



Equality Impact Assessment [version 2.9]

Title: Bedminster Green River Restoration	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" 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
Directorate: Growth and Regeneration	Lead Officer name: Jenna Angle
Service Area: Economy of Place	Lead Officer role: Flood Risk Officer

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.

Background and scope

The “Bedminster Green Framework” was approved by Cabinet on 05/03/19, and this included approval of £6m Strategic Community Infrastructure Levy funding to undertake river restoration and develop transport improvements within the framework area (£3 million for each). The restoration of the River Malago is an opportunity to work with the community, developers and the Environment Agency to create a more natural and better river environment, benefiting local residents and businesses, and those that visit the Bedminster area. The River Malago flows through three of the five development plots within the framework, including Plot 5 where it flows under Hereford Street and the existing green public space by Whitehouse Lane, before emerging above ground alongside Clarke Street. The proposals aim to provide better green space for people and wildlife by bringing the river back above ground within the Green, and providing an amphitheatre seating area. Ground levels will be reduced to provide a natural flood storage area during times of high river flows, reducing the flood risk to properties within the area.

Aims and outcomes

The project proposals are:

- **Opening up the river through the Green** (it currently flows through a pipe underground), so that it follows a winding path from the southern corner of the Green, towards the north eastern corner of the Green.
- **Returning the riverbed to that of a more natural river** by introducing alternating sections of faster, shallower and slower, deeper and narrower water; this will provide a greater range of habitats to increase the range of wildlife within the river.
- **A stepped seating amphitheatre area** overlooking the river environment, which will provide a dual-purpose space to store water in times of flood, but also a space for the community to enjoy nature and community events for the rest of the time.

- **A gently sloping accessible path** from the top of the amphitheatre down towards the river, ensuring access for all. We have two different designs for this currently:
- **Realigning the existing footpath in the Green** to fit in with the flood storage area.
- **Vegetated banks** with predominantly native species on either side of the river with shallow slopes down to the river's edge. Vegetation will prevent physical access into the river in a natural and subtle manner whilst improving habitat for wildlife.
- **Semi-mature and standard native tree species to be planted as close as possible to the proposed works area.** In order to achieve the wider ecological benefits of the scheme some trees will need to be lost. We will aim to replace as many trees as possible whilst considering that there is also a need for open space within the Green.
- **A boardwalk platform overlooking the river** to allow the community to reconnect with the River Malago and the surrounding nature. Below the boardwalk there will be wetland vegetation as it will be submerged during higher water levels.
- **Natural surveillance** provided by the above interventions, as well as retaining views from adjacent roads (Whitehouse Lane, Clarke Street).
- **Removing the current vertical wall** on the north-western side of the river in Plot 1 and Plot 3 and north-eastern side of the river in Plot 3; to be replaced with more natural shallow sloping banks planted with predominantly native species.
- **Restoring the penstock** on the north-eastern corner of Plot 3 and the remaining stone walls, to retain the area's heritage.

As a result, a better place for the community to use and visit, improved biodiversity, benefits for local wildlife and the re-instatement of a better, healthier river will be provided. More specifically, the following outcomes will be achieved:

- **Wellbeing** - Bedminster is a largely urbanised area, so enhancements to the natural environment would provide better green space where people can relax, exercise, or socialise.
- **Wildlife** - The re-naturalisation of the river and increased flow speeds will improve the habitat for a range of fish and aquatic invertebrates and the increase in vegetation within the water and on the banks will provide new habitat for additional species. The removal of the culvert will contribute to wildlife being better able to move up the river.
- **Flood Risk** - This project aims to provide a comprehensive landscape scheme for the Green to create a multi-use area, as both a public space and an area to store excess water during times of flood. This will allow the local area to be more resilient to our changing climate.
- **Cultural/Historical** - The river is historically significant and a part of Bedminster's heritage, contributing to its industrial and cultural history. The opportunity to bring the river back above ground, through the Green and to replace some of the river walls with gently sloping riverbanks would help to bring the connection to the river back to the area. The river has important historic features, such as the river walls and a penstock; this project provides.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" 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: Will affect users of Bedminster Green park		

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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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
<i>% of people 25-39 years old (Office for National Statistics, 2019)</i> <ul style="list-style-type: none">- Southville ward – 40.3%- Bristol average 27.3%	The Southville ward has a higher-than-average proportion of people between the age of 25-39 years old, when compared to the rest of Bristol. This tells us that the majority of the population in the area who are likely to be affected by the proposals are relatively young and platforms used during the engagement/consultation should be appropriate to this age group to ensure maximum engagement.
<i>% for who feel antisocial behaviour is a problem locally (Bristol Quality of Life Survey 2020 – 2021)</i> <ul style="list-style-type: none">- Southville ward – 32.3%- Bristol average – 34%	There is a slightly higher proportion of people who feel anti-social behaviour is a problem in the local area, than the Bristol average. This is likely because the crime rate for the area is the fourth highest in all of Bristol's wards, with 139 offence rate per 1,000 of population, compared to Bristol's average of 101. This highlights that the proposals will need to consider designs that dissuade anti-social behaviour; lighting, surveillance, seating design, bin locations and river access have all been designed/or to be included in the detailed design in a way that inhibits or acts to dissuade anti-social behaviour.
<i>% satisfied with the quality of parks and green spaces (Bristol Quality of Life Survey, 2020- 2021)</i> <ul style="list-style-type: none">- Southville ward – 84%- Bristol average – 78.8%	Southville ward has a higher than average percentage of people who are satisfied with the quality of parks and green spaces, when compared to the Bristol average; despite this being a relatively high amount of people who are satisfied, this project offers the opportunity to improve satisfaction of the green space

	<p>in Bedminster (Bedminster Green) further. To achieve this the project will need to provide a high quality green space with facilities such as seating, bins, nature and high quality paths. Only 62% of people who are disabled in Bristol are satisfied with the quality of green spaces and parks in Bristol, showing that accessibility in parks is likely to be inadequate. This further emphasises that accessibility should be a key design consideration.</p>
The area surrounding the A38 within the Southville ward (all of the eastern third) is in the 10 - 20% decile of national deprivation (MHCLG Indices of Deprivation, 2019)	This area has higher levels of inequality compared to the country as a whole, in terms of income, employment, education, health, crime, housing, and environment. This emphasises the importance this project has specifically with regards to providing a space that designs out crime, has environmental benefits and provides a high-quality green space for people to reconnect with nature more effectively, which has been evidenced to have positive health implications.
% for whom English is not their main language (Census, 2011) - Southville Ward – 8% - Bristol average – 8.5%	The Southville ward has a lower than Bristol average proportion of people who do not have English as their main language, however the portion is still significant and therefore this shows the importance of offering engagement and consultations material in alternative languages/formats to ensure it is accessible to all (this was offered in the engagement and consultations undertaken to date).
% for whom have above average mental wellbeing (Quality of Life Survey 2020 – 21) - Southville ward – 6.5% - Bristol average – 8.2%	Southville has a lower proportion than Bristol as a whole, of people who have an above average mental wellbeing. Good quality green spaces and opportunities to reconnect with nature have been shown to have positive impacts on mental wellbeing. The project proposes to bring the river above ground and provide a space for people to reconnect with the river via an amphitheatre seating space overlooking the river; providing good quality green space and reconnecting with nature needs to be maintained as a key project objective, even when competing objectives arise.
% who walk to work (Census, 2011) - Southville ward – 32.6% - Bristol average – 18.5%	A far higher proportion of Southville residents walk to work than the Bristol average. Additionally, early engagement found that the park is used as a key route for residents of the neighbouring Windmill Hill ward to commute to work in Bedminster and the city centre. However early engagement suggested that current barriers to commute were mainly around the perceived safety of the area particularly during darkness; this may explain why the ward of Windmill Hill has a lower percentage of people who walk to work (27%), than Southville. The project proposals aim to improve the sense of security in the area through ensuring the space has better natural surveillance. The Local Police Crime Prevention Design Advisor has also been consulted and has helped to input into producing designs which dissuade antisocial/criminal behaviour.
% overweight or obese (Bristol Quality of Life Survey 2020 – 2021)	Fewer people in Southville ward are overweight or obese than the Bristol average, which is a positive

<ul style="list-style-type: none"> - Southville ward – 35.8% - Bristol average – 46.5% 	<p>outcome for the ward. However, there is still a significant number of people in the ward who are overweight in absolute terms. Providing a space that people feel safe to walk through at all times and will want to walk to as a destination to enjoy the outdoors, will encourage more active travel as an alternative to car use, in order to minimise negative health impacts of obesity.</p>
<p><i>% for whom air pollution prevents them from leaving their home when they want to – (Bristol Quality of Life Survey 2020 – 2021)</i></p> <ul style="list-style-type: none"> - Southville ward – 5.8% - Bristol average – 5.6% 	<p>In the local area, there is slightly higher proportion of people whose life is impacted by air pollution. This may be because there is a higher proportion of people in the area with health conditions susceptible to pollution.</p> <p>Given that green infrastructure (trees) are important for improving air quality, it will therefore be important that any trees that need to be removed as part of the proposals are replaced within, or as close as possible to the area they are lost. This in turn will help to ensure people with health conditions susceptible to air pollution will not feel unable to leave their homes.</p>
<p>Premature mortality is significantly worse in Southville ward than the Bristol Average:</p> <ul style="list-style-type: none"> - Southville ward – 537.4 - Bristol average – 377.5 <p>(Directly age standardised rates for deaths in people aged under 75 years, per 100,000 population)</p>	<p>The project aims to reconnect people with nature, which has been shown to have positive impact on mental wellbeing. Additionally the creation of a space for people to rest and enjoy the river and its surrounding environment, is hoped to make the space a place in its own right that people will travel to on foot and therefore encourage exercise and reduce obesity and other related health conditions. Removing barriers people currently suggest that make commuting on foot less attractive (safety, quality of the public realm etc), will also promote active travel when commuting to work, which should reduce obesity and health related conditions.</p>
<p>Southville has lower than average amount of people with illness or health condition which limits day-to-day activities at least a little</p> <ul style="list-style-type: none"> - Southville ward – 18% - Bristol average - 25% 	<p>Although Southville has a lower than Bristol average of people with illness or health condition which limits day to day activities, there are still a significant amount of people with conditions which limit day to day activities. Designs have therefore been informed through consulting with stakeholder groups such as Bristol Physical Access Chain. Feedback from these groups has been used to inform designs and ensure they are as inclusive and accessible as possible for everyone of all abilities. Specifically, the path design layout down to the river's edge was discussed with stakeholder groups to ensure designs were accessible. It was also important to ensure that consultation material was accessible, so alternative formats and options were offered. Additionally, when undertaking online stakeholder meetings during the consultation it was ensured that on screen images/designs were verbally described to ensure people with sight loss on the call were included.</p>
<p>Bedminster Green public consultation, conducted from 21/01/2021 to 04/03/2021. Please refer to “Appendix A - Bedminster Green River Restoration Consultation - Breakdown of responses by protected characteristics</p>	<p>Generally, results showed an equal spread of responses based on age, disability, gender reassignment, ethnic group, religion/faith, sexual orientation, or pregnancy.</p>

group” to view responses organised by protected characteristic groups.

Additional comments:

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 checked="" 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.

During the COVID-19 pandemic, there is a divide between those with digital literacy and internet connectivity, which can impact the groups of people who respond to public engagements/consultations, should other measures not be taken to ensure inclusivity from all groups.

Historically, younger populations, individuals from Black, Asian and Ethnic Minority backgrounds and those living in more deprived neighbourhoods, tend to be underrepresented in public engagement.

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.

To engage those who prefer traditional forms of communication, or who aren’t digital literate or do not have internet connectivity, 5470 postcards were posted to residents within a 10-minute walking catchment of the area (approx. 1 kilometre) during the public consultation. Furthermore, pre pandemic, targeted door to door knocking, in addition to ‘walkabouts’ and street surveys would have all been conducted to help boost response rates across the local area and to engage with the ‘hard to reach’ groups outlined in section 2.3 above. Due to the COVID-19 pandemic lockdown, BCC was unable to deliver these activities, so instead focused on how to cascade messaging and awareness of the public engagement through known stakeholders and well-established communication channels. The decision was taken not to develop a series of posters for display across the local area as this would not have been cost effective at a time when the message from central government was to ‘stay home’. Social media advertising was also used to target people within the specific areas of Southville and Windmill Hill, and this was further targeted at those under 25 years old in a second phase.

The consultation comprised distribution of 5,470 postcards to addresses within a 10-minute walk of the project area. The postcard invited people to go online to view the proposals and give us feedback. The postcard also provided an email address and telephone number for people to get in touch to request paper copies of the

consultation and feedback form, or to request the information in any other format. The postcard also invited people to call the telephone number to ‘talk through’ the proposals if they wanted to.

However, despite the above measures to try to reach out to all members of the community, the proportion of responses across some groups to this survey were lower than those of the Southville and neighbouring ward profiles, and this was most pronounced in younger age groups (ages 18-24), and people from Black, Asian and Minority Ethnic groups. An action is recorded below in section 4.2 to address the lower representation from Black, Asian and Minority Ethnic groups in the survey.

The consultation team also held several briefing sessions with community groups, including equalities groups. WAIT (formerly called the Bristol Physical Access Chain) who are a part of West of England Centre for Inclusive Living (WECIL) were briefed on the project, and specific feedback was sought from them. They represented disabled people including people with sight loss, and people with mobility impairment who may use a mobility aid (e.g. a wheelchair or mobility scooter). At the briefing session, members were visually and verbally introduced to the project and design elements, explaining in detail where necessary. Feedback included the following:

- Design option 1 was preferred (straight lined path down to the river edge, rather than zig zag path along the amphitheatre seating area), due to it being a wider path, which is better for access and allows disabled people to pass each other more comfortably. Designs could be improved by increasing path width, 1.5m isn't wide enough, even 2m could be wider for better access/allowing disabled people to pass each other more comfortably.
- Adequate measures need to be put into place to prevent people cutting across the grass in design option 1, up towards the new bridge (e.g., slopes or vegetation).
- For seating to be accessible, it needs to have backs and armrests.

In the Bedminster Green survey, 6.8% of respondents considered themselves a disabled person, with 2.6% preferring not to say. Disabled respondents' views were similar to that of the overall respondent's views when considering which of the two proposed design options was considered to be most accessible, with design option 1 (straight path down to the river's edge) being considered to be the most accessible by disabled and non-disabled survey respondents.

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.

The project team will continue to engage with stakeholders throughout the development and construction of the project via email and briefing sessions with community groups, including equalities groups such as WAIT. During construction, particular attention will be paid ensuring the area is still fully accessible to disabled people, and we will be seeking feedback from these groups during the project. Bristol City Council holds a briefing session with WAIT on a monthly basis, and the project team will provide an update at these sessions after the production of detailed designs and request feedback. The Council will make any public information and announcements about the project available in accessible formats e.g. Braille, audio CD, when requested.

Subject to additional funding being secured from Cabinet, it is proposed that a dedicated community liaison officer is appointed to be a single point of contact for enquiries from local residents and businesses, addressing the day-to-day concerns of the community, monitoring and inputting to revisions of the EQIA as the project progresses, and updating on progress across all projects.

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)	
Overall, the project presents a valuable opportunity to rebuild the public realm in the Bedminster area and build new public spaces which are compliant with the Equalities Act.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No identification of disproportionate impact as part of the scheme, but scheme has identified that currently there is a lack of seating within the green area for older people to rest.
Mitigations:	Seating to be provided as part of the proposals to allow older people a space to rest.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Current paths will need to be moved and closed during construction which will require alternative routes to be taken, which may require longer travel distances and no dropped curbs.</p> <p>Access to the river's edge down the steps within the amphitheatre seating area is not accessible for those with a disability.</p>
Mitigations:	<p>Redirections to be as short a detour as possible and temporary ramps to be used to ensure all redirection routes are accessible for duration of construction works.</p> <p>We have worked with disability groups to include an accessible path into the designs. An accessible 2m wide sloped path, with 1.8m landings, down to the boardwalk/rivers edge, will be provided in addition to stepped access. This will be wide enough to allow two wheelchairs/pushchairs to move past one another and have edge protection to ensure that those in wheelchairs, with pushchairs or with visual impairments can safely use the path with a clearly demarcated path boundary guiding them safely along the path and away from the river's edge. A 1.1m high handrail to be included along proposed paths.</p> <p>Community Liaison Officer to be appointed (subject to Cabinet funding), to manage any unforeseen emerging issues or disruption created during construction.</p>
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No identification of disproportionate impact as part of the scheme, but scheme has identified that currently that perceived levels of safety (specifically at night) in the area are low (correlating to high crime and antisocial behaviour levels). Women can feel particularly vulnerable at night especially when travelling solo.
Mitigations:	Once the scheme is constructed, levels of natural surveillance in the area will be improved through developments located around the green. The scheme will assess the need for lighting and/or CCTV with continued engagement with the Local Police Crime Prevention Design Advisor once surrounding developments have produced their lighting assessments and it becomes clear how much light pollution the scheme will be subjected to.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	

Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No identification of disproportionate impact as part of the scheme, but scheme has identified that currently there is a lack of seating within the green area for pregnant people to rest.
Mitigations:	Seating to be provided as part of the proposals to allow pregnant people a space to rest.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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:	
Mitigations:	

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

The proposals will create a number of benefits to people with protected characteristics, particularly those with a disability. Current outline design proposals include:

- A 2m wide sloped path, with 1.8m landings, down to the boardwalk/rivers edge, will be provided alongside stepped access.
 - This will allow those with disability issues or pushchairs to access the proposed boardwalk area adjacent to the river and proposed seating (bottom row of the amphitheatre seating). This will be wide enough to allow two wheelchairs/pushchairs to move past one another.
- Edge protection along the proposed path and the boardwalk.

- This will ensure that those in wheelchairs, with pushchairs or with visual impairments can safely use the path with a clearly demarcated path boundary guiding them safely along the path and away from the river's edge.
- 1.1m high handrail along proposed paths
 - This will aid anyone with mobility issues to walk along the sloped access path or the stepped access steps into the proposed boardwalk area.
- Amphitheatre seating area
 - Will be beneficial for older people, people who are pregnant, people with some disabilities and people who are clinically inactive who may find it harder to walk longer distances. The addition of benches will allow people to take a rest for a time before continuing with their journey.

During the detailed design stage (to be completed in Nov/Dec 2021), we will:

- Review lighting assessments/levels from surrounding development plots, highway proposals and proposals for the other part of the green (being delivered by a developer), to assess whether the river restoration proposals will need to include lighting. Ensuring the project provides a place for nocturnal wildlife is a key aim and therefore lighting in the area will need to be carefully considered. This can only be assessed once surrounding developments have produced a lighting assessment to understand the amount of light pollution into the river restoration area. The Local Police Crime Prevention Design Advisor has advised during engagement that lighting should be provided along the main paths (of which there are none within the river restoration area), but that safety in other parts of the green can be ensured through CCTV at the path entrances/exits into the park.
 - This will be particularly beneficial to people who are walking around the area after dark, and who do not feel safe without good levels of natural surveillance/lighting. Women in particular are one group who may feel unsafe in poorly lit areas or areas without natural surveillance/CCTV.

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:

We have not identified any significant negative impacts from the proposal. The potential risk that disabled people may experience barriers to accessibility during construction (through the closure and rerouting of existing paths) will be mitigated by choosing the closest/shortest diversion route and implementing accessible ramps if the diversion has steps. Any risks that the scheme might fail to meet the needs of disabled, older, pregnant or vulnerable people (given the area does not provide an equal space for all currently) will be addressed where possible through ongoing engagement, allowing a diverse range of stakeholders to feed into the design proposals to create an accessible and inclusive space for all.

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

The infrastructure improvements as part of the Bedminster Green Framework/river restoration proposals provide a valuable opportunity to install new public realm which is fully compliant with equalities legislation. The project has been designed adhering to the latest guidance for public realm design/accessibility and presents a space which considers access and inclusion across multiple equalities groups, including people with a mobility impairment and people with sight loss. In addition, the project greatly improves the quality of green space and provides an opportunity for local people to reconnect with nature, which can have positive impacts upon mental wellbeing and obesity; improving the quality of the built environment and its perceived safety, to encourage greater uptake of commuting using active transport methods, over car use, is also a major potential benefit from the proposal.

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
Attend a briefing session after detailed designs have been drafted, during construction and post completion with WAIT to receive feedback on the project. Take any corrective action as necessary.	Jenna Angle	Engagement with WAIT in Q4 2021 with outcomes included in detailed design by December 2021. Further engagement during and post construction.
Section 2.3 identified that Black, Asian and Minority Ethnic groups were under-represented in the project consultation. In order to improve this, the VIP (Voice and Influence Partnership) will be engaged, and asked for feedback on the proposals at the next stakeholder engagement opportunity (following production of draft detailed designs). The VIP comprises a number of groups including LGBT+, Black, Asian and Minority Ethnic groups, Faith groups and Older people.	Jenna Angle	Engagement with VIP in Q4 2021, with outcomes included in detailed design by December 2021.
Review developer lighting assessments, highway lighting proposals and consult with the Local Police Crime Prevention Design Advisor to decide on lighting proposals for the river restoration.	Jenna Angle	Engagement with developers and Local Police Crime Prevention Design Advisor in Q4 2021, with outcomes included in detailed design by December 2021 or added retrospectively should developer assessments be unavailable in time.
Consult with BCC BNET team for the possibility of CCTV to be included with proposals and include costs within budget requests.	Jenna Angle	Engagement with BNET team in Q4 2021, with outcomes included in detailed designs by December 2021.

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.

Bristol City Council will undertake briefing sessions with WAIT whilst the project is in construction and following completion, a representative of the project will invite feedback. This feedback will help the project team to understand if the project is improving accessibility for equalities groups with a disability, notably those with a mobility impairment or blind or partially sighted people.

Bristol City Council will also contact the VIP (a group of individuals who consult with, LGBT+, Black, Asian and Minority Ethnic groups, Faith groups and Older people) to ensure feedback is gained from a representative cohort of people from the area of all ethnicities.

Bristol City Council will engage with the Local Police Crime Prevention Design Advisor post construction and monitor local crime rates to monitor whether the impact of the scheme has been beneficial to reducing crime and safety in the area.

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:  John Smith – Director, Economy of Place
Date: 2/9/2021	Date: 28/09/2021

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.