

Equality Impact Assessment [version 2.12]



Title: Southmead Regeneration	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [Regeneration project]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth & Regeneration/Housing Delivery Team	Lead Officer name: Tim Midwood & Mohammed Al-Bayatti
Service Area: Housing Delivery Team	Lead Officer role: Senior Housing Development manager & Housing Development manager

Step 1: What do we want to do?

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

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.

In February 2021, Cabinet agreed to fund up to £7m in non-residential space through Strategic Community Infrastructure Levy, to support community space and the wider regeneration of Southmead, with investment into a new shared health centre and library alongside further community enterprise space, and temporary relocation costs for Southmead Library.

Whilst the fund has previously been approved and earmarked for use on Glencoyne Square, there have been key differences to the previous scheme, in the new application to meet planning requirements:

- An increase in the number of dwellings from 120 to 187, whilst maintaining a similar building footprint through some height increase and more efficient design
- Replacing the health centre with a smaller health and well-being hub, resulting in providing additional new homes, it is expected that the current health centre will remain on site providing health care.
- The library is proposed to share space with learning and training spaces, run by Southmead Development Trust, with a shared reception funded by income through the wider uses across the site. This will enable the provision of library service as previously envisaged with the Health Centre proposal

Bristol City Council are seeking to renew the cabinet authorisation for capital funding from Strategic Community Infrastructure Levy and ask for additional Community Infrastructure Levy £620k to fund non-residential space at Glencoyne Square to support an 'enterprise, learning, health and well-being hub' at Glencoyne Square and enable the delivery of affordable housing alongside the community space. A significant area of public realm is also proposed containing a redesigned public park and a central spine with a cycle route

Purpose of the proposal

1. To support the delivery of new homes and regeneration in Southmead in accordance with the spatial principles of the Southmead Masterplan.
2. To authorise Executive Director Growth and Regeneration to negotiate with third parties and enter into, and proceed to completion of, contracts and transfers to secure the delivery of new homes and regeneration in Southmead within the budget envelope detailed in the report.
3. Authorise the Executive Director - Growth & Regeneration, (in consultation with the S151 Officer, Cabinet Member for Housing and Cabinet Member for Finance, Governance and Performance) to; use Strategic Community Infrastructure Levy funds up to £7.62m, to support the development and library relocation costs £0.517m, fund shared library and advice and learning hub, community enterprise space and a health and well-being hub development costs of up to £5.19m, Public realm and commuted sum £1.34m and contingency of £0.7m. Southmead Development Trust is expected to provide funding £0.166m through fundraising towards the scheme cost.
Anticipated work to start on site in 2024 (subject to full planning consent).

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: Proposals are geographically targeted within Southmead Ward and therefore Southmead residents, present and future, will be most affected.		
Proposals include regeneration and housing delivery investment in Southmead working in partnership with local communities to bring forward development.		

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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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 \(bristol.gov.uk\)](https://www.bristol.gov.uk/equality-diversity)

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](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
2021 Census , ONS	<p>The Southmead population has a higher proportion of people with long term physical or mental health conditions or illnesses where day-to-day activities are limited than the Bristol average (21.3% compared to 17.2)</p> <p>A considerable proportion of Southmead residents have long-term physical or mental health conditions where day-to-day activities are limited. Designs of the wellbeing hub and community hub will therefore consider accessibility requirements and consult with those individuals who have these conditions within the local community. The health and wellbeing hub will directly target those within the community with these conditions, working to improve the physical and mental health of local residents.</p>
2021 Census , ONS	<p>The Southmead population includes people within all age groups, including more people 65+ than the Bristol average and more within the 15-19 age bracket.</p> <p>Due to the population of Southmead including those in older age groups and younger age groups, the project must consider the needs of these individuals. Therefore, the development will consider accessibility to the new facilities and ensure both young people and older people are involved in engagement activities to ensure that their views are heard and implemented into the wellbeing hub / community hub design and delivery. The facilities themselves will provide more wellbeing facilities and infrastructure that supports these groups</p>
2021 Census , ONS	<p>23.7% of the Southmead population are within Black, Asian and minority ethnic groups, compared to the Bristol average of 18.9%.</p> <p>The engagement activities which take place throughout the project will encourage participation from all ethnic groups, to ensure that all views are heard and implemented within the design and delivery of the wellbeing and community hubs. The hubs themselves will be public spaces which are open for all and will ultimately house community events which bring those from a variety of demographic groups together, in order to incite community cohesion.</p>

2021 [Census](#), ONS

The Southmead population includes a broadly even split of male and females across all ages brackets.

The wellbeing hub and community hub will need to equally serve both male and females and not discriminate. The engagement activities which take place throughout the project will encourage participation from all genders. The hubs themselves will be public spaces which are open for all.

The Bristol average of relative low income child poverty is 21.8% and Southmead's average is higher at 29.5%.

Deprivation by Lower Super Output Area (LSOA)			Southmead
LSOA	% England Rank	England Deprivation Decile	England Rank out of 32,844 (where 1 is most deprived)
Fonthill	14.2%	England decile 2	4,677
Lake Road	42.7%	England decile 5	14,010
Southmead Central	19%	England decile 1 - Most Deprived	613
Southmead East	22.6%	England decile 3	7,419
Southmead North	15.2%	England decile 2	4,996
Southmead West	16.3%	England decile 2	5,368
Trymside	7.6%	England decile 1 - Most Deprived	2,480

Also, two areas within the Southmead ward (as evidenced above) fall into the top decile across England for deprivation.

Investment to develop the area is therefore clearly needed to provide facilities for those who need it most.

Quality of Life data is from the 2021-22 survey, [Healthy Lifestyles](#)


67.5% of Southmead residents are satisfied with their local area, compared to the Bristol average of 75.2% who are satisfied with their local area.

Residents within Southmead are less satisfied with their local area than the average resident in Bristol. Therefore, action must be taken to increase these satisfaction levels in Southmead so that they are more equitable with the rest of Bristol. By creating a Wellbeing / Health Centre and a Community Hub, this project will bring more local community facilities to the area. These will be public facilities that can be enjoyed by all and will create a greater sense of community.

Quality of Life data is from the 2021-22 survey, [Healthy Lifestyles](#)

18.6% of Southmead residents stated that their poor health stops them from getting involved in the community compared to the Bristol average of 10.8%.

Poor health in residents disproportionately impacts residents' ability to get involved in the community in Southmead compared with the rest of Bristol. The new health and wellbeing hub which is proposed in Southmead will directly tackle the poor health of local residents by working to improve health and wellbeing. Alongside this, the new Community Hub will provide facilities which will enable more people to be involved within the community.

<p>Quality of Life data is from the 2021-22 survey, Healthy Lifestyles</p>	<p>55% of Southmead residents believe its convenient and pleasant to walk in their neighbourhood, compared to the Bristol average of 68.2%.</p> <p>Southmead residents find their neighbourhood to be less convenient and pleasant to walk around than the Bristol average. The project will introduce high quality new buildings and landscaping to the street scene within the local area, making the neighbourhood attractive and creating a sense of place in which individuals will like to walk around.</p>
<p>Quality of Life data is from the 2021-22 survey, Healthy Lifestyles</p>	<p>48.2% of Southmead residents are satisfied with libraries compared with the Bristol average of 52.9%.</p> <p>There is lower satisfaction with libraries within Southmead residents compared to the Bristol average. Therefore, the project proposes to provide additional community facilities, including new Library which will improve the offering of library facilities for local residents</p>
<p>Additional comments: attached the Statement of Community Involvement which sets out details of how people have been consulted, their responses and how the proposals have been influenced by stakeholders. For further information, see section 2.4 below.</p> <div style="display: flex; align-items: center;">  <p>Statement of Community Involvement</p> </div>	

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 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 overall diversity data at a local and national level for some characteristics e.g. gender reassignment – especially where this has not historically been included in statutory reporting e.g. for sexual orientation. As council we rarely monitor marriage and civil partnership. There is a corporate approach to diversity monitoring for service users and our workforce, however the quality of available evidence across various council service areas is variable. No robust data on gender identity exists. 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.

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 a change process 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 Southmead Development Trust have agreed to lead on community involvement for these regeneration proposals and are well placed to do so. Full public consultation has taken place prior to the submission of the Glencoyne Square planning application, and will occur for all subsequent major developments being submitted as part of the wider masterplan. Local residents will have the opportunity to view and comment on the proposed layouts at consultation events.

As a community-led development project, community engagement and governance has been the catalyst for Southmead Regeneration, and critical to the success of Phase One -Glencoyne Square. This Community Involvement statement explains how the community have been engaged in :

1. Developing proposals for the regeneration of the wider area
2. Detailed proposals for the development of Glencoyne Square which secured planning in January 2021
3. The revised planning application for Glencoyne Square, submitted into planning in June 2022

The Statement forms part of the planning applications and sets out details of how people have been consulted, their responses and how the proposals have been influenced by stakeholders.

The Southmead Community Plan, which led to the Southmead Masterplan, includes exploration and development of key priorities for Southmead in nine key areas such as Housing, Health, and Crime. Over 950 households engaged in this consultation process, led by a team of local volunteers through door knocking, conversations with residents, meetings, workshops, events, news articles, displays, leaflets, etc.

The development of the amended application at Glencoyne Square has involved extensive community consultation to the scheme within the revised application submitted in June 2022, consultation with residents is tailored to address particular issues with the current housing stock in Southmead, notably that there are a low number of smaller properties for existing residents who want to stay in the area to downsize into.

Project group was set up for the Arnside and Glencoyne Regeneration Project , made up of community stakeholders, activists, Bristol City Council officers, Southmead Development Trust trustees and staff. Their mandate was to oversee the development of a vision for the regeneration of the centre of Southmead and it continues to meet on a monthly basis.

Community Plan Action Group: It was decided that SDT would continue to co-ordinate and oversee the Community Plan. In order to ensure ongoing resident and partner involvement, and an open and accountable structure, the Community Plan Action Group (comprised of residents and local voluntary groups) was set up and ran between 2015 -2017.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The Arnside and Glencoyne Regeneration Project, made up of community stakeholders, activists, BCC officers, Southmead Development Trust trustees and staff. Their mandate was to oversee the development of a vision for the regeneration of the centre of Southmead and continues to meet on a monthly basis.

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)	
From the current data available we know there are existing inequalities for people in Southmead which this proposal seeks to address. In particular children and young people, older people and Disabled people are likely to be impacted by the physical redevelopment of sites and loss of public open space including play-space. It is therefore important to ensure a robust consultation process to allow for all members of the community to comment on the emerging design proposals that will be submitted for planning.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The physical redevelopment of sites will result in loss of public open space including play-space for the time specified previously. ,.
Mitigations:	<ul style="list-style-type: none"> - Young people will be actively engaged throughout the design and development process, to ensure that new infrastructure at the wellbeing and community hub suit their needs. - The new development is also providing community space and Library for young people and also upgrading play area for children within the area.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> - The development of Glencoyne Square will result in physical loss of public space and older people not being able to utilise space facilities - The construction / redevelopment work may cause changes to people's routes to local facilities which may cause an issue for those with mobility issues
Mitigations:	<ul style="list-style-type: none"> - Older people will be actively engaged throughout the design development process, to ensure that new infrastructure at the wellbeing and community hub suit their needs - There will be additional provisions within the wellbeing hub which will offer additional local support to older people and services that do not already exist - Any organisation contracted to undertake the construction and development side of the project will abide by their duties under the Equality Act 2010 to provide accessible alternatives for travel around the site
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> - Development projects are likely to take place on off-street development sites including some parking spaces which would have an impact on car parking for availability for Disabled people - The construction / redevelopment work may cause changes to people's routes to local facilities which may cause an issue for those with mobility issues

	<ul style="list-style-type: none"> - The construction / redevelopment work may cause changes to people's routes to local facilities which may cause confusion for Disabled people with Learning Difficulties and people with visual impairments - Disabled people may have difficulty with engaging in the consultation of the project if the terms used aren't accessible
Mitigations:	<ul style="list-style-type: none"> - New parking spaces have been provided within the main area as part of Arnside public realm project completed in 2022. This will help to ensure the new developments are accessible to Disabled people - The Health and wellbeing Hub will be accessible and designed in consultation with Disabled people to ensure their accessibility requirements are reflected in the scheme design. There will also be accessible communications around the proposed development, to ensure all are kept informed. - Any organisation contracted to undertake the construction and development side of the project will abide by their duties under the Equality Act 2010 to provide accessible alternatives for travel around the site
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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> - The construction / redevelopment work may cause changes to people's routes to local facilities which may cause an issue for those with pushchairs or young children
Mitigations:	<ul style="list-style-type: none"> - Any organisation contracted to undertake the construction and development side of the project will abide by their duties under the Equality Act 2010 to provide accessible alternatives for travel around the site
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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> - Lack of investment in this area would continue a cycle already seen in this ward which disadvantages those who need it most
Mitigations:	<ul style="list-style-type: none"> - Investment into this area is needed to address the needs of those who need it most
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 any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	

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

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

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

The proposal to facilitate the construction of some 200 new homes, including affordable homes is expected to positively impact upon citizens with protected characteristics. A wider choice of new homes constructed to modern environmental and access standards will be provided constructed in accordance with Bristol Development Framework Core Strategy and Building Regulations requirements.

Implementation of public realm improvements can be expected to benefit citizens on the basis of their protected characteristics and increase accessibility for Disabled people.

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:

The assessment has raised the issue of how residents could be affected by the project on the basis of their protected characteristics.

It has highlighted that residents and representative groups should be communicated with earlier, using a variety of methods and at key stages.

It also highlights that local partners working with the city council must adhere to Equalities Policies and understand that they will be required to adapt their communication practices depending on the equalities group.

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

The proposal to facilitate the construction of some 200 new homes, including affordable homes is expected to positively impact upon citizens with protected characteristics. A wider choice of new homes constructed to modern environmental and access standards will be provided constructed in accordance with Bristol Development Framework Core Strategy and Building Regulations requirements.

Implementation of public realm improvements can be expected to benefit citizens on the basis of their protected characteristics and increase accessibility for disabled people.

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
Tailor communication methods and needs	Southmead Development Trust	2023- 2026
Southmead Development Trust to be able to confidently engage with local residents, with a particular focus on those with protected characteristics, and discuss resident comments and concerns	Southmead Development Trust	2023-2026

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.

Lessons Learned Log will be compiled as the project progresses, noting down areas that could have been dealt with differently/better.
 Number of respondents to consultation event and how the demographics of respondents compare to the current demographics.

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 Homes and Landlord Services.
Date: 26.05.2023	Date: 30.05.2023

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.