Equality Impact Assessment [version 2.9]

Title: City Centre & High Streets Recovery	
☐ Policy ☐ Strategy ☐ Function ☐ Service ☒ Other [please state] *Programme*	☒ New ☐ Already exists / review ☐ Changing
Directorate: Growth and Regeneration	Lead Officer name: Jason Thorne
Service Area: Economy of Place	Lead Officer role: Senior Project Manager

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.

The City Centre & High Streets Recovery Programme will deliver £5,110,982 worth of investment across the city, to safeguard and create businesses and employment opportunities as we emerge out of lockdown. It will also provide transitional support for businesses and support for high streets to adapt to the accelerated pace of change in; retail trends (rise of online shopping), working patterns (more people working from home) and function of high streets (greater focus on leisure, entertainment, culture, hospitality, night-time economy and housing, co-existing with retail) brought on by the COVID-19 pandemic. (The Changing High Street, High Street Task Force, 2020)
The programme includes two citywide packages of support: -
- Vacant Commercial Property Grant Scheme, focused on bringing vacant properties back into use, diversifying the current high street offer, attracting more footfall and creating additional business and employment opportunities
- Business Support, for high street businesses will deliver a mix of 1:1 and online business support, advice and signposting across a range of City Centre and high street business sectors, including retail, hospitality, leisure, health and beauty, and creative. Areas of support will be tailored to the needs of City Centre and high streets businesses with a focus on short to medium term recovery and will include:- COVID-19 secure guidance, advice on adapting premises (including use of outside space/public realm where appropriate), diversification, productivity and growth, information and guidance on sustainable/green business practices, promotion of Living Wage, trading on-line and marketing.

and
Geographically targeted interventions for
- Culture and Events activity, focussed on developing a two-year culture and events programme to support the recovery and re-purposing of the City Centre, celebrating cultural diversity and hospitality offer, and attracting visitors and families back into the city. This will include meanwhile activities to build skills, support test trading, and foster enterprise and to diversify and enhance the offer. For each of the nine selected high streets a series of locally distinctive and inclusive culture and event programmes, will be developed. The activities will be co-designed with local communities, to help animate high streets,

celebrate local diversity, increase footfall, and spend and re-connect high streets to local people.
- Street Scene and Green Infrastructure Enhancements will deliver small scale interventions to improve key public spaces within the City Centre and nine high streets. These interventions will improve the appearance of the areas and support biodiversity and climate priorities. These will be co-designed with businesses, communities, and other stakeholders.

The targeted interventions are focussed on the City Centre and nine local high streets - East St, Church Road, Shirehampton, Stapleton Road, Stockwood, Filwood Broadway, Filton Avenue, Brislington Hill and Two Mile Hill. These have been selected based on mix of town and local centres, geographical spread, vacancy rates, deprivation, and potential for change.

The City Centre and High Streets Recovery Programme, is underpinned by the following principles:
- Engaging, collaborating and co-designing with diverse communities, businesses and stakeholders to re-connect places to people.
- Supporting the creative and cultural sector, to create locally distinctive places and experiences.
- Skills development and employability, supporting local, regional and national priorities for economic inclusion and improving access to jobs.
- Environmental sustainability and climate and ecological emergency priorities, considering, raising awareness, and addressing priorities, through proposed interventions.
- Supporting Equality and Diversity celebrating, integrating, and delivering inclusive, diverse, and open interventions, to meet the needs of diverse local communities.

The programme will have a particular focus on supporting sectors most impacted by COVID-19, such as the creative and cultural sector, and the hospitality sector.

1.2 Who will the proposal have the potential to affect?

☐ Bristol City Council workforce	☒ Service users	☒ The wider community
☒ Commissioned services	☒ 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.

☒ **Yes**	☐ **No**	[please select]

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
Race Disparity: • Census 2011 Data • Centre on the Dynamics of Ethnicity (CoDE) and the University of Manchester	The 2011 census data identifies that over 50% of the Stapleton Road catchment area (1km around the high street) and 40% of the Church Road catchment area, are from Black, Asian and minority ethnic background. With the City Centre and Filton Avenue profile reporting Black, Asian and minority ethnic background populations make up 29% and 22% respectively. This does identify profiling of any new population coming into the City Centre, ONS data estimates a population change of 65% from 2011 to 2019. Bristol is the seventh worst place in England and Wales to live as a member of a Minority Ethnic community, and shows a worsening situation of inequality for all Minority Ethnic groups between 2001 and 2011. A number of long-standing issues that local organisations working closely with Black, Asian and minority ethnic communities in the business support context such as Babassa Youth Empowerment Projects, the Black South West Network (BSWN) and the Centre for Capacity Building and Enterprise Development (CCBED) have identified lack of: • strategic brokerage function that brings together Black, Asian and minority ethnic entrepreneurs and investors; • appropriate Black, Asian and minority ethnic business sector development policies and approaches; • Black, Asian and minority ethnic enterprise development functions at an appropriate scale; • access to funding/investment by Black, Asian and minority ethnic entrepreneurs, particularly social entrepreneurs;

	• information and networking opportunities for aspiring entrepreneurs; • physical space/hubs for nurturing BME enterprises.
Ward Profile Date - Deprivation	Deprivation data, identifies six of the nine selected high streets (Stapleton Road, Filwood Broadway and Church Road, Brislington Hill, Filton Avenue, Stockwood) are located within or serve catchments (within 1km) that fall within the 10% most deprived wards in England. The remaining three selected high streets are located within or serve catchments that fall within the 20% most deprived wards in England (2019, Indices of Deprivation). The East of the City Centre also includes LSOA's that fall within the 10% and 20% most deprived wards in England.
COVID-19 impact. One City Economic Recovery and Renewal Strategy 2020	The continuing impact of COVID-19 on businesses has seen Bristol's unemployment rate more than double to 5% at December 2020 (model based unemployment rate), and at the peak of the impact over the summer of 2020 over 70,000 jobs in the city were furloughed. Data for February 2021 shows that nearly 31,000 jobs are still furloughed in the city, with 27% in accommodation and food services, 18.5% in wholesale and retail (including motor vehicle repair) and 7.5% arts and recreation.
Health inequality in Bristol	Life expectancy for women is 82.8 years and for men 78.7 years, both are significantly worse than the national average. In the past five years life expectancy for women has not increased and has risen by less than 0.5 years for men. The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.6 years for men and 7.1 years for women.
Office for National Statistics (ONS)	National data shows marked disparities in mortality and health outcomes for some groups including Black, Asian and minority ethnic people, older people, disabled people, and men. See section 3.1 below for details.

Additional comments:

The programme will be specifically aimed at businesses across the city and with targeted intervention for Street Scene and Greenery Enhancements and Culture and Events Activities within the City Centre and across nine selected high streets. The programme focuses on the following groups:-

- Businesses in the City Centre and high streets
- Users (consumers, visitors, employees) of the City Centre and high streets
- Black, Asian and minority ethnic background communities and businesses
- Communities and businesses located in nine selected high streets (with areas or serving catchments with high levels of deprivation)

The full impact started to emerge with announcements by major local employers including Debenham's, Top Shop. The cumulative effect of small business closures and reduction in headcount is also having an impact, particularly due to the economic structure of the city and high proportion of small and medium size businesses. This is evident in the steep rise in the unemployed claimant count, which has increased by 12,020 claimants (59%) over the period March to July 2020 covering the first lockdown. The claimant count was 6.4% in July, representing over 20,000 residents with this level continuing, the current rate is 6.2% (March 21)

Citywide data

Bristol Joint Strategic Needs Assessment (JSNA) and citywide data available from Open Data Bristol shows that Bristol is a thriving and diverse city, but its success is not shared by everyone, and inequality is growing. Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,400 people - live in the 10% most deprived areas in England, including 18,900 children and 7,900 older people.

The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 180 countries of birth and at least 91 main languages spoken.

The proportion of the Bristol population who are not 'White British' in census records increased from 12% (2001) to 22% (2011).

Age 70+ people in Bristol

The government is asking people aged over 70 to take extra precautions to avoid getting ill. There are an estimated 43,200 people aged 70 and over living in Bristol (Mid-2018), making up 9.3% of the total population. This proportion varies across the city from as high as 19% of residents in Westbury-on-Trym and Henleaze ward to just 3% of residents in Central ward.

Wards with the highest proportions of people aged 70 and over include:

19% Westbury-on-Trym and Henleaze
16% Stockwood
16% Hengrove and Whitchurch Park
15% Stoke Bishop

Wards in Bristol vary significantly in size. The highest **numbers** of people aged 70 and over include the following with more than 2,000 people aged 70 and over:

3,716 Westbury-on-Trym and Henleaze
2,714 Hengrove and Whitchurch Park
2,395 Avonmouth and Lawrence Weston

Another useful geography for mapping the number of people aged 70 and over is by Lower Layer Super Output Area (LSOA). There are 12 LSOAs where more than a fifth of residents are aged 70 and over, these include:

- 5 LSOAs in Westbury-on-Trym & Henleaze
- 3 LSOAs in Stoke Bishop
- 2 LSOAs in Hengrove & Whitchurch Park
- 1 LSOA in Stockwood
- 1 LSOA in Bishopsworth.

Quality of Life Indicator	% with illness or health condition which limits day-to-day activities a lot
Ward	**% Percentage**
Ashley	9.6
Avonmouth & Lawrence Weston	12.4
Bedminster	2.6
Bishopston & Ashley Down	1.4
Bishopsworth	5.4
Brislington East	4.8
Brislington West	2.0
Central	5.7
Clifton	7.0
Clifton Down	2.4
Cotham	3.6
Easton	6.4

Eastville	6.6	
Filwood	12.1	
Frome Vale	2.0	
Hartcliffe & Withywood	17.4	
Henbury & Brentry	6.7	
Hengrove & Whitchurch Park	9.9	
Hillfields	11.7	
Horfield	6.2	
Hotwells & Harbourside	2.3	
Knowle	6.2	
Lawrence Hill	10.1	
Lockleaze	5.9	
Redland	1.7	
Southmead	7.4	
Southville	6.1	
St George Central	4.7	
St George Troopers Hill	6.3	
St George West	2.9	
Stockwood	13.7	
Stoke Bishop	7.0	
Westbury-on-Trym & Henleaze	4.8	
Windmill Hill	5.7	
Bristol Average	**6.8**	

Source: Quality of Life in Bristol 2020-21

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

☒ Age	☒ Disability	☒ Gender Reassignment
☒ Marriage and Civil Partnership	☒ Pregnancy/Maternity	☒ Race
☒ Religion or Belief	☒ Sex	☒ 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 know that there are gaps in our diversity data for some protected characteristics citywide, especially where this has not historically been included in census and statutory reporting e.g. for sexual orientation.

We have identified the following gaps in data:
- No number of Black, Asian and minority led businesses in our City Centre and 46 high streets.
- Demographic profile and equalities information on businesses, in our City Centre and 46 high streets
- Limited information on demographic profile and equalities information on users of the City Centre and high streets

These gaps will be addressed through:-

- Undertaking a citywide business survey at the start of the commission, and monitoring and evaluation throughout the commission.
- A detailed survey will also be undertaken with businesses and users of the City Centre and across our nine high streets selected for intervention
- Capturing information on grant applications and business support applications
- Through, sign up/applications forms creative practitioners/organisations to want to host events
- Robust monitoring and evaluation via onsite surveys, feedback and sign up forms, for participant's visitors to engagement and cultural events
- Ongoing programme monitoring and evaluation, stakeholder and business surveys

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 programme is delivering on a number of findings in the One City Economic Recovery Strategy 2020, One City Climate Emergency Strategy 2020 and One City Ecological Emergency Strategy 2020, all of which were developed in collaboration with a huge range of partners, stakeholders through the One City approach
- More than 300 City partners have been engaged to contribute to the One City Economic Recovery Strategy 2020 strategy that is built around three pillars; People and labour markets, Business and Investment and Bristol's Places. Each pillar identifies priorities for response and recovery, with inclusion and sustainability at the heart of all three pillars
- We have engaged with: - a diverse range of businesses, citizens, communities and stakeholder groups e.g. City Centre BID, Broadmead BID, Redcliffe and Temple BID, Bedminster BID, Clifton Village BID, Bristol Food Union, Bristol Association of Restaurants, Bars and Independent Establishments (BARBIE), Federation of Small Business, Babassa Youth Empowerment Projects, the Black South West Network (BSWN)

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.

- We will utilise and seeking advice from local equality groups and stakeholders championing the needs of people from different protected groups
- This programme recognises that support is needed for diverse range of high streets and particularly focus needs to be in areas of deprivation and inequality. We have therefore prioritised centres that support large proportion of Black, Asian and minority ethnic business and communities, e.g., Stapleton Road and Church Road and serving catchment areas facing deprivation.
- We have committed to a range of steps and measures to insure that interventions that promote and consider accessibility and are inclusive to all, and prioritise Black, Asian and minority ethnic and marginalised groups and businesses, through selection criteria, assessments, procurement process and applications/grant processes.

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)

- Bristol's One City Approach brings together a wide range of public, private, voluntary and third sector partners within Bristol. They share an aim to make Bristol a fair, healthy and sustainable city. A city of hope and aspiration, where everyone can share in its success.
- In collaboration with our five other thematic multi-agency boards made up of experts from across the public, private and voluntary sectors, the One City Economy Board is forming an economic recovery taskforce. This will work collaboratively to develop a framework and prospectus for Bristol's requirements for economic recovery, best practice, and an action plan for advancing our aims under the One City Approach. It will do so in an inclusive manner with a continued awareness of regional, sub-national and national guidance and activity. The City Centre and High Streets Recovery Programme will be reporting into the One City Economy Board

Access to business and employment opportunities, for young people, carers, Black, Asian and minority ethnic people, women, and LGBTQ+ people
- Our programme will help create additional businesses and employment opportunities. We will work with the Councils Employment, Skills and Learning Team, and other equality representative organisations to promote business and employment opportunities to these groups

Support for businesses that have been negatively impacted by COVID-19
  - Through our programme we will target business support to those businesses that have been most impacted by COVID-19 (retail, hospitality and culture). A high proportion of young people and women are employed by these sectors. By providing additional support and advice we will help these businesses to survive, which will safeguard jobs. Support will also be targeted at areas that have a high proportion of Black, Asian and minority ethnic led small businesses (e.g. Stapleton Rd and Church Rd), helping to safeguard these businesses and jobs.
- address this issue by improving access to cultural and social activities, including for young people.
Programme communications and documentation
- We will ensure key messages for older people are being delivered via radio and printed materials.
- All programme communications will be plain English and we will make Easy Read versions available on request.
- We will make alternative arrangement for people with sight loss to provide signatures and documents as evidence for applications.
- We will work with relevant equality representative organisations to develop information that can be provided to businesses through our Business Support Programme and Vacant Commercial Property Grants Scheme on how to make their business more accessible.
Access to social, culture and event activities
- We will use the Culture and Events programme to deliver inclusive events which are aimed at celebrating equality and diversity. There will also be several family focussed events.
All event organisers will be provided with the Councils briefing paper on Disability and reopening spaces for events.

PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	• Disadvantaged young people may not have access to appropriate technology for

	learning, social connection and entertainment. • Young people are most likely to have lost work or seen their income drop because of COVID-19[1].
Mitigations:	See 'General Comments' above
Age: Older People	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	• Older people are less likely to access information on-line.
Mitigations:	See 'General Comments' above
Disability	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	• People with visual impairments may find it difficult to meet social distancing requirements. Many cannot judge distances, or need to physically touch objects to be aware of their presence. Guide dogs for example are not trained to keep distance from people or objects. Therefore exercise that involves walking can be stressful as they have to be very aware of people around them and sighted people do not always move out of the way. • Social distancing has also led to people with visual impairments being barred and thrown out of shops for either requesting sighted guides, going in to a shop with a sighted guide, or having to touch products.
Mitigations:	• See 'General Comments' above • Ensure communications are in plain English and that Easy Read versions are available (or on request if appropriate[2]).
Sex	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	• Women are more likely to be furloughed – more women than men work in retail and hospitality sectors.
Mitigations:	See 'General Comments' above
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	• Many LGBTQ+ people have had no choice in lockdown but to be in close contact with family that don't accept them. Many aspects of Bristol's LGBTQ+ scene have transferred online in response to COVID-19, and some businesses and performers are adapting to changing circumstances by providing digital services[3].
Mitigations:	See 'General Comments' above
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes ☐ No ☐
Potential impacts:	Pregnant women are a high-risk group for COVID-19 and may experience additional barriers in accessing public spaces.
Mitigations:	See 'General Comments' above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒

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[1] https://www.bbc.co.uk/news/business-52717942

[2] UK Government advice is available in accessible formats/languages, for example:
https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance

https://campaignresources.phe.gov.uk/resources/campaigns/101/resources/5080 Hand washing guidance in Easy Read, Larger Print and BSL

https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people

[3] https://www.bristol247.com/news-and-features/lgbt/coronavirus-how-bristols-lgbtq-community-is-responding/

Potential impacts:	As sexual orientation above
Mitigations:	See 'General Comments' above
Race	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	• At the height of the pandemic the rate of deaths involving COVID-19 for Black males in England and Wales was 3.3 times greater than that for White males of the same age, while the rate for Black females is 2.4 times greater[4]. These deaths did not appear consistent across Black, Asian and minority ethnic groups. As well as other issues identified below, a contributing factor is likely to be the result of an intersection of several other factors including the overrepresentation of Black, Asian and minority ethnic populations in lower socio-economic groups and disproportionate employment in lower band key worker roles. • Bangladeshi, Pakistani, and black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to white groups (see 'Socio-economic' section below). • There are clear risks associated with the impact of COVID-19 including a rise in frustration, anti-social behaviour and hate crime as people have been forced to stay home, may lose income and structure to their day and don't have access to many leisure and public facilities[5]. • We have a statutory duty to foster good relations between people who share a protected characteristic and those who do not. This means we should be providing 'myth-busting' information and challenging misunderstanding wherever possible through our communications. • People who do not speak English as a main language will require local updates and information in plain English, and alternative languages/formats to address the risk of misinformation being spread e.g. through social media. • Before the pandemic, young people from ethnic minority backgrounds were known to be 47% more likely to be on zero-hour contracts. Local research since lockdown found many young people lost their jobs and over 74% of those enrolled with local youth project experiencing high levels of stress, anxiety and loss of purpose[6]. • Black, Asian and minority ethnic led small businesses may lack information about the support available to them from the government[7] particularly taxi drivers, restaurants, cafes and hotels.
Mitigations:	See 'General Comments' above
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	• Challenge for faith groups in adapting religious festivals e.g., Ramadan during social isolation measures. • There is an increased risk of hate speech in the form of misinformation about faith groups e.g. associating mosques with continued communal gatherings and the spread of COVID-19.
Mitigations:	See 'General Comments' above
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒

[4] ONS May 2020

[5] Advice from https://www.sariweb.org.uk/

[6] https://babbasa.com/

[7] https://www.blacksouthwestnetwork.org/businesses-and-enterprises

(deprivation)	
Potential impacts:	• People living in the most deprived areas of England and Wales are significantly more likely to die from COVID-19[8], and risk of death from COVID-19 in England and Wales increases with deprivation. The risk in the most deprived areas is roughly double that in the least deprived, after accounting for age differences. • Food poverty exacerbated by price-hikes in local convenience stores e.g. double for basics such as rice.
Mitigations:	See 'General Comments' above
Carers	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	Carers tend to have less access to training and employment opportunities.
Mitigations:	• See 'General Comments' above • Our programme will work with businesses to encourage them to create more flexible forms of employment.
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

Through close monitoring – for example, given the nature of programme with elements of it specifically targeting under-represented groups, Equal Opportunities will be, as a matter of course, regularly discussed at project management meetings; and the procurement processes will require the successful applicants, contractors and delivery partners to demonstrate their commitment and capacity to provide an effective and appropriate service to people from groups with protected characteristics

Through the dissemination of information, material and best practice with a view to demonstrating to the peers of people with protected characteristics to participate in programmes and the benefits of doing so.

Working closely with equality groups to connect to people with protected characteristics, to ensure they are part of the conversation when; co-designing interventions, designing and delivering events, targeting and promoting grants, focusing business support programmes and seeking delivery partners.

The programme principles, demonstrate our commitment to supporting equality and diversity and people with protected characteristics:-
•   Engaging, collaborating and co-designing with communities, businesses and stakeholders to re-connect places to people
•   Supporting the creative and cultural sector, to create locally distinctive places and experiences.
•   Skills development and employability, supporting local, regional and national priorities for economic inclusion and improving access to jobs.
•   Environmental sustainability and climate and ecological emergency priorities, considering, raising awareness and addressing priorities, through proposed interventions.

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[8]
https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/bulletins/deathsinvolvingcovid19bylocalareasanddeprivation/deathsoccurringbetween1marchand17april

- Supporting equality and diversity celebrating, integrating and delivering inclusive, diverse and open interventions, to meet the needs of diverse local communities.

The programme is committed to collaborating with diverse range of citizens, businesses and stakeholders to ensure we co-design and deliver proposals that are inclusive to all and meet a wide range of needs.

The One City Ecological Emergency Strategy, 2020, reveals cultural barriers and economic factors prevent equal access to green spaces. For example, some people from visible ethnic minority backgrounds feel uncomfortable spending time in nature as they are underrepresented there.

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:
Although we haven't identified significant negative impacts from the proposal we're aware of a wide range of disparities for people in Bristol based on their characteristics and circumstances which we will seek to mitigate through the programme activities.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
The City Centre and High Streets Programme will provide a significant opportunity to 'build back better' and promote equality of opportunity for communities which have been hardest hit by COVID-19

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
See actions identified in main report		

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.

As well as contributing to measures identified by the One City Economy Board we will monitor progress against relevant Quality of Life indicators Quality of Life 2020-21 — Open Data Bristol and reduction in disparities by Ward New wards: data profiles - bristol.gov.uk

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 Director[9].

Equality and Inclusion Team Review:	Director Sign-Off:
Reviewed by Equality and Inclusion Team	Pete Anderson
Date: 26/5/2021	Date: 29/06/2021

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[9] 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.