

Equality Impact Assessment [version 2.12]



Title: Western Harbour Masterplan	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Economy of Place	Lead Officer name: Emily Price
Service Area: Regeneration	Lead Officer role: Project 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.

Purpose of the proposal and why it is needed:

To accompany the Cabinet Report submitted on 4th July 2023. The purpose of this report is:

- To seek approval, to enter into a grant funding agreement for the awarded amount of £2.6m, and thereafter drawdown and spend up to £2.6m to enable the completion of a masterplan and Infrastructure Delivery Plan for Western Harbour
- To note the process for establishing a new community working group to work with the project team on the development of the masterplan and Infrastructure Delivery Plan.
- To authorise Executive Director to procure and award contracts necessary to complete the masterplan and Infrastructure Delivery Plan.

Who it is aimed at:

The proposal is aimed at the city (who will own the masterplan and Infrastructure Delivery Plan for Western Harbour alongside BCC), and the council as the key landowner in the area.

Intended aims / outcomes:

To secure the funding required to progress the masterplan for Western Harbour:

The project aims to address the requirement to renew and/or replace elements of the highway network serving strategic traffic routing through the city whilst using the opportunity – as expressed through the endorsed vision for the area and aspirations in the Local Plan Review - to address some of the city's biggest challenges – the housing crisis; and climate and ecological emergencies. Through further community consultation and engagement, the masterplan will determine the future layout, height and massing and mix of uses. This process will inform the Local Plan Review.

To establish a process for recruiting a community group that will work with the project team during the master planning.

Key actions:

The technical work that will be undertaken as part of the project will include four mutually informing workstreams:

- Deliver RIBA Stage 2 Masterplan (a RIBA Stage 2 masterplan is a long-term planning document that will provide a conceptual layout to guide the future of the area);
- Deliver an Infrastructure delivery plan that will define the strategic requirements of the Cumberland Basin Road network;
- Community and stakeholder engagement and consultation; and
- Programme coordination with adjacent and interdependent schemes, e.g. the Bristol Avon Flood Strategy as well as the Harbour Authority.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		
<p>The project will affect a wide range of stakeholders:</p> <ul style="list-style-type: none"> • A small number of landowners as well as developers and investors • Businesses and other lease holders • The wider community including residents and community groups / organisations • Creative and cultural organisations and providers • City partners and stakeholder organisations • BCC services and future BCC commissioned services (as we seek to develop detailed designs / deliver specific elements such as green space or transport improvements) • Service users (e.g. where regeneration proposals may change service provision) 		

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
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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/how-we-measure-equality-and-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
Data around who will be affected locally by any proposed road changes and masterplanning proposals.	
<p>Population Pinpoint Plus (bcc.lan)</p> <p>Project area Within the Western Harbour project area itself there are 8 residential properties. Two are in private ownership and 6 are council houses.</p> <p>Local surrounds LSOA areas within a 0.5k area around the site have relatively low population density at around 5000 people per kilometre.</p>	<p>Changes to the road network and any masterplanning will impact a small number of residents who live in the project area itself. There is a moderately low density, but significant population around the edges of the project boundary who will also be affected</p>
<p>People using the Cumberland Basin Road network BCC Transport data from – internal communication with Transport team</p> <p>Every day, on average 303 busses, 8,552 trucks/lorries, 499 motorbikes and 33,585 cars drive over the Plimsol Swing Bridge.</p>	<p>Changes to the road network will affect a significant number of people who drive through the area, including public, commercial and private traffic.</p>
<p>Housing data</p> <p>Council housing need <i>BCC Internal figures</i> There are 16,000 people on the Bristol City Council’s house waiting list.</p> <p>House prices House prices in Bristol - sold prices and estimates - Zoopla The average price of a residential property in Bristol is currently just under £400,000</p> <p>Rental prices Home.co.uk: Bristol Market Rent Summary The median rent for a room in Bristol is £700pcm, £1,450pcm for a flat and £1,898pcm for a house.</p>	<p>Masterplanning will need to consider the housing crisis in Bristol, including the availability of affordable housing.</p> <p>Satisfaction with price and accommodation generally differs amongst different groups. Improvements with Bristol’s housing situation generally are likely to help some people, e.g. young people in particular.</p>
<p>% Satisfied with the cost of their rent or mortgage payments June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Those aged 16-24, White minority ethnic people, LGB+ and those renting from a private landlord are significantly less likely to be satisfied with the cost of their rent or mortgage payments than the Bristol average.</p>	
<p>% Satisfied with the state of repair of their home June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p>	

<p>The 10% most deprived, Black, Asian and Minority Ethnic people, Disabled people, those aged 16-24, single parents, LGB+, and renters are significantly less likely to be satisfied with the state of repair of their home vs the Bristol average</p>	
<p>% satisfied overall with their current accommodation</p> <p>June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Those in the 10% most deprived decile, Black, Asian and minority ethnic, Disabled people, those aged 16-24, single parents, LBG+, those who rent and full-time carers are less likely to be satisfied with their current accommodation than the Bristol average.</p>	
<p>Data relevant to engagement. Note that the project will need to ensure a balance of local and city wide voices are heard, this section will consider both.</p>	
<p>Age 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville and Bristol as a whole Census Maps - Census 2021 data interactive, ONS</p> <p>The population of the three wards has far more people aged 20 – 39 than the Bristol average. This is highest in Hotwells and Harbourside. 50% of people within the wards are aged 20 – 39 years old and 23.4% are aged between 20 and 24.</p> <p>Bedminster and Southville have slightly more children under the age of 14 than the Bristol average, Hotwells and Harbourside has slightly less.</p> <p>There are slightly fewer people aged 55+ in the three wards than the Bristol Average.</p>	<p>The engagement will need to ensure that it engages with people of a range of ages both locally and city-wide.</p>
<p>Sex / Gender identity / Sexual orientation</p>	
<p>Sex 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville and Bristol as a whole Census Maps - Census 2021 data interactive, ONS</p> <p>The division between males and females in the area is roughly equal (49.1% female, 50.9% male)</p>	<p>The engagement will need to ensure that both men and women, those of differing gender identity from sex at birth, and different sexual orientations are engaged, aiming for a proportionate number of interactions in both local and city-wide engagement.</p>
<p>Gender identity 2021 Census Data for Bristol as a whole Microsoft Power BI</p> <p>0.8% of the population (16+) have a gender identity different from the sex that was registered at birth.</p>	
<p>Sexual orientation 2021 Census Data for Bristol as a whole Microsoft Power BI</p> <p>6.1% of the population (16+) are LGB+</p>	
<p>Ethnicity, birth country, English proficiency</p>	
<p>Ethnicity</p>	<p>The engagement will need to ensure</p>

<p>2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Microsoft Power BI</p> <p>Hotwells and Harbourside has more people from White Minority Ethnicities (14.2%), Asian/Asian British ethnicities (13%), and fewer Black/Black British ethnicities (3.4%) than the Bristol average.</p> <p>Southville has slightly more people from White Minority Ethnicities (12%) than the Bristol average.</p> <p>Bedminster has a far lower % total of all Black, Asian and Minority Ethnic groups than the Bristol average.</p>	<p>that it engages with people of a range of ethnicities both locally and in city-wide engagement.</p> <p>Different spoken languages should be taken into consideration. It is expected that this is likely to be needed to a greater degree at a city-wide level than at a local level.</p>
Proficiency in English	
<p>2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>For most people in the three wards, English is their first language, though this is less than the Bristol average in Hotwells and Harbourside. Despite this there are more people than average who speak English very well. 0.9% of people in the three wards either cannot speak English well or at all.</p>	
Religion	
<p>Religion 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>More people with no religion live in Southville and Bedminster, and fewer in Hotwells and Harbourside than the Bristol average.</p> <p>There are more Christians in Bedminster, and more Buddhists, Hindus and Muslims in Harbourside and Hotwells than the Bristol average.</p>	<p>The engagement will need to ensure that it engages with people of different religions both locally and in city-wide engagement using culturally appropriate methods</p>
Health and disability	
<p>General health 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>More people in all three wards are in 'very good health' than the Bristol average. Slightly more people in Bedminster are in 'bad health' than the Bristol average.</p>	<p>The engagement will need to ensure that it engages with people in different states of health, as well as Disabled people both locally and in city-wide engagement using a variety of appropriate methods for engaging with this community</p>
<p>Disability 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>Fewer people are Disabled (under the Equality Act) in the three wards than in Bristol as a whole.</p>	
Deprivation	

<p>Household deprivation 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>Most households in the area experience less deprivation than that of Bristol as a whole. However, there are pockets of deprivation near to the project area.</p>	<p>The engagement will need to ensure that it engages with people experiencing deprivation both locally and in city-wide engagement.</p>
<p>Central Heating 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>Slightly more households in Harbourside and Hotwells do not have central heating than the Bristol average.</p>	
<p>% Households which have experienced moderate to severe food insecurity June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Fewer people in the three wards have experienced food insecurity than the Bristol Average. (Hotwells and Harbourside: 2.5%, Southville: 2.5%, Bedminster: 1.9%, Bristol average: 4.6%)</p> <p>Those in the 10% most deprived decile, Black, Asian and minority ethnic, Disabled people, single parents, LGB+, renters and those with non degree qualifications are more likely to have experienced moderate to severe food insecurity.</p>	
<p>% Households that used a 'food bank' in the last 12 months June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Fewer people in the three wards have used a food bank in the last 12 months than the Bristol Average. (Hotwells and Harbourside: 0%, Southville: 0%, Bedminster: 1.2%, Bristol average: 1.8%)</p>	
<p>Council Housing locations Pinpoint Pinpoint Plus (bcc.lan)</p> <p>Council houses are currently allocated based on a 'banding' system. This prioritises those who may have experienced overcrowding, health affected by their current housing, harassment, hardship, unsanitary or unsatisfactory housing.</p> <p>Within a short radius of the site there are clusters of council housing on a number of streets, especially to the immediate North and East of the site. 6 of the 8 homes within the project area itself are Council owned.</p>	
<p>Carers</p>	
<p>Provision of unpaid care 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p>	<p>The engagement will need to ensure that it does not leave out carers in both local and in city-wide engagement.</p>

<p>Similar numbers / slightly fewer people provide unpaid care in the three wards than the Bristol average.</p>	
<p>% Whose caring responsibilities prevent them from leaving their home when they want to June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Fewer people in Hotwells and Harbourside but slightly more people in Southville and Bedminster report that caring responsibilities prevent them from leaving their home when they want to. (Hotwells and Harbourside: 1.7%, Southville: 3.7%, Bedminster: 3.7%, Bristol average: 3.2%)</p>	
<p>Economic Groups</p>	
<p>Students 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>28.4% of people aged over 16 in Hotwells and Harbourside are students, this is significantly higher than the Bristol average.</p>	<p>The engagement will need to ensure that it does not leave out students, especially in local engagement.</p>
<p>Socio-economic Classification (NS-SeC) 2021 Census Data for the three wards contained in the Western Harbour boundary: Hotwells and Harbourside, Bedminster, and Southville Census Maps - Census 2021 data interactive, ONS</p> <p>There are more people in L1, L2 and L3 (Higher managerial, administrative and professional occupations) and L4, L5 and L6 (Lower managerial, administrative and professional occupations) in the three wards than the Bristol average.</p>	
<p>Transport and accessibility</p>	
<p>% for whom transport issues stop them from getting involved in their community June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Black, Asian and minority ethnic, Disabled people, those aged 16-24 and also those 65 and older, as well as LGB+ people, those who rent across the board those with no qualifications and full-time carers were more likely to face transport problems which stopped them from getting involved in their community.</p>	<p>The engagement should be mindful that a lack of transport may hinder people from coming to engagement events.</p>
<p>Getting information</p>	
<p>% Comfortable using digital services June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>More people in Southville and Bedminster were uncomfortable using digital services than the Bristol average, with fewer people in Hotwells and Harbourside reporting being uncomfortable with them. (Hotwells and Harbourside: 3%, Southville: 7.3%, Bedminster: 8.4%, Bristol average: 7%)</p> <p>The 10% most deprived, white British people, disabled people and those aged 50 and older as well as those renting from the council or</p>	<p>The engagement should be mindful that a lack of comfort using digital services and a lack of access to the internet may hinder people from either online engagement or finding out about to engagement events.</p>

<p>from a housing association, as well as those with no /non degree qualifications, and carers are far more uncomfortable using digital services than the Bristol average.</p>	
<p>% Who have access to the internet at home June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>More people in all three wards reported having access to the internet at home than the Bristol Average. (Hotwells and Harbourside: 98.9%, Southville: 98.9%, Bedminster: 97%, Bristol average: 96.1%)</p> <p>The 10% most deprived, disabled people, those over 50 years old, Christian people, and those renting from the council or from a housing association, as well as those with no qualifications were less likely than the Bristol average to have internet at home.</p>	
<p>% Who lack the information to get involved in their community June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Black, Asian and minority ethnic people, those aged 16-24 years, those with no religion/faitn and those renting from a private landlord were less likely to have the information they need to get involved in their community.</p>	
<p>Other</p>	
<p>% Who lack the time to get involved in their community June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>White minority ethnic people, those with no religion or faith, parents, LGB+ and those with degree qualifications were less likely to be have the time to get involved.</p>	<p>There are several other factors that may affect participation, including lack of time, a feeling of not belonging to a neighbourhood leading to people not getting involved with local projects.</p>
<p>% who feel they belong to their neighbourhood June 2022 - Bristol Quality of Life Survey Microsoft Power BI</p> <p>Those aged 16-24, Disabled people, the 10% most deprived, white minority ethnic, LGB+, those renting from either a housing association or private landlord, as well as full time carers are significantly less likely to feel as though they belonged in their neighbourhood.</p>	
<p>Additional comments</p>	

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

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

The Harbour Hopes Engagement monitored a range of protected characteristics to assess who had accessed the engagement and consultation. This was done through:

- Requesting information from people who submitted comments through the Participatr project website
- Collecting Equalities Monitoring Forms in face-to-face engagement events

These forms were optional. While the resultant data was fairly accurate when collected at engagement events where participants were proactively encouraged to fill in the forms, for other less supervised engagements (such as commenting on the website or attendees at the exhibition) the small proportion of those who filled in the forms meant that the data had limited reliability. Experience from this will be learnt from in future consultation / engagement exercises to try and increase the number of responses to allow for a more accurate picture of who participated.

There are also 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. As council we rarely monitor marriage and civil partnership. Pregnancy and Maternity questions were included on the aforementioned monitoring forms so this is why this has been selected. 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.

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.

In July 2022, Cabinet endorsed the Western Harbour Vision. Inspired by community feedback, the vision is a result of an extensive programme of public engagement carried out in the second half of 2021 and a six-week consultation that was open to the public in March 2022. It sets out key commitments that will guide the transformation of Western Harbour as it changes in the future and underpin a masterplan for the area. The engagement for this is laid out in the Equality Impact Assessment form for the Cabinet Report for July 2022 [Appendix E - Equality Impact Assessment Form FINAL.pdf](#)

The proposal since then has been to establish the strategic outline case for the masterplan etc and to secure funding for the next stage. This stage of work has not included community engagement.

We are committed to making sure the voice of communities are heard. As part of the Cabinet decision, The Western Harbour Advisory Group will be re-formed and the recruitment of a new group will focus on communities of interest (in particular those of culture, community, environment and economy) (see Appendix A of the Cabinet report). This new community working group will create a communication channel between Bristol City Council's project team and the city. The group will:

- Champion, inspire and challenge different elements of the vision
- Proactively bring ideas and insight to the table
- Give a steer on the overall direction of the project
- Be a sounding board for the project as it goes forwards

- Show willing to learn about the area and the existing community, the reasons for the project, and the considerations affecting it and emerging issues through masterplanning process
- Share information with the wider community

Funding secured for the masterplan includes a budget for community engagement and consultation. The details of this will be updated in the EQIA on an ongoing basis.

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.

Subject to Cabinet decision, the project will:

- Reform the Community Working Group for the project, a convening of individuals from organisations representing four themes distilled from the Vision for Western Harbour and representing both a local and city-wide focus. This will meet around 6 times a year. Their role will be to champion, inspire and challenge different elements of the vision, proactively bring ideas and insight to the table, give a steer to the project team on the overall direction of the project, be a sounding board for the project as it goes forwards and to share information with the wider community and bring community perspectives, ideas and questions to the project team. There is a target participant profile in terms of diversity to ensure a range of voices are heard.
- Carry out other community engagement throughout the masterplanning process. This will take into account this EQIA to ensure that voices that are representative of the area are included.

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)

The proposal to cabinet does not have any adverse impacts on people based on their protected or other relevant characteristics.

Engagement

It is recognised that masterplan engagement will need to fully understand any adverse effects on people based on their protected characteristics. Many issues that may keep people from engagement are cross-cutting.

Therefore, engagement will need to consider the following:

Inaccessibility of public transport is more likely to affect Black Asian and Minority Ethnic groups as well as young people, older people, Disabled people, those looking after children and those who experience deprivation. This is exacerbated by these groups also being less likely to hold a driving license.

Some people may be more reliant on travelling by car, e.g. older people, pregnant women and those in maternity, carers, Disabled people etc.

Caring responsibilities may affect parents with young children and also those caring for a friend or relative, meaning that they cannot make it to in person engagement events.

Older people and Disabled people may be less comfortable using digital media meaning that they are likely to miss engagement if all comms and engagement are online.

Several groups, e.g those where English is not the first language or neurodivergent people, may find professional terminology confusing or may have no, or a limited understanding of engagement materials in English. Easy Read versions may help neurodivergent people and in cases where a person’s English is not completely fluent.

An increase in the number of hate crimes year on year and a negative perception of safety of an area (especially after dark) is cross cutting across several groups, including race or ethnicity, religion or beliefs, sexual orientation, disability, and transgender identity. This may make it less likely for some groups to come to physical engagement events if there is a perceived safety risk.

Some may find it harder to make their views heard in an engagement setting, meaning that they are not as able to contribute as fully as others.

Despite potentially being comfortable online, some groups nevertheless report lacking the information to get involved with their community. This in particular affects BAME people, young people and private renters.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>The Western Harbour masterplan should facilitate positive outcomes for all age groups through the identification of age-specific needs in line with demographic projections, including a general provision of age-appropriate housing, social infrastructure and more accessible public spaces and services.</p> <p>Particular age groups could be marginalised from the engagement and consultation process if a range of methods are not used or made accessible in various ways, particularly young people.</p> <p>There are a number of known uses within or near the project area which cater to the specific needs of young people e.g. local schools and the water sports activity centres, and Life Skills in B Bond.</p>
Mitigations:	To be inputted at a later date.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>The Western Harbour masterplan should facilitate positive outcomes for all age groups through the identification of age-specific needs in line with demographic projections, including a general provision of age-appropriate housing, social infrastructure as well as more accessible public spaces and services.</p> <p>Particular age groups could be marginalised from the engagement and consultation process if a range of methods are not used or made accessible in various ways e.g. if all sessions are delivered online. There are also potential issues in terms of the location in which an engagement session is held in terms of mobility and audio access for example.</p>
Mitigations:	To be inputted at a later date.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The masterplan will facilitate regeneration of the area which will provide a general uplift in terms of physical accessibility (buildings and public realm design; services).

	<p>Disability led groups could be marginalised from the engagement and consultation process if accessibility is not built in when designing the Comms & Engagement Plan and engagement material.</p> <p>Those with visual/hearing impairments may find it difficult to engage if provisions such as sign language interpreters / braille forms / hearing loops aren't provided.</p> <p>Disabled people with Learning Difficulties may find it difficult to engage if easy read versions of information aren't provided in advance. Disabled people with physical impairments or those with chronic health conditions may find it difficult to engage in engagement locations that aren't accessible by a lift or have a changing space available.</p> <p>See 'general' section for other impacts.</p>
Mitigations:	To be inputted at a later date.
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	See 'general' section for impacts.
Mitigations:	<p>To be inputted at a later date.</p> <p>We are keen that future engagement involves groups represented on the Bristol Women's Safety Task Group</p>
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	See 'general' section for impacts
Mitigations:	<p>To be inputted at a later date.</p> <p>We are keen to work with representatives from this group, such as Bristol Pride</p>
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>The HPSS will facilitate regeneration of the area which will provide a general uplift in terms of physical accessibility e.g. for parents with prams.</p> <p>See 'general' section for impacts. They could also be marginalised in terms of childcare availability and cost.</p>
Mitigations:	To be inputted at a later date.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	See 'general' section for impacts.
Mitigations:	To be inputted at a later date.
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Regeneration can support the socio-economic prospects of all races. The Western Harbour masterplan has the potential to make a positive impact across the area.</p> <p>People with different races/ethnicities could be marginalised from the engagement and consultation process if a range of methods are not used or made accessible in various ways. This includes culturally appropriate language and settings, also translated versions provided ahead of time and the attendance of translators if needed.</p>
Mitigations:	To be inputted at a later date
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	See 'general' section for other impacts.
Mitigations:	To be inputted at a later date.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	This project is not anticipated to have any specific impact on this group.
Mitigations:	n/a
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Potential impacts:	Although there is less socio-economic deprivation in the wards surrounding the Western Harbour regeneration area as a whole, there are pockets of deprivation shown in some LSOAs surrounding the project area. The project will aim to ensure that those who do experience deprivation are included in the engagement so that any improvements to the area can be directed towards their lives as well. See 'general' section for other impacts.
Mitigations:	To be inputted at a later date.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	See 'general' section for other impacts.
Mitigations:	To be inputted at a later date.
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:	n/a
Mitigations:	n/a

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 masterplan will be based on the vision for Western Harbour which was a result of a large programme of engagement in 2021/22.

The vision sets out a number of commitments that will have a positive benefit for people. The masterplan will consider how changes could benefit people with protected characteristics in particular. The vision commits to the creating an area which:

- Creates connections
- Reduces local traffic
- Provides Quality Homes
- Feels Safe
- Supports Enterprise
- Supports Community
- Creates Inclusive places
- Is welcome to all

(For more details of the vision see, the [Vision for Western Harbour](#))

It is intended that regeneration will provide a general uplift in the built and natural environment (housing, infrastructure, public spaces, connections) and services for local people and businesses which will secure holistic socioeconomic and environmental benefits for all, including those with protected characteristics.

Harnessing the power of good urban design and place-making

It is well understood that good urban design and place-making is essential to support and encourage overall quality of life including active and sustainable lifestyles, mental health, wellbeing and community cohesion, public safety, public enjoyment and satisfaction, and access to services and employment. These are cross-cutting outcomes which would benefit all residents and users of the area, but perhaps particularly those with protected characteristics who are more likely to rely on public transport systems and feel limited by accessibility in the built environment.

Social integration and community cohesion

Regeneration of the site is intended to achieve a balance of meeting the needs of existing local communities, while also making a strategic contribution to the city's housing needs and improvements to strategic infrastructure. The future delivery of the masterplan could see an influx of new residents and businesses from elsewhere. Exploring and designing in means of facilitating social integration and community cohesion will be an important part of regeneration proposals.

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 EQIA will help to develop the engagement strategy for the masterplan to ensure we hear from a wide range of voices locally and from across the city. The action plan below will be used as a guide to ensure that groups are not left out if at all possible.

The EQIA will also inform the development of the masterplan itself.

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

The comms associated with the Western Harbour engagement are an opportunity to ensure that different groups are represented positively.

If the engagement/masterplan truly takes on the issues faced by diversity groups, it will have the potential to shape an area which all feel welcome to live and visit.

The regeneration programme should result in a general uplift in the built and natural environment which will have a knock-on impact on overall quality of life, accessibility and public health outcomes. Opportunities to maximise these outcomes will be explored through the masterplan.

Regeneration and investment in public spaces and services has the potential to foster greater social integration and community cohesion.

Note that the Western Harbour masterplan will be a high-level document. The detail of elements of the ultimate regeneration area that come through in subsequent engagement, informed by this EQIA will come through in later stages, e.g. in individual planning applications.

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
Engagement:		
Creation of Community Working Group (subject to Cabinet approval)	Project lead	Autumn 23
Beyond our usual channels, applications will be promoted through leaders and champions of diverse Bristol groups and networks, inviting people from across all protected characteristics. A target		

Improvement / action required	Responsible Officer	Timescale
<p>participant profile has been developed based on citywide demographic data. We will aim for diversity similar to that of Bristol as a whole.</p>		
<p>To ensure that our approach to engagement does not have adverse impacts on people based on their protected or other relevant characteristics, we will endeavour to:</p> <ul style="list-style-type: none"> - Hold engagement events in publicly accessible and safe locations, that are well sign-posted, have good transport options, and disabled parking. We will consider arranging engagement events with underrepresented groups at locations that are convenient for them to ensure wide participation. - Engage with people who live in and in the area around the project area as well as future residents / visitors – we will monitor equalities data throughout the project to enable targeted engagement to be delivered to groups that emerge as being under-represented. - Provide a variety of ways to engage in the process, including face-to-face (workshops, exhibitions and walkabouts) and online (surveys, interactive map, ideas boards, workshops) – recognising that for many people, caring responsibilities, mobility issues and affordability of travel, make some engagement methods preferable to others. Digital methods should be tested for compatibility with assistive technology such as screen readers and text to speech software. - Provide materials that are jargon-free and in plain English where possible. Additionally, alternative versions such as Easy Read or language translations will be provided where it is felt that this is appropriate / on demand. - Ensure that engagement sessions are designed with people with children, or other caring responsibilities in mind. - The project should facilitate the actual and perceived public safety of participants in the design of engagement activities and in the Western Harbour Masterplan generally. - Facilitate engagement to ensure that all are heard. This may involve techniques designed to encourage respectful listening and discussion (e.g. having ‘rules of order’ in any engagement) or providing a range of engagement methods to facilitate people engaging in a medium they feel comfortable in e.g. small group discussions over larger discussions, written or pictorial engagement over oral. Some groups may appreciate the provision of questions in advance so that they can prepare answers. 	Project lead	Autumn 23 – Spring 25
Masterplan:		
Share this EQIA with BCC Project Team and consultants for input and comment	To be inputted at a later date	To be inputted at a later date

Improvement / action required	Responsible Officer	Timescale
Review feedback from the vision engagement and consultation regarding how best to continue to engage the community, write plan to take recommendations forward	To be inputted at a later date	To be inputted at a later date
Maintain and strengthen links developed through this project with community organisations including equalities groups	To be inputted at a later date	To be inputted at a later date


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.

Further iterations of the IMD and Bristol Quality of Life Survey can be used to assess the impact of regeneration. This includes a number of social integration indicators including ‘% who agree people from different backgrounds get on well together in their neighbourhood’.

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: 
Date: 05.06.2023	Date: 8 June 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.