



Equality Impact Assessment [version 2.9]

Title: New Regeneration Service & Funding	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Direktorate: Growth & Regeneration	Lead Officer name: Abigail Stratford
Service Area: Regeneration	Lead Officer role: Head of Regeneration

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

A new Regeneration Service is being established.

To achieve our aspirations of sustainable and inclusive growth, the Council needs to work with communities, developer partners and stakeholders to ensure the physical, social and community infrastructure needed to support our growing population is delivered.

Historically, with a lack of dedicated resource to lead this work, communities and developer partners have had to negotiate with individual Council department separately. This often delayed delivery, more significantly however opportunities to take a place-based approach to drive and deliver inclusive and sustainable growth have at times been overlooked.

A new multi-disciplinary Regeneration Team will now work across the Council, improving internal systems and co-ordination to provide a single coherent voice for the Council when working with communities, developers, stakeholders and partners in areas of growth and regeneration. The Regeneration Team will seek to work in partnership to harness the regeneration benefits of growth to enable residents, businesses and communities to thrive, prosper and enjoy a high quality of life.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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We have not identified any significant equalities impact from this proposal because:

- In scope teams are already working in an integrated way and there is no requirement for any new Management of Change process or significant amendments to staffing, working patterns etc.
- Each individual regeneration project will complete a bespoke project-specific Equalities Impact Assessment, to identify the potential impact and mitigations of the project-specific proposals.
- The Regeneration Service has an overall Equality Action Plan which is reviewed quarterly and updated annually to prioritise relevant equality issues, address any under-representation, and identify ways to address them with measurable targets to track progress.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 29/4/2021	Date: 10/05/21

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.