

Equality Impact Assessment [version 2.9]



Title: Temple Quarter Update	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: <i>Growth and Regeneration</i>	Lead Officer name: John Smith
Service Area: Economy of Place – Temple Quarter	Lead Officer role: Director – Economy of Place

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 \(EqIA\) \(sharepoint.com\)](http://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.

The paper to Cabinet in October follows on from the one provided in March. It provides an update on various elements of the Temple Quarter regeneration programme, namely:

- To seek approval to request funding from WECA to maintain momentum in delivering key elements of the programme whilst anticipating that funds may ultimately be forthcoming from other sources
- The creation of a development brief to guide the redevelopment of the Mead Street industrial area
- To seek approval for the commissioning of a citywide employment land strategy, necessary to enable regeneration of the Temple Quarter area to progress in a managed and co-ordinated manner
- The development and implementation of a communications and engagement strategy for the programme
- The delivery of enabling works on the Temple Island site and the disposal of it to Legal and General.

The Temple Quarter development framework will form the basis for the regeneration of the Temple Quarter area.

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 checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Whilst we have not identified any significant negative impact of the Temple Quarter development framework we are aware of existing disparities and issues for people in Bristol based on their protected and other relevant characteristics which we will aim to mitigate where possible through our overall approach, which will become clearer as each element of the development framework is progressed. An individual EQIA will be completed for each project delivered in Temple Quarter identify the proposed equality impact and associated mitigation.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
2011 Census data on ethnicity citywide	77.9% White British; 16.0% Black, Asian and minority ethnicity
2011 Census data on gender citywide	49.8% male; 50.2% female
2011 Census data on proportion of population with a long-term illness or disability citywide	16.7% of citywide population have a long-term illness or disability
2017 mid-year population estimates	670 people lived in the area covered by the development framework
Quality of Life 2020-21 — Open Data Bristol	The Bristol Quality of Life Survey highlights a number of disparities for Bristol citizens based on where they live, as well as their characteristics and circumstances which are relevant to Temple Quarter regeneration. For example:

Quality of Life Indicator	% for whom inaccessible public transport prevents them from leaving their home when they want to
Characteristic	% Percentage
16 to 24 years	8.4
50 years and older	7.8
65 years and older	8.9
Female	10.3
Male	7.5
Disabled	16.4
Black Asian & Minority Ethnic	9.9
White Minority Ethnic	10.0
White British	8.6
Asian/Asian British	10.3
Black/Black British	5.5
Mixed Ethnicity	11.8
White	8.8
Lesbian Gay or Bisexual	12.9
No Religion or Faith	9.0
Christian Religion	8.3
Other Religions	12.7
Carer	10.4
Full Time Carer	14.2
Part Time Carer	9.3
Single Parent	7.6
Two Parent	7.5
Parent (all)	7.6
No Qualifications	8.8
Non-Degree Qualified	10.1
Degree Qualified	8.6
Rented (Council)	13.4
Rented (HA)	9.3
Rented (Private)	11.2
Owner Occupier	7.9
Most Deprived	9.8

10%	
Bristol Average	9.1
	<i>Source: Quality of Life in Bristol 2020-21</i>

Quality of Life Indicator	% satisfied overall with their current accommodation
Characteristic	% Percentage
16 to 24 years	80.6
50 years and older	88.8
65 years and older	92.0
Female	88.1
Male	85.6
Disabled	76.0
Black Asian & Minority Ethnic	76.8
White Minority Ethnic	82.7
White British	89.0
Asian/Asian British	82.2
Black/Black British	56.7
Mixed Ethnicity	82.9
White	88.2
Lesbian Gay or Bisexual	85.5
No Religion or Faith	87.1
Christian Religion	88.8
Other Religions	74.6
Carer	81.4
Full Time Carer	68.5
Part Time Carer	85.6
Single Parent	69.8
Two Parent	90.2
Parent (all)	87.7
No Qualifications	84.9
Non-Degree Qualified	84.1
Degree Qualified	88.3
Rented (Council)	59.5
Rented (HA)	79.2
Rented (Private)	76.2
Owner Occupier	93.1
Most Deprived 10%	68.0
Bristol Average	86.9
	<i>Source: Quality of Life in Bristol 2020-21</i>

Additional comments:

The scale of the Temple Quarter regeneration programme – in matters such as the number of new jobs, it being a key public transport hub and gateway location for the city centre, and it becoming a location to visit and dwell in –

suggest there will be impacts spread over a wide geography, certainly Bristol-wide and further afield.

In addition, the Temple Quarter development framework proposes a large number of interventions to deliver jobs and homes growth targets. The nature, geographic scope and scale of impacts will differ according to the nature of intervention proposed.

In this context it appears prudent to consider the scale of impact at city wide and local level.

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|---|--|---|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Disability | <input checked="" type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input checked="" type="checkbox"/> Religion or Belief | <input checked="" type="checkbox"/> Sex | <input checked="" type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We do not have accurate citywide diversity data for some characteristics where this has not been included in statutory reporting historically. E.g. for the purposes of this report we refer to other sources of data e.g. that Bristol reflects national statistics where 6% of the population is reported as being lesbian, gay or bisexual.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

The key public sector partners bringing forward the Temple Quarter regeneration programme are committed to engaging with businesses, residents and wider city stakeholders, with an approach that enables city communities to help shape proposals effectively and in a timely way.

The March paper to Cabinet committed to:

- Holding public engagement on the emerging development framework in Summer 2021
- Network Rail leading on ensuring commuters, local communities and stakeholders are well informed of upcoming changes to Temple Meads station
- Prioritising opportunities for conversations and workshops with local businesses, community organisations, local residents on the development of plans for St Philip's Marsh, Mead Street and Temple Gate, as well as providing opportunities for city-wide engagement on the same
- For the areas around Temple Meads station, engaging with local businesses, transport organisations and city stakeholders in Summer 2021 followed by wider consultation on designs later in the year and into 2022
- Providing feedback from the consultation on the character appraisal at Silverthorne lane and next steps on whether a consultation area will be designated

- Providing information, engagement and consultation close to where people live and work to enable as many as possible to get involved.

Engagement Activity March – Autumn 2021:

Since then the following has taken place:

- **March 2021** – Roundtables with St Philip’s Marsh businesses
- **May onwards** – Network Rail led engagement with communities, local communities and stakeholders on upcoming changes to Temple Meads Station and Bristol East Junction upgrade works.
- **May and July 2021** – meetings with TQ Accessibility Advisory Group (TQAAG) including discussions on access to Bristol Temple Meads and plans for new station entrances
- **August 2021** – prioritising engagement with businesses in Mead Street, Temple Gate and St Philip’s – a business bulletin supported by an Economic Development survey to identify aspirations of businesses in the area and update on plans for the area. One to one sessions with Economic Development officers have been offered to businesses in these areas and have been taken up by a number of organisations
- **September 2021** – heritage arts project with St Philip’s businesses to promote their businesses and linked public art trail as part of Open Doors Day 10/11 September

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Engagement Late 2021/Early 2022:

Subject to funding being approved, we are proposing the following:

- A citywide engagement on the draft Development Framework in late 2021/early 2022. This will be digitally based and where possible will include face-to-face events, conversations, and activities (this remains under review depending on Covid infection rates and restrictions).
- Use an interactive digital consultation platform with information about the main character areas including interactive maps where people can post feedback and comments.
- The engagement will be supported by a cultural engagement programme commissioned by the council’s Culture team that will:
 - Use creative activations including drop in and mobile hubs to engage stakeholders with the draft Development Framework; and
 - Generate an evidence base of local views that inform the development of a cultural engagement plan that will sit alongside the Development Framework acting as a guide for developers ensuring a consistent, long term public art vision for Temple Quarter and St Philip’s Marsh.
- Work with locality-based community organisations in areas within and neighbouring the regeneration area to facilitate conversations
- Drop-in hub within the regeneration area where people can find out more about the Development Framework and contribute their views. The Hub could also be used for arts and heritage activities and displays related to the area and future plans.

Plans for engagement have been and will continue to be informed by analysis of the effectiveness of engagement work done to date, to capture successes and what worked less well and to consider and identify groups that have proved harder to reach.

It is anticipated that engagement will take place as interventions identified by the development framework are taken forward, with early work undertaken as part of each project to identify potential negative impacts on groups with protected characteristics and enable them to engage fully in scheme development.

Consultations with equalities groups will also form part of the planning process. In addition, the council and its partners will consult with equalities groups during the detailed design of new transport schemes, space

improvements and developments. Individual transport schemes are required to undertake EQIAs as part of the Council's quality assurance strategy

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

The impact of the Temple Quarter development framework – adverse or beneficial – will become clearer as each element of the development framework is progressed. Efforts are being made now to develop a more robust and evidence-based view of potential impacts. Regular meetings of the TQ accessibility advisory group have been set up to understand better the needs of disabled people; direct, ongoing contact has been started with businesses in the area; a range of community groups are being invited to briefing sessions on proposals; and equalities information covering the topics highlighted in section 2.2 of this appendix is being captured when individuals and businesses are communicating with the Temple Quarter team.

At this early stage, we are of the view that two aspects present the greatest risk of creating adverse impacts, both featuring similar effects on the same groups:

- Transport and access improvements, which will deliver long term benefits overall but may have negative impact in the short term.
- Construction of new developments, similarly, offering long term benefit but short-term negative impacts (notwithstanding that construction may create new employment opportunities).

Both create the potential for disruption to established access routes, less certainty around accessibility and might give rise to new hazards to be negotiated. This has the potential to affect most significantly disability and pregnancy/maternity groups, and – potentially – age indirectly.

Care is also needed to avoid reinforcing any patterns of exclusion from jobs opportunities, should they exist in sectors likely to employ people in the Temple Quarter area via new development. Such an outcome would have the potential to affect all groups with protected characteristics.

New development may lead to change in the make-up of the business base in certain locations in Temple Quarter. BCC Economic Development is seeking to engage directly with local businesses in each area to understand them better. The team will monitor the potential for impacts on any groups with protected characteristics as part of this activity.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Works may have impact on accessibility.
Mitigations:	Access needs to be considered at the earliest possible stage in planning of works.

Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Works may have impact on accessibility.
Mitigations:	Access needs to be considered at the earliest possible stage in planning of works.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Measures will be taken to mitigate the negative impacts of any change.

Whilst disruption may be inevitable given the scale of development proposed, it can be mitigated through early engagement with and the involvement of protected groups in scheme development, from design through to delivery. The emerging engagement strategy for Temple Quarter will seek to address this.

Efforts will be made to:

- Enable work experience opportunities
- Link people to potential employers
- Support skills development
- Explore developing an on-site skills academy within Temple Quarter to enable people to gain skills locally which can then be put to use in the locality.

Public sector employers engaged in delivering the framework, including Bristol City Council, will recruit in line with their equalities duties, and will be able to shape the actions of their contractors via contractual requirements.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

Works in the area could inhibit access for disabled and older people. The needs of these groups are being factored into planning of works at the earliest possible stage.

Consultation activity is being undertaken currently; findings will be used to inform understanding of potential for negative impacts.

An individual EQIA will be completed for each project delivered in Temple Quarter. The project specific EQIA's will identify the negative impacts and how they can be mitigated or justified

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Consultation activity is being undertaken currently; findings will be used to inform the opportunities we may have to promote the duty.

An individual EQIA will be completed for each project delivered in Temple Quarter. The project specific EQIA's will identify the positive impacts.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Complete an EQIA for each individual project delivered within Temple Quarter	JDT Programme Director	Ongoing
Equalities issues identified by consultation to be reviewed on regular basis	JDT Programme Director	Ongoing

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

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

It is too early in scheme development to define specific actions of each element of the emerging Temple Quarter Development Framework, but it is envisaged that application of the principles of diversity and inclusion outlined above will generate benefit for all groups with protected characteristics.

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: <i>John Smith, Director – Economy of Place</i>
Date: 24 September 2021	Date: 24 September 2021

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.