

# Equality Impact Assessment [version 2.9]



Title: Application and Receipt of Brownfield Land Release Fund Grant to facilitate the development at Redcliffe Wharf	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: James Lazarus
Service Area: Property	Lead Officer role: Regeneration 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.

The Redcliffe Wharf site, as identified red on plan at appendix 1 has remained vacant and undeveloped for many years.

In 2012, having undertaken a selection process, the Council selected a Private Sector Development Partner, who has entered into a lease and development agreement with the Council. Since then, it has secured planning consent for a high-quality mixed-use scheme comprising:

- 45 homes of which 3 are affordable
- 5,976 sq m (c.65,000 sq ft) of office and ground floor commercial, retail and leisure use.
- 12 new moorings
- New water bus stop
- Extensive and high quality public realm

The Development Agreement places an obligation on the Development Partner to appoint a Professional Team, design a scheme, secure planning consent and develop the consented scheme, which was achieved in 2021 after a lengthy and detailed consultation process with a wide range of stakeholders. The Agreement contains longstop dates in the event of the Development Partner not fulfilling those obligations, in which case the Agreement would fall away, and the Council would take back full control of the site.

Due to extraordinary costs of the scheme, there has been a viability gap, which has meant that the scheme has not progressed. Funds from the BLRF are available to Local Authorities and these funds can then be used accordingly, in this case to refund the Partner the funds they will expend in dealing with works which are more specifically set out in the Grant Application.

The grant is to be used to facilitate the plugging of a viability gap in the proposed development of Redcliffe Wharf, in the City Centre, which has rendered it impossible for the scheme to progress. The grant will cover exceptional costs of the development including inter alia the relocation of a major water main, site preparation and remediation. The decision to submit the Application was agreed at a CLT Meeting on 22<sup>nd</sup> August 2022. This was taken as an Urgent item due to the deadline for submission of the grant application.

Assuming the application is successful, the monies would be paid into the Council's Capital Account. The Development Partner will procure the works and seek payment from the Council once the works have been undertaken. If the costs overrun, this would be the responsibility of the Development Partner. In the event of the works not being undertaken, the monies which will have been paid to the Council, would have to be returned to DLUHC.

A decision on the Application was received on Friday 14<sup>th</sup> October 2022. An award of £516,000 has been awarded which is significantly lower than the sum applied for. The sum has been downgraded as the adjudication panel judged that some of costs anticipated were non allowable. It is anticipated that the works, if carried out would be undertaken during Q1 & 2 2023. If the work is not carried out the project would be delayed and revisited at a later date and the grant monies would be returned

## 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: Assuming the works as specified in the Grant Application are carried out the wider community could be affected, however if not there will be no change in status		

## 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"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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If the scheme progresses it will provide opportunities for employment and new leisure facilities. Additionally the scheme will also include a new waterbus stop.

The proposed scheme is intended to be enjoyed by and benefit all members of the community without exception and it will be accessible to all.

## 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](#)

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
Creation of new employment opportunities/Planning Consent 18/06660/LA Ward profile data	This provides information on the potential number of new jobs that the scheme will generate although employment in the ward is significantly higher than the City wide average
Provision of new City Centre Homes/ Planning Consent 18/06660/LA	The scheme provides for 45 new homes of which 3 will be of shared equity tenure. Home ownership in the ward is significantly below the city average
<a href="#">Ward</a> profile data – Central Ward	<p><b>Additional comments:</b></p> <ul style="list-style-type: none"> <li>• Much higher proportion of 15-29 year olds live in ward</li> <li>• Significantly lower deprivation and lower unemployment in the ward 23%v34%</li> <li>• Quality of life (priority Indicators) generally similar but lower sense of belonging but higher access to internet and high level of quality of entertainment</li> <li>• Slightly higher percentage of healthier lifestyle</li> <li>• Child poverty is worse as measured against %age living in low income households 27.6 v 17.8 City wide</li> <li>• Crime is significantly higher than city wide 345 v 115 per 1000 of population</li> <li>• House prices are lower than median</li> <li>• Significantly lower owned housing 16.6 v 54.8%</li> <li>• Significantly higher no car ownership</li> <li>• Significantly higher proportion of Black, Asian and Minority Ethnic groups 30% v 16% of population</li> <li>• Much higher %age of population born outside UK 32.8 v 14.7%</li> </ul>

City centres conjure up two very different lifestyles. On the one hand younger more mobile and affluent people who enjoy culture, pubs, restaurants and nightlife and the other typical inner city deprivation although as City centres become more gentrified these groups may be displaced to areas on the fringe.

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

- |   |   |  |
|---|---|--|
| <input checked="" type="checkbox"/> Age                 | <input checked="" type="checkbox"/> Disability          | <input 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.

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.

## 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.

An extensive consultation process was undertaken by the Council's Development Partner as part of the process for securing planning consent for the scheme as summarized below resulting from the Consultation and Engagement programme:

### COMMUNITY ACTIVITIES

#### Public Displays

Two public consultation displays were held at M-Shed on 14th March 2016 and 18th January 2017. Both followed a similar format, stand-alone display showing the proposals and more detailed design information.

At both events visitors were invited to complete comment forms so that any comments could be recorded. Furthermore, the display was e-mailed to those attendees requesting further information after the events.

The 2016 event was advertised by a variety of media:

- E-mails to key stakeholders and interested parties
- Leaflets hand-dropped to adjoining residences
- Double-page feature in Evening Post

The 2016 event was attended by about 220 visitors including all the key stakeholder groups. Feedback was extremely positive

The 2017 display was staged to allow interested parties the opportunity to raise final comments prior to the application submission and was advertised through:

- Over 200 e-mails to those who attended the 2016 event
- E-mails to key stakeholders and interested parties
- Media coverage
- Leaflets hand-dropped to adjoining residences

Over 60 visitors attended this second display. Again, feedback was extremely supportive with favorable comments from Bristol Civic Society, Redcliffe Neighborhood Development Forum, and other interested local stakeholders. Key issues are contained in *Section 4*.

## Meetings

### HARBOURSIDE FORUM

The Applicant first attended a Harbourside Forum Meeting on 8th June 2016 to brief attendees on the proposals. This initial briefing was followed-up at regular such meetings with 'speedy updates'.

### ST MARY REDCLIFFE CHURCH

The Applicant met representatives from St Mary Redcliffe Church to explain the proposals and design criteria. Representatives also attended both the public consultation displays.

## **On-going Activities**

An important element of the Consultation & Engagement Strategy is to ensure on-going dialogue throughout the planning application determination period. This will be included:

- Replies to the community responding to commonly asked questions and masterplan layout comments
- Meetings with interested parties
- Briefings as requested by specific parties including meetings with Redcliffe Neighbourhood Development Forum, Bristol Civic Society and any other stakeholders as requested and required
- Website and media monitoring and responses to comments

## 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.

The Developer has said they will keep the community updated by newsletters and bulletins announcing key landmark stages of the development. They have experience of working in Bristol having successfully completed other schemes in the City. Under the terms of the Agreement with the developer there is an obligation on the Developer to keep the Council updated on progress and for the Council to provide feedback on proposals. Additionally the Developer has to seek the Council's approval to the appointment of a building contractor.

Community Engagement is at the developer's discretion and if nothing is done then the council does not have the ability to change this. However, given their reputation and track record in the city, this is considered highly unlikely.

It is unlikely that the Developers would expand access to these methods for communities such as people with learning difficulties, People whose first language is not English or those that don't have access to computers, internet or social media. However, like all service providers, they will be subject to the Equality Act 2010 requirement to make reasonable adjustments for disabled people.

## 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 are not aware of any significant negative impact from the proposal. Because the Cabinet approval is for enabling works and disposal the Council will no longer have direct control over future development. The impact of the scheme will become clearer as the project is progressed. At this early stage, we are of the view that two aspects present the greatest risk of creating adverse impacts, both featuring similar effects on the same groups:

- Transport and access improvements, which will deliver long term benefits overall but may have negative impact in the short term.
- Construction of new developments, similarly, offering long term benefit but short-term negative impacts (notwithstanding that construction may create new employment opportunities).

Both create the potential for disruption to established access routes, less certainty around accessibility, and might give rise to temporary hazards to be negotiated. This has the potential to affect most significantly disability and pregnancy/maternity groups, and – potentially – age indirectly. The Developer

will employ a Contractor experienced in mitigating such issues for example by putting in place appropriate diversions and giving adequate notice.

**PROTECTED CHARACTERISTICS**

**Age: Young People** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts: Potential noise to groups such as playgroups who may use the adjacent St Mary Redcliffe Church

Mitigations: Use of responsible contractor. Appropriate liaison with neighbouring church and user groups

**Age: Older People** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts: Potential diversions of pathways during construction

Mitigations: Use of responsible contractor and well publicised diversion routes

**Disability** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts: Potential diversions of pathways during construction

Mitigations: Use of responsible contractor and well publicised diversion routes

**Sex** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts:

Mitigations:

**Sexual orientation** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts:

Mitigations:

**Pregnancy / Maternity** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts: Pathways diversions and possible impact on traffic and public transport

Mitigations: Use of responsible contractor. Good levels of engagement and liaison with appropriate bodies

**Gender reassignment** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts:

Mitigations:

**Race** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts:

Mitigations:

**Religion or Belief** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts: Potential noise during construction impacting on users of adjacent Church

Mitigations: Use of responsible contractor. Appropriate liaison with neighbouring church and user groups

**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:

Mitigations:

**Carers** Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts:

Mitigations:

**Other groups** [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]

Potential impacts:

Mitigations:



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

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

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

The scheme does not create benefit for or discriminate against any one section of the community. It is intended to be of benefit to the whole community by for example improving access to the Harbour by way of the proposed water bus stop. Accessibility will have been considered as part of the Planning Application process; thus the scheme should be sufficiently accessible for disabled people. There will be 3 shared equity homes in the scheme, which will benefit low income communities.

## 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:

We have not identified any significant negative impact. However, there is a risk that disruption during works could restrict accessibility for some groups. Although we have no direct control over this we would expect the contractor to consider the needs of these groups and factor them into planning of works at the earliest possible stage. Likewise noise impacts during construction will be addressed similarly. Potentially the use of a complaints and comments regime will mitigate. It is anticipated that a responsible Contractor would utilise such methods and will be experienced in doing so.

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

Overall the development of the currently underutilised site is likely to benefit all Bristol communities through the increased housing (including affordable housing; office, commercial, retail and leisure facilities; moorings and a water bus stop; and improved public realm facilities.

### 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
[None identified]		

### 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.


Delivery of the scheme is outside of the direct responsibility of the Council as we have previously appointed a Private Sector developer to undertake the scheme. We will not be directly measuring



impacts however we will continue to monitor relevant quality of life indicators at a Ward level and by equalities groups.

## 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> 
Date: 22/11/2022	Date: 24.11.2022

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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.