

Equality Impact Assessment [version 2.9]



Title: Temple Quarter Update	
<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.

The cabinet report recommends the adoption of the Bristol Temple Quarter Development Framework following a period of engagement and consultation with the a wide range of communities, stakeholders and general public.

Temple Quarter sits at the heart of Bristol – is is being taken forward by a partnership of Bristol City Council, Homes England, Network Rail and the West of England Combined Authority . With the upgrade and regeneration of Bristol Temple Meads station at its centre, the proposals contained in the Development Framework will transform over 130 hectares of brownfield land over the next 25 years into a series of thriving, well-connected mixed-use communities. The regeneration of the area will create 10,000 new homes, thousands of new jobs and bring £1.6bn annual income to the city economy. Tackling the challenges posed by the climate crisis and a changing employment landscape , the regeneration will build on UN’s Sustainable Development Goals to put low carbon, climate-friendly homes, jobs, and opportunities at the heart of the city, alongside new green space and an 18 hour economy, where visitors and residents can live, work and play.

If adopted the development framework will be a material planning consideration when assessing planning applications within the area.

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.

Yes **No** [please select]

The Temple Quarter Development Framework sets out proposals which aim to provide a good quality environment to live and work, boosting jobs and providing new housing, improving transport links to, from and within the area and enhancing public realm and green space. As such it sets out guidelines for development which will have an impact on a number of factors such as quality of life, health, education, standard of living, and access.

We are aware of existing disparities for people in Bristol based on their protected and other relevant characteristics which we will aim to mitigate where possible through our overall approach. The impact of communities will be monitored and taken into considerations as each element of the development framework is progressed.

An individual EQIA will be completed for each individual infrastructure project delivered in Temple Quarter to identify the proposed equality impact and associated mitigation, whilst understanding and taking into consideration the cumulative impact of multiple developments across the area.

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																																								
2021 Census data on ethnicity citywide	<table border="1"> <thead> <tr> <th></th> <th></th> <th>2021 Census</th> </tr> </thead> <tbody> <tr> <td>Asian or Asian British</td> <td>31271</td> <td>6.6%</td> </tr> <tr> <td>Black or Black British</td> <td>27886</td> <td>5.9%</td> </tr> <tr> <td>Mixed or multiple ethnic groups</td> <td>21120</td> <td>4.5%</td> </tr> <tr> <td>White Other</td> <td>44891</td> <td>9.5%</td> </tr> <tr> <td>White British</td> <td>338251</td> <td>71.6%</td> </tr> <tr> <td>Other ethnic background (Black Asian and minority ethnic)</td> <td>9043</td> <td>1.9%</td> </tr> <tr> <td></td> <td></td> <td>18.9%</td> </tr> </tbody> </table>			2021 Census	Asian or Asian British	31271	6.6%	Black or Black British	27886	5.9%	Mixed or multiple ethnic groups	21120	4.5%	White Other	44891	9.5%	White British	338251	71.6%	Other ethnic background (Black Asian and minority ethnic)	9043	1.9%			18.9%																
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2021 Census data on gender citywide	49.6% male; 50.4% female																																								
2021 Census data on proportion of population with a long-term illness or disability citywide	81,000 have a long-term illness or disability																																								
2017 mid-year population estimates	670 people lived in the area covered by the development framework																																								
Business engagement carried out October to December 2022	People who work in the area. 46% of jobs in the Temple Quarter area are filled by people who live within 5km of the area. St Philip's supports approximately 4,400 jobs																																								
<u>Quality of Life— Open Data Bristol</u>	<p>The Bristol Quality of Life Survey highlights a number of disparities for Bristol citizens based on where they live, as well as their characteristics and circumstances which are relevant to Temple Quarter regeneration. For example:</p> <table border="1"> <thead> <tr> <th data-bbox="528 1200 954 1346">Quality of Life Indicator</th> <th data-bbox="954 1200 1501 1346">% for whom lack of transport options prevents them from leaving their home when they want to</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> <tr> <th data-bbox="528 1391 954 1424">Characteristic</th> <th data-bbox="954 1391 1501 1424">% Percentage</th> </tr> <tr> <td>16 to 24 years</td> <td>38.9</td> </tr> <tr> <td>50 years and older</td> <td>20.7</td> </tr> <tr> <td>65 years and older</td> <td>21.5</td> </tr> <tr> <td>Female</td> <td>25.7</td> </tr> <tr> <td>Male</td> <td>24.4</td> </tr> <tr> <td>Disabled</td> <td>34.1</td> </tr> <tr> <td>Black Asian & Minority Ethnic</td> <td>33.8</td> </tr> <tr> <td>White Minority Ethnic</td> <td>31.9</td> </tr> <tr> <td>White British</td> <td>23.0</td> </tr> <tr> <td>Asian/Asian British</td> <td>36.3</td> </tr> <tr> <td>Black/Black British</td> <td>13.0</td> </tr> <tr> <td>Mixed Ethnicity</td> <td>36.8</td> </tr> <tr> <td>White</td> <td>24.1</td> </tr> <tr> <td>Lesbian Gay or Bisexual</td> <td>36.0</td> </tr> <tr> <td>No Religion or Faith</td> <td>25.9</td> </tr> <tr> <td>Christian Religion</td> <td>22.6</td> </tr> </tbody> </table>			Quality of Life Indicator	% for whom lack of transport options prevents them from leaving their home when they want to			Characteristic	% Percentage	16 to 24 years	38.9	50 years and older	20.7	65 years and older	21.5	Female	25.7	Male	24.4	Disabled	34.1	Black Asian & Minority Ethnic	33.8	White Minority Ethnic	31.9	White British	23.0	Asian/Asian British	36.3	Black/Black British	13.0	Mixed Ethnicity	36.8	White	24.1	Lesbian Gay or Bisexual	36.0	No Religion or Faith	25.9	Christian Religion	22.6
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Other Religions	28.5
Carer	24.9
Full Time Carer	24.6
Part Time Carer	25.0
Single Parent	20.1
Two Parent	22.6
Parent (all)	22.3
No Qualifications	23.2
Non-Degree Qualified	22.9
Degree Qualified	26.2
Rented (Council)	23.1
Rented (HA)	20.4
Rented (Private)	35.3
Owner Occupier	22.3
Most Deprived 10%	26.7
Bristol Average	25.1
	Source: Quality of Life survey (March 2023)

Quality of Life Indicator	% satisfied overall with their current accommodation
Characteristic	% Percentage
16 to 24 years	76.0
50 years and older	89.1
65 years and older	90.7
Female	86.3
Male	82.3
Disabled	73.9
Black Asian & Minority Ethnic	74.2
White Minority Ethnic	72.2
White British	87.4
Asian/Asian British	75.3
Black/Black British	76.8
Mixed Ethnicity	71.9
White	85.6
Lesbian Gay or Bisexual	79.5
No Religion or Faith	85.6
Christian Religion	85.7
Other Religions	67.5
Carer	81.6
Full Time Carer	77.3
Part Time Carer	83.2
Single Parent	72.7
Two Parent	88.0
Parent (all)	86.1

	No Qualifications	83.8
	Non-Degree Qualified	80.2
	Degree Qualified	85.9
	Rented (Council)	72.1
	Rented (HA)	61.9
	Rented (Private)	71.1
	Owner Occupier	90.8
	Most Deprived 10%	76.6
	Bristol Average	84.2
<i>Source: Quality of life survey (March 2023)</i>		

Additional comments:

The scale of the Temple Quarter regeneration programme, including the anticipated number of new homes and new jobs, its role as a major public transport hub and gateway location for the city centre, and its future role as a place to visit and spend time in – suggest there will be impacts spread over a wide geography, certainly Bristol-wide and further afield in the west of England.

The Temple Quarter development framework proposes a large number of interventions to deliver jobs and homes. The nature, geographic scope and scale of impacts will differ according to the nature of intervention proposed, but it is expected the impacts will be large-scale and long-lasting.

In this context it appears prudent to consider the scale of impact at city wide and local level. The recent engagement and consultation on the draft Development Framework identified some specific concerns with change and how this takes place, specifically for disabled people and for older people, identifying considerations for both the construction phases and the long-term benefits of the change itself.

There are areas of high deprivation that border the Temple Quarter area some of which are in the 10% most deprived areas of the country. Lawrence Hill has a higher-than-average number of young people and ethnic minority communities, with higher poverty levels and barriers to opportunity. Engagement and consultation with communities within Lawrence Hill has identified considerations for taking the regeneration forward which could benefit these neighbouring communities.

The main findings from the engagement and the consultation that ran from 10 January until 8 March 2023 can be found in Appendix to this report.

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 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.

We do not have complete data on the jobs and who is filling those jobs across the Temple Quarter regeneration area. A piece of engagement work with businesses in the St Philip's Marsh area took place between October and December 2022. This sought to find out more about the businesses that are in the area, their aspirations and how many people they employ. This is being used as baseline information about businesses. Across the Temple Quarter area 46% of jobs are filled by those that live within 5km of the area.

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 key public sector partners bringing forward the Temple Quarter regeneration programme are committed to engaging with businesses, residents and wider city stakeholders, with an approach that enables city communities to help shape proposals effectively and in a timely way.

Mead Street engagement and consultation:

- Engagement with businesses and the local community took place from 22 November 2021 until 7 January 2022. This informed a draft Development Brief for the Mead Street area that was formally consulted on from 20 May – 4 July 2022. This included two in-person events at LPW House on 22 and 23 June. Overall more people agreed with the proposals within the development brief than disagreed.
- The consultation was promoted through the following:
 - A postcard sent directly to local residents and businesses
 - An email to community/stakeholder organisations asking them to participate and to also share information in their networks
 - A press release with articles in Bristol 24/7 and Bristol Post
 - A news story on the Temple Quarter website
 - Social media posts through the main Bristol City Council and Temple Quarter platforms
 - The events were promoted by a local community champion on Radio Bristol on Wednesday 22 June 2022.

Business engagement

- A letter and survey went to all businesses in St Philip's Marsh in June 2022 informing them of the Temple Quarter project and inviting them to complete the survey and contact the team for a more detailed briefing if they wanted.
- A comprehensive engagement with businesses in St Philip's Marsh was conducted in Autumn 2022 included a survey, door knocking and meetings
- Round table meetings

Community engagement

- Community groups have been invited to a briefing and/or walking tour of the Phase 1 Temple Quarter sites, to help build their understanding of the project.
- Regularly walking tours of Temple Quarter have been available for businesses, individuals and organisations to book – on a weekly basis since October 2022 until March 2023.
- Continuing opportunities for schools/university engagement: including tours and workshops for schools and universities

Consultation on the draft Temple Quarter Development Framework

Consultation took place on the Temple Quarter Development Framework from 10 January to 8 March 2023.

Online/paper survey:

Information was broken into four sections, with a survey for each section, plus an interactive map for St Philip's Marsh and two ideas boards for Temple Meads, City Gateway and Friary North, and St Philip's Marsh respectively:

- 136 responses to Overview
- 115 responses to Temple Meads, City Gateway and Friary North
- 79 responses to St Philip's Marsh
- 58 responses to Temple Gate
- 94 comments on the St Philips map (from 20 individuals)
- Temple Meads, City Gateway and Friary North Ideas Board: 24 interactions (8 comments, 16 likes)
- St Philip's Marsh Ideas Board: 15 interactions (10 comments, 5 likes)

Written submissions

- 40 Submissions by email, from individuals, those responding via Easy Read, developers, landowners, transport groups, businesses, interest groups and organisations including Natural England, Historic England, Sustrans, Environment Agency, Bristol Older People's Forum.

Creative engagement

Three creative commissions to reach less-heard from groups and activate consultation activities and events.

- Commission 1 aimed to activate consultation drop-in events.
- Commission 2 aimed to reach communities in the Barton Hill area.
- Commission 3 aimed to engage with young people in and around Temple Quarter.
- 469 people spoken to as part of the creative engagement.
- 14 events took place as part of commissions 1 and 2.
- 6 films were produced by students as part of commission 3 who engaged with 206 people, including 86 young people and numerous businesses in St Philip's Marsh.
- A final celebration event was held to screen the students' films and mark the end of the consultation. This was attended by 86 people.

Events and briefings

- 27 events and briefings with feedback recorded speaking to approximately 330 people.

Young People

- In addition to the creative commission 3 described above, three groups of young people were directly engaged with, including University of the West of England geography students, A-level students from St Mary Redcliffe and Temple School, and a workshop with students taking part in Design West's *Shape My City* programme

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.

Engagement FY 2023/24:

Further engagement will be undertaken on each individual project prior to project delivery.

A full programme of community, stakeholder and business engagement has been developed and will be updated on a rolling basis for the period to the end of 2023. This will include:

- Ongoing engagement with communities in and around Temple Quarter, building awareness and understanding of the project.
- Expanding engagement to communities and areas in a wider area in Bristol and the region.

- Engagement on project milestones and strategies, including station entrances, social value, employment & skills, and master-planning in St Philip’s Marsh.
- Continued engagement with businesses in and around the Temple Quarter and St Philip’s Marsh regeneration area to increase understanding of the BTQ project and programme progress. Including quarterly roundtable meetings.
- Regular stakeholder meetings, including with business groups, the Temple Quarter Accessibility Advisory Group, Ward Councillors and community groups. We will explore the option of creating a community forum.
- Funding for a 0.5 FTE Community Development practitioner until the end of financial year 2023/24 has been approved.
- Further school engagement, following successful outreach during Development Framework consultation.
- Coordinated working with developers and organisations also developing plans at Temple Quarter to ensure public understanding and clear communication.

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)

The impact of the Temple Quarter development framework – adverse or beneficial – will become clearer as each individual infrastructure 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 new hazards to be negotiated. This has the potential to affect most significantly disability and pregnancy/maternity groups, and – potentially – age indirectly.

Care is also needed to avoid reinforcing any patterns of exclusion from jobs opportunities, should they exist in sectors likely to employ people in the Temple Quarter area via new development. Such an outcome would have the potential to affect all groups with protected characteristics.

New development may lead to change in the make-up of the business base in certain locations in Temple Quarter. BCC Economic Development is seeking to engage directly with local businesses in each area to understand them better. The team will monitor the potential for impacts on any groups with protected characteristics as part of this activity.

Adjacent communities to the Temple Quarter regeneration area have identified a number of factors that need to be considered affecting all groups with protected characteristics, but with particular relevance to young people and those from ethnic minority backgrounds, who make up a proportionately higher percentage of the Lawrence

Hill ward. These include whether the housing will be for local people and whether local people will have the opportunity to take new jobs that will be created. Whether the new neighbourhood will provide services, leisure and opportunities for the residents of neighbouring areas, and whether transport improvements will enable greater access to opportunities. However the development framework itself strives to ensure a positive impact for local communities.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored as more detailed proposals are developed.
Mitigations:	Engagement and consultation to take place at all stages of project
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Works may have impact on accessibility.
Mitigations:	Access needs to be considered at the earliest possible stage in planning of works.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Works may have impact on accessibility.
Mitigations:	Access needs to be considered at the earliest possible stage in planning of works.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
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:	Engagement and consultation to take place at all stages of project
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Engagement and consultation to take place at all stages of project
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:	Engagement and consultation to take place at all stages of project

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

Measures will be taken to mitigate the negative impacts of any change.

Whilst disruption may be inevitable given the scale of development proposed, it can be mitigated through early engagement with and the involvement of protected groups in scheme development, from design through to delivery. The emerging engagement strategy for Temple Quarter will seek to address this.

Efforts will be made to:

- Enable work experience opportunities
- Link people to potential employers
- Support skills development
- Explore developing an on-site skills academy within Temple Quarter to enable people to gain skills locally which can then be put to use in the locality.

Public sector employers engaged in delivering the framework, including Bristol City Council, will recruit in line with their equalities duties, and will be able to shape the actions of their contractors via contractual requirements.

Please see information in section 2.5 for ongoing engagement activities.

The production of a place based social value strategy will provide a stronger basis for identifying opportunities to enhance and improve opportunity.

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:

Works in the area could inhibit access for Disabled and older people. The needs of these groups are being factored into planning of works at the earliest possible stage.

Consultation and engagement which has been carried out recently has identified areas which need to be considered in the next stages of taking this programme of work forward. Ongoing discussion and involvement in the development of plans will help to mitigate any negative impacts.

A number of amendments are being made to the Development framework to reinforce the aim for this regeneration to provide inclusive, diverse neighbourhoods that provide opportunities for all.

An individual EQIA will be completed for each project delivered in Temple Quarter. The project specific EQIA's will identify the negative impacts and how they can be mitigated or justified.

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

Consultation activity has identified some key concerns that some people with protected characteristics have. These will be considered when taking forward more detailed designs for individual projects. Ongoing consultation and engagement will continue to inform the opportunities we may have to promote the duty.

An individual EQIA will be completed for each project delivered in Temple Quarter. The project specific EQIA's will identify the positive impacts.

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
Complete an EQIA for each individual project delivered within Temple Quarter	JDT Programme Director	Ongoing
Equalities issues identified by consultation to be reviewed on regular basis and considered as part of the development of more detailed plans	JDT Programme Director	Ongoing
A comprehensive programme of continued engagement will take place to ensure that voices, including those with protected characteristics are heard	JDT Programme Director	Ongoing
Continue to work with the Temple Quarter Accessibility Advisory Group	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.

It is too early in scheme development to define specific actions of each element of the emerging Temple Quarter Development Framework, but it is envisaged that application of the principles of diversity and inclusion outlined above will generate benefit for all groups with 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: <i>John Smith, Director – Economy of Place</i>
Date: 14/4/2023	Date: 19/04/2023

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.