

Bristol City Council Equality Impact Assessment Form



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

Name of proposal	Lawrence Weston Community Hub
Directorate and Service Area	Growth & Regeneration/Housing Delivery Team
Name of Lead Officer	Miles Reynolds / Paul Owens

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? <ol style="list-style-type: none">1. Approves expenditure of £1.15m within the Capital Programme & Strategic CIL to enable the development of the Lawrence Weston Community Hub.2. Approves that the Council enters into an Agreement for Lease with Ambition Lawrence Weston on terms to be negotiated and agreed by the Executive Director Growth and Regeneration.3. Authorises the Executive Director of Growth & Regeneration to negotiate mutually acceptable terms for the drawdown of the BCC grant.4. Authorises the Executive Director for Growth & Regeneration to agree terms for the grant of a 35 year lease at an Undervalue.
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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 proposal is to have a community hub built in Lawrence Weston providing the community with a multipurpose space including spaces where classes and events can be held, empowering people to make changes in their lives to improve their health and wellbeing.
The proposal aim is to reduce poverty and isolation, improve health (including mental health) and increase skills, confidence and employment levels.

Bristol's Quality of Life Survey data records for the Avonmouth and Lawrence Weston ward¹ for 2019-20:

- 6.8% of Lawrence Weston's population are of Black, Asian and minority ethnicity, compared to Bristol average of 16%.
- In Lawrence Weston 5.3% of residents say they have above average wellbeing compared to Bristol overall figure of 10%.
- The proportion of people with a serious long term illness or health condition in Lawrence Weston is significantly worse (35%) than the Bristol average (26%).
- 27% are satisfied with activities for children/young people compared to the Bristol average of 37%.
- 20% are satisfied with leisure facilities/services compared to Bristol average 46%.
- 44% respondents who feel anti-social behaviour is a problem locally which is significantly worse to Bristol average 33%.

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

We don't have ward level data for Avonmouth and Lawrence Weston for some protected characteristics e.g. Sexual Orientation or Gender Reassignment

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

The proposed Lawrence Weston Community Hub Project (Hub) is being driven by Ambition Laurence Weston (ALW) who have been seeking to have a community hub built in Lawrence Weston for over 8 years. The proposed Hub will be on Council owned land forming part of the former City Of Bristol College site off Broadlands Drive, which is identified in the local plan for community use to replace the previous community provision provided by the demolished College buildings.

The Hub will be developed by ALW on land leased to them by the Council and will provide the community with a multipurpose space including spaces where classes and events can be held. ALW will enter into a linked service agreement to ensure agreed social outcomes.

¹¹ https://bristol.opendatasoft.com/pages/quality_of_life_results_201920/bristol-trend-view#bristol-trend-view

The Hub project was originally developed as part of wider proposals for releasing adjoining surplus plots of land for development, including a new Lidl Supermarket; and housing, which is being developed by Persimmon Homes, securing £2.47m of receipts from these disposals by 2020/21.

The development costs for the Hub project have been estimated by ALW at circa £1.6m assuming VAT is reclaimable. These costs are based on outline designs. The project would be funded in the following way:

- Bristol City Council contribution £1M
- National Lottery Funding £0.45M (secured)
- Port Communities Resilience Fund £0.15M

This approval will only grant a facility of up to £1.15M. The details of the grant drawdown will be agreed following due diligence on the final build costs and programme.

ALW currently occupy and provide a community facility from Council owned premises at the Lawrence Weston Youth Club, Long Cross, Lawrence Weston. Vacant possession of the Youth Club premises would be handed back to the Council on completion of the new Hub. The Youth Club is held from the Council by ALW under a 5 year lease from 15 December 2015 at a peppercorn rent. A new 5 year lease has been agreed, on similar terms to the existing, subject to a break clause so that the lease can be ended when the new Hub premises are ready for occupation.

The Youth Club site is 0.66 acres. Once handed back to the Council this land will be available for disposal, to be promoted by Housing Delivery, and will offer the potential to deliver around 14 new homes. There is also potential to increase the area and the number of new homes being promoted by including adjacent Council owned land. With the benefit of a planning consent for residential development the Youth Club site would have a market value in the region of £350,000.

Proposals for the previous hub building as part of a multi-agency facility were submitted for planning, which included a consultation period. Planning consent was secured. A revised planning application will need to be submitted by ALW for the new scheme.

We will carry out a public consultation on proposals for the Hub project to seek the views of people who are affected – including individuals and organisations from protected characteristic groups.

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?

We have not identified any significant negative impacts from the proposal at this stage, however from the current data available we know there are existing inequalities for people in Lawrence Weston which this proposal seeks to address.

Existing and future residents of Lawrence Weston will be most affected. In particular we need to ensure we are meeting the needs of:

- children and young people using youth centre facilities (Age)
- disabled people who may be disproportionately impacted by disruption during works in terms of accessibility (including communications)
- other groups who may also be disproportionately impacted by disruption during works e.g. older people, pregnant women / parents

It is therefore important to ensure a robust consultation process to allow for all residents to be involved in the Community Plan, identifying the concept for a Hub.

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

As above – we will address any emerging issues identified through public consultation. This proposal is limited in scope to approving overall expenditure / lease arrangements. Mitigation of any specific potential negative impacts will be considered on a project-by-project basis.

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

The proposal to have a Hub which provides activities and support, which empower people to make changes in their lives to improve their health and wellbeing. In addition it will help develop balanced communities which are

inclusive and avoid negative impacts in accordance with Bristol City Council Business Plan 2020/21 (Fair and Inclusive 2019/20).

Implementation of community hub improvements can be expected to benefit citizens on the basis of their protected characteristics and increase accessibility for disabled people.

3.4 Can they be maximised? If so, how?

See above

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?

The assessment has raised the issue of how residents could be affected by the project on the basis of their protected characteristics.

It has highlighted that residents and representative groups should be communicated with earlier, using a variety of methods and at key stages.

It also highlights that local partners working with the city council must adhere to Equalities Policies and understand that they will be required to adapt their communication practices depending on the equalities group.

4.2 What actions have been identified going forward?

It is expected that individual development projects, to be considered further down the line, will include communication and consultation events in relation to the development. Future delivery projects will be expected to consider the needs of people with protected characteristics (including groups who may not be identified in this Equalities Impact Assessment).

- Tailor communication methods and needs
- Ambition Laurence Weston to be able to confidently engage with local residents, with a particular focus on those with protected characteristics, and discuss resident comments and concerns

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

- Lessons Learned Log will be compiled as the project progresses, noting down areas that could have been dealt with differently/better.
- Number of respondents to any consultation events and how the demographics of respondents compare to the current demographics.

Service Director Sign-Off:

Zoe Willcox,
Director Development of Place

Equalities Officer Sign Off:

*Reviewed by Equality and Inclusion
Team*

Date: 25/01/2021

Date: 18/01/2021