

Equality Impact Assessment [version 2.9]



Title: Building Practice Capital Programme 2022-23	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Workforce & Change	Lead Officer name: David Martin
Service Area: Facilities Management	Lead Officer role: Head of Facilities Management & Property.

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 \(EqIA\) \(sharepoint.com\)](https://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 Building Practice Capital Programme 2022-23 includes a number of projects to take place citywide that will allow the Authority to remain compliant and prevent any actions by undertaking essential statutory repair and maintenance across multiple sites. Projects will also make health and safety improvements within specific projects.

1.2 Who will the proposal have the potential to affect?

<input checked="" 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:		

1.3 Will the proposal have an equality impact?

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

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

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

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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We have not identified any significant equality impact from the proposal at this stage. Individual projects will subject to separate equality impact assessments on a case by case bases to ensure accessible and inclusive delivery and mitigation of any potential risk of disruption during works etc.

We anticipate that buildings will be closed during in-scope works and access routes will remain open. If any works are happening at school sites then it will be undertaken during times where there are no site users (e.g. school holidays).

The capital programme supports ensuring the safety of various service users. The repairs will make environments safer for all users. Information points at sites will remain in place for service continuity. CDM regulations will be governing the majority of the works which gives confidence that Health and Safety matters are well managed. All risk and method statements are duly checked of by trained team members as part of the process for validating the work programmes.

Additionally there is contingency in the capital programme budget envelope to respond to emerging accessibility or other potential equality issues changes which may negatively impact people, although we carefully plan the works to minimise the possibility of this.

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: Reviewed by Equality and Inclusion Team	Director Sign-Off: John Walsh
Date: 10/2/2022	Date: 14.2.22

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.