

Equality Impact Assessment [version 2.9]



Title: Filwood Broadway Framework – Utilisation of Funding	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input 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: Growth and Regeneration	Lead Officer name: Tim Midwood
Service Area: Housing Delivery, Housing and Landlord Services	Lead Officer role: Housing Project Manager, Housing Delivery

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 \(EqIA\) \(sharepoint.com\)](http://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.

<p>To seek approval to utilise funding from the Filwood Broadway Framework (Major Projects) towards public realm infrastructure in Filwood.</p> <p>The Filwood Broadway High Street is unattractive, in disrepair and greatly underutilised. Intervention is required to make the Broadway an attractive and welcoming place to visit, shop and spend time. Therefore, Bristol City Council together with local communities and stakeholders are working to bring forward an extensive area of public realm improvements, to include flexible community and events space, enhanced children’s play space, new street furniture, BNET infrastructure, accessibility improvements, new signage, public art, greening and interventions to reduce the dominance of vehicles within the Broadway.</p> <p>The public realm improvement project will knit together key priority change projects, including; critical affordable housing developments amassing to over 80 affordable homes, commercial and community space located along Filwood Broadway, therefore creating a significant area for regeneration.</p> <p>This is an ongoing project and the EqIA will be updated as it moves into the next phases and further considerations need to be made.</p>

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 checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

Yes No [please select]

Step 2: What information do we have?

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

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

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

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

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

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Ward Statistical Profiles (Population Estimate, ONS 2020)	As proposals entail the revitalisation of the Filwood Broadway public realm, this is a public good which is publicly available to everyone in Filwood. The Filwood ward population in the Ward Statistical Profiles reflects the population of Filwood who will all be impacted by the revitalisation of the local High street. General population data
Filwood Broadway is within top 1.5% most deprived Lower Super Output Area in England (the Indices of Multiple Deprivation 2019)	These high deprivation levels necessitate the need for intervention to bolster the Filwood economy. This project is a component of the Filwood Broadway Regeneration Framework and therefore works toward the wider strategy of regenerating Filwood Broadway to combat these deprivation levels.

Bristol Quality of life Survey (2021) found that 63.8% of people in Filwood are satisfied with their local area and only 49.8% feel they belong to their local neighbourhood. The survey also found that 33.2% shop in their local shopping street at least once a week.	The proposed improvements to Filwood Broadway will be designed and implemented in accordance with the views of the public. This will help to improve levels of satisfaction in the local area and encourage more people to shop in their local shopping street.
Research shows that public spaces through which people need to move can be prohibitively excluding.	The new public realm needs to be designed to ensure that it is not prohibitively excluding for disabled people. The public realm improvements will be extensively consulted on with those with disabilities and diverse needs to ensure that they can effectively navigate Filwood Broadway High Street.
Additional comments:	

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 checked="" 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.

There are gaps in local diversity data, especially where this is has not historically been included in statutory reporting. Census data is currently collected every 10 years – and data from the most recent census in 2021 will not become available until 2022. The ONS has also published mid-2020 population estimates. Gaps in data will exist as it becomes out of date or is limited through self-reporting.

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.

- Bristol City Council Officers have conducted a substantial programme of engagement on the public realm proposals for Filwood Broadway, where key stakeholders and the wider community have co-designed the revitalised public realm through a marketplace survey, neighbourhood knowledge mapping and four community led design workshops. This has ensured strong community support and allowed detailed designs to be developed which are now at an advanced stage. By utilising a range of approaches e.g. in person workshops / surveys and online surveys / workshops, Bristol City Council officers were able to mitigate the impacts of Covid 19, whilst also providing engagement opportunities to those without access

or unable to utilise the internet.

- Also of note is Council Officers’ regular attendance at the Filwood Broadway Working Group meetings, and regular interaction with the Knowle West Alliance and Knowle West Regeneration Residents Planning Group. Significant time has been spent ensuring that proposed developments and regeneration opportunities align with the needs of the local community.
- Filwood ward councillors and the relevant Lead Members of Cabinet are briefed on a regular basis, and this will continue.

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.

- Further engagement is planned for later this year with a final co-design workshop and formal public consultation where respondents will select the final public realm design.

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 \(EqIA\) \(sharepoint.com\)](https://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)

If the public realm improvements are not designed appropriately, this could have negative impacts on those with disabilities who may have difficulty navigating the new public realm. However, it is proposed that the new public realm will improve infrastructure for those with disabilities, making it easier for them to navigate Filwood Broadway.

As a public good, the public realm is open to all and therefore there will be no restrictions as to who can benefit from the improved street scene. The interventions will improve wellbeing and provide community facilities which foster greater inclusion.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Public realm improvements may inhibit the ability of disabled people to navigate the public realm

Mitigations:	The new public realm will be designed to include key infrastructure which aids the ability for disabled people to navigate the public realm. For example, this will include disabled car parking, textured paving to assist those with visual impairments and various improvements.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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:	
Mitigations:	
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

- Improvement of facilities within the public realm for Disabled people by integrating tactile paving, disabled parking. This will advance equality of opportunity between people who share a protected characteristic and those who don't.

- The public realm will be available to the entire community, and as such will contribute to an equitable society and foster good relations between people with different characteristics.
- Facilities such as the enhanced children's play space will foster good relations between children and young people.
- The proposed market square will provide events and community space for all groups within society to come together, fostering inclusion and good relations between all.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

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

The public realm is a public good and therefore improvements to Filwood Broadway should equally benefit all. There is an opportunity to improve the accessibility of Filwood Broadway by incorporating more facilities for disabled people within the public realm. Greater community facilities such as a market square and events space will foster good relations between all groups within the community.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Ensure formal consultation on the proposed designs is answered by those within protected groups	Timothy Midwood	As the project is ongoing
Ensure public realm designs meet the needs of disabled people	Vicky Welchman	As the project is 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.

Project evaluation to take place post project completion.

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: Donald Graham - Director Housing and Landlord Services 
Date: 10/11/2022	Date: 24/01/2023

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.