

Equality Impact Assessment [version 2.9]



Title: Temple Quarter Update – Mead Street Development Brief	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: <i>Growth and Regeneration</i>	Lead Officer name: John Smith
Service Area: Economy of Place – Temple Quarter	Lead Officer role: Director – Economy of Place

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.

Background

Mead Street is identified as an area within the Wider Temple Quarter Regeneration area. It was anticipated that this area would come forward for development in the medium term however interest from Developers, including Donard Homes, and DTZ commercial agents, has meant that it is likely most of the Mead Street area would be delivered in the short term. As a result of this, the Joint Delivery Team will prepare a Development Brief to set out the vision for the area, identifying key development outcomes for the area.

Project Aim

The project aim is to prepare a Development Brief for the Mead Street area, appendix A shows the area. The purpose of the Development Brief will be to provide guidance to influence the comprehensive re-development of the area to support its alignment with the wider regeneration vision for Temple Quarter. The Development Brief also provides the general public with information as to how the Mead Street area could be developed and the development outcomes sought for the area.

The project aims to have the Development Brief endorsed by BCC Cabinet in summer 2022 and thereafter it will be a material consideration in the planning process and inform area-wide investment programmes and initiatives for change, where necessary. The project is proposed to be funded by the West of England Combined Authority’s Investment Fund. In terms of delivery, it is envisaged that the majority of the site and associated infrastructure will be delivered by developers, but additional funding may need to be sought or specific improvements, depending on viability considerations will be better known as developments start to come forward.

The project does not include the physical delivery of infrastructure or development of the development plots, which will be subject to their respective individual project management processes, planning applications (where relevant) and associated EQIAs and other due diligence.

Project approach

The Joint Delivery Team will lead on the project and will be commissioning a multi-disciplinary consultancy team to produce the Development brief, consisting of:

- Mott MacDonald (project management and coordination)
- Strides Treglown (urban design, architecture and master planning)
- Stantec/Mott Macdonald (technical support)
- BCC External Engagement and Consultation Team (to support with community and stakeholder engagement)
- BCC Economic Development (business and stakeholder engagement)
- BCC City Design (urban design assurance)

The project includes the following stages:

Stage 1

- Procure services of a planning and urban design consultant to help develop key principles for the area.
- Liaise with internal BCC service departments and other stakeholders to inform the key principles.
- Develop a concept plan for the area based on the key principles
- Carry out community and business engagement to receive feedback on the key principles, including face-to-face events and online engagement.
- Ensure the engagement material is accessible, as far possible.

Stage 2

- Analyse engagement responses and update key principles where necessary to take account of feedback received.
- Procure services to support the preparation of the Development Brief
- Carry out further work required to develop the key principles further, including an Employment Strategy, design of the active travel route and further review of level of open space required.
- Draft the Development Brief document.
- Circulate Development Brief for internal review
- Finalise draft Development Brief for formal consultation, supported by in person engagement events.
- Analyse engagement responses and update draft Development Brief where appropriate.
- Finalise Development Brief to be presented to BCC Cabinet for endorsement.

Project Vision

The project vision and development outcomes has evolved through the project stages and through feedback received from stakeholders. The Development Brief's aspiration for the area is to create a flourishing urban neighbourhood with a mix of new homes and workspaces, including new green space and sustainable travel connections, including:

- Around 1500 new homes, with 30% being affordable
- 500 jobs
- 0.55ha of open space
- 0.4km of new active travel corridor
- New community space and play area

The Mead Street Development Framework will be a high-level document. Delivering the detail which is highlighted in this EQIA will largely come through the individual planning applications and detailed design of capital works and investment programmes following its endorsement.

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.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

The Mead Street area is located in the Southville ward but bordered Central to the north, Lawrence Hill to the east and Windmill Hill to the south. Given the nature of the project, the most relevant information to assess is Southville but other data from other wards and citywide will be referred to where relevant.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																																				
Ethnicity - 2011 Census produced by ONS	Southville 81.9% White British; 9.5% Black, Asian and minority ethnicity																																				
Age - 2011 Census produced by ONS	Southville has a higher proportion of 25-39 years old at 40.5%, which is significantly higher than the Bristol average of 27.5%.																																				
Long-term illness or disability citywide - 2011 Census produced by ONS	15.8% of the Southville population have a long-term illness or disability																																				
MHCLG 2019 Indices of Deprivation	<p>Southville has two LSOA areas in the 10.1 to 20% most deprived England ranking. Deprivation by Lower Super Output Area (LSOA) Southville</p> <table border="1" data-bbox="512 880 1513 1182"> <thead> <tr> <th>LSOA</th> <th>% England Rank</th> <th>England Deprivation Decile</th> <th>England Rank out of 32,844 (where 1 is most deprived)</th> </tr> </thead> <tbody> <tr> <td>Ashton</td> <td>76.8%</td> <td>England decile 8</td> <td>25,217</td> </tr> <tr> <td>Bedminster East</td> <td>10.6%</td> <td>England decile 2</td> <td>3,472</td> </tr> <tr> <td>Bedminster West</td> <td>14.0%</td> <td>England decile 2</td> <td>4,598</td> </tr> <tr> <td>Bower Ashton</td> <td>26.9%</td> <td>England decile 3</td> <td>8,839</td> </tr> <tr> <td>Coronation Road East</td> <td>59.2%</td> <td>England decile 6</td> <td>19,457</td> </tr> <tr> <td>Coronation Road West</td> <td>32.8%</td> <td>England decile 4</td> <td>10,787</td> </tr> <tr> <td>Hamilton Road</td> <td>81.6%</td> <td>England decile 9</td> <td>26,803</td> </tr> <tr> <td>Stackpool Road</td> <td>69.3%</td> <td>England decile 7</td> <td>22,763</td> </tr> </tbody> </table>	LSOA	% England Rank	England Deprivation Decile	England Rank out of 32,844 (where 1 is most deprived)	Ashton	76.8%	England decile 8	25,217	Bedminster East	10.6%	England decile 2	3,472	Bedminster West	14.0%	England decile 2	4,598	Bower Ashton	26.9%	England decile 3	8,839	Coronation Road East	59.2%	England decile 6	19,457	Coronation Road West	32.8%	England decile 4	10,787	Hamilton Road	81.6%	England decile 9	26,803	Stackpool Road	69.3%	England decile 7	22,763
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Housing - 2011 Census produced by ONS	<p>Southville has a lower average of home ownership at 46.4% than the Bristol average of 54.8%.</p> <p>In terms of types of housing, Southville has significantly less semi-detached house types at 7.6% compared to the Bristol average of 26.3% and a higher level of flats at 47.3% which is not considered to be significantly different to the Bristol average of 34.4%.</p> <p>In terms of household site, Southville has significantly high proportion of 1 bed properties at 36.9% compared to the Bristol average of 16.5%.</p>																																				
Car Availability - 2011 Census produced by ONS	Car availability of households in Southville is not significantly different to the Bristol average aside from only 0.7% of households have access to 4+ vehicles compared to the Bristol average of 1.3%.																																				
2017 mid-year population estimates -	No people live within the area covered by the development brief. The area is wholly in employment uses.																																				
Life Expectancy – Public Health Knowledge Service (data provided for 2018-2020)	Southville females have a life expectancy of 78.1 and males 75.8 which is lower than the Bristol average of 82.7 and 78.5, respectively.																																				
Premature Mortality – Public Health Knowledge Service (data provided for 2018-2020)	Southville has a significantly worse level of premature mortality with the three-year average being 537.4 compared to 377.5 citywide.																																				

Crime – Avon and Somerset Police provide statistics on Offences in Bristol and the data refereed to covers 20-21.	Whilst Southville’s crime levels are not significantly different overall, there is a significant worse level of burglary in Southville at 9.3 offences per 1000 population compared to the citywide average of 5.6.
Social Care Indicators	There is a significantly high number of people in care homes in Southville, at 54.3 per 1000 population versus the citywide average of 19.2 per 1000 population.
<u>Quality of Life 2020-21 — Open Data Bristol</u>	The Bristol Quality of Life Survey highlights that Southville scores are not significantly different than the citywide average for most indicators, and scores significantly better in terms of range and a quality of outdoor events, activities for children/young people, cultural activities participation, local shopping, sense of belonging in the community, comfortable using digital services and overall satisfaction with their local area. 95% of the Southville ward indicate they had concerns about climate change. The only indicator which was significant worse was that 24% of people were at a higher risk of alcohol related health problems which is higher than the 16% citywide average.
<p>Additional comments:</p> <p>The scale of the Temple Quarter regeneration programme – in matters such as the number of new jobs, it being a key public transport hub and gateway location for the city centre, and it becoming a location to visit and dwell in – suggest there will be impacts spread over a wide geography, certainly Bristol-wide and further afield.</p> <p>In addition, the Temple Quarter development framework proposes a large number of interventions to deliver jobs and homes growth targets. The nature, geographic scope and scale of impacts will differ according to the nature of intervention proposed.</p> <p>In this context it appears prudent to consider the scale of impact at city wide and local level.</p>	

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 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.

We do not have accurate citywide diversity data for some characteristics where this has not been included in statutory reporting historically. E.g. for the purposes of this report we refer to other sources of data e.g. that Bristol reflects national statistics where 6% of the population is reported as being lesbian, gay or bisexual.
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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 following engagement activities have taken place in relation to the Mead Street Development Brief:

- Four in-person engagement events held in local community; two in November 2021 and two in June 2022.
- Online engagement held between November 2021 and January 2022
- Online formal consultation between May to July 2022
- Online Briefings with community organisations and ward councillors in November 2021 and May 2022
- Update provided at Temple Quarter Accessibility Advisory Group in XX and May 2022
- Updates providing monthly to TQ Stakeholders Group

Wider Temple Quarter Engagement

There is a wider communication and engagement is ongoing in relation to the wider Temple Quarter Regeneration Programme within which Mead Street is located and subject to a separate project and has it's own EQIA.

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.

Mead Street Development Brief

If the Development Brief is endorsed at August Cabinet, no further engagement on the document itself will take place. Consultations with equalities groups will also form part of the planning process. In addition, the council and its partners will consult with equalities groups during the detailed design of new transport schemes, space improvements and developments. If further interventions are required for the area, for example, delivery of infrastructure, then engagement and consultation would be undertaken in relation to those activities.

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 negative impact of the Mead Street Development Brief. We are aware of existing disparities and issues for people in Bristol based on their protected and other relevant characteristics which we will aim to mitigate where possible through our overall approach,

<p>which will become clearer as each element of the development framework is progressed. An individual EQIA will be completed for each project delivered in Temple Quarter identify the proposed equality impact and associated mitigation.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Southville has a larger proportion of younger people
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Particular age groups could be marginalised from the engagement and consultation process if a range of methods are not used or made accessible in various ways e.g. if delivered all online.
Mitigations:	Ensure various methods of communication including holding in person events and send notifications of the engagement and consultation via letter to ensure those who do not use electronic communication are not excluded.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Disability groups could be marginalised from the engagement and consultation process if accessibility is not considered when designing the Engagement Plan and engagement material. Works may have impact on accessibility including accessibility of the new public realm and public open space and new homes for occupiers and visitors.
Mitigations:	<ul style="list-style-type: none"> Engagement material and formats will be designed with accessibility in mind. Provide updates to the Temple Quarter Accessibility Advisory Group. There needs to consider accessibility of proposals coming forward in Mead Street has been included in the Development Brief including encouraging developers to carry out access audits for their proposals.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Females are less likely to feel safe outdoors after dark in Bristol (Quality of Life Survey)
Mitigations:	Development proposals regarding regeneration and the built environment should consider the potential impact on safety and perceived safety for women and girls in - to be addressed in individual EqIAs
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	None needed at this time.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	A positive impact is envisioned as regeneration will provide a more accessible built environment with appropriate social infrastructure to support parents with children such as children's play space which it currently in deficit in the area.

Mitigations:	None needed at this time.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No impact identified at this stage
Mitigations:	None needed at this time.
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Regeneration can support the socio-economic equality of opportunity on the basis of ethnicity, and given Mead Street's key role in the wider Temple Quarter's regeneration programme, particularly in terms of delivering employment space, housing and open space, the Development Brief has the potential to make a positive impact. • Regeneration can support social integration and community cohesion through the design of public spaces. • Those whose first language is not English could be marginalised from the engagement and consultation process if accessibility is not considered when designing the Engagement Plan and engagement material.
Mitigations:	<ul style="list-style-type: none"> • Engagement material and formats will be designed with accessibility in mind.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No impact identified at this time.
Mitigations:	None needed at this time.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No impact identified at this time.
Mitigations:	None needed at this time.
OTHER RELEVANT CHARACTERISTICS	
Home Ownership/Housing Type	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The regeneration could be beneficial by increasing the housing supply and mix in Bristol which could provide more opportunities for people to buy a property which suits their needs.
Mitigations:	Ensure that the Development Brief supports the delivery of housing and a mix of housing, where possible.
Crime	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	The increase in residential properties could increase the opportunities for burglaries.

Mitigations:	Encourage developments to incorporate secured by design principles to prevent opportunities for crime, including burglaries.
Health	
Potential impacts:	The regeneration could be beneficial by increasing the amount of open space in the area and supporting active travel which support people's health and well-being.
Mitigations:	Ensure the Development Brief provides clear guidance on the need and form open space and active travel requirements in the Mead Street area.
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:	Impact to be monitored.
Mitigations:	Initial data from consultation and equalities questionnaires to be analysed.

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The Mead Street Development seeks to secure holistic socio-economic and environmental benefits for all, including those with protected characteristics. The engagement and communication strategy is designed to ensure a wide audience was reached to ensure those with protected characteristics can be reached and their views taken into account.

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 findings of the EQIA have informed how the engagement and consultation strategy was devised, ensuring a wide range of stakeholders were reached and could participate.

The evidence base in has indicated the need for a Development Brief in terms of the following:

- Support positive outcomes for all by championing inclusive, accessible public spaces and infrastructure.
- Provide an increased supply of housing of various types
- Need for secured by design principles to be incorporated into proposed to reduce crime
- The need for increased levels of public open space, including children's play space, to support health and well being of existing and future community.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
Consultation activity is being undertaken currently; findings will be used to inform the opportunities we may have to promote the duty.

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
Share this EQIA with BCC Project Team, Project Board and consultant teams for input and comment.	JDT Programme Director	Ongoing
Review the Engagement and Consultation Strategy	JDT Programme Director	Ongoing
Review Stakeholder mapping	JDT Programme Director	Ongoing

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.

<p>Future updates of Census information and Bristol Quality of Life Survey can be used to assess the impact of regeneration.</p> <p>A Consultation Report will be prepared which will provide an overview of the engagement and consultation approach and provide feedback received on the Development Brief. This will then be used to shape and inform the final iteration of the Development Framework.</p>
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Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:  Stephen Peacock
Date: 15/7/2022	Date: 18.7.22

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.