

## Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Imperial Apartments – Phase Two
Directorate and Service Area	Growth and Regeneration
Name of Lead Officer	Nikki Cottrell

### 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?

For BCC to enter into a further nominations agreement with Caridon for Phase 2 of Imperial Apartments to provide an additional 100 units of accommodation on the site for a range of people with housing needs.

### 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?

An EQIA relating to BCC entering into a nominations agreement for Imperial Apartments Phase One was undertaken in September 2020 and is appended to this document. Largely nominations for Imperial Phase One were single people being nominated from rough sleeping services.

Singles will also be referred to Phase two units from rough sleeping service and the most recent profile data for this group is detailed below:

#### **Age profile:**

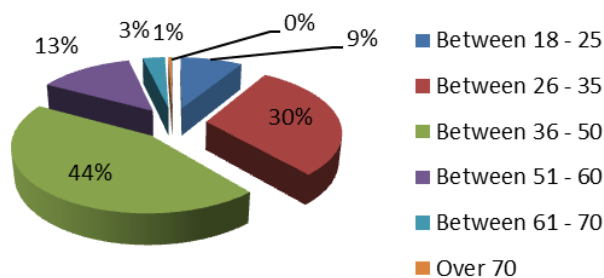
The majority of people (over 75%) who have accessed the current Rough Sleeper Service last year are aged between 26 and 50 years old. The number of **young people (18 to 25)** is 10% of the client group. Young people (up to the age of 25) are offered accommodation in the young people's pathway as this 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.

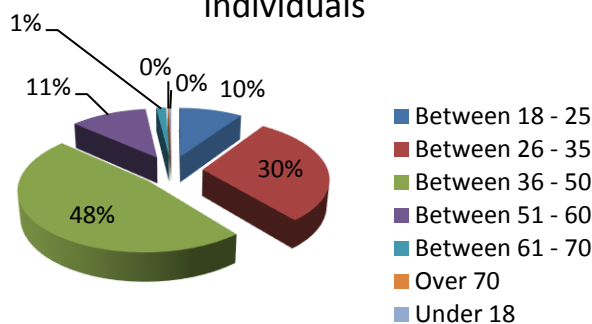
Only 1% of clients who have contact with the service are **61 years or older**. This is partly reflects the vulnerability of people who end up sleeping on the streets and the complexity of their issues. The mean age at death was 45 years for men and 43 for women, far lower than for the general population, 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.

Figures for Q1-2 this year are slightly different but not markedly so.

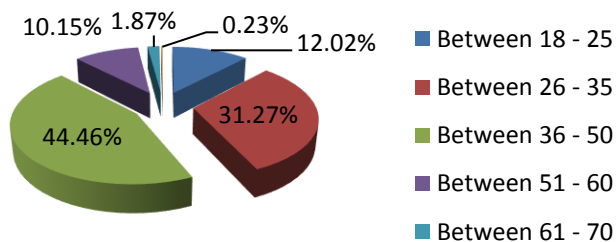
Age profile 2017-2020, 1941 individuals



Age profile 2019-2020: 873 individuals

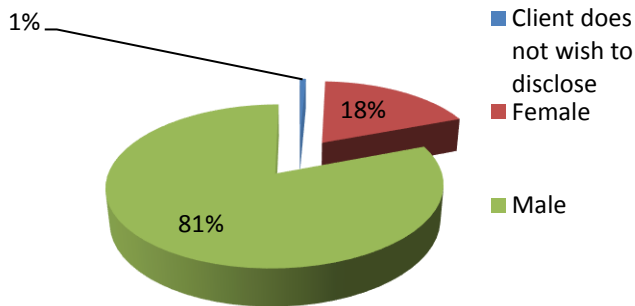


Age profile Q1, Q2 2020-21, 857 individuals

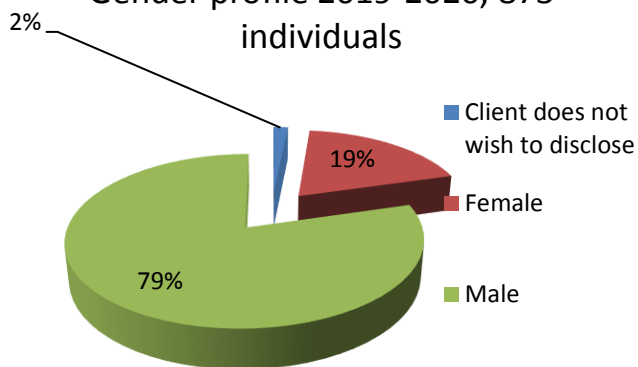


**Gender:**

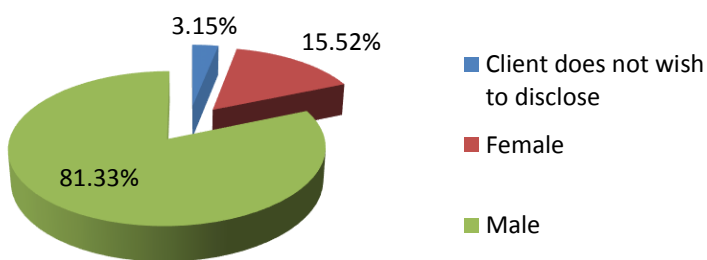
Gender profile 2017-2020, 1941 individuals



Gender profile 2019-2020, 873 individuals



Gender profile 2020-2021 (Q1-Q2) 857 clients



In the last 6 months – 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 decreasing to 16% of the total client group, compared to 19% in 2019-20. In the last two quarters there have been more people coming onto the streets who were previously sofa surfing and of this cohort there are proportionately more men than women.

**Ethnicity**

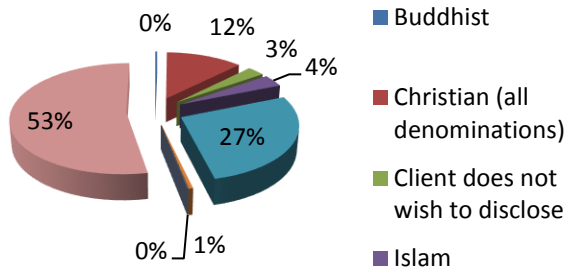
Information from the Needs Analysis tells us that there are higher levels of Black/African/Caribbean/Black British people, white other and lower levels of Asian/Asian British people engaging with the service compared to the Bristol population in 2011. However, this census data is now out of date and is no longer thought to correspond with averages in Bristol.

Information for the first two quarters of 2020-19 during the COVID19 period show a reduction in those identifying as White British, from 62% in both previous time periods to 52%. This drop is explained by slight increases in most other ethnicities - in particular double the number of individuals identifying as Black or Black British: African or where the ethnicity is unknown. This suggests that the COVID pandemic has had more of an impact on non-White British people who are disproportionately likely to enter the rough sleeping service. During 'Everyone in' the government suspended legislation around people who had no recourse to public funding which is likely to have had an impact in the reduction of white British clients in comparison to previous years.

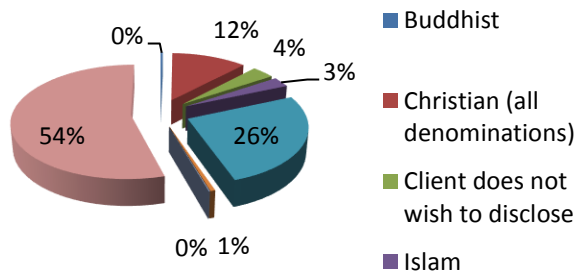
**Religion**

A significant number of people stated they had no religion, other or did not wish to disclose. In the first two periods, 12% of people said they were Christian with 4% of people said they were Muslim. For the first two quarters of 2020-21 an increased proportion (68%) were of unknown religion, likely due to the speed with which many people engaging with the service were accommodated in Emergency Accommodation.

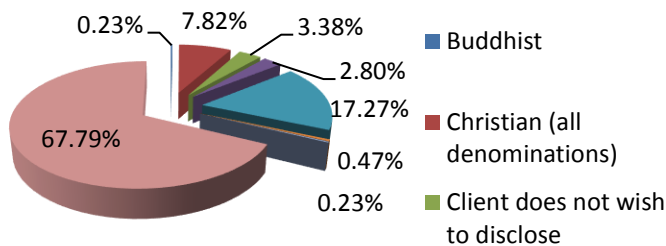
### Religion profile 2017-2020, 1941 individuals



### Religion profile 2019-2020: 873 individuals



### Religion profile 2020-2021 (Q1,Q2) 857 individuals



### Disability

The majority of people on entry to the service responded to say that they did not have a disability; indeed only 9% in 2017-2020 and 7% in 2019-20 stated that they did have a disability. The first two quarters of 2020-21 there was an increase in those where their disability status was unknown, again possibly reflecting people who moved from rough sleeping before fuller details were collected.

However, as noted in the Needs Analysis, 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% of LGBT\* people in Bristol Quality of life Survey 2016<sup>1</sup>. 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 sexuality.

### **Expected Demographic of families to be nominated to units in Phase 2**

This data has been sourced from a recent report of 2 bedroom households on the Housing Register that are bidding for accommodation in the Imperial Apartments area. This source has been chosen as most 2 bedroom need families who are currently in our Temporary Accommodation will also be registered on Home Choice Bristol and we may also seek to advertise some properties on HCB for the local lettings element.

The Data shows that from 1024\* bids for two bedroom properties between 01/08/20 and 31/12/20:

- 73% were made by female bidders
- Black/Asian/African and other Minority Ethnicities accounted for only 17% of the bids (*though it should be noted that 207 of 1204 households selected "English" which could possibly include some Black/Asian/African and other ethnic minority households that refer to themselves as English*)
- Most people bidding were aged 26-35 (487) with those aged 18-25 and 36-35 accounting for 238 and 290 bids respectively.
- 14% of bids made were by households that state they are Muslim and 23% Christian households. The majority of the rest of bidders either stated that they did not have a religions, weren't sure or did not want to say.

*\*note that data shows number bids on different properties and a number of those will be the same households bidding on different properties.*

All of the family units in Imperial Apartments are small two bedroom properties and in the main are only suitable for an occupancy level of 1 adult and 1 child. To this effect, the majority of families moving in to the development are single parent (mainly female) families with a small child/children.

### **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?**

We will seek feedback from people who have been nominated for and offered the accommodation, but who are unable or unwilling to proceed with the offer on the grounds the accommodation not meeting their needs on the basis of equalities related risks or issues.

<sup>1</sup> Sexual Orientation and gender - 2015/16 Bristol Quality of Life Survey adult population

People who have moved into Imperial Apartments will be asked for feedback about any gaps in provision (e.g. in terms of the accommodation, facilities on site, staffing available) in relation to equalities related implications, risks or issues.

### **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:

##### **Age:**

Some people who are under 25 or over 55 will be placed in this accommodation and in the case of family lettings the household is likely to be young (under the age of 30) single mothers. There may be some that feel isolated or cut off from networks and/or insecure or unsafe in a housing development of this size. They may be more likely to be victims of abuse or crime.

Younger people may be vulnerable to becoming engaged with criminal or antisocial activity in the block (either voluntarily or by coercion/intimidation) if this occurs.

##### **Disability:**

The accommodation is not suitable for wheelchair users and has limited access for people with mobility issues. There is ramp access to the ground floor, but this has limited benefit. There are two lifts in the building to the 1st, 2nd and 3<sup>rd</sup> floors, however there are long corridors that need to be walked to access some flats. Corridors are not wide enough for wheelchair turning and flats are not easily adapted for a wheelchair user.

##### **Sex:**

The majority of the studio properties in the building will be occupied by single males, whereas the majority of the family flats will house young single females. Flats are very mixed throughout the block there are not set areas or floors for families or singles. Young women may feel anxious, unsafe or isolated. Single males may feel bored.

##### **Sexual Orientation, Gender Reassignment, Race, 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.

##### **Pregnancy/Maternity:**

Women who are pregnant may feel cut off from service and networks due to the location of the building

### 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.

#### **Key Mitigations and Justifications**

1. Imperial Apartments is a permitted development and had already been built when BCC got involved so there is little we can do about lack of accessibility for wheelchair users and those with accessibility needs. Wheelchair users will not be nominated for Imperial Apartments, we will ensure they are placed in accessible accommodation elsewhere. Where someone has some mobility issues they will be offered a flat on a location in the building which is close to one of the lifts and entrance/exits. We will ensure Caridon work with occupational health in regards to any minor adaptations that are needed in the flats to meet people's needs.

2. Caridon Team and BCC Community Development Worker, work together to ensure resident engagement and inclusion activities, develop a range of opportunities for people to feedback and share their views, and to make sure people are aware of relevant local health services, community organisations and other services as relevant to their needs. Key links to local services have already been made including GP surgeries, children's centres and Vision BAME.

3. There is a full staff team onsite all day to oversee the block and security will be provided on evenings, overnight and at weekends so that people feel more secure. There are also internal and external CCTV cameras.

4. Floating support is 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 volunteering and training opportunities and employment.

6. 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 Imperial Apartments. 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.

8. Links have already been made with Avon and Somerset Local Beat police and regular meetings are in place. They will support Caridon with managing criminal and antisocial



behaviour incidents in the block and are able to give advice on how best to deal with particular situations that arise.

9. Facilities are being developed on site that will give people spaces to mix and meet others. This includes gyms, IT suites and children's play areas. Residents are being invited to make suggestions about what facilities or activities they would be interested in. There are early plans forming for a football team and gardening club and young mothers are keen to progress a coffee club.

10. There is current consideration as to whether there is opportunity for a prayer room on site as there are no mosques in the immediate area. Most people are driving to a mosque in another area of the city.

11. Staff will take a zero tolerance approach to racist behaviour. Evening, weekend and night security will also seek to respond immediately to any issues.

12. 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 floating support service offer.

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

There is a strong emphasis on resident engagement and building a community for all at Imperial Apartments. In addition to this being an aim of The Caridon Team, BCC are also employing a fulltime community development and resident engagement worker who is based on site. This post is currently funded to be in place for three years and is vital for ensuring Imperial Apartments meets the needs of all living there including minority and protected groups. It is not usual to have a dedicated post such as this on a housing development like Imperial Apartments and is a huge benefit to ensuring people are accessing relevant activities, social networks and services.

3.4 Can they be maximised? If so, how?

Not applicable at this stage.

## 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?

It has not changed the proposal but it has enabled us to identify key areas to explore in terms of ensuring diversity in the block and which organisations would be good for our community development worker to link with to ensure the needs of all residents are met.

4.2 What actions have been identified going forward?

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

In partnership with Caridon, we will carry out regular reviews of this EQIA and take action as necessary.

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

The EQIA and action plans will be an integral part of the planned contractual and project reviews for Imperial Apartments.

Service Director Sign-Off: Stephen Peacock	Equalities Officer Sign Off: <i>Reviewed by Equality and Inclusion Team</i>
Date: 04/02/01	Date: 28/1/2021