



Equality Impact Assessment [version 2.9]

Title: Bristol Holding Company Business Plan 2023/24	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [Business Plan]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Bristol Holding Ltd	Lead Officer name: Chris Smith
Service Area: N/A	Lead Officer role: Group Finance Director and Executive Lead (BHL)

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

BCC Wholly owned companies are required to annually refresh their business plans and submit to the Council for approval. Bristol Holding (BHL) is the immediate shareholder of Council owned companies, but also provides assurance and corporate governance functions for the Council as ultimate shareholder. During 2021/22 an independent review of governance arrangements was undertaken and concluded that, subject to the sale of Bristol Heat Networks (BHNL) to the City Leap strategic partner, the BHL team should be disbanded, and functions transferred either back to the Council or remaining subsidiaries. BHNL was successfully sold to the City Leap partnership on 4 January 2023, leaving Goram Homes and Bristol Waste in the Group. It has been agreed that, in order to provide assurance while the subsidiary level ARACs develop, and until BCC is assured on the quality of performance packs, risk management and KPI targets and monitoring, BHL will remain in place until the end of October 2023.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input 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]

BHL provides does not provide a front-line service, and the business plan assumptions will not disproportionately impact upon any specific group in relation to their protected characteristics.

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: Tim O’Gara
Date: 22/02/2023	Date: 23/02/2023

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.