

# Equality Impact Assessment [version 2.12]



|  |  |
|--|--|
| Title: City Centre & High Streets Recovery: Strategic Community Infrastructure Levy (CIL) for High Streets                           |  |
| <input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service | <input checked="" type="checkbox"/> New  |
| <input checked="" type="checkbox"/> Other [please state] Programme   | <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing |
| Directorate: growth and regeneration   | Lead Officer name: Jason Thorne  |
| Service Area: Economic Development   | Lead Officer role: Service Manager – City Centre & High Streets                    |

## 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.

The cabinet report this Equality Impact Assessment accompanies sets out the background, progress and benefits of the City Centre and High Streets Recovery programme, our approach to the allocation of Strategic Community Infrastructure Levy for high streets and the allocation of West of England Combined Authority High Streets Recovery & Adaptions funding.

The overall objectives of the City Centre and High Streets Recovery programme are to:

- Reimagine and repurpose high streets to meet local need, improve the mix and variety of offer, support economic inclusion, facilitate access to jobs and skills development.
- Support new enterprises, which will help create new employment opportunities.
- Reduce vacancy rates by bringing commercial properties back into use.
- Increase footfall by reanimating our high streets, through locally distinctive and inclusive cultural and creative events and activities, meanwhile and innovative uses, and supporting a vibrant night-time economy.
- Support existing high street businesses to assist recovery and growth by engaging businesses across the city. Providing advice and information on a range of business support services including sustainable and green business practices, the Real Living Wage, the Bristol Eating Better award and skills
- Enhance the street scene and green infrastructure by improving the appearance of targeted areas and supporting biodiversity and climate priorities.

While this phase of the City Centre and High Streets Recovery programme will continue to deliver citywide activity, three high streets will be targeted. These are Ashley Road/Grosvenor Road (Ashley Ward), Crow Lane (Henbury & Brentry) and Oatlands Avenue (Hengrove & Whitchurch Park); they have been selected considering factors such as being within areas of growth and regeneration with significant housing being developed or proposed; levels of deprivation in their respective vicinities; and the need to focus on areas outside of the current programme.

The purpose of the cabinet report is:

- To note progress and benefits being delivered as part of the City Centre & High Streets Recovery and Renewal programme.
- To approve the approach to the allocation of £1.5m of Strategic Community Infrastructure Levy (CIL) for high streets and alignment to the City Centre & High Streets Recovery and Renewal programme.
- To delegate to the Executive Director for Growth & Regeneration, the approval and allocation of further High Streets Recovery & Adaptions funding of up to £850,000 from the West of England Combined Authority. The funding will be aligned to delivery of the City Centre & High Streets Recovery and Renewal programme.

## 1.2 Who will the proposal have the potential to affect?

|   |   |   |
|---|---|---|
| <input type="checkbox"/> Bristol City Council workforce   | <input checked="" type="checkbox"/> Service users                             | <input checked="" type="checkbox"/> The wider community |
| <input 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] |
|---|-----------------------------|-----------------|

## 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 \(bristol.gov.uk\)](http://bristol.gov.uk)

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 \(sharepoint.com\)](http://sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](http://bristol.gov.uk); [Joint Strategic Needs Assessment \(JSNA\)](http://bristol.gov.uk); [Ward Statistical Profiles](http://bristol.gov.uk).

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 \(sharepoint.com\)](http://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](http://bristol.gov.uk) and [Stress Risk Assessment](http://bristol.gov.uk)

| Data / Evidence Source<br>[Include a reference where known]   | Summary of what this tells us  |
|---|--|
| Population change:<br><a href="#">Census 2021</a>   | The population of Bristol at the 2021 census was 472,434, an increase of more than 44,000 since 2011 (10.3% against an increase in England and Wales of 6.3%) Bristol was the fastest growing of all the Core Cities in England and Wales over the last decade.  |
| Ethnic Disparity:<br>1. <a href="#">Census 2021</a><br>2. <a href="#">Bristol: a city divided? (Centre on the Dynamics of Ethnicity, 2017)</a><br>3. <a href="#">Impact of the Cost-of-Living Crisis on Black &amp; Minoritised Communities in Bristol (Black South West Network, 2023)</a> | <ol style="list-style-type: none"> <li>1. Bristol's population is increasingly diverse. In 1991 the Black, Asian &amp; Minority ethnic population accounted for 5.1% of the total population; in 2001 this increased to 8.2%, in 2011 to 16% and in 2021 to 18.9%. The largest minority ethnic groups in 2021 were Somali (1.9%), Pakistani (1.9%) and Indian (1.8%)</li> <li>2. Bristol ranked 7th out of the 348 districts of England &amp; Wales (1=worst) on the Index of Multiple Inequality.</li> <li>3. 75% of respondents to BSWN's survey believe they are struggling to afford basic items (defined as groceries, foodstuffs, cleaning supplies, and basic hygiene products); 79% of respondents stated they are currently struggling with paying their bills; 55% of respondents made explicit reference to the unaffordability of food and a further 43% of respondents struggling to pay for three or more of their utility bills.</li> </ol>   |
| <a href="#">Ward Profile Data</a> (wards listed are those in which the targeted high streets of Ashley Rd/Grosvenor Rd, Crow Lane & Oatlands Avenue are located. Data for Central ward is also listed, in relation to the city centre)  | <p><b>Ashley (Ashley Rd/Grosvenor Rd):</b> 6<sup>th</sup> most diverse ward in Bristol by percentage of population classed as Black, Asian and Minority Ethnic (30.2% against Bristol average of 18.9%); 7<sup>th</sup> ranked ward by percentage born outside UK (24.1% against Bristol average of 18.8%); 6<sup>th</sup> ranked ward by crime: burglary (6.3 per 1,000 against Bristol average of 5.3 per 1,000); Deprivation: 5 of the 10 areas making up Ashley Ward (LSOAs) rank among the most deprived in England with one (St Pauls Grosvenor Rd) ranking in England decile 1 (at least two neighbouring LSOAs are also ranked in England decile 1); 5<sup>th</sup> ranked by claimant count (53.4 per 1,000 against Bristol average of 33.5 per 1,000)</p> <p><b>Hengrove &amp; Whitchurch Park (Oatlands Ave):</b> 10<sup>th</sup> ranked ward by adult clients receiving community based services (8.4 per 1,000 against Bristol average of 6.6 per 1,000); 10<sup>th</sup> ranked ward by children known to social care (23.2 per 1,000 against Bristol average of 22.0 per 1,000); Deprivation: 2 of the 11 areas making up Hengrove &amp; Whitchurch Park ward (LSOAs) rank among the most deprived in England, England decile 1, while 3 are in either England decile 2 or England decile 3 (at least 16 LSOAs in neighbouring wards are ranked among the most deprived); 9<sup>th</sup> ranked ward by pupil absence rate (12% against Bristol average of 11.8%); 3<sup>rd</sup> ranked ward by health/disability (10.1% of people providing unpaid care against Bristol average of 7.6%); 33<sup>rd</sup> ranked ward by education: people with a degree or higher (20.9% against Bristol average of 42.1%)</p> |

**Henbury & Brentry (Crow Lane):** 8th ranked ward by adult clients receiving community based services (9.2 per 1,000 against Bristol average of 6.6 per 1,000); 10th ranked ward by child poverty (23.6% against Bristol average of 21.8%); 3rd ranked ward by children known to social care (36.8 per 1,000 against Bristol average of 22.0 per 1,000); Deprivation: 3 of the 7 areas making up Henbury & Brentry ward (LSOAs) rank among the most deprived in England, with 1 in the most deprived decile, England decile 1 (at least 5 LSOAs in neighbouring wards are ranked among the most deprived in England); 8th ranked ward by pupil absence rate (12.1% against Bristol average of 11.8%); 6th ranked ward by health/disability (9.3% of people providing unpaid care against Bristol average of 7.6%)

**Central (City Centre):** 2nd ranked ward by child poverty (39.8% against Bristol average of 21.8%); 4th ranked by children known to social care (31.9 per 1,000 against Bristol average of 22.0 per 1,000); 2nd ranked by country of birth (37.6% against Bristol average of 18.8%); 1st ranked by crime: burglary (16 per 1,000 against Bristol average of 5.3 per 1,000); 2 of the 8 areas making up Henbury & Brentry ward (LSOAs) rank among the most deprived in England, decile 1 (at least 8 LSOAs in neighbouring wards are ranked among the most deprived in England); 3rd most diverse ward in Bristol by percentage of population classed as Black, Asian and Minority Ethnic (34.3% against Bristol average of 18.9%); 2nd ranked by main language not being English (20.8% against Bristol average of 10.1%)

[Quality of Life Indicators](#) (wards listed are those in which the targeted high streets of Ashley Rd/Grosvenor Rd, Crow Lane & Oatlands Avenue are located. Data for Central ward is also listed, in relation to the city centre)

**Ashley (Ashley Rd/Grosvenor Rd):** 14 QoL indicators ranked significantly worse against the respective Bristol average, including in the Culture/Leisure, Community/Living, Crime/Safety, Sustainability/Environment & Transport categories.

**Hengrove & Whitchurch Park (Oatlands Ave):** 33 QoL indicators ranked significantly worse against the respective Bristol average, including in the Community/Living, Crime/Safety, Culture/Leisure, Sustainability/Environment, Transport, Education/Skills, Economy, Health/Wellbeing and Housing categories.

**Henbury & Brentry (Crow Lane):** 12 QoL indicators ranked significantly worse against the respective Bristol average, including in the Crime/Safety, Education/Skills, Culture/Leisure, Transport, Sustainability/Environment and Health/Wellbeing categories.

**Central:** 25 QoL indicators ranked significantly worse against the respective Bristol average, including in the Community/Living, Crime/Safety, Culture/Leisure, Sustainability/Environment, Transport, Health/Wellbeing and Housing categories.

[Bristol Key Facts \(2022\)](#)

- In the year April 2021 to March 2022 there were 7.6 small business start-ups per 10,000 working age population in Bristol. 183 small businesses started in

|  |   |
|--|---|
|  | <p>March 2022, 22.1% lower than the pre-pandemic level of 235 in March 2020</p> <ul style="list-style-type: none"> <li>- The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are at least 45 religions, 187 countries of birth and 91 main languages spoken.</li> <li>- In Bristol 15% of residents live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people.</li> <li>- Life expectancy for women is 82.7 years and for men 78.5 years (2018-2020) both are lower than the national average. The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.9 years for men and 6.9 years for women. Bristol's healthy life expectancy (years living in good health) is 61.5 years for women and 59.8 years for men (2018-20; significantly lower than the national average of 63.9 and 63.1 years respectively).</li> <li>- In March 22 4% of the city's working age population were claiming out of work benefits; 15% of these were young people aged 16-24 years, while 19% were aged 50 years and over.</li> <li>- The number of overseas students has trebled over the last 20 years and now make up 27% of all students at the University of Bristol and 17% of all students at UWE.</li> <li>- Significantly fewer young people in Bristol go on to Higher Education<sup>52</sup> (31.6% compared to 42.2% in England). In South Bristol participation is only 22.3%, including 3 of the 5 lowest performing neighbourhoods<sup>53</sup> in England.</li> <li>- Homelessness in the city continues to disproportionately affect certain communities, particularly single households, young people and people of colour (especially those who identify as Black).</li> <li>- Only 52% of residents are satisfied with the range and quality of outdoor events in the city (from 74% pre-pandemic).</li> </ul> |
|--|---|

**Additional comments:**

The programme is specifically aimed at businesses across the city and with targeted intervention for Street Scene and Greenery Enhancements within the City Centre and across three further high streets (following on from interventions in the nine high streets originally selected for the existing phase of the programme). The programme focuses on the following groups:-

- Businesses in the City Centre and high streets
- Users (consumers, visitors, employees) of the City Centre and high streets
- Black, Asian and minority ethnic background communities and businesses
- Communities and businesses located in three selected high streets (with areas or serving catchments with high levels of deprivation)

**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 |
|---|--|---|

Marriage and Civil Partnership

Pregnancy/Maternity

Race

Religion or Belief

Sex

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.

We know there are gaps in our diversity data for some protected characteristics citywide, especially where this has not historically been included in census and statutory reporting e.g. for sexual orientation.

We have identified the following gaps in data:

- No number of Black, Asian and minority led businesses in our City Centre and 46 high streets.
- Demographic profile and equalities information on businesses in our City Centre and 46 high streets.
- Limited information on demographic profile and equalities information on users of the City Centre and high streets.

These gaps will be addressed as much as possible through:

- Undertaking business and stakeholder surveys in targeted areas at the start of this phase of the programme, and subsequent monitoring and evaluation throughout.
- A detailed survey will also be undertaken with businesses and users of the City Centre and across the high streets selected for intervention.
- Capturing information on grant applications and business support documentation (via businesses that receive support).
- Through data collected from sign up/application forms that creative practitioners/organisations wishing to host events funded by the programme are required to complete.
- Robust monitoring and evaluation via onsite surveys, feedback and sign up forms for participants in/visitors to engagement and cultural events.
- By utilising as appropriate other sources of data available to the Economic Development service area (e.g. via universal business support provision)
- All data will be handled under the terms of the relevant data protection legislation and will be anonymised when required.

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

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

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

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

The programme is delivering on a number of findings in the One City Economic Recovery Strategy 2020, One City Climate Emergency Strategy 2020 and One City Ecological Emergency Strategy 2020, all of which were developed in collaboration with a huge range of partners through the One City approach.

More than 300 city partners have been engaged to contribute to the One City Economic Recovery Strategy 2020 that is built around three pillars: people and labour markets; business and investment; and Bristol's places. Each

pillar identifies priorities for response and recovery, with inclusion and sustainability at the heart of all three.

We have engaged with a diverse range of businesses, citizens, community organisations and stakeholder groups, examples include the city's business improvement districts (Bedminster, Bristol City Centre, Broadmead, Clifton Village and Redcliffe and Temple), Bristol Food Network, Bristol Association of Restaurants, Bars and Independent Establishments (BARBIE), Federation of Small Business (FSB), Business West, ACH, Babassa Youth Empowerment Projects, the Black South West Network (BSWN).

## 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.

- We will build on already established processes to seek advice from local equality groups and stakeholders championing the needs of people from different protected groups.
- This programme recognises that support is needed to fully reflect the diverse range of Bristol's high streets while particularly focusing on areas of deprivation and inequality. For example, having carried out significant activity in the likes of Stapleton Rd and Church Rd that have high proportions of Black, Asian and minority ethnic business and communities, this latest phase will cover the following areas and their catchments: Ashley Road/Grosvenor Road in St Paul's, Crow Lane in Henbury and Oatlands Avenue in Whitchurch.
- We have committed to a range of steps and measures to ensure that interventions that promote and consider accessibility and are inclusive to all.

## 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)

Bristol's One City Approach brings together a wide range of public, private, voluntary and third sector partners within Bristol. They share an aim to make Bristol a fair, healthy and sustainable city. A city of hope and aspiration, where everyone can share in its success.

In collaboration with our five other thematic multi-agency boards made up of experts from across the public, private and voluntary sectors, the One City Economy Board is forming an economic recovery taskforce. This will work collaboratively to develop a framework and prospectus for Bristol's requirements for economic recovery, best practice, and an action plan for advancing our aims under the One City Approach. It will do so in an inclusive manner with a continued awareness of regional, sub-national and national guidance and activity. The City Centre and High Streets Recovery Programme reports into the One City Economy Board

Access to business and employment opportunities, for young people, carers, Black, Asian and minority ethnic people, women, and LGBTQ+ people

- Our programme will help create additional businesses and employment opportunities. We will work with the Councils Employment, Skills and Learning Team, and other equality representative organisations to promote

business and employment opportunities to these groups.

Support for businesses that have been negatively impacted by Covid-19

- Through our programme we have targeted support to those businesses that have been most impacted by the pandemic (retail, hospitality and culture). A high proportion of young people and women are employed by these sectors. By providing additional support and advice we help these businesses to survive, which will safeguard jobs. Support will also be targeted at areas that have a high proportion of Black, Asian and minority ethnic led small businesses (e.g. Ashley Rd/Grosvenor Rd), helping to safeguard these businesses and jobs.
- address this issue by improving access to cultural and social activities, including for young people.

Programme communications and documentation

- We will ensure key messages for older people are being delivered via printed materials.
- All programme communications will be in plain English and we will make Easy Read versions available on request and it will be communicated that these alternative formats are available.
- We will make alternative arrangement for people with sight loss to provide signatures and documents as evidence for applications.
- Local updates and information in plain English, and alternative languages/formats made available.
- We will work with relevant equality representative organisations to develop information that can be provided to businesses through our Business Support Programme on how to make their business more accessible.

Access to social, culture and event activities

- We will use the Culture and Events programme to deliver inclusive events which are aimed at celebrating equality and diversity. There will also be several family focussed events.
- All event organisers will be provided with the Councils briefing paper on Disability and reopening spaces for events.

#### PROTECTED CHARACTERISTICS

|                              |  |
|------------------------------|--|
| <b>Age: Young People</b>     | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>   |
| Potential impacts:           | <ul style="list-style-type: none"> <li>- Disadvantaged young people may not have access to appropriate technology for learning, social connection and entertainment.</li> <li>- Young people are most likely to have lost work or seen their income drop because of the pandemic and other recent shocks to the economy</li> </ul>   |
| Mitigations:                 | See general comments above   |
| <b>Age: Older People</b>     | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>   |
| Potential impacts:           | Older people in Bristol are less likely to be comfortable using digital services; more likely to be reliant on motor vehicles, public and community transport; more likely to feel excluded from high streets if appropriate infrastructure (e.g. seating) is lacking; and may experience additional barriers in accessing local businesses due to reduced mobility.   |
| Mitigations:                 | See general comments above   |
| <b>Disability</b>            | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>   |
| Potential impacts:           | <ul style="list-style-type: none"> <li>- People with visual impairments may find it difficult to negotiate our high streets due to the volume and inappropriate placing of street furniture (many cannot judge distances, or need to physically touch objects to be aware of their presence).</li> <li>- Similarly people with impaired mobility are likely to have heightened difficulties when negotiating high streets.</li> <li>- An increased awareness of social distancing in the wake of the pandemic may also cause anxiety.</li> </ul> |
| Mitigations:                 | See general comments above   |
| <b>Sex</b>                   | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>   |
| Potential impacts:           | More women than men work in the retail and hospitality sectors and so are more likely to experience unwanted attention and aggressive behaviour.   |
| Mitigations:                 | We will continue to work with closely related projects such as Bristol Nights, whose high profile campaigns to minimise violence against women and employees in the hospitality sector have won national and international recognition.  |
| <b>Sexual orientation</b>    | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>  |
| Potential impacts:           |  |
| Mitigations:                 |  |
| <b>Pregnancy / Maternity</b> | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>   |



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| Potential impacts:   | Pregnant women and mothers of young children may experience additional physical barriers in accessing public spaces (e.g. places to rest; narrow thoroughfares precluding the use of prams/buggies)  |
| Mitigations:   | See general comments above   |
| <b>Gender reassignment</b>   | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>  |
| Potential impacts:   |  |
| Mitigations:   |  |
| <b>Race</b>  | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>   |
| Potential impacts:   | <ul style="list-style-type: none"> <li>- Minority ethnic groups are more likely to live in deprived neighbourhoods, and are about twice as likely to live on a low income and experience child poverty.</li> <li>- People who do not speak English as a main language will find engagement with the programme challenging.</li> <li>- Pre-pandemic, young people from ethnic minority backgrounds were known to be 47% more likely to be on zero-hour contracts. Local research since suggests a significant proportion lost their jobs and over 74% of those enrolled with local youth projects experienced high levels of stress, anxiety and loss of purpose.</li> <li>- Black, Asian and minority ethnic led small businesses may lack information about the support available to them from the government (sectors particularly affected include taxi drivers, restaurants, cafes and hotels).</li> </ul> |
| Mitigations:   | <ul style="list-style-type: none"> <li>- We have a statutory duty to foster good relations between people who share a protected characteristic and those who do not. This means we should be providing 'myth-busting' information and challenging misunderstanding wherever possible through the communications channels that we use.</li> <li>- Local updates and information in plain English, and alternative languages/formats made available.</li> </ul>  |
| <b>Religion or Belief</b>  | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>   |
| Potential impacts:   | <ul style="list-style-type: none"> <li>- Challenge for faith groups in adapting religious festivals and celebrations in areas not designed for them.</li> <li>- Heightened risk of hate speech in the form of misinformation about faith groups</li> </ul>   |
| Mitigations:   | Continue to build on existing good practice and community engagement – e.g. work in partnership to raise awareness of Grand Iftar celebrations on College Green  |
| <b>Marriage &amp; civil partnership</b>  | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>  |
| Potential impacts:   |  |
| Mitigations:   |  |
| <b>OTHER RELEVANT CHARACTERISTICS</b>  |  |
| <b>Socio-Economic (deprivation)</b>  | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>  |
| Potential impacts:   |  |
| Mitigations:   | See general comments above   |
| <b>Carers</b>  | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>  |
| Potential impacts:   | Carers tend to have less access to training and employment opportunities.  |
| Mitigations:   | <ul style="list-style-type: none"> <li>- See 'General Comments' above.</li> <li>- Our programme will work with businesses to encourage them to create more flexible forms of employment.</li> </ul>  |
| <b>Other groups</b> [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

Through close monitoring, given the nature of the programme with elements of it specifically targeting under-represented groups, Equal Opportunities will be, as a matter of course, regularly discussed at project management meetings.

Procurement processes will require successful applicants, contractors and delivery partners to demonstrate their commitment and capacity to provide an effective and appropriate service to people from groups with protected characteristics.

Working closely with equality groups to connect to people with protected characteristics, to ensure they are part of the conversation when: co-designing interventions; designing and delivering events; targeting and promoting grants; focusing business support programmes; and seeking delivery partners.

Programme principles demonstrate our commitment to supporting equality and diversity and people with protected characteristics:

- Engaging, collaborating and co-designing with communities, businesses and stakeholders to re-connect places to people.
- Supporting the creative and cultural sector, to create locally distinctive places and experiences.
- Skills development and employability, supporting local, regional and national priorities for economic inclusion and improving access to jobs.
- Environmental sustainability and climate and ecological emergency priorities, considering, raising awareness and addressing priorities, through proposed interventions.
- Supporting equality and diversity celebrating, integrating and delivering inclusive, diverse and open interventions, to meet the needs of diverse local communities.

The programme is committed to collaborating with diverse range of citizens, businesses and stakeholders to ensure we co-design and deliver proposals that are inclusive to all and meet a wide range of needs.

The One City Ecological Emergency Strategy 2020 reveals cultural barriers and economic factors preventing equal access to green spaces. For example, some people from visible ethnic minority backgrounds feel uncomfortable spending time in nature as they are underrepresented there.

## 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:

Although we haven't identified significant negative impacts from the proposal we're aware of a wide range of disparities for people in Bristol based on their characteristics and Their circumstances which we will seek to mitigate through the programme activities.

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

The City Centre and High Streets Programme has provided a significant opportunity to 'build back better' and promote equality of opportunity for communities hardest hit by the pandemic and subsequent economic shocks. The experience gained will be built upon and, where appropriate, adapted in this latest phase.

## 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                        |
|--|---------------------|----------------------------------|
| Work with BCC's Employment, Skills and Learning Team, and other equality representative organisations to improve the promotion of business and employment opportunities for young people, carers, Black, Asian and minority ethnic people, women, and LGBTQ+ people  | Jason Thorne        | ongoing throughout the programme |
| Better communicate to programme participants that all programme messaging will be in plain English with Easy Read versions available on request.   | Jason Thorne        | ongoing throughout the programme |
| Using analysis of the intelligence gathered during the existing phase of the City Centre and High Streets Recovery programme to improve our data collection methodology so as to gain a better insight into the gaps in the evidence base highlighted at section 2.3 | Jason Thorne        | ongoing throughout the programme |
| Using analysis of the intelligence gathered during the existing phase of the City Centre and High Streets Recovery programme to deliver a series of appropriately targeted, fully inclusive cultural events aimed at celebrating equality and diversity.             | Jason Thorne        | ongoing throughout the programme |

## 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.

As well as contributing to measures identified by the One City Economy Board we will monitor progress against relevant Quality of Life indicators (there are two questions in the survey specifically related to high streets) [Quality of Life 2020-21 — Open Data Bristol](#) and reduction in disparities by Ward [New wards: data profiles - bristol.gov.uk](#)

## 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 Director<sup>1</sup>.

|  |   |
|--|---|
| <b>Equality and Inclusion Team Review:</b><br><i>Reviewed by Equality and Inclusion Team</i> | <b>Director Sign-Off:</b><br>Alex Hearn, Director: Economy of Place |
| Date: 12/9/2023  | Date: 11 September 2023   |

<sup>1</sup> 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.