

Equality Impact Assessment [version 2.11]



Title: South Bristol Youth Zone	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" 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: People	Lead Officer name: Gail Rogers
Service Area: Commissioning	Lead Officer role: Head of Commissioning

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 development of a South Bristol Youth Zone was a manifesto pledge by the administration to improve the offer of youth provision in the south of the city. This development links to the Belonging Strategy, which puts children and young people at the heart of Bristol's recovery from the pandemic by gaining the support and skills they need as they grow up to thrive and prosper in adulthood.

- The Youth Zone will be a space that is inspirational and recognisable while also accommodating the requirements for first-class facilities in sports, arts, performance and enterprise.
- The Youth Zone will enhance the local area by providing a destination for the young people of South Bristol. It will be a state-of-the-art space with over 20 activities to try each session, staffed by skilled youth workers who believe in young people and help them see what they could achieve.

Youth Zones are found across the UK and are affordable, high-quality spaces for children and young people (CYP) aged 8 to 19, or up to 25 for those with special educational needs and disabilities (SEND).

The proposed South Bristol Youth Zone is a collaboration with delivery partners OnSide, and local charity and provider, Youth Moves.

Features of a Youth Zone:

- Up to 250 young people can attend each Youth Zone every evening
- Dedicated youth workers help young people to look after their mental health and develop the skills they need for the future

- They are neutral, empowering, safe places for young people to socialise with peers and adult role models
- Young people have access to world class facilities such as a four-court sports hall and climbing wall
- Buildings and activities are open to all young people
- Iconic, inspiring buildings show the community the value of young people
- Just 50p per visit, £1 for a nutritious hot meal, £5 annual membership
- Inspiring individual and group activities, including boxing, martial arts, cookery and dance
- Career and mentoring schemes

The South Bristol Youth Zone will be a space to build community relationships and to bring children and young people together who may not usually meet. From Southville to Filwood, Hartcliffe and Withywood to Windmill Hill, it will be an accessible and welcoming place for young people in the area.

The South Bristol Youth Zone will sit alongside other regeneration projects for the area including youth services, housing, employment, public transport and walking and cycling routes. These will support growth in the economy in the south of our city and provide opportunities for future generations of south Bristolians to live, work and thrive.

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 checked="" type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	

Additional comments:

Service Users

This will be a new dedicated space that will have a positive impact on children and young people in the south of Bristol. It will provide a range of youth activities and opportunities for personal achievement and community involvement, which will support life and social skills, promote physical and mental wellbeing, and opens pathways to employment, further education, and positive futures.

Wider Community/ Commissioned Services

The delivery of this service will need to be coordinated in-line with existing youth and play services. This service is to provide a space for young people which will aid community resilience and cohesion. The service will need to be inclusive, representative of the Children and Young people the wider community where it is based.

The new service will need to demonstrate that it is inclusive, compliant with the Equality Act of 2010 and meets the needs of vulnerable groups; such as BAME young people, LGBTQIA+ young people, Young people with SEND, Young Carers amongst others. There will be an expectation that this approach will enable a diverse and intersectional workforce.

City Partners & Stakeholders

We will expect this service to work in partnership with key organisations who support CYP from protective characteristic groups e.g. WECIL, Carers Support, Centre, Bristol Refugee Rights etc

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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The proposal should have a positive impact on children and young people in the South area as this is additional investment for the benefit of children and young people.

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: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

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
<u>The population of Bristol</u> <u>New wards: data profiles</u> <u>Ward Profiles - Power BI tool</u>	<ul style="list-style-type: none"> • Some of the highest rates of poverty and child poverty are in South Wards. • The South has fewer community assets than some other areas of the city and long-standing intergenerational unemployment. • Public Health indicators are poor: smoking, drug and alcohol related hospital admissions and elevated mortality rates; childhood obesity is high with the long-term implications for health. • Emergency hospital admissions for childhood injuries are highest from the South, and children in South Bristol are more likely to grow up with 4 or more ACEs that will go onto significantly impact their health and ability to achieve their potential in later life.

2011 Census
Key Statistics
About
Equalities
Communities

Schools,
pupils and
their
characteristics
: January 2021
- GOV.UK
(www.gov.uk)

- The South of Bristol has highest rates of serious violence and ASB in the city - something pledged as a number one priority in the One City Plan/at City Gathering. It also has some of the highest rates of child criminal and sexual exploitation with hot spots in certain areas.
- Schools are struggling with the highest rates of school exclusion and absence in the city (directly contributing to young people being on the streets and getting into difficulties with ASB and vulnerable to exploitation); and the South has the highest rates of Children in Need, Child Protection and Children in Care of all areas of the city along with high rates of DV, drug and alcohol and serious mental health problems.

Targeted
Youth Services

Figures taken from Jun 2021 – May 2022

Number of young people supported	1-1 Support
City Centre	44
East Central	1003
North	1084
South	1270
Total	3401

Demographic Information for CYP in receipt of 1-2-1 Support

Characteristics of YP	1-2-1 Support	Percentage
Disabled	236	7%
Young carer	127	4%
CP plan	26	1%
Looked after	87	3%
Care leaver	45	1%

Age	Total	Percentage
11	15	0%
12	174	5%
13	362	11%
14	369	11%

15	466	14%
16	425	12%
17	691	20%
18	695	20%
19	153	4%
20	34	1%
21	6	0%
22	3	0%
23	5	0%
24	1	0%
25	2	0%
Grand Total	3401	

Gender	Total	Percentage
Female	1634	48%
Male	1761	52%
Unknown	6	0%
Grand Total	3401	

Ethnicity	Total	Percentage
Asian	137	4%
Black	272	8%
Mixed	386	11%
Other	237	7%
White	2369	70%
Grand Total	3401	

Ethnicity	Total
Asian	137

Any Other Asian Background	24
Bangladeshi	19
Indian	19
Pakistani	75
Black	272
Any Other Black Background	50
Bac - Jamaica	3
Black - Somali	8
Black - African	23
Black - Eritrean	2
Black - Gambian	2
Black - Sudanese	2
Black Caribbean	5
Black European	1
Black/ Black British -Somali	63
Caribbean	99
Other Black African	14
Mixed	386
Any Other Mixed Background	74
Dual + Asian & Black	1
Dual + Asian & Other Ethnicity	1
Dual + Black & Other Ethnicity	5
Dual + White & Black Asian	1
Other Mixed Background	12
White and Any Other Asian Background	3
White and any other Ethnic Group	4
White and Asian	32
White and Black African	45
White and Black Caribbean	208

Other	237
Afghan	23
Any Other Ethnic Group	35
Arab Other	4
Chinese	4
Egyptian	1
Information Not Yet Obtained	49
Iranian	1
Iraqi	2
Kurdish	5
Refused	4
(blank)	109
White	2369
Any Other White Background	46
Gypsy	7
Portuguese	1
Roma	1
Traveller of Irish Heritage	8
Turkish	1
White - Albanian	2
White - English	51
White - Polish	6
White British	2146
White Eastern European	37
White European	3
White Irish	11
White Other	24
White Western European	25
Grand Total	3401

Disabled	Total	Percentage
No	3080	91%
Yes	307	9%
(blank)	14	0%
Grand Total	3401	100%

SEND	Total	Percentage
Education, Health and Care Plan	455	13%
No Special Educational Need	2293	67%
SEN Support	653	19%
Grand Total	3401	100%

Targeted Group and Open Access Support

Please note not all sessions would collect demographic information, in particular open access.

Young People Supported

Area	July - Sept 2021	Oct - Dec 2021	Jan - Mar 2022	Apr - Jun 2022
East Central	382	295	285	361
North	151	176	225	339
South	312	380	234	254
The Station	157	148	162	195
Grand Total	1002	999	906	1149

Gender

Area	July - Sept 2021		Oct - Dec 2021		Jan - Mar 2022		Apr - Jun 2022	
	Male	Female	Male	Female	Male	Female	Male	Female
East Central	207	78	126	59	177	96	223	122
North	108	64	94	54	139	79	214	112
South	153	208	132	168	101	125	120	124

The Station	117	25	116	37	147	15	160	21
Grand Total	585	375	468	318	564	315	717	379

% Gender Sample: July - Sept 2021

Area	Male		Female		Total
	Count	%	Count	%	
East Central	207	73%	78	27%	285
North	108	63%	64	37%	172
South	153	42%	208	58%	361
The Station	117	82%	25	18%	142
Grand Total	585	61%	375	39%	960

Significantly higher rate of male service users recorded in North and East Central

SEND

Area	Oct - Dec 2021	July - Sept 2021	Jan - Mar 2022	Apr - Jun 2022
East Central	12	10	15	12
North	7	16	14	19
South	10	7	6	13
The Station		1	5	2
Grand Total	29	34	40	46
As % of total recorded	3%	3%	4%	4%

This is lower than expected. Likely that this is due to lack of recording rather than underrepresentation of SEND children and young people.

LGBTQ+

	Oct - Dec 2021	July - Sept 2021	Jan - Mar 2022	Apr - Jun 2022	Grand Total
East Central	5	3	9	7	24
North	8	13	9	6	36
South	22	24	18	21	85
The Station		5			5

Grand Total	35	45	36	34	150
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Ethnicity: Recorded as BAME

Area	Oct - Dec 2021		July - Sept 2021		Jan - Mar 2022		Apr - Jun 2022	
East Central	95	25%	41	14%	112	39%	182	50%
North	12	8%	50	28%	29	13%	60	18%
South	10	3%	150	39%	10	4%	13	5%
The Station	120	76%	139	94%	158	98%	168	86%
Grand Total	237	24%	380	38%	309	34%	423	37%

Please note there is a significant number of young people where ethnicity data was not collected. Many of the groups in the East Central area are focussed in BAME communities so the number of BAME young people accessing support is likely to be higher.

Defining the Impact of a Youth Zone - [Independent Study 2015](#)

An independent study published in May 2015 found that that Youth Zones:

- Provide a safe environment with access to sports, arts and music activities where young people can develop personal and social skills
- Raise aspirations, build confidence and resilience and provide information that will assist them in making good lifestyle choices – particularly avoiding substance misuse and crime and anti-social behaviour;
- Improve young people’s physical and emotional health and wellbeing;
- Assist young people at risk of dropping out of learning to engage in activities that will enable them to reach their full potential;

Have the capacity to make a significant impact in their local communities, through improved community cohesion, a reduction in crime and anti-social behaviour, improved perceptions of the area; and provide a real ‘community’ asset, which promotes and facilitates close partnership working.

Additional comments: A Youth Zone in the South would communicate clearly to young people in the city that they are included and valued and fits fully with the Once City Strategy and the newly developed Community Belonging Strategy. The targeted offer through the centre allows us to build networks within the community alongside authentic community organisations who know their children and neighbourhoods best, engaging and supporting those most vulnerable children and beginning to equalise outcomes.

We need to provide a significant resource in the South of the City with the aim of raising the health, education and social life chances of young people resident in that area, and thereby driving up the prosperity of the area for all of its communities. Without this type of visible investment, change will appear to be a long way off for children and young people and their families; this in turn means that the valuable steps taken to transform this area will take far longer to make a real impact. The Youth Zones can make a significant difference to the overall wellbeing and life chances of the young people participating in activities at the Centre or being reached through the centre.

Youth Zones can make a real contribution to reducing the demand for a range of public services as well as significantly improving the life chances of those young people engaged through the offer. The study concludes

that these benefits in turn will lead to significant cost savings in the future for local authorities and other public agencies in the areas served by each Youth Zone.

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 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.

There are gaps in citywide equalities data for some characteristics especially where this has not historically been required in statutory reporting. School census diversity data is limited does not record e.g. sexual orientation.

2.4 How have you involved communities and groups that could be affected?

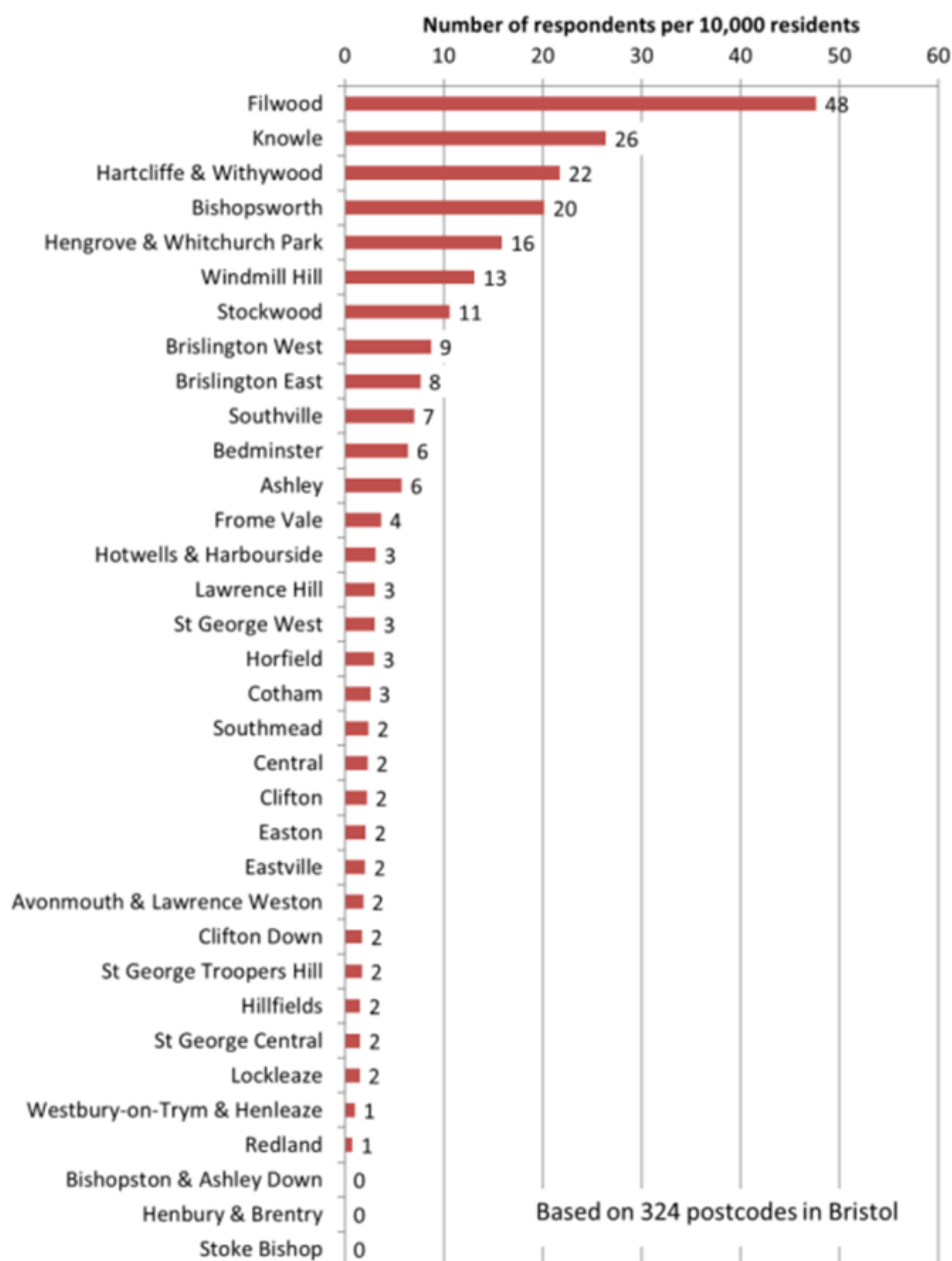
You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

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 \(sharepoint.com\)](https://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 engagement survey (BCC) ran from 3 September to 17 October 2021. There were 381 responses which included 314 online and 67 paper surveys completed.

Youth Zone survey



The South Bristol Youth Zone consultation survey (BCC) was available on the council's Consultation and Engagement Hub (bristol.gov.uk/consultationhub) between 16 November 2021 and 2 January 2022. Paper copies and alternative formats (Easy Read, braille, large print, audio, British Sign Language (BSL) and translation to other languages) were available on request.

To advertise and promote participation in this consultation, letters were delivered to residents and sports clubs in the community at the start of the consultation:

- 713 letters to the residents of Inns Court
- 6,000 letters to residents of the wider community
- 67 letters to sports clubs in the community (an A4 promotional poster was included with each letter)

A press release was distributed to media contacts on 17 November 2021 outlining the consultation.

In addition the consultation was disseminated via:

- Project partners who were provided with a digital engagement pack, which included assets for social media and newsletter content, to share with their contacts
- Drop-ins to local primary & secondary schools by area youth workers
- Targeted flyposting of 30 Laminated posters for community notice boards in South Bristol

- Families in Focus Bulletin (December edition)
- Head Teacher Update

Response rate

The South Bristol Youth Zone consultation survey received 184 responses, of which 164 (89%) were completed online and 20 (11%) were paper surveys.

In addition led professionals have attended community meetings to discuss the concept of a youth zone, e.g. the Children and Young People network meeting (VCS) and others.

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.

As a next step a Young Peoples' Development Group (YPDG) will be launched after the Planning Permission has hopefully been granted and BCC Full Cabinet has signed off the Final Business Case.

This YPDG will consist of young people from across South Bristol, who initially will visit Youth Zones (YZ) around the UK to understand what those centres can deliver and what opportunities they bring for young people. With that knowledge the group can promote the Youth Zone with their peers and can help create a young people friendly and attractive branding and look whilst developing a sense of ownership of young people of the new YZ including giving it a name replacing 'South Bristol Youth Zone'. The YPDG will be supported by youth workers and will have ongoing related tasks.

Conversations with professional partners have started and will continue through the Youth Work Alliance (VCS) to identify ways of cooperating and using the YZ most effectively.

The wider community will be given ongoing opportunities to stay updated on progress, designs, job opportunities, how to volunteer and so on as the plans progress.

In addition the newly elected (2022) Youth Council is planning to facilitate additional and related consultation events.

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 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)

This is a new project for children and young people, which is bringing additional services to the area of South Bristol. Therefore the impact on local children and young people, the target audience should be predominately positive.

The Youth Zone is being set up in South Bristol in order to serve some of our most deprived communities. Whilst located in south Bristol and focused on delivery to our communities in that part of the city, the Youth Zone will be a world class youth facility available to all young people in the city. We will ensure the information about and travel to the Youth Zone enables access for all. Additionally, we will deliver youth services across North and East Central by commissioning youth services specific to the needs of young people in those communities.

Potential impact on other Targeted Youth Services

The wider equalities implications for targeted youth service provision have been considered in a separate EqIA as part of 2022-23 budget setting, and other youth provision projects are subject to separate analysis. The Council’s overall approach is to maximise our ‘One City’ approach and draw in additional funding streams. This has already been done with Serious Youth Violence funding which has supplemented targeted youth services for our most vulnerable. We will continue to search and work with city partners to apply for alternative funding streams that will increase total available expenditure. Our Belonging Strategy: Belonging in the Community is a One City Plan that sets out our ambitions to work with the sector as a whole, to develop a youth offer that meets the needs of children and young people in all parts of the City. We will improve partnership working and create joined up systems so that there is “no wrong door” into these services.

Youth services tend to support those young people with lower levels of need – those with higher levels of need will continue to receive additional support via alternative services such as ROUTES (relationship based, trauma informed, one to one intervention to children, young people and young adults who are at risk of Serious Youth Violence (SYV) and Child Criminal Exploitation (CCE)).

Areas of statutory service delivery that are currently included in our targeted youth services contracts such as the September Education, Employment and Training Guarantee to young people aged 16 and young carer assessments will remain in place.

To fund Bristol’s investment in a South Bristol Youth Zone, in addition to the council’s £400k annual investment, the Youth Zone provide £900k. That is additional funding into the youth sector that would not otherwise exist.

Furthermore, Bristol has a very large and diverse youth sector that is not funded by the council. In total there is approx. £7.2m (2022/23) of funding in the youth sector with just 30% of it provided by Bristol City Council. This evidences the strength of the sector and that there will continue to be a significant youth presence in the city.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>The scope of the proposal is entirely for children and young people, so they will be disproportionately impacted, but positive impacts expected - see comments above</p> <ul style="list-style-type: none"> • Young people are often under-represented in engagement and consultation and in Bristol are less satisfied than average with the way the council runs things. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc. • Young people in Bristol are more likely to: <ul style="list-style-type: none"> ○ have poor emotional health and wellbeing ○ find inaccessible public transport prevents them from leaving their home when they want to ○ 6.8% of 16-17 year olds (2020/21) were “not in education, employment or training” (NEET) • Young adults are most likely to have lost work or seen their income drop because of COVID-19

Mitigations:	See general comments above - Youth Zones will bring significant match funding through philanthropic giving.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Residents and especially older people may feel unsafe or intimidated by gatherings of young people. The Youth Zone will attract a high number of daily users.
Mitigations:	Local residents to be invited during the development stage to influence the site development. Propose to ensure local residents views continue to be represented on the management committee.
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Disabled children and young people may require other specialist provision and interventions to meet their needs.
Mitigations:	See general comments above. We will ensure that new provision is accessible and meets the needs of disabled young people. We will ensure that disabled young people continue to be factored into service redesign
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There are currently more males than females accessing positive activities as part of current targeted youth services.
Mitigations:	Steps should be taken to make the youth zone more appealing to girls and young women.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Lesbian, gay and bisexual people are statistically more vulnerable to verbal and physical abuse. Half of LGBT people experienced depression in the last year 14% of LGBT people have avoided using services for fear of discrimination because they are LGBT.
Mitigations:	See general comments above. Whilst there is existing specialist youth provision for LGBTQ+ young people we will ensure new services are inclusive and have a zero-tolerance approach to hate crime and discrimination, harassment and bullying.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	As sexual orientation above Transgender people are statistically more vulnerable to verbal and physical abuse. Transgender people regularly face prejudice and discrimination because of the way in which they transgress many of the norms of our culture and society.
Mitigations:	The new service will be inclusive and have a zero-tolerance approach to hate crime and discrimination, harassment and bullying.

Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As the Council is committed with capital and revenue fund to support the South Bristol Youth Zone from a fixed Youth Service revenue budget, this may reduce available funding for East Central and North youth provision – in which case there would be disproportionate impact on Black, Asian and minority ethnic young people because they are less well represented in South Bristol wards, compared to East Central (and to a lesser extent) North wards.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding to be factored into the recommissioning of citywide youth and play services.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As with Race above there is a risk that disproportionately high Youth Service revenue spend in South Bristol would reduce opportunities in other areas where there is a higher proportion of young people who are Muslim and from other minority faith groups.
Mitigations:	Partnership working with youth and play sector with view to share resources more strategically and attract additional funding to be factored into the recommissioning of citywide youth and play services.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill.
Mitigations:	See general comments above
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
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

As outlined above the South Bristol Youth Zone is expected to have many positive benefits for young people (a group of people with a shared protected characteristic). This project will aim to support young people to get the best start in life with aspirations and support where they need it, targeted or socially.

Crucially, youth work fosters positive relationships and community cohesion and aims to eliminate discrimination between different groups of young people through education and positive opportunities to socialise, work and share experiences. This will include young people who share or might not share protected characteristics such as a disability, different sex, different sexual orientation, being pregnant or young parents, have undergone or thinking about gender reassignment, come from different ethnical backgrounds and hold different religions or beliefs.

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:

No significant negative impact identified. Any potential inequality from the arising from the geographical location of the provision will be mitigated through measures highlighted above and is justified on the basis of the significant additional funding that will be brought. We will aim to address other existing disparities for Children and Young people through inclusive and accessible delivery.

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

The intrinsic purpose of this Youth Zone is to have a positive equality impact on children and young people's life and consequently on their families and communities. The youth work offer that will be created is aiming to enhance children's and young people's access to positive learning and social opportunities to create a thriving youth facility where young people feel they belong, and they can influence what is being delivered.

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		

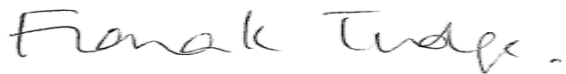
4.3 How will the impact of your proposal and actions be measured?

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.

- Existing relevant KPIs for Children and Families.
- Ongoing contract management and quality assurance processes to be established.

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: 
Date: 17/1/2023	Date: 17/1/23

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.