

Equality Impact Assessment [version 2.12]



Title: Net Zero Investment Co-innovation Lab	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Alex Ivory
Service Area: Sustainable City and Climate Change	Lead Officer role: Climate Change Team 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 \(EqIA\) \(sharepoint.com\)](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 Net Zero Investment Co-innovation Lab is a European-funded collaborative initiative with Bristol City Council (Lead), Abundance Ltd, Bristol and Bath Regional Capital (B&BRC) and Bristol Green Capital Partnership (BGCP) to co-create a Net Zero Investment Co-Innovation Lab with the mission to understand barriers to investment in net zero carbon projects (e.g. entangled problems and traditional expectations for return on investment) and identify, pilot, deliver and evaluate 3-6 financial levers which will address investment constraints.

The City of Bristol is a leader in UK climate action. In 2018, Bristol was the first Local Authority to declare a climate emergency and has a goal to reach carbon neutrality by 2030. Building on this momentum the project will work with Bristol organisations such as Community Leadership Panel on Climate and the Just Transition (CLP) to ensure the inclusion of local communities in the Innovation lab, and that the project benefits (including access to and returns on investment, reduced carbon emissions and an accelerated transition to net zero) accrue to Bristol’s participating communities and could be replicated in other cities in the UK, Europe and beyond.

The Innovation lab aims to develop investment products which are affordable, high quality and inspire confidence. New approaches will be applied to develop climate friendly investment products which benefit local communities and contribute to the transition to net zero. Community engagement will be central to ensure that the lab delivers green investment opportunities which directly benefit Bristol’s communities as well as contribute to mitigating climate change impacts.

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.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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The project is an innovation project to develop green investment products which benefit local communities, reduce carbon, and whose benefits will extend to vulnerable and marginalised communities.

The work is being undertaken in the context of achieving a Just Transition to carbon neutrality in the city. That is to say, the work will be conducted such that the costs and benefits of the transition will be equally shared and not fall on one community to the exclusion of others. The project is not expected to adversely affect any protected characteristic group.

An element of the project will aim to make environmentally sustainable investment opportunities available to Bristol communities who don't currently invest or who currently invest in traditional investment options. The work is funded by the Horizon Europe programme supported by Net Zero Cities and aligned to the 100 Climate Neutral and Smart Cities Mission. It will generate insights and leanings which will benefit the participating cities in that Mission as well as a wider cohort of cities following the progress of this Mission.

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 \(sharepoint.com\)](https://www.bristol.gov.uk/data-statistics-intelligence). 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
Quality of Life in Bristol Survey	The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households with some additional targeting to boost numbers from low responding groups. The survey included questions

on attitudes towards climate change, copied below, as well as financial circumstances, and diversity.

It's expected that Bristol's projects addressing the climate crisis, including this one, will increase community awareness and encourage engagement which should be reflected in enhanced results in the climate change category.

Indicator	% concerned about climate change
Sum of Statistic	
	Total
Bristol Average	86.6
Most Deprived 10%	80.3
16 to 24 years	92.6
50 years and older	83.7
65 years and older	83.9
Disabled	81.2
Black, Asian and minoritised ethnic	77.8
Asian/Asian British	71.9
Black/Black British	69.6
Mixed/Multiple ethnic groups	86.9
White	87.9
White British	88.5
White Minority Ethnic	83.7
Female	91.1
Male	82.1
Christian	83.3
Other religion	85.8
No religion or faith	89.6
LGB+	93.3
No qualifications	71.8
Degree qualification	90.4
Non degree qualifications	81.1
Full-time Carers	83.1
Part-time carer	86.3
All Carers	85.4
Owner Occupier	87.9
Rented from housing association	78.8
Rented from private landlord	86.7
Rented from the council	76.5
Single parent household	78.4
Two parent household	87.2
All Parents	86.1

Quality of Life Survey 2022-23

Additional comments:

This Quality of Life Survey is the only current monitoring used by the Service similar to the monitoring referred to section 2.2 below.

The project survey design is still in development but will aim to monitor social and economic demographic beneficiaries of the project if required and approved in agreement with the funder.

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|---|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input type="checkbox"/> Race |
| <input type="checkbox"/> Religion or Belief | <input 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.

As stated in 2.1, the project survey design is still in development but will aim to monitor social and economic demographic beneficiaries of the project if required and approved in agreement with the funder.

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.

Project partner BGCP carries out community engagement through their Community Climate Action Plan project and related Community Leadership Panel on Climate and the Just Transition which informed project development. As part of the proposed project activities, community groups and individuals would be contacted by project partners to assess their attitudes towards green investment and to ensure they would be able to engage with and benefit from the project.

2.5 How will engagement with stakeholders continue?

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

As above, as part of the proposed project activities, community groups and individuals would be contacted by project partners to assess their attitudes towards green investment and to ensure they would be able to engage with and benefit from the project.

Local communities would be provided with information about new green investment opportunities and encouraged to engage with new opportunities and benefit from new investment opportunities.

Community engagement is expected to continue post project and the benefits will be scaled to other UK and European cities.

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)

We have not identified any significant equality impact at this stage. The project is not expected to adversely affect any protected characteristic group.

The project aims to provide access to new green investment opportunities to poorer and unrepresented communities and individuals which may result in a positive impact (as indicated in 1.3) but it is unclear whether this will be a significant impact. Monitoring and evaluation methods are being developed to measure the impacts on underrepresented and low-income communities.

As stated in 1.3, above, this is an innovation project to develop green investment products which benefit local communities and businesses, reduce carbon, and whose benefits will extend to vulnerable and marginalised communities. An element of the project will aim to make environmentally sustainable investment opportunities available to Bristol communities and businesses who don't currently invest or who currently invest in traditional investment options.

The Net Zero Investment Co-Innovation Lab is a less direct approach to reducing emissions that is focused on creating the levers for understanding complexity and enabling others to reduce emissions and to tackle the barriers to investment in zero carbon initiatives. It promises to deliver a Citizen Community Climate Investment Scheme enabling citizens, business and communities to invest in their projects to reduce emissions and to generate a return.

The project will develop

- A Citizen Community Climate Investment Scheme enabling citizens, business and communities to invest in their projects to reduce emissions and to generate a return.
- A Net Zero Venture Fund to enable outcome driven finance, environmental, social and governance (ESG) funds and philanthropists to invest in transitional projects that unlock entangled problems and generate a return.
- A Carbon Multiplier Fund to invest funding from the new development allowable solutions scheme, and to enable Bristol businesses to offset their emissions in a credible way.

It is expected that these will lead to a reduction in the city's carbon emissions and an increase in jobs in low carbon projects invested in by the funds created.

The project aligns with the One City Climate Strategy and the City Leap Energy Partnership which identified a need for a €10.6bn investment in the city. Increased investment in carbon neutral initiatives will generate new business and employment opportunities for local SMEs, businesses and individuals and will rapidly accelerate Bristol's journey to being Climate Neutral. The changes will be disruptive for Bristol but its communities and citizens will be at the heart of the decision making and the city's commitment to a Just Transition aims to ensure that project benefits and opportunities accrue to Bristol's marginalised and vulnerable communities. The pilot will make resources available to a wide range of Bristol businesses and organisations and contribute to a wider levelling up agenda.

Our partners, Abundance Investment, Bristol & Bath Regional Capital (BBRC) and Bristol Green Capital Partnership (BGCP) share investment principles which include transparency, inclusivity, and funding ethically and environmentally progressive projects. BBRC and BGCP are community interest companies (CIC) which support social enterprises to work for community benefits. BGCP's members include Bristol City Council, Avon Wildlife Trust, Business West, Centre for Sustainable Energy, Resource Futures, Sustrans, Triodos Bank, University of Bristol and University of the West of England.

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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

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 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 any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
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

The project aims to provide access to new green investment opportunities to poorer and unrepresented communities and individuals, including people who share a protected characteristic and those who don't. Monitoring and evaluation methods are being developed to measure the impacts on underrepresented and low-income communities.

Step 4: Impact

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

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

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

Summary of significant negative impacts and how they can be mitigated or justified:
No significant negative equality impacts identified at this stage
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
Opportunity to increase diversity in a green investment 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
Review partner methodologies	TBC	Short-term
Review Monitoring & Evaluation of impacts	TBC	Short-term
Evaluate post project impacts	TBC	Long-term

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.

Monitoring and evaluation of impacts, including benefits and beneficiaries, is being developed and will be reviewed by BCC as lead partner.

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: John Smith, Director, Economy of Place
Date: 5/6/2023	Date: 20/6/2023

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.