

# Equality Impact Assessment [version 2.9]



Title: Extension of the Climate and Ecological Emergency Programme	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] <i>Programme</i>	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: G&R	Lead Officer name: Alex Minshull
Service Area: Sustainable City and Climate Change	Lead Officer role: Sustainable City and Climate Change 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 \(EqIA\) \(sharepoint.com\)](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.

This proposal adds additional ecological projects to the programme focused on the agreed priorities in the BCC Ecological Emergency Action Plan, focused on:

- Planning and demonstrating operational changes in parks and green spaces to benefit nature
- Planning and trialling approaches to reduce the council’s use of herbicides
- Developing strategies and plans for green and blue infrastructure, informed by a robust evidence base to help us attract external investment
- Supporting action by partners to inform and inspire Bristol citizens about nature and leverage external funding.

### 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.

**Yes**                       **No**                      [please select]

## 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			
<a href="#">Quality of Life in Bristol Survey 2021</a>	There are disparities for people in Bristol in the extent to which they use and value green spaces in Bristol, and the extent to which they are concerned about climate change, based on their protected and other relevant characteristics:			
	<b>Quality of Life Indicator</b>	<b>% satisfied with the quality of parks and green spaces</b>	<b>% who visit Bristol's parks and green spaces at least once a week</b>	<b>% concerned about climate change</b>
	Bristol Average	74.9	59	86.7
	10% most deprived	52.5	42.2	74.4
	16 to 24 years	76.2	49.9	89.5
	50 years and older	72.9	49	82.9
	65 years and older	74.2	43.3	83.2

Female	74.5	58.7	89.9
Male	75.2	59.4	83.5
Disabled	63.6	33	81
White Minority Ethnic	72.5	60.5	85.9
White British	75.6	59.6	88
Asian/Asian British	74.8	44.7	79.1
Black/Black British	71.8	33.5	67
White	75.1	59.7	87.7
No religion or faith	76.3	62.8	89.5
Single parent	65.9	59.8	87.2
Two parent	70.4	74.2	86.8
No qualifications	64.5	25.4	68.4
Owner Occupier	76.4	62.2	88.2
Black, Asian and minority ethnicity	75.3	51.2	80.6
Lesbian, Gay or Bisexual	76.2	58.5	87.6
Christian	73.2	52.1	82.6
Other religion	76	54	84.4
Mixed/Multiple ethnic groups	79.8	73.6	92.4
Rented from housing association	65.2	41.4	78.2
Rented from the council	56.9	29.8	68.3
Rented from private landlord	78	59.1	88.1
Non degree qualifications	66.4	49.4	79.5
Degree qualifications	79.4	67	91.8
Part-time carer	71.2	58.6	83.1
Full-time carer	61	46	77
Carer (All)	68.8	55.6	81.7
Parents (All)	69.9	72.3	86.8
<b>Additional comments:</b>			

## 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.

As each project is developed we will need to review the evidence and collect appropriate information. We have citywide and locality diversity data from Quality of Life survey etc. which tells us about disparities for particular groups in relation to the overall programme, as well as diversity monitoring for relevant consultation exercises.

## 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.

There has been extensive internal and external engagement and consultation relating to Bristol City Council's declaration of a climate emergency, and proposed action plan. For more background on this please see:

[Climate Emergency - The Mayors Response.pdf \(bristol.gov.uk\)](#)

[Environment Board Resources - Bristol One City](#)

## 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.

Stakeholder engagement will form part of the new projects in the proposed programme, for example changes in the use of herbicides will require further engagement with disabled people-led and older people-led groups representing those who may be more likely to have reduced mobility or vulnerability to falls etc. Changes in land management will be consulted on with affected communities, which will be more site specific.

## 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)

Whilst we have not identified any significant potential impacts from the additional projects at this stage, the programme will generate plans which will change how the council operates and the services it provides, particularly in open spaces and highways. This could affect a very wide range of people, but we would need to

examine the scope of each plan as it develops to be clearer. We are aware of existing disparities for people in Bristol on the basis of their characteristics which are relevant to this programme. Each project will need to consider what data we have and what we need to effectively deliver.

Generating plans which will change how the manages its land for wildlife could affect a wide range of people, but we would need to examine the scope of each plan as it develops to be clearer. Each project will need to consider what data we have and what we need to effectively deliver. Each project needs to consider particular equalities issues in its design and planning with a distinct equality impact assessment process.

We know that the council workforce is not fully representative of the diversity of the city, and this is particularly the case in climate and ecological sectors where Black, Asian and minority ethnic representation is recognised as being low. In recruiting staff for the new posts to deliver the programme we will need to actively promote opportunities to a diverse talent pool.

**PROTECTED CHARACTERISTICS**

<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Changes to the use of herbicides may result in increased weed growth which may impact on people with reduced mobility.
Mitigations:	We will ensure that the risk of reduced accessibility of considered in any trials and changes in practice and consult appropriate stakeholders.
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	We will ensure that the risk of reduced accessibility of considered in any trials and changes in practice and consult appropriate stakeholders.
Mitigations:	Ensure that this is considered in any trials and changes in practice and consult appropriate stakeholders.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

**OTHER RELEVANT CHARACTERISTICS**

<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People living in the 10% most deprived areas of the city are less likely to use and value green spaces in Bristol or be concerned about climate change.

Mitigations:	
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Other groups</b> [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

Extension of the Climate and Ecological Emergency Programme will aim to advance equality of opportunity for those groups who experience disproportionately negative health and economic outcomes because of climate change.

## 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:**

Potential impact of changes in herbicide use and potential impacts of changes in council management of the natural environment. In addition, communications activities will need to ensure that they are accessible and appropriate for all of Bristol's communities.

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

Climate emergency actions aim to advance equality for groups most negatively impacted.

### 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
Ensure equalities impact assessments undertaken for each of the new projects as they are planned.	Project Managers	

### 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.

Specific metrics will be created for each project, relevant to the nature of the work.

## 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<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> Zoe Willcox Director, Development of Place
Date: 17/5/2022	Date: 23/05/2022

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<sup>1</sup> 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.