Equality Impact Assessment [version 2.9]

Title: **Western Harbour Vision and Next Steps**	
☐ Policy ☐ Strategy ☐ Function ☐ Service	☒ New
☒ Other [please state] *Cabinet approval*	☐ Already exists / review ☐ Changing
Directorate: Economy of Place	Lead Officer name: Emily Price
Service Area: Regeneration	Lead Officer role: 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.

Purpose:
To seek Cabinet endorsement of the Western Harbour Vision that has been developed through extensive community engagement and consultation. It sets out the need for a masterplan and delivery strategy for the area and authority to apply for external funding for the next stage of the work.

Who it is aimed at:
The vision is aimed at the city (who will own it alongside BCC), and the council as the key landowner in the area.

Aims/outcomes:
The western end of Bristol's Floating Harbour is primed for a new phase in its long history of transformation. In response to the challenges of our time and inspired by the hopes of an active community, its future will build on the area's heritage and identity shaped by pioneers such as Isambard Kingdom Brunel and Sylvia Crowe. With nature at its heart and infrastructure running through it, Western Harbour will become a climate exemplar supporting both community living and innovation. As a gateway and connection point, the area will be both edge and centre. This is a vision for Western Harbour, this is the story for its next chapter.

Outcomes:
The outcome of the proposal is for the consultation and engagement to be noted, the vision to be endorsed and funding sought for masterplanning and delivery strategy. The consultation and engagement strategy was informed by an EQIA. Further engagement will be planned as the masterplanning emerges and future strategies will be informed by further EQIAs.

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]

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 Bristol as a whole	Western Harbour Project area (Bedminster, Hotwells and Harbourside and Southville wards)
Age *Bristol Key Facts 2021 Ward profiles 2021 Identifying Potential Impacts*	Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over. The median age of people living in Bristol is 32.4 years compared to 40.2 years in England and Wales.	The three wards that make up Western Harbour have a lower population of children than Bristol as a whole, and also a slightly lower population of people over 65. The majority of residents in these areas are between the ages of 16 and 39.
Learning Disabilities and Autism *JSNA Data Profiles*	Data from GP patient registers in 2019/20 indicates there are around 2,640 people (all ages, including children) recorded as having a Learning Disability (LD) in Bristol. This will focus mainly on those with moderate to severe LD who are more likely to require support. This represents 0.5% of the patient population, which is similar to both the South West	

	(0.5%) and the England average (0.5%).	
Physical and Sensory Impairment *JSNA Data Profiles*	Day-to-day activities are limited a lot for 8.1% of people in Bristol. 60,220 adults in Bristol have some hearing loss and 6,400 have severe hearing loss. 17.7% of the adult population are predicted to have some or severe hearing loss. Approximately 5,370 people aged 65+ have a moderate or severe visual impairment and 1,845 people aged 75+ have registrable eye conditions. 4.1% of the working age population of Bristol has a mobility impairment. Most of those who have physical and sensory impairment are aged 65 and over. There are more women (17.8%) than men (15.6%) living with a "limiting long-term illness or disability" in Bristol. This is mainly due to women living longer. In the most deprived South Bristol wards of Filwood and Hartcliffe & Withywood, over 20% of working age adults have a long-term health problem or disability. This figure is also high in Lawrence Hill and the "outer" North & West wards and some in East Bristol.	Hotwells and Harbourside statistically has fewer residents with longer term health problems and disabilities (working age people whose day-to-day activities are limited) than Bristol as a whole. Both Bedminster and Southville are similar to the city average.
Diversity / Race <u>*Bristol Key Facts 2021*</u> *Ward profiles 2021*	The proportion of the population who are not 'White British' was 22% in 2011, this was an increase from 12% in 2001. In the last census (2011). 16% of the population belonged to a Black, Asian or minority ethnic group, with 4% White Minority Ethnic and 1% 'other'. This proportion is likely to be higher now.	Bedminster and Southville are less ethnically diverse than Bristol as a whole, while Hotwells and Harbourside is slightly more diverse.
Religion or belief	The proportions of different religions in the 2011 Census were as follows: Christian 46.8%, No religion 37.4%, Religion not stated 8.1%, Muslim 5.1%, Buddhist 0.6%, Hindu 0.6%, Sikh 0.5%, Jewish 0.2%, Other religions 0.7%	In Southville the largest three religion/beliefs were No religion (48.1%), Christian (38.6%), Muslim (1.8%). In Bedminster the largest three religion/beliefs were Christian (48.4%), No religion (41.6%), Muslim (1%) In Hotwells and Harbourside the largest three religion/beliefs were No religion (46.5%), Christian (37.7%), Muslim (3%) There are therefore more people who are of No religion or Christian in the three areas, and fewer Muslim people than Bristol generally.
Deprivation	In Bristol 15% of residents - 70,700 people -	There is a mixed picture of deprivation in

Bristol Key Facts 2021 *Ward profiles 2021* *Identifying Potential Impacts* *JSNA (child poverty)*	live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people. Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1% (2019). The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. 15% of residents live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people. 14,600 children under 16 live in low-income families in Bristol, a rate of 17%, just below the national average of 18%. 11.7% of Bristol households were estimated to experience Fuel poverty in Bristol in 2017. 5% of households have experienced moderate to severe "food insecurity in the last 12 months, rising to 12.4% in the 10% most deprived areas (QoL 2019) The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 8 years for men and 7.7 years for women.	WH. The North West of Hotwells, West of Bedminster Southville being in the least deprived areas of Bristol. However this is not the case to the East of Bedminster, or in North and East areas of Southville where communities are some of the 21-40% most deprived. Between 3.2% and 12.3% of children live in poverty across the three wards, compared to 18% in Bristol overall.
Carers *JSNA Data Profiles*	1 in 10 of the population (9.4%) (all ages) are carers. 15% of over 65 in Bristol are carers. Of those people doing full-time care, 40% were aged seventy-five or over. Older women are more likely to be looking after loved ones. Many older carers have underlying health conditions themselves. The Carers' UK report impact of the pandemic nationally (October 2020) indicated that there are 4.5 million new carers since the Pandemic started (March 2020), 2.8 million of whom are juggling work and care. This is mostly because the needs of the person cared for have increased or because of local services reducing or closing. There could be over 4,800 children under 18 who provide care in Bristol. However, this is a hidden group and numbers are expected to be higher, especially since the Covid-19 pandemic was declared in 2020. Young carers are often hidden and may not recognise themselves as carers or be recognised as such within the family where they have caring responsibilities. There may be different expectations on children within different cultures or religions. A stigma is sometimes attached to caring for a parent or carer with a substance misuse. 22% of secondary aged young carers indicated they were not intending to stay in education after secondary school, this is 6% points more than the average for all schools. Additionally, 51% of young carers reported that they do not feel listened to at school.	
Gypsy, Roma and Travellers	Gypsy or Irish travellers accounted for 0.1% of the total population of Bristol in the 2011 Census, this is the same proportion as in the whole of England and Wales.	

JSNA Data Profiles *PAS Gypsy/Traveller Planning Awareness project – Guidance Documents* *Equalitites Profile*	25% of the GRT population in the southwest reside in Bristol city area with only 5% residing in caravans; Bristol is part of a large and historical Traveller trade route; Most of Bristol's GRT communities are housed (due to lack of site provision). The age profile of the Gypsy or Irish traveller population living in Bristol is younger than that of the population as a whole. Gypsy/Travellers often have low levels of literacy (80% illiteracy rates). Nomadism is an essential characteristic of GRT culture; however, this aspect of their culture complicates access to services.
Lesbian, Gay, Bisexual and Transgender people (LGBT) *JSNA Data Profiles*	Approximately 8.7% of the Bristol population (aged 16+) identify as Lesbian, Gay or Bisexual (LGB)There is also no accepted estimate of the Trans population. A conservative estimate (from US sources) is that transgender people make up 0.5 to 0.6% (2016) of the population, though the Gender Identity Research and Education Society (GIRES) in 2009 estimated 1% are on a "gender variant spectrum". The annual Bristol Quality of Life (QoL) survey includes the question "Do you think of yourself as a transgender person?" However the number of respondents to the survey who say that they identify as transgender is too small for the sample size of the QoL survey to produce robust population estimates.

Race (language): Ward profile	The top 5 languages spoken in Bristol other than English are Polish, Somali, All other Chinese, Urdu, French. Overall in Bristol 1.5% of people cannot speak English or cannot speak English very well.	English is not the main language of 14.4% of the residents of Hotwells and Harbourside (top countries of birth outside of the UK are China and Other SE Asian countries), 8% of the residents of Southville (top countries of birth outside of the UK Poland and Other EU accession countries), 5% of the residents of Southville (top countries of birth outside of the UK are Poland and Other EU accession countries.)
Religion or belief: Ward profile	The most common religions/beliefs in Bristol are Christian (46.8%), No religion (37.4%) Muslim (5.1%), Hindu (0.6%), Buddhist (0.6%)	Most residents of these wards identify as having either no religion or are Christian. The next most prevalent religion is Islam, although this represents between 1-3% of residents across the three wards.

Digital and deprivation *Bristol Open Data/Quality of life*	Of the most Deprived 10% of Bristolians, 73.1 % feel comfortable using digital services (81.6% Bristol average)
Digital and ethnicity *ONS*	In 2011, there were wide disparities in recent internet use among the different ethnic groups, however, in 2018, this gap had narrowed. This is particularly the case for adults of Bangladeshi ethnicity. In 2011, 31.4% of them were internet non-users, higher than the figure for UK adults overall (20.3%). In 2018, the figure for Bangladeshi internet non-users had dropped to 8.0%, a figure that is now lower than for the UK overall (10.0%).
Digital and disability *ONS*	Across all age groups, disabled adults make up a large proportion of adult internet non-users. In 2017, 56% of adult internet non-users were disabled, much higher than the proportion of disabled adults in the UK population as a whole, which in 2016 to 2017 was estimated to be 22% (see Family Resources Survey 2016/17). For internet non-users aged between 16 and 24 years, 60% were disabled in 2017, a proportion that is the same as for those aged 75 years and older.
Digital and age IOS	In 2018, 12% of those aged between 11 and 18 years in the UK reported having no internet access at home from a computer or tablet, while a further 60,000 reported having no home internet access at all. Since 2011, adults over the age of 65 years have consistently made up the largest proportion of the adult internet non-users, and over half of all adult internet non-users were over the age of 75 years in 2018 (Figure 8). This reflects the pattern of the younger

	generations becoming more likely to be frequent internet users.	
Crime *Ward Profiles* *Bristol Key Facts 2021*	In 2020/21, 15.7% of residents across Bristol said fear of crime affects their day to-day life, the same as the previous year. This rises to 35% in the most deprived areas of the city (QoL 2019). Levels of concern are significantly higher for people living in the 10% most deprived areas (33.2%). Fear of crime in Hartcliffe & Withywood (42%) is significantly higher than any other ward and is followed by Lawrence Hill (30.9%) and Central (26.8%). People with the lowest fear of crime live in Redland (4.1%) and Bedminster (4.8% (Figure 3). Equalities data: Fear of crime is higher than average in some equalities groups including disabled people (30.9%), Black British ethnic groups (26.9%) and Asian British ethnic groups (26.7%)	Hotwells and Harbourside has a far greater number of offences per 1,000 population than Bristol as a whole, at 190.7 vs 101. However the % who feel safe outdoors after dark was better than the Bristol average at 76% vs 62.9% Southville also has a higher number of offences per 1,000 population than Bristol as a whole, at 138.6 vs 101. However, again the % who feel safe outdoors after dark was better than the Bristol average at 73.4% vs 62.9% Bedminster's number of offences per 1,000 population is roughly similar to Bristol. The % who feel safe outdoors after dark was slightly better than the Bristol average at 73.5% vs 62.9%
Safety and LGBT+ *JSNA Data Profiles*	More than two thirds of LGBT respondents said they had avoided holding hands with a same-sex partner for fear of a negative reaction from others. At least 2 in 5 respondents had experienced an incident because they were LGBT, such as verbal harassment or physical violence, in the 12 months preceding the survey. However, more than 9 in 10 of the most serious incidents went unreported, often because respondents thought 'it happens all the time. In a study aimed at identifying health inequalities, and discrimination, experienced by Trans and Non-Binary people and communities across the South West. 1 in 5 participants said they felt unsafe, while 60% of participants felt discriminated against because of their gender identity.	
Safety and gender *JSNA Data Profiles*	Equalities data: Police data for 2020/21 shows an almost equal split between male (48.4%) and female (51.6%) victims. This is Police data where gender is known / recorded. Data is based on a count of victims (i.e not multiple violence against the same person).	
Hate Crimes *JSNA Data Profiles*	There were 1,940 recorded hate crimes in 2020/21 a slight increase of 1.3% when compared to the previous year. Over three-quarters of hate crime in 2020/21 was recorded on the basis of racial prejudice (75.6%), followed by sexual orientation (10.2%), disability (5.9%), religion (4.1%) and gender (1.8%)	
Walking and cycling	Almost a fifth (19.3%) of Bristol residents walk to work. Walking to work has increased by 40% between 2001 and 2011.More women than men commute to work on foot in Bristol (21.9% of female workers compared to 15.4% of male workers). Although walking to work does not vary greatly between different ethnic groups, people who are White have slightly lower proportions than other ethnic groups. More people cycle to work in Bristol than in Sheffield, Nottingham, Newcastle and Liverpool added together. In 2011 7.5% of people travelled to work by bicycle. 10% of male workers cycle to work compared to 4.6% of female workers. It is most common amongst those aged 30 to 34. Workers who are White or with Mixed/Multiple ethnic groups are most likely to cycle to work – 7.8% and 8.9% respectively. The lowest rates of cycling are amongst the Asian/Asian British ethnic groups where just 3.1% of people cycle to work.	
Feelings of being able to influence decisions	Only one in four (24%) of residents feel influential, which is not significantly different from the situation in 2005, when 22% of respondents felt influential.	

Census community cohesion stats - 2011	There is little variation across the city for this indicator. St George East and St George West neighbourhood partnership, at 15%, has the smallest proportion of residents feeling influential whilst Windmill Hill has the biggest, at 32%. The position has worsened in Ashley where the indicator has decreased from 35% in 2008 to 21% in 2012. Further analysis (not shown) suggests predictors for feeling influential are having higher educational qualifications and being older. There is evidence for people of Muslim faith and people living in social housing feeling more influential.
Our own monitoring of past engagement has informed gaps that do exist.	We are only aware of one piece of equalities related criticism from past engagement at Western Harbour – on the webform a partially sighted/blind person wrote of their disappointment in not being given the means to participate. We recognise that there may have been other criticisms that we are not aware of. Clifton / Hotwells mainly engaged in the past?
Diversity Data from 2022 consultation survey	• There were 786 responses to the consultation survey in total. • Location of respondents: Over 60% of respondents came from Bedminster, Southville, Bower Ashton, part of Totterdown, Windmill Hill, Clifton, Failand, Hotwells, Leigh Woods Bristol city centre, and Redcliffe Postcodes. • Age: The most responsive age groups were aged 45-54, 55-64 and 65-74. Combined, these age groups accounted for approximately half of all responses. • Disability: 6.11% answered yes to the question 'Do you consider yourself to be a disabled person?' • Sex: 44.27% of respondents were male, 37.53% of respondents were female, 17.56% either preferred not to say or didn't answer, and 0.64% answered 'other' including 2x people who were non-binary and 1 person who was gender non-conforming. • Gender reassignment: 0.25% answered yes to the question 'Have you gone through any part of a gender reassignment process or do you intend to?'. 21.5% of people either preferred not to say or didn't answer. • Ethnicity: 70.87% of respondents were White British, 18.70% preferred not to say or didn't answer, 5.47% were White Other, 1.27% were of other ethnic background, 1.02% were White Irish, 1.02% were Mixed / Multi ethnic group, 0.89% were Black /African / Caribbean / Black British, 0.64% were Asian / Asian British, and 0.13% were Gypsy / Roma / Irish Traveller • Religion/faith: 55.34% were of No Religion, 18.19% were Christian and 15.14% Preferred not to say • Sexual orientation: 58.27% were Heterosexual / Straight, 30.28% Preferred not to say or didn't answer, • 4.20% were Bisexual, 4.07% were Gay (Men), 1.65% were Other and 1.53% were Gay (Woman) / Lesbian • Pregnancy and maternity: 0.76% answered yes to the question 'are you pregnant or have you given birth in the last 26 weeks?' 20.99% Preferred not to say or didn't answer. • Refugees/asylum seekers: 0.13% responded yes to the question 'are you a refugee or asylum seeker?'. 18.18 preferred not to say or didn't answer.

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.

There are currently gaps in our evidence base around who visits or passes through Western Harbour currently and what their background is. There are also gaps in city wide monitoring, which are not included in the reporting section above. As such, this section is highly reliant on existing city data.

W*e* have started to monitor who has been engaged with since the start of the Harbour Hopes engagement, and iteratively try to ensure that all groups are heard. The survey that was hosted during the March 22 consultation on the draft vision document requested respondents' data on protected characteristics. During the earlier engagement that took place between September – December 21 data was sought in person (via paper surveys) but this was less forthcoming.

The consultants offered a creative engagement session to WECIL with positive feedback, however despite a number of follow up contacts, WECIL couldn't find a suitable date to follow up. This should be addressed in the next stage of the programme.

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.

Draft Local Plan Review 2019

As part of the Local Plan Review, Draft Policy DS4: Western Harbour was consulted on (a summary of responses can be viewed online). In relation to this EQIA, comments on the draft policy noted that the magnitude of proposed development under policy DS4 requires more debate and consultation as it is significant from a housing and transport point of view and will have a far-reaching impact upon the City. The requirement for proper consultation with the local community of Hotwells was raised by one respondent.

Some respondents considered that housing development in this location would benefit wealthy foreign investors and second home owners, rather than the wider population of Bristol, due to desirable location and costs associated with development such as infrastructure and addressing flood risk. Concern was expressed by one respondent around the provision of affordable housing through development, particularly given costs of the infrastructure needed that are considered to be outside of the scope of Council funding. It was suggested that the Council priority should be to construct sufficient affordable homes and increase housing stock under its own control in order to safeguard the delivery of affordable housing.

It was suggested that housing mix needs to be a consideration, including the current surplus of one-bedroom flats.

One respondent raised concern over potential gentrification of the area through high-value development which could displace traditional or blue-collar employment.

The number of responses is weighted towards south and southwest Bristol, with comparatively few responses on the northern or eastern side of the city. However, there are significantly fewer responses than expected further south of Bristol. Southern wards beyond Bedminster would also be affected by any changes to the Western Harbour area, but resident engagement in these areas is lower. For future consultation or engagement, this means we should focus more of our efforts here. Although there were responses from as far away as London, the vast majority of responses were from near Bristol. Of the 2,363 respondents who provided a postcode, 2,277 had a BS postcode.

The engagement doc features a table with the breakdown of respondents by ward, sorted by the percentage of each ward that responded to the engagement exercise. The top 5 wards by percentage response of their ward population were: Hotwells and Harbourside -4.61%, Southville - 3.08%, - 2.62%, Bedminster - 1.90%, Windmill Hill - 0.82%. The 5 wards with the lowest percentage response were: Stockwood 5 11,688 0.04%, Hartcliffe and Withywood - 0.05%, Southmead - 0.03%, Hillfields 5 - 0.04%, Lockleaze - 0.03%.

For comparison, a large consultation exercise can expect to receive responses from around 1% of the city as a whole. As expected, close-by wards such as Hotwells and Harbourside and Southville have very high response rates, while wards in the east or north of the city have very low response rates. However, Clifton Down has a notably low response rate, despite its neighbouring Clifton ward having of the highest response rates. Redland and Westbury on Trym & Henleaze, both further away again than Clifton Down, have higher response rates.

78% of responses to the exercise came from the 50% least-deprived areas of the city. There were more responses from the two least-deprived deciles than the five most-deprived combined. While the Western Harbour is situated near some of the least-deprived areas of Bristol, this information can guide us to focus more on ensuring we take time to get the views of those in the more deprived areas of Bristol.

2021-2022 Harbour Hopes engagement
The team endeavoured to ensure that participants are as representative of the diversity of the overall Bristol population as possible.
Youth Groups
- Shape My City Walk with teenagers from Black, Asian and minoritised ethnic backgrounds
- Felix Road Adventure Playground Group
- Christchurch Primary School
Black, Asian and minoritised ethnic Communities
- Evergreen Elders Afro-Caribbean Group (dedicated workshop)
- Woman Refugee Arts and Crafts Group (dedicated workshop)
- Black South West Network kindly publicised some of the Harbour Hopes events
- Members of the Creative Ambassadors
WECIL were contacted for a devoted session but an appropriate time was not found. This will be followed up I subsequent stages of the Western Harbour Project
The full engagement report and consultation report can be found Appendix B1 and B2.

Key Actions:
The following engagement touch points are were undertaken to inform the vision document:
- Creative Workshop - Mapping and making– hosted at Eastside Community Trust with Evergreen Elders / Open to local groups by invite
- Creative Workshop - Mapping and making– hosted by Ambition Lawrence Weston / Open to local residents
- Creative Workshop - Mapping and making– Filwood Chase History Society / Open to local groups by invite
- Creative Workshop - Mapping and making– Women's Refugee arts and crafts group / Open to local groups by invite
- Creative Workshop - Mapping and making – Felix Rd Adventure Playground / Open to local groups by invite
- Creative Workshops x4 - Mapping and making – hosted by Riverside Garden Centre / Open to all
- Creative Workshop - Online Harbour Hopes event / Open to all
- Bristol poets Caleb Parkin and Tom Sastry will be 'in-residence' at the area known as Western Harbour / Open to all

- Docks Heritage Weekend at Underfall Yard / Open to all
- 'Listening Labs' with local stakeholder groups / Open to local groups by invite
- Technical Visioning Day - a chance for Bristol City Council departments, statutory stakeholders (such as the Environment Agency and Historic England) and representatives from the Western Harbour Advisory Group to engage with the outcomes of the public engagement to date. Outcomes of the day will be included in the exhibition open to all. / By invitation
- Poetry Workshop with Caleb Parkin / Open to all by registration
- Place Workshops with Turner Works - discuss and develop the themes and place principles which will shape the future of Western Harbour through a workshop with architects Turner Works. Take the eight key themes developed through the public engagement to date, pick your favourite theme, match it to local, national and international precedent places and collectively create a collage to represent a vision for the future. / Open to all by registration
- Harbour Hopes – Guided walks around Western Harbour with Bristol Civic Society / Open to all by registration
- Creative school engagement with 8/9 year olds
- Harbour Hopes exhibition / Open to all
- 6-week Consultation on the draft vision document

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 are currently at the start of the Western Harbour regeneration project but will continue to engage with stakeholders throughout. The Cabinet recommendation includes 'Notes the outcome of the engagement and consultation at Appendix B1 and B2 and that further engagement and consultation will take place as part of the development of the masterplan'. Any future engagement and consultation strategy will be informed by an up to date EQIA.

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)
We have not identified any significant adverse impacts on people based on their protected or other relevant characteristics from the proposal. However it is recognised that there are existing issues for equalities communities and future masterplanning engagement will need to fully consider e.g. that: Inaccessibility of public transport is more likely to affect Black Asian and minoritised ethnic groups, as well as young people, older people, disabled people, those looking after children and those who experience deprivation. This is exacerbated by these groups also being less likely to hold a driving license. We will come to people instead of expecting them to travel to us, recognising that for many public transport is either inadequate or too expensive to allow them to get where they would like to go.

- We will endeavour to ensure that any events that are necessary to hold further away from those invited will have a clear, defined public transport route for those attending.

Some people may be more reliant on travelling by car, e.g. older people, pregnancy and maternity, carers, disabled people etc
- We will ensure that car parking is available for those who need it.

Caring responsibilities may affect parents with young children and also those caring for a friend or relative
- Our engagement events will be child friendly. We will hold sessions as close to people as possible so that they do not have long to travel which might be difficult if a child (for example) is attending with their responsible adult.
- We will ensure that events are held at several times and not in the early morning to give carers the best possibility of attending.

Older people and disabled people may be less comfortable using digital media.
- A range of engagement mediums will be used, including digital for those for whom this is helpful but also more face-to-face methods etc.
- IT solutions should be tested for compatibility with assistive technology such as screen readers and text to speech software.

Several groups may find professional terminology confusing
- Comms should be clearly defined for the layperson, in plain English where possible. An explanation of the process, timescales and the different roles and responsibilities is encouraged.

The perception of safety of an area (especially after dark) is cross cutting across several groups, such as LGBT+ certain faith groups, ethnicities and genders. Many may not feel welcome in particular spaces.
- We will use this opportunity to reflect on the perception of Western Harbour and actively seek to build a positive and inclusive space with a true sense of ownership as part of the engagement / vision.
- We recognise that for many, getting home can be a frightening experience, especially after dark. We will not hold events after dark and provide information on public transport options. We will try to make sure it doesn't take too long to walk to public transport and endeavour to make this route legible.
- We will be friendly and welcoming to all

We recognise that different groups require different things from housing, considering child free households, nuclear families, multi-generational households and house shares/co-habitation, to also houses with added accessibility features.
- We will not adopt a 'one size fits all' approach to the vision but recognise that different people may need markedly different things from the area.

Some may find it harder to make their views heard in an engagement setting.
- We will Facilitate the engagement to ensure that all are heard. This may involve techniques designed to encourage respectful listening and discussion (e.g. having 'rules of order' in any engagement) or providing a range of engagement methods to facilitate people engaging in a medium they feel comfortable in. E.g. small group discussions over larger discussions, written or pictorial engagement over oral.

For all protected characteristics, we will monitor who is coming and address any omissions as we go along.

There are no designs for this project yet but we will make sure EqIA is a key theme when commissioning any future work.

PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Young people are often under-represented in engagement and consultation. - Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol.
Mitigations:	- Seek out young people in particular to participate, by going to schools, targeting them on social media etc.

	- We will try to ensure that those engaged reflect the high diversity of young people.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Older people may be less likely to be comfortable using digital services used for engagement and communications. - When coming to engagement events they may be more reliant on public and community transport. (see general comments for mitigations) - They are more likely to be an unpaid carer so might find it difficult to find time to come to events. (see general comments for mitigations) - They are more likely to experience isolation so may not hear about events through word of mouth.
Mitigations:	- To make sure older people are engaged with, use a range of information platforms e.g. radio, TV, press, post/letters and print media. - Seek to challenge stereotypes about older people through our communications.
Disability	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Inaccessible space or comms may mean disabled people are not able to hear about or come to engagement events. - Disabled people may not feel welcome. - Events may be held at times that are inconvenient to disabled people.
Mitigations:	- Ensure that any physical space used is accessible, having accessible toilets, and mitigating barriers created by the physical features of the premises. - Be friendly and welcoming to all, and not make assumptions around whether a person can or cannot participate. - Ensure that events are not held too early in the morning - Be flexible so as to account for people having good days and bad days. - Include online engagement options for those who may prefer - Provide auxiliary aids e.g. extra equipment or a different or additional service. - Anticipate and re-evaluate what disabled people might reasonably need to engage - Provide reminders for those who find them useful for remembering appointments. - Make adjustments for those with neurological differences including Dyspraxia, Dyslexia, ADHD, Dyscalculia, Autism, or Tourette Syndrome etc. such as making sure that communication is clear, concise and unambiguous; setting out timescales to give sufficient advance notice; or managing any known issues around anxiety or sensory sensitivities for face-to-face meetings. - Provide information indifferent formats to ensure they receive a service of a similar standard to other people. Information will be written in clear, simple language and available in different formats (e.g. paper copy, including in large print and easy read, in braille, on audio CD and BSL DVD) as required). - Provide captioning (this is helpful for lots of people). - Use this as an opportunity to challenge stereotypes and promote understanding about disabled people through our communications and events.
Sex	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- There is a possibility that there is over-represention in the engagement process, leading to a vision that overly represents one gender at the expense of other(s). - Women still bear the majority of caring responsibilities for both children and older relatives. Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men). This means that they may need to prioritise caring responsibilities over engaging. (see 'carers' section) - Services may not take into consideration the impact of women's reproductive life course including menstruation, avoiding pregnancy, pregnancy, childbirth, breastfeeding, and menopause. (see 'pregnancy and maternity') - Women are more likely to be excluded from conversations on rebuilding future in boardrooms and Westminster due to lack of representation - A higher proportion of boys have physical impairments and more boys than girls

	- have diagnosed mental health disorders and learning difficulties. (see 'disability' section) - Different sexes/genders may need different things from development than others. For example, research suggests that girls use 'dwell space' to a higher degree (Make Space for Girls) (see overall section)
Mitigations:	- See overall section
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- LGBT+ individuals may not feel safe in the area or may not feel welcome (See overall section) - LGBT+ individuals may need different things from development than others. (see overall section)
Mitigations:	- See overall section
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- People who are pregnant may have mobility issues, and those looking after small children might find it difficult to navigate public space due to pushchairs. This may affect their access to consultation. - May require public toilets and changing spaces - May require childcare or a creche in order to participate fully - May be more likely to attend at particular times of day (see overall section)
Mitigations:	- Go to them - piggyback on other existing services e.g. mum and baby sessions, childcare, libraries, community centres. - Ensure that there are toilets and changing space in any venue used. - Consider setting up a creche/childcare
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes ☐ No ☐
Potential impacts:	- Trans individuals may not feel safe in the area or may not feel welcome (See overall section)
Mitigations:	- See overall section
Race	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Places can be more or less inclusive to people on the basis of their ethnicity. This can come across in structures and symbols that an area may contain. In our case examples include the Bonded Warehouses which are were used in the tobacco trade, as well as it's connection to the harbour more generally. This may perpetuate structures of racial inequality. - People from certain ethnicities may not feel safe in the area or may not feel welcome (See overall section)
Mitigations:	- Look into and be open about what we find out about the history of the area and seek to work with groups such as the History Commission for a steer on how we should approach what we find. - Make sure comms is offered in another language? - Use the ONS ethnic categories for diversity monitoring and reporting, with the inclusion of 'Somali' as a category, because the Somali population in Bristol is relatively high with distinct needs.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Some faiths may be less likely to attend engagement events on certain days of the week, e.g. Fridays, Saturdays, Sundays. - People may be excluded if they are not able to pray at the time an event is held. This is especially the case in the winter when intervals between Islamic prayer times are reduced. - Some may be unable to attend a meeting at particular or any places of worship. - There may be other hidden barriers to accessing spaces
Mitigations:	- Be mindful of holding engagement events on Fridays/other religious holidays which could exclude people who adhere to certain religions. We will refer to the calendar on source of religious holidays. - Hold events in neutral – non religious spaces that all faiths and none feel

	comfortable attending.
	- Where possible hold engagement in places which have multi faith prayer rooms/spaces.
	- Consider dietary requirements related to religion and ensure when catering there are food options that will meet the needs of all e.g. halal, kosher, vegetarian and vegan options. In all cases different foods should be separated and clearly labelled.
	- Do not serve alcohol at events to be welcoming to citizens from faith groups who may be deterred by the presence of alcohol
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Transport - Those experiencing socio-economic deprivation are less likely to be comfortable with digital services
Mitigations:	- See overall section
Carers	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Carers are often more reliant on having a car. - Young carers are often hidden and may not recognise themselves as carers. Therefore they may not be getting the support they need to engage.
Mitigations:	- Consider the timing of events and meetings etc. to take into consideration flexibility for carers. - Seek out and go to young carers who may be especially left out of the process.
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:	- Individuals may not feel safe in the area or may not feel welcome (See overall section) - See section on depravation
Mitigations:	
Gypsy/Travellers	
Potential impacts:	- There are concerns among many that an application from a Gypsy/Traveller is not considered in the same way as one from a member of the settled community. These feelings are exacerbated by racist representations which may be made during consultations.
Mitigations: *PAS Gypsy/Traveller Planning Awareness project – Guidance Documents*	- There should be an awareness on the part of officers that for Gypsy/Travellers, their past experiences with public bodies and the settled community in general may have been largely negative. - While communication should be conducted in a professional manner there needs to be an awareness of the particular issues and challenges that Gypsy/Travellers face when dealing with the planning system. Gypsy/Travellers generally prefer direct and personal forms of communication, meeting people face-to-face and presenting information orally. Some Gypsy/Travellers also have issues with literacy, which is a significant problem when dealing with a system that makes extensive use of written documentation and forms. It is however important to ensure that all advice is also given in writing to ensure a record is provided. - Recognise the importance of personal relationships and the potential difficulties with literacy and accessibility. In response to these challenges they need to be approachable, and prepared to make a little extra effort if necessary. Wherever possible, enquiries from Gypsy/Travellers should be handled by a planning officer with some degree of specialist knowledge, but all staff should be willing to help if required. - If there are issues with literacy, these should be handled tactfully and officers

	should be prepared to explain things verbally and potentially assist in filling in forms (or at the very least, providing contact details to those who can do this) and/or help prepare supporting documentation such as a planning

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

Endorsing the vision for Western Harbour and agreeing to use it as a brief for the masterplanning process will ensure that voices from across the city have been considered at an early stage of the process.

The vision sets out a number of commitments that will have a positive benefit for people based on their protected characteristics:
- Create connections
- Reduce local traffic
- Provide Quality Homes
- Feel Safe
- Support Enterprise
- Support Community
- Inclusive places
- Welcome to all

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:
The EQIA process helped to develop the early engagement strategy to ensure we heard from a wide range of voices from across the city. This assessment has raised awareness of the real possibility that certain groups may be left out of future engagement processes. This would result in a masterplan that could only represent a particular demographic, instead of speaking for Bristol as a whole. The action plan below will be used as a guide to ensure that groups are not left out if at all possible.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
There will be comms associated with the Western Harbour engagement – there is an opportunity to ensure that different groups are represented positively in these. If the Vision is truly representative, it will have the potential to guide the plans for Western Harbour to ensure that in the future all feel welcome and able to come and enjoy the area alongside future engagement and consultation.

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
We will ensure that any future appointed consultants associated with this project have access to this EQIA and that they act on it in their consultation.	Emily Price	2022-2024
Reflecting on the process We will endeavour to collect EQIA data at all sessions and reflected on. We will work with the Equalities Team to assist in gathering better EQIA data from all engagement events both in person and online.		

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.

If successful:
- Our monitoring will report whether our engagement is roughly in alignment with the demographic of Bristol as a whole.
- Our vision will be considered by as being both fair and equitable by all.

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[1].

Equality and Inclusion Team Review: *Reviewed by Equality and Inclusion Team*	Director Sign-Off:
Date: 30/6/2022	Date: 4.7.2022

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[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.