

Equality Impact Assessment [version 2.12]



Title: Equity and Inclusion Policy and Strategic Framework 2023 - 2027	
<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Policy Strategy and Digital	Lead Officer name: Rebecca Baldwin-Cantello
Service Area: Equality and Inclusion	Lead Officer role: Head of Equality and Inclusion

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/EqualityImpactAssessments(EqIA)).

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.

Bristol City Council is required under the Public Sector Equality Duty to have due regard to the need to eliminate discrimination, advance equality of opportunity, foster good relations between different people when carrying out our functions.

We also have specific duties under the Equality Act to publish equality information at least once a year to show how we have complied with the equality duty, and to prepare and publish equality objectives at least every four years.

The existing policy and strategy for 2018-2023 is coming to an end and our new Equity and Inclusion Policy and Strategic Framework 2023-2027 sets out our overall commitment to equality and inclusion how we will achieve our commitments and fulfil our legal duties in line with the Corporate Strategy timeline.

To do this we have developed a set of objectives with clear goals and outcomes:

- E01. Leadership “a respected reputation for innovative best practice”
- E02. Diverse Workforce “a diverse and inclusive workforce which reflects our communities”
- E03. Council Services “equitable, inclusive and quality services that promote wellbeing”
- E04. Partnerships “to lead and strengthen partnerships so everyone shares in the city’s success”
- E05. Communities “tackle prejudice and promote understanding amongst communities”

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:		

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="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-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 \(sharepoint.com\)](https://www.bristol.gov.uk/data-statistics). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](https://www.bristol.gov.uk/open-data); [Joint Strategic Needs Assessment \(JSNA\)](https://www.bristol.gov.uk/joint-strategic-needs-assessment); [Ward Statistical Profiles](https://www.bristol.gov.uk/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 \(sharepoint.com\)](https://www.bristol.gov.uk/hr-analytics) 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](https://www.bristol.gov.uk/employee-staff-survey-report) and [Stress Risk Assessment](https://www.bristol.gov.uk/stress-risk-assessment)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
How we measure equality and diversity (bristol.gov.uk)	<p>Equalities statistics and research including Census 2021 data analysis. We carry out research into equalities groups and analyse data to:</p> <ul style="list-style-type: none">• identify where work needs to be done to tackle disadvantaged and low represented groups in the community• make sure everyone gets equal access to our services <p>Quality of Life in Bristol</p> <p>The Quality of Life survey is a yearly survey carried out in Bristol. It gives us information about the quality of life for Bristol's residents. It's broken down by ward, equalities groups and areas of deprivation.</p> <p>Equalities monitoring</p>

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<p>We monitor people by equalities group to identify any inequalities in service delivery and in employment.</p> <p>This information helps us to:</p> <ul style="list-style-type: none"> • take action to reduce differences in the uptake, representation and outcomes experienced by different service users and our employees. • improve our services for the benefit of Bristol's communities <p>Open Data Bristol</p> <p>The Open Data Bristol project has data and information about Bristol, including useful information about people with protected characteristics. You can look at the Quality of Life survey responses by equalities groups</p> <p>Joint Strategic Needs Assessment (JSNA)</p> <p>Joint Strategic Needs Assessment (JSNA) is a profile of data about the health and wellbeing of Bristol. It aims to help with:</p> <ul style="list-style-type: none"> • designing and delivering services • tackling health inequalities across communities in Bristol <p>The assessment is produced by a number of organisations across Bristol.</p>
Additional comments:	

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.

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.

This policy and strategic framework has been co-produced by Council teams led by the Equality and Inclusion Team, with additional input from our Staff Led groups.

The final version is informed by feedback we had in response to a draft shared with key local equalities stakeholders including: 1625ip; Babbasa; Black South West Network; Bristol Disability Equality Forum; Bristol Equality Network Chairs; Bristol Multi Faith Forum; Bristol Muslim Strategic Leadership Group; Bristol Older Peoples Forum; Bristol Women's Voice; Creative Youth Network; Freedom Youth/OTR Bristol; Mayoral Commissions; SARI; The Care Forum; Trans Pride South West; VOSCUR; WECIL.

We also held interviews with [Listening Partnership participants](#) to seek the views of young Disabled people on our policy and strategy approach.

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.

After Full Council in July 2023 we will ensure:

- a) internal communications and updated training to ensure council employees are familiar with the policy and strategy
- b) ongoing engagement with our key equalities partners, stakeholders and communities of interest as set out in the strategy objectives E04.Partnerships and E05. Communities; and publish EasyRead version of the policy
- c) that we publish information at least once a year summarising progress against our equality and inclusion objectives and outlining any challenges we are facing in moving forward.

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)	
<p>We have not identified any significant negative impact from the Policy and Strategic Framework itself. However we are aware of existing structural inequality and significant disparities for equalities communities in Bristol which we will aim to address through implementation of the policy and strategic framework approach.</p> <p>The policy recognises that whilst everybody holds some protected characteristics, to properly address inequality we need to focus on the needs of particular equalities groups in specific ways.</p> <p>Whilst it is not a complete summary of all the known issues impacting Bristol communities, the table below highlights some significant issues for specific groups and what the policy and strategy says we will do to address these.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Young people are often under-represented in engagement and consultation and in Bristol are less satisfied than average with the way the council runs things. • Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc. • Young people in Bristol are more likely to: <ul style="list-style-type: none"> ○ have poor emotional health and wellbeing ○ find inaccessible public transport prevents them from leaving their home when they want to
Mitigations:	Proactively seek the views of young people in engagement and consultation, design age appropriate services, and increase the proportion of young employees in our workforce
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Older people in Bristol are: <ul style="list-style-type: none"> ○ Less likely to be comfortable using digital services ○ more reliant on public and community transport ○ more likely to be an unpaid carer ○ more likely to help out or volunteer in their community ○ less likely to have formal qualifications • Bristol Ageing Better says at least 11,000 older people are experiencing isolation in the city.
Mitigations:	Factor aging into long term service design and challenge stereotypes about different age groups
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	<ul style="list-style-type: none"> Bristol City Council is committed to the Social Model of Disability which says that people are disabled by barriers in society not by their impairment or difference, whether that impairment or difference is physical, mental or cognitive. Barriers can be physical, like buildings not having accessible toilets, or they can be caused by people's attitudes, like assuming disabled people are unable to do certain things. The reasonable adjustments duty includes: <ul style="list-style-type: none"> changing the way things are done e.g. opening / working times; changes to overcome barriers created by the physical features of premises. providing auxiliary aids e.g. extra equipment or a different or additional service. is 'anticipatory' so we must think in advance and ongoing about what disabled people might reasonably need. People with neurological differences including Dyspraxia, Dyslexia, ADHD, Dyscalculia, Autism, or Tourette Syndrome etc. may require adjustments such as making sure that communication is clear, concise and unambiguous; setting out time-scales to give sufficient advance notice; or managing any known issues around anxiety or sensory sensitivities for face-to-face meetings. People having good days and bad days – factor in flexibility Disabled people are likely to need information in different formats to ensure they receive a service of a similar standard to other people. Information should be written in clear, simple language and available in different formats (e.g. paper copy, including in large print and easy read, in braille, on audio CD and BSL DVD) as required). Disabled people in Bristol are less likely to be comfortable using digital services. Disabled people are less likely to be employed in a managerial or professional occupations Disabled people have lower qualification levels than the population as a whole. A higher proportion of Disabled people rent from a social provider (local authority or housing association) Disabled people have lower car ownership levels
Mitigations:	Recognise and remove barriers faced by Disabled people, provide flexible services, communicate in a range of accessible formats, and promote the Social Model of Disability
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> There is still a relative pay gap between female and male employees and an imbalance in how pay is distributed in our organisation irrespective of equal pay for job roles. Women still bear the majority of caring responsibilities for both children and older relatives. Although well represented in BCC leadership, women are more likely to be excluded from conversations and decision making in Bristol due to lack of representation in senior roles Services and workplace requirements may not take into consideration the impact of women's reproductive life course including menstruation, avoiding pregnancy, pregnancy, childbirth, breastfeeding, and menopause. Young women between the ages of 16 and 24 have higher risk of common mental health problems and higher rates of self-harm and post-traumatic stress disorder etc. Bristol female preventable mortality rates are significantly higher than the England rates Nationally 27% of women experience domestic abuse in their lifetimes. Men and boy's health is in general poorer than that of women and girl's

	<ul style="list-style-type: none"> • Male life expectancy at birth in Bristol is around four years less than for females. • A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties. • Men in Bristol are more likely than women to have unhealthy lifestyle behaviours including being overweight and obese, smoking, alcohol and substance misuse • There are differences between men and women in health practices and the way they use health services • Men are three times more likely than women to take their own lives.
Mitigations:	Promote safety, challenge sexism and misogyny, and ensure our services and workplace requirements consider women's and men's needs and circumstances
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Lesbian, gay and bi people are statistically more vulnerable to verbal and physical abuse • 1 in 5 Lesbian, Gay, Bi and Trans staff have been the target of negative comments or conduct from work colleagues in the last year because they're LGBTQ+. • More than a third of LGBTQ+ staff have hidden or disguised that they're LGBTQ+ at work in the last year because they were afraid of discrimination. • 1 in 10 Black, Asian and minoritised ethnic LGBTQ+ staff have similarly been physically attacked because of their sexual orientation and /or gender identity, compared to 3% of White British LGBTQ+ staff • According to <u>research by Stonewall</u>, one in four lesbian and bisexual women have experienced domestic abuse in a relationship, one third of them were abused by a man. Almost half of all gay and bisexual men have experienced at least one incident of domestic abuse from either a family member or a partner since the age of 16. • Research shows LGBTQ+ people face widespread discrimination in healthcare settings and one in seven LGBTQ+ people avoid seeking healthcare for fear of discrimination from staff https://www.stonewall.org.uk/lgbt-britain-health • The Stonewall <u>LGBT in Britain - Health Report</u> shows LGBT people are at greater risk of marginalisation during health crises, and those with multiple marginalised identities can struggle even more. In communications we should signpost and refer where possible to mutual aid and community support networks. • Research has shown that LGBTQ+ people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use.
Mitigations:	Ensure our services are as inclusive as possible, address discrimination on the basis of sexual orientation and gender nonconformity, and work with partners to make sure Bristol is a safe city where all communities can thrive
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • The Equality Act 2010 protects anyone who is pregnant or has given birth in the past 26 weeks, as well as making provisions to protect the rights for breastfeeding. • Around 80% of women will give birth and many women will also experience termination, miscarriage and stillbirth • In the workplace we need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on parental leave. • Ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes providing physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc.
Mitigations:	Positively closing the gender pay gap, proving flexible working and dynamic support for staff, and improving the overall accessibility of our services.

Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • There is public misunderstanding about the definition of Trans people, gender reassignment and what the law does and doesn't protect • As sexual orientation above Transgender people are statistically more vulnerable to verbal and physical abuse. Transgender people regularly face prejudice and discrimination because of the way in which they transgress many of the norms of our culture and society. • 1 in 8 Trans people (12%) in the workplace have been physically attacked by customers or colleagues in the last year because they were Trans • Some people have concerns about the promotion of Trans rights and this has become a controversial equalities fault line • As 'sexual orientation above' - 37% of Trans of people and 33% of non-binary people have avoided healthcare through fear of discrimination⁵. • 25% of Trans people have been homeless at some point in their lives
Mitigations:	Ensure our services are as inclusive as possible, address discrimination on the basis of sexual orientation and gender nonconformity, and work with partners to make sure Bristol is a safe city where all communities can thrive
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Although the race pay gap has narrowed in recent years to there are still wide pay differences between particular ethnic groups and most minoritised ethnic groups earn less on average than White British people. • Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to white groups • Black, Asian and minoritised ethnic households are less likely to own their home and more likely to living in overcrowded households (more people than bedrooms) and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. • People who do not speak English as a main language require information in plain English and community language translations or videos etc. (include in communications budget). • Black people in the UK are less likely to hold a driving licence and more likely to rely on public transport. • People from minoritised ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to • Black people are more likely to be stopped and searched by police. • Black African young people are disadvantaged in education compared to their White peers. A disproportionately high percentage of Bristol school pupils from Black, Asian and minority ethnic backgrounds are excluded from school and In Bristol pupils • Organisations may lack cultural competence because Black, Asian and minority staff are under- represented. • Rules about appearance may penalise Black, Asian and minoritised ethnic people who dress differently or have different hairstyles. Conduct rules may not take into account the diversity of culture around language and ways of demonstrating respect. • People from Black African, Other, and Black Caribbean groups have persistently high levels of unemployment and almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people. • Black Asian and minoritised ethnic groups are more likely to be self-employed than the Bristol average and over-represented in low income self-employment including taxis, takeaway restaurants

	<ul style="list-style-type: none"> Black Asian and minoritised ethnic people are underrepresented in political and civic leadership
Mitigations:	Take a strategic approach to promoting race equality, work with local minoritised ethnic communities to meet their needs, and address institutional racism in our workplace and services
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> In the Equality Act 2010 'belief' includes strongly held philosophical beliefs including atheism. Generally a belief should affect a person's life choices or the way they live. Over 1 in 20 people in Bristol are Muslims, and Islam is the second religion in Bristol after Christianity Timetabling of services, events and working patterns should take into account that many faiths have festivals, holidays and holy days where working is suspended, or where there is a requirement to fast or worship. Take into account differing service needs because of a service user's religion and belief for example there are important rituals around death, burial and bereavement for some religions Identify opportunities to recognise and engage with communities around religious festivals. No citizen or employee should be stereotyped or discriminated against because of their dress and diverse modes of dress should be valued e.g. head covering such as hijab. It may be relevant to staff providing services to promote greater understanding and tolerances between people with differing beliefs for example sharing myth-busting information or encouraging visits to different places of worship. We should recognise those who have no belief and those who do not want to engage in some or all religious ceremonies or rituals, for example some people may feel unable to attend a meeting in a place of worship different from their own faith or because they have no faith. Having a designated multi-faith room can make environments such as workplaces and shopping centres more accessible and friendly for people from faith groups where regular prayer is required. Consider dietary requirements related to religion and ensure when catering there are food options that will meet the needs of all e.g. halal, kosher, vegetarian and vegan options. In all cases different foods should be separated and clearly labelled. Some employees and/or citizens from faith groups may not attend meetings or events where alcohol is being served or will be deterred by the presence of alcohol Some people may not want physical contact with someone of a differing sex on account of their religion Staff and citizens cannot justify discrimination or harassment on account of their religion, for example homophobic or sexist views.
Mitigations:	Build fruitful and constructive relationships with faith groups in Bristol, challenge prejudice and promote understanding of different religions and beliefs, and consider the requirements of people of faith in our services and workplace.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Council proposals should include a routine check via EQIA to assess whether there is likely to be equality of opportunity irrespective of whether people are single, divorced, separated, living together or married or in a civil partnership. Possible difficulties in the registration of birth/deaths etc. for non-family members.
Mitigations:	See general comments above
OTHER RELEVANT CHARACTERISTICS	

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people.
Mitigations:	Our policy approach explicitly references the need to address the impact of socio-economic deprivation alongside consideration of the protected characteristics
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Being a carer can be a huge barrier to accessing services and maintaining employment • Consider the timing of services, events and meetings etc. to take into consideration flexibility for carers. • As with Disability and Pregnancy and Maternity – policies which aim to restrict driving or parking can have a disproportionate impact on people who are reliant on having their own transport. • Studies show around 65% of adults have provided unpaid care for a loved one. • Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men) • Young carers are often hidden and may not recognise themselves as carers.
Mitigations:	Our policy approach explicitly references the need to address the impact of carers alongside consideration of the protected characteristics
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:	The policy acknowledges that there are lots of other characteristics and circumstances not protected explicitly by the Equality Act that intersect with those identified above, which we should be aware of as an employer and provider of services.

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 central aims of the policy and strategic framework are to benefits people based on their protected or other relevant characteristics, and fulfil the PSED requirement to eliminate discrimination, advance equality of opportunity, and foster good relations.

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 impact – the policy and strategic framework aims to address existing structural inequality in Bristol.

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

The approach is directly aligned with Public Sector Equality Duty requirements.

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
Embed new policy and strategic framework approach internally and externally	Head of E+I	Q2 2023/24 - Ongoing
Annual progress reporting	Head of E+I	2023/24 report at Full Council in July 2024

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.

Metrics identified in the Strategy

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Tim Borrett, Director – Policy Strategy & Digital
Date: 5/5/2023	Date: 13/06/2023

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.