

Equality Impact Assessment [version 2.12]



Title: Keep Bristol Cool Framework	
<input 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: Growth & Regeneration	Lead Officer name: Kathy Derrick
Service Area: Sustainable City & Climate Change Service	Lead Officer role: Sustainable City 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 Equality Impact assessment (EqIA) accompanies a Decision Pathway report which seeks to approve the Keep Bristol Cool Framework : [see here](#). This EqIA is for the Framework rather than a delivery plan and when it moves to delivery, an updated EqIA will be submitted for review.

The context to this report is the UK's national assessment of climate risks that identified the risk of high temperatures as one of the major risks facing the country due to its detrimental impact on health, wellbeing, and productivity. Our own local climate risk assessment also identified the potentially serious and wide-ranging impacts of extreme heat on the city's people, public services, and assets.

The Keep Bristol Cool Framework will enable Bristol City Council to increase its climate resilience by setting out 4 guiding areas for action. It is principally for policy makers, commissioners, practitioners, council teams and city partners with the responsibility and capacity to accelerate action and influence others. It may also be of interest to the public and communities, and for anyone else interested in finding out what the Council is doing on climate resilience.

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="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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The proposals in the Framework do not have any negative impacts on equality groups.

Rising temperatures and heatwaves do disproportionately affect a number of equality groups : the under 5's and over 65's, Disabled people, pregnant and nursing mothers/parents and those in deprivation who are less able to adapt because of their low income, living in homes prone to overheating such as flats, employment or education.

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 reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/what-we-do/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
Health Protection Agency, 2012 - Health Effects of Climate Change	<p>At present, the health burden due to low temperature exceeds that of high temperature. However, heat-related mortality, which is currently around 2,000 premature deaths per year, is projected to increase steeply in the UK throughout the 21st century, from around a 70% increase in the 2020s to around 540% in the 2080s¹. Southern, central and eastern England appear to be most vulnerable to current and future effects of hot weather compared with other UK regions.</p> <p>In summary the health burden from high temperatures is going to rise in the future. It is why the Framework includes Priority Theme 1: 'Protecting vulnerable people & the public during heat waves'.</p>
UK Climate Risk Independent Assessment (CCRA3) - Health, communities and the built environment	<p>There is good evidence that high temperatures can increase the risk of injury, particularly injuries in children¹.</p> <p>High temperatures can adversely affect the health of pregnant women, particularly increasing the risk of preterm birth²</p> <p>There is a lack of evidence of impact on mental health effects, although there is some evidence that high temperature can worsen symptoms, and there is some evidence that high temperatures increase the risk of suicide³</p>
BMJ,2006	<p>A risk of mortality was observed for both heat and cold exposure in all regions in the UK. Elderly people, particularly those in nursing and care homes, were most vulnerable. The greatest risk of heat mortality was observed for respiratory and external causes, and in women, which remained after control for age.</p>
BJPsych, 2018 - Temperature related deaths in people with psychosis, dementia and substance abuse	<p>Patients with mental illness showed an overall increase in risk of death of 4.9% (95% CI 2.0–7.8) per 1° increase in temperature above the 93rd percentile of the annual temperature distribution. Younger patients and those with a primary diagnosis of substance misuse demonstrated greatest mortality risk.</p>
British Red Cross Briefing - Feeling the Heat	<p>Public perceptions of heatwaves based on a survey of 2,000 adults during the summer of 2021. While most</p>

adults see heatwaves as a potential risk to other people's health, some of the most vulnerable groups underestimate the risk to their own health. Over half of people aged 75+ did not consider themselves vulnerable to the impact of heatwaves. Other at risk groups who did not consider themselves vulnerable included people: with a heart condition (31%), with a lung condition (28%), those living in a top-floor flat (30%).

[Keep Bristol Cool Heat Vulnerability Tool](#)

This tool shows spatial maps of heat vulnerability by ward across Bristol. The equalities groups of age and deprivation are specifically mapped but other equalities groups are not.

Heat vulnerability associated with age varies across the city (there aren't maps for all the protected characteristics). Wards with high vulnerability are St George Troopers Hill, Bedminster, Westbury-in-Trym & Henleaze, Hengrove & Whitchurch Park, Stoke Bishop, Hillfields and Stockwood.

Heat vulnerability associated with deprivation varies across the city. Wards with high vulnerability are Hartcliffe & Withywood, Lawrence Hill, Filwood, Southmead, Lockleaze, Avonmouth & Lawrence Weston and Easton. Evidence indicates the key role that occupant behaviours can play in indoor heat exposures. For example, failure to open windows can significantly increase overheating risk in dwellings⁴, however a monitoring and questionnaire study found around 70% opened only one or two windows at night in London for security reasons⁵

[Quality of Life Indicator, 2022 - % whose home has suffered from overheating during hot weather](#)

The Bristol Quality of Life survey shows that about 1 in 2 people living in the city centre wards of Hotwells & Harbourside and Central reported that their homes overheated last year. This is a dense urban area with access to the waterside but limited green space which is in high demand during hot weather. The city centre also has a high concentration of flats including purpose-built student accommodation.

Evidence from studies by (Beizaee et al., 2013; Lomas and Kane, 2013; 2015) and (Mavrogianni et al., 2012) point to an increased risk of overheating in flats and more energy efficient dwellings. New build flats are often high density, single-aspect with a lack of effective and/or secure ventilation.

Looking at the spread across equalities groups, younger people (aged 16 to 24 years) and people in private rented accommodation were most likely to report overheating (at 57% and 50% respectively). Younger people, in general, also tend to live in private-rented accommodation more than other groups. This demographic could also explain why LGB+ (Lesbian, Gay & Bisexual+) and Trans reporting levels are also so high (at 53% and 55% respectively).

Additional comments:

- 1 Otte im Kampe, 2016 <https://pubmed.ncbi.nlm.nih.gov/26868947/>
- 2 Chersich et al., 2020
- 3 Thompson et al., 2018
- 4 Taylor et al., 2018)
- 5. Mavrogianni et al., 2020

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

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

2.3 Are there any gaps in the evidence base?

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

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

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

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Discussion has been undertaken with different BCC Services to understand the issues and opportunities to produce the Framework and potential actions for a subsequent action plan. The BCC services were : Connected City, Traffic & Highways, Regeneration, Housing Delivery, Planning Services, Sustainable City & Climate Change, Property & Facilities Mgt, Neighbourhoods & Communities, Adult Social Care.

The following stakeholders were consulted with. They were sent a copy of the draft Framework and the themes and potential actions and asked to give feedback on the themes and potential actions and general views and comments on the framework as a whole : Community Climate Action Community Leadership Panel, Bristol Advisory Committee on Climate Change, Bristol Green Capital, Arup, The Tyndall Centre @ Manchester University, Social Housing Decarb Forum, UKRI, Met Office, BNSSG Sustainability & Health Group, Avon & Somerset Resilience Forum, WECA, Landsmith Associates, Cabot Institute @ University of Bristol.

A presentation and question and answer session was undertaken with the Community Climate Action Panel who subsequently emailed their comments. Engagement with local groups will take place as part of the delivery of actions in the future.

2.5 How will engagement with stakeholders continue?

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

Engagement with groups representing different relevant protected characteristics will be undertaken when the Framework is used for delivery of actions. At that time the engagement will be more timely, specific and meaningful. The engagement isn't something that can be planned now, this is a Framework not a delivery plan.

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 \(EqIA\) \(sharepoint.com\)](https://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)	
There are no known adverse impacts from the Framework.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Younger people (aged 16 to 24 years) and people in private rented accommodation were most likely to report overheating (at 57% and 50% respectively). Younger people, in general, also tend to live in private-rented accommodation more than other groups. This means that this group will potentially be disproportionately affected by rising temperatures in Bristol
Mitigations:	Creating this framework will allow for a coordinated Bristol-wide approach to address issues arising for this community appropriately to this specific community
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	A person's sensitivity to heat such as age (especially over 65s) is a risk factor. This is because they are more likely to have chronic medical conditions that changes normal body responses to heat, are less able to sweat and regulate body temperature and do not adjust to sudden changes in temperature as well as younger people. While most adults see heatwaves as a potential risk to other people's health, some of the most vulnerable groups underestimate the risk to their own health. Over half of people aged 75+ did not consider themselves vulnerable to the impact of heatwaves.
Mitigations:	Creating this framework will allow for a coordinated Bristol-wide approach to address issues arising for this community appropriately to this specific community.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Heart, lung and kidney diseases increase the risk of heat related illness. Other at risk groups do not consider themselves vulnerable including people: with a heart condition (31%), with a lung condition (28%). Disabled people may be less mobile and/or live in homes where they cannot get access to cool places. They may be dependent on others for these needs such as their carers who by working in the same conditions will be similarly exposed.
Mitigations:	Creating this framework will allow for a coordinated Bristol-wide approach to address issues arising for this community appropriately to this specific community.

	Care plans that include how to keep cool during heatwaves. Availability in Easy Read will be considered during production of the Framework document.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Pregnant women can feel more hot and uncomfortable than non pregnant women. They are more likely to become dehydrated, fatigued and suffer from heat exhaustion.
Mitigations:	The framework doesn't address pregnancy specifically but there would be mitigation measures in terms of protecting the health and safety of BCC employees.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	A person's ability to adapt to high temperatures is influenced by factors such as income, employment, and education. A person's exposure to high indoor temperatures because their home is more prone to overheating e.g. a south-facing property with large windows, small flats and hotel rooms with little or no ventilation and caravans used by the homeless.
Mitigations:	Affordable housing that is built to minimise heat. Practical measures by residents and businesses such as using blinds/curtains etc. Checking on vulnerable neighbours.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Carers are exposed to the same conditions as the people they care for. In addition they are highly likely to have physically demanding jobs and could become fatigued and dehydrated.
Mitigations:	Not specifically referred to in the Framework.
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 Framework sets out 4 framework goals for urban heat resilience. Each of these are aimed at reducing the impact of heat on all citizens and visitors to Bristol. However as shown in the evidence in 2.1 above equalities groups related to 1. Age – younger and older people 2. Disability 3. Deprivation and 4. Carers are most likely to benefit from interventions associated with them. For each of the 4 goals there are 5 objectives that action could be taken on. Their effectiveness in increasing equality will depend on how they are planned, designed, implemented and operated. The framework can be used in tandem with the [Keep Bristol Cool Heat Vulnerability Tool](#) to understand where in the city equalities groups are affected by heat and therefore prioritise resources.

The Framework Goals and Objectives are set out below,

Protecting Vulnerable People & the Public During Heatwaves

1. Severe Weather Plan
2. Warning & Informing
3. Impacts Monitoring
4. Cool Spaces Network
5. Heatwave Preparedness

Future Proofing Growth and City Regeneration

6. Local Plan
7. Regeneration Frameworks
8. Local Infrastructure
9. Infrastructure Providers
10. Visions of the Future

Tackling overheating in people's homes

11. Care Settings
12. Retrofitting Homes
13. New Homes
14. Housing Sector
15. Awareness Raising

Using Blue Green Infrastructure for Cooling Streets and Public Spaces

16. Cool Corridors Network
17. Major Public Spaces
18. Nature Based Solutions
19. Community Resilience
20. Citizen Science

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:

There are no known significant negative impacts.

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

The Framework identifies opportunities in policy and service provision that could significantly mitigate the impact of heat on the equalities groups most affected. Rising temperatures and heatwaves do disproportionately affect a number of equality groups : the under 5's and over 65's, Disabled people, pregnant and nursing mothers and those in deprivation who are less able to adapt because of their low income, living in homes prone to overheating such as flats, employment or education.

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
This Framework is going to Cabinet. This EqIA will be updated with any relevant insight during the decision pathway process.	Kathy Derrick	see link to the report in 1.1 above for timescales.


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.

The Framework is intended to offer a medium term guide to adaptation measures for heat. There is a lack of climate resilience indicators or monitoring, these will depend on resources. The quality of life survey will provide feedback on perceptions of overheating. Projects themselves can build before and after monitoring into their project lifecycles.

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: 17.07.2023	Date: 5.9.2023

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.