strategy for Temple Quarter will seek to address this.

Efforts will be made to:

- Enable work experience opportunities
- Link people to potential employers
- Develop an on site skills academy within Temple Quarter to enable people to gain skills locally which can then be put to use in the locality.

Public sector employers engaged in delivering the framework, including Bristol City Council, will recruit in line with their equalities duties, and will be able to shape the actions of their contractors via contractual requirements.

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

Again, it is too early in scheme development to define specific benefits of each element of the framework but it is envisaged that application of the principles of diversity and inclusion outlined in the answer to question 1.1 will generate benefit for all groups with protected characteristics.

3.4 Can they be maximised? If so, how?

Benefits will be maximised through early engagement with and the involvement of protected groups in scheme development, from design through to delivery. The emerging engagement strategy for Temple Quarter will seek to address this.

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?
Re-emphasised the importance of engaging with groups with protected characteristics as part of the wider engagement activity being proposed and developed for Temple Quarter.
4.2 What actions have been identified going forward?
A review will be undertaken as to the effectiveness of previous engagement exercises, and lessons applied to future engagement activity. An engagement strategy will be developed for the next stage of the Temple Quarter regeneration programme, and individual elements of it. Equalities assessments and ongoing reviews will be undertaken for individual projects within the Temple Quarter programme as they progress. Protected characteristic groups who have been engaged previously will continue to be so.
4.3 How will the impact of your proposal and actions be measured moving forward?
The Temple Quarter Strategic Board – chaired by the Mayor of Bristol and the Mayor of the West of England – and the Temple Quarter members’ group will receive regular reports on engagement with equalities groups.

Service Director Sign-Off: Colin Molton	Equalities Officer Sign Off: <i>Reviewed by Equality and Inclusion Team 18/9/2020</i>
Date: 24 September 2020	Date: