

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Southmead Regeneration
Directorate and Service Area	Growth & Regeneration/Housing Delivery Team
Name of Lead Officer	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?

1. To support the delivery of new homes and regeneration in Southmead in accordance with the spatial principles of the Southmead Masterplan.
2. To authorise Executive Director Growth and Regeneration to negotiate with third parties and enter into, and proceed to completion of, contracts and transfers to secure the delivery of new homes and regeneration in Southmead within the budget envelope detailed in the report.
3. Authorise the Executive Director - Growth & Regeneration, (in consultation with the S151 Officer, Cabinet Member for Housing and Cabinet Member for Finance, Governance and Performance) to; use Strategic CiL funds up to £7m, including £1.5m to support development and library relocation costs, and fund Health Centre/Community space development costs of up to £5m, and contingency of £0.5m

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?

Proposals are geographically targeted within Southmead Ward and therefore Southmead residents, present and future, will be most affected.

Proposals include regeneration and housing delivery investment in Southmead working in partnership with local communities to bring forward development.

Key demographics which relate to the protected groups are listed below:

- 15.7% of Southmead’s population are of Black, Asian and minority ethnicity, which is slightly lower than the Bristol average of 16%.
- Southmead experiences significantly greater deprivation than average. Central Southmead includes Lower Layer Super Output Areas within the most deprived 10% in the country. In Bristol, on average people in more deprived areas, not only have shorter lives but they also spend more of their later years with a disability.
- Southmead has higher than [Bristol] averages of people aged >65 and <15
- 66.4% of Southmead households occupy properties of 3 or more bedrooms, which is significantly higher than the Bristol average of 55.4%.

Bristol’s Quality of Life Survey data records for the population of Southmead¹ for 2019-20:

- 41% have limiting illness, health problem or disability (26% average Bristol)
- 14% who’s physical health prevents them leaving their house when they want to (8% average Bristol)
- 57% respondents who feel safe when outside in their neighbourhood after dark (67% average Bristol)
- 8.2% in receipt of means tested benefit (7.1% average Bristol)

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

We don’t have ward level data for Southmead 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 **Southmead Regeneration** proposal seeks to respond to and support the delivery of the local community-led Southmead Masterplan published in 2018. Implementation of the Southmead Masterplan includes the need for site assembly to support housing delivery, the provision of a new/relocated Southmead Library and Health Centre in shared premises, and the reprovision

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

of youth services and a community hub; as well as new public space integrating healthy lifestyle designs and potentially new sports facilities to include a new skate park. These measures are required to improve development densities within the area and to provide new housing development opportunities.

The Southmead Development Trust have agreed to lead on community involvement for these regeneration proposals and are well placed to do so. Full public consultation has taken place prior to the submission of the Glencoyne Square planning application, and will occur for all subsequent major developments being submitted as part of the wider masterplan. Local residents will have the opportunity to view and comment on the proposed layouts at consultation events. The Southmead Community Plan, which led to the Southmead Masterplan, included exploration and development of key priorities for Southmead in nine key areas such as Housing, Health, and Crime. Over 950 households engaged in this consultation process, led by a team of local volunteers through door knocking, conversations with residents, meetings, workshops, events, news articles, displays, leaflets, etc. Much of this has been carried out by residents themselves in order to address equalities issues.

The development of the now granted application at Glencoyne Square has involved extensive community consultation with residents and is tailored to address particular issues with the current housing stock in Southmead, notably that there are a low number of smaller properties for existing residents who want to stay in the area to downsize into. In 2017 a project group was set up for the Arnside and Glencoyne Regeneration Project (AGRP), made up of community stakeholders, activists, BCC officers, SDT trustees and staff. Their mandate was to oversee the development of a vision for the regeneration of the centre of Southmead and it continues to meet on a monthly basis.

A Statement of Community Involvement will form part of the planning applications and will set out details of how people have been consulted, their responses and how the proposals have been influenced by stakeholders.

The Planning Authority will also consult local residents surrounding the site for their views and give them the opportunity to raise objections.

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?

From the current data available we know there are existing inequalities for people in Southmead which this proposal seeks to address.

In particular children and young people, older people and disabled people are likely to be impacted by the physical redevelopment of sites and loss of public open space including play-space.

It is therefore important to ensure a robust consultation process to allow for all members of the community to comment on the emerging design proposals that will be submitted for planning.

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

In order to reverse existing inequalities, future delivery projects will be underpinned by 17 sustainable development goals (see Appendix B – Masterplan Report).

The potential negative impact of reduced public open space can be mitigated by ensuring that remaining public open space within the area is upgraded to provide enhanced utility.

Redevelopment projects are likely to take place on off-street development sites behind hoardings to minimise disruption. Planning Applications for these projects would also be expected to include method statements to minimise disruption locally.

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 facilitate the construction of some 300 new homes, including affordable homes is expected to positively impact upon citizens with protected characteristics. A wider choice of new homes constructed to modern environmental and access standards will be provided constructed in accordance with Bristol Development Framework Core Strategy and Building Regulations requirements.

Implementation of public realm 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
- Southmead Development Trust 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 consultation event and how the demographics of respondents compare to the current demographics.

Service Director Sign-Off: <i>Reviewed by Zoe Willcox, Director: Planning</i>	Equalities Officer Sign Off: <i>Reviewed by Equality and Inclusion Team</i>
Date: 17/12/2020	Date: 15/12/2020