

## Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Bristol Beacon refurbishment
Directorate and Service Area	G&R Economy of Place
Name of Lead Officer	James Anderson - Head of Capital Projects

### 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?

Complete refurbishment of the Bristol Beacon that includes greatly improved facilities for disabled customers and performers.

### 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?

According to the 2011 Census the proportion of the population of Bristol whose day-to-day activities are limited is 16.7%. Based on current population estimate for Bristol of 463,400 this would be 77,387 people. In the 2019-20 Bristol Quality of Life Survey 16.5% of disabled people said that accessibility issues stopped them from getting involved in their community, and 43% said they never participate in cultural activities (compared to Bristol average of 15.7%).

The BCC Equalities Statistics Briefing Note, October 2020 indicates that there are 34,570 people of all ages, 8.1%, in Bristol whose day-to-day activities are greatly limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months. Of this number 15,908, 5.4%, are of

working age (16-64).

The Institute of Public Care estimates (2019) for Bristol: 13,100 adults aged 18-64 estimated to have impaired mobility, 200 adults aged 18-64 have a severe visual impairment, 5,400 adults aged 65 and over have a moderate or severe visual impairment and 6,500 adults aged 18 and over have severe hearing loss.

The Bristol Quality of Life Survey - the annual Bristol Quality of Life (QoL) survey includes the question "Do you think of yourself as a disabled person?". This percentage is estimated based on a random sample of 3,500 – 4,000 Bristol residents each year. In 2019, 8.5% of respondents identified as Disabled, and in 2018 this figure was 9.0%, giving an approximate estimate of 8.8% of Bristol residents (over 16) being Disabled. This is close to the Census 2011 proxy measure of 9.5%.

Bristol Beacon has 805 patrons on its Access Register who have stated that they need extra help/support from us to attend a concert. It has thriving and productive relationships with companies such as The British Para-orchestra and Open Up Music, who champion and develop musicians with disabilities.

Bristol Beacon also has dedicated music education programmes in place in all Special Schools in Bristol as well as a specialist programme for talented disabled musicians.

During the Fast Forward Festival in 2015, 20 disabled artists including 8 wheelchair users performed on Bristol Beacon main stage. The ParaOrchestra performs regularly at the Beacon, even during the closure period for refurbishment. This activity will only increase with improved facilities and better information about the facilities at the Hall.

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

We will target disabled groups using our partnerships with representative organisations in Bristol to come and use the newly refurbished facilities. After the refurbishment we will monitor closely the numbers of disabled people using the Bristol Beacon facilities and their satisfaction with our approach.

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

Bristol Music Trust has a database of users and user group data collected via online surveys and questionnaires undertaken at performances. This is used to design facilities and performances to respond to needs.

We aim to be in contact with all user groups and undertake surveys with them

in the local area.

Public consultation meetings are arranged through Attitude is Everything. These meetings have informed the development of the new facilities.

### **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 and all improvements being proposed are believed to be betterments to the existing building to allow greater access to the building for all user groups.

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

None identified

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

The improvements proposed have been developed and amended after consultation with the various user groups and specialist consultants to improve accessibility as follows:

- Provision of full-size lifts where ever possible and not platform lifts
- Provision of Changing Places rooms (High Dependency Unit)
- Provision of facilities for nursing mothers and baby change facilities
- Provision of accessible toilets at every level alongside general toilets with different mount/dismount access which will be signed
- Provision of gender neutral toilet block consisting of 5 cubicles and an accessible toilet
- Improved access to all three new stages, back stage area and artist entrance. Accessible dressing rooms, and flat access to all circulation areas on each floor
- High quality assisted listening system utilising wireless technology for audience members which will allow them to use their own smartphones or borrow units if they do not have a smartphone. This allows patrons to adjust level equalisation etc to suit their needs.
- A temporary ramp installation to the front of the stalls area when the seats are removed has now been included

- More than 1% of the seating will be available for wheelchair users (minimum 18 in Hall 1, minimum 6 in Hall 2, as many as required up to space limitations in Hall 3).
- Seating throughout has been made larger with better leg-room for larger patrons.
- Signage is designed to allow easy access to spaces and will include Braille

#### 3.4 Can they be maximised? If so, how?

More seating in gangways has now been included than at concept stage following consultation and also wider seating with greater comfort levels . The scheme has been continually reworked to improve accessibility within the building.

We think that all user-group comments have been incorporated within the final design proposals.

### 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 EqIA has informed and confirmed the proposals. The scheme from the outset intended to improve accessibility. The EqIA summarises the positive impact this will have for disabled people and how we consulted with the disabled community.

#### 4.2 What actions have been identified going forward?

It is believed that all requirements have been met through extensive consultation

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

We have engaged Attitude is Everything as our Access Consultant to engage in consultation exercises and feedback session on design development

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