

# Equality Impact Assessment [version 2.12]



Title: Coach House Community Asset Transfer (CAT)	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" 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 and Regeneration	Joint Lead Officers name: Pete Anderson and Alex Hearn
Service Area: Property and Economic Development	Joint Lead Officers role: Director Property Assets & Infrastructure, and Director – Economy of Place

## 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.

To approve the grant of an Agreement for Lease for a 125 year term and related Service Agreement at a peppercorn rent to the Black South West Network (BSWN) charity for the management and operation of the Coach House buildings in St Paul’s. BSWN are currently operating the building as a centre for enterprise, social enterprise, and cultural development under a short-term lease. They have developed comprehensive plans to refurbish the building in the future. Once the building is fully refurbished, the Centre will comprise 12,000 square feet of accessible and flexible workspace (offices and studio space), a cultural heritage resources area, a large cultural space for events, exhibitions, etc, meeting and training rooms, and a café. It will also accommodate the HQ for the BSWN.

The vision of the project, as stated in BSWN’s business plan is ‘to bring enterprise, social enterprise, and cultural sectors together under one roof creating a dynamic context of the cross-pollination of concepts, ideas, solutions and activities that can form the catalyst for bringing an imagined new world into being’. The Coach House will be the epicentre of Black and Racially Minoritized enterprise and social enterprise in the South West, but also the primary Black and Racially Minoritized cultural hub in the region, with a particular focus on meeting the needs and aspirations of new and existing entrepreneurs and creative and cultural sector businesses drawn from Black and Racially Minoritized communities across Bristol.

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

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	

Additional comments:

### 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

**Yes**       **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 \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
<p>The Bristol BAME Business Sector Research study, Black South West Network, funded by BCC, Dec 2018.</p> <p>This study involved surveys and focus groups with over 80 businesses and social enterprises led by Black Asian and Minority Ethnic (BAME) owners or directors, and regional enterprise support agency stakeholders.</p> <p><a href="#">Research reports — Black South West Network</a></p>	<p>The study evidenced the composition of the BAME-led business sector in terms of the size and mix of industry sectors, and the various barriers and issues, including racial discrimination and exclusion from mainstream networks, experienced by the majority to start up and grow successfully in the city. It also tested the concept of an enterprise and innovation hub with flexible workspace, advice, support and other facilities to provide a more supportive and collaborative environment for BAME entrepreneurs to meet and work together and provide space for community-oriented projects too. This gained overwhelming support and led to the formation of a new BAME Enterprise &amp; Innovation Network out of the survey participants, with an events programme led by BSWN and supported by other city partners during 2019-20,</p>

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
	whilst the search for a suitable building for the hub proceeded.
Impact of COVID-19 on BAME Led Businesses, Organisations & Communities, BSWN, July 2020. <a href="#">Research reports — Black South West Network</a>	In Summer 2020, BSWN collated further evidence, which was supplemented by the Council’s own Business Survey, of the disproportionate impacts of the Covid 19 outbreak and lockdown on the BAME communities, business and VCSE sectors, and effectively made the case for the Council to support an Emergency Response Project for BAME led businesses, social enterprises and charities. This crisis has in turn reinforced the need and business case for a new and readily accessible infrastructure to support BAME enterprise and culture when normal life can resume.
<a href="#">Impact of the Cost-of-Living Crisis on Black &amp; Minoritised Communities in Bristol (2023)</a>	BSWN’s research identified that Black and Racially Minoritized communities in Bristol were disproportionately affected by the cost-of-living crisis. The research demonstrated the significant impact that the crisis has had on people’s finances, the mental health toll worsened by the lack of adequate mental health support, the impact on physical health and the lowered access to essential services, and the impact that it has on families with dependants, amongst other concerns.
2021 Census – Bristol Ward Profiles Bristol City Council <a href="#">Microsoft Power BI</a>	These includes demographic and socio-economic information about residents in Ashley and other wards in the east-central area such as Easton and Lawrence Hill which are closest to the Coach House. In Ashley 30.2% of residents are from Black, Asian and Minoritised Ethnic groups. The corresponding statistics for Easton and Lawrence Hill are 31.7% and 57.1%, compared to the city average of 18.9%
<a href="#">Examining the Situation of Decolonisation Within the Culture and Heritage Sector in the South West of England (2020)</a>	<p>There are no Black and Racially Minoritized led heritage spaces in the Southwest that provide opportunities for Black cultural producers and communities to engage with, create, interpret, and curate their cultural heritage and that provide opportunities for growth and development to smaller, Black-led cultural heritage organisations.</p> <p>Our research showed that existing cultural heritage spaces are inaccessible to Black cultural producers and audiences alike. Furthermore, in consultation with 250 individuals through our Resilience Fund research, Black cultural producers indicated their relationships with existing heritage venues were extractive, and they expressed a lack of ownership and control over how their heritage was articulated. They found efforts to stage exhibits and collections in these venues problematic and their only alternative venues are within general use community centres that are not set up to cater for the curation and articulation of heritage collections. Crucially, the consultation</p>

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	processes revealed a universal demand for mechanisms and spaces in which the Black community could re-tell their histories, their identities and sense of place through Black lenses.
<b>Additional comments:</b>	

## 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 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 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.

There is no official data available at either national or local levels, eg. from Office for National Statistics, about the total number of BAME led enterprises or % in the small, medium and larger size bands, and specific sectors. While it is known that in 2021 BAME groups represent 18.9% of the resident population of Bristol, this does not necessarily mean they have the same share of the city's business population. However, this can be used as a proxy, and on this basis there should be over 2,000 BAME led enterprises based in the city. Therefore, a primary research study based on 80 businesses and stakeholders (4% of above number) inevitably has limitations when it comes to providing a full picture of the size of BAME-led enterprises, locations, sectors and activities across the city, but provides a good start point for planning improvements to support services and accessibility. We also capture programme attendees' faith to allocate time/space for prayer, as well as ask for transgender identity. While we also ask about sexual orientation, we have a higher response rate of 'prefer not to say' from some participants due to cultural stigma in their community but we do our best to collect this data

## 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.

The majority of survey respondents and participants in the BAME Enterprise & Innovation Network meetings held over 2019-20 are based in the east and central areas of the city. However, analysis of BSWN's 2022-23 data on business engagement shows that 35% of Black and Racially Minoritized businesses reached were based outside of BS1, BS2, and BS5 areas. As part of its service provision, BSWN undertakes regular evaluation and consultation processes with participants and holds a regular User group for tenants within the Coach House. Additionally, since taking on its short lease of the Coach House in May 2021, BSWN has promoted to its city-wide community and delivered a suite of advice and support programmes aimed at private and social enterprises led by Black and Racially Minoritized entrepreneurs across a mix of industry sectors, and including a Covid emergency response project grant funded by the Council. These have supported over 350 clients, with the positive outcomes highlighted in the BSWN's Annual Report 2022 available on their website, and provided evidence of a growing

demand for co-working space and more specialised and sector-specific support services (eg. for the tech, creative & cultural and food & hospitality sectors) which the new Centre for Black Enterprise and Culture aims to provide.

BSWN have undertaken a number of consultation exercises across Black and Racially Minoritized communities regarding engagement with cultural heritage. This has included formal research alongside consultation with 250 individuals from across Bristol. In addition, BSWN has also undertaken community consultation exercises on the proposed refurbishment plans for the Coach House.

## 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.

BSWN will continue to engage with stakeholders through two already well-established mechanisms:

- i) the Coach House Steering Group - comprising the main strategic stakeholders and funding bodies with an interest in the objectives and outcomes of the Centre, which meets quarterly serviced by BSWN.
- ii) Coach House User Group – comprising the current business and community/cultural users of the building, which meets several times a year serviced by BSWN.
- iii) BSWN has a Cultural Heritage Steering Group comprised of Black and Racially Minoritized artists, cultural producers, archivists, and members of the community.
- iv) BSWN undertake evaluation processes with all participants in the programmes delivered at the Coach House

BSWN is currently considering strategies and mechanisms to target and engage with intersectional groups within their core Black and Racially Minoritized communities and with those dispersed more widely across the city outside the St Paul's and east-central area. These may include expanding representation on both the Steering and User Groups to include specific target demographic/ social groups and future users of the Centre.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc.

[Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

**GENERAL COMMENTS** (highlight any potential issues that might impact all or many groups)

The Protected Characteristics under the Equality Act 2010 are listed below with a short analysis of whether each group will be impacted by the proposal.

1. **Age** – age groups impacted will be all those who either own, or are employed or self-employed or trainees in enterprises based in or using the Centre's services, ie. from 18-70 years. School or College students under 18 may visit the Hub for work experience placements with enterprises. Additionally, a slightly wider range of age groups may visit the Centre for events. No adverse impacts on any age specific age group are foreseen.
2. **Disability** – the Centre has been designed with good accessibility for Disabled people with physical impairments throughout and creating a friendly, supportive environment for people with mental health problems or learning

difficulties fully in mind, eg. from BSWN staff dedicated to the Hub and the Enterprise Team, who will work 1to1 or with smaller groups. The outline business case shows how easy, safe access will be provided to the building, and the reception area, café/restaurant, training kitchen and business co-working space on the ground floor. Access to the two upper floors and annexe, including fully accessible toilets and rest areas on each floor, will be provided by means of a lift. The refurbishment plans demonstrate that the building will meet the Council's Environmental Access Standard. Only the second floor of the 'cottage' annexe building, which will accommodate additional offices, and a small proportion of the total floorspace, will not be fully accessible.

The size and internal design of the Cottage means that is not technically or, even financially viable to install a lift in this building. In many ways, the Cottage operates as a separate annex to the main building with its own entrance and staircase. Access is available to the first floor via the incubator room in the main building, making this floor of the Cottage accessible, once the refurbishment is undertaken. As such, it will only be the 3 small offices on the second floor of the Cottage that are not fully accessible post refurbishment. Currently, only the ground floor of the Coach House is accessible and so BSWN's refurbishment plans represent a marked increase in accessibility.

3. **Gender reassignment** – taking account of enterprise and cultural services being provided, and the above-mentioned facilities, there will be no adverse impacts.

4. **Marriage or civil partnership** - taking account of enterprise and cultural services being provided, and the above-mentioned facilities, there will be no adverse impacts.

5. **Pregnancy and maternity** - taking account of enterprise and cultural services being provided, and the above-mentioned facilities, it is possible there will be some adverse impacts, as the refurbishment design does not include creche facilities due to a lack of space and the availability of crèches and nurseries nearby in St Paul's. The design does, however, include baby changing facilities in the bathroom on the ground floor and rest rooms on each floor which could be used by pregnant people, as well as trained first aiders to give care if needed.

6. **Race** – as the proposal is specifically designed to meet the needs and overcome barriers to start up and progression of Black and Racially Minoritized entrepreneurs and creative / cultural sector, positive rather than adverse impacts are expected for these groups. Equally, white entrepreneurs and creatives from across the city will be welcomed and encouraged to meet and mix with entrepreneurs at events and meetings. In the present phase of BSWN's leasehold, prior to refurbishment works to establish the Centre, White-led enterprises that were previously tenants of BRAVE enterprise agency, the former leaseholder, have been permitted to remain as occupiers on short term licence agreements. However, after the refurbishment, these licences are at risk of not being renewed and the businesses displaced in favour of enquiries for workspace from Black and Racially Minoritized entrepreneurs, for whom the Centre's facilities are intended.

7. **Religion or belief** - taking account of enterprise and cultural services being provided, and the above-mentioned facilities, which will also include an ecumenical Prayer Room, there will be no adverse impacts.

8. **Sex** - taking account of enterprise and cultural services being provided, and the above-mentioned facilities, there will be no adverse impacts.

9. **Sexual orientation** - taking account of enterprise and cultural services being provided, and the above-mentioned facilities, there will be no adverse impacts.

#### 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:	
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" 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"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" 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:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" 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 checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Other groups</b> [Please add additional rows below to detail the impact for any other relevant groups as appropriate eg. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
<b>Asylum Seekers and Refugees</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
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

Yes, the Centre for Black Enterprise and Culture project has been motivated by and designed around the specific needs of Black and Racially Minoritized entrepreneurs for a better environment and support infrastructure to overcome barriers to progress with starting up and growing private and social enterprises and creative/cultural projects successfully, as evidenced by the 2018 BAME Business Sector research, the BAME Enterprise & Innovation Network, and discussions with BSWN.

In addition, BSWN obtained significant external funding during 2019-20 to develop a role as an enterprise support agency and deliver programmes aimed at different segments or intersections of Black and Racially Minoritized entrepreneurs – ie. social entrepreneurs (eg. oriented to specific sectors such as creative, cultural, tech, food,

education and care); Black and Racially Minoritized 'anchor' organisations based in different geographic communities in the city; and women and non-binary.

A suite of enterprise advice and support programmes, an Enterprise Team to give 1to1 or group support, and cultural activities have been delivered by BSWN since it took on the short lease of the Coach House in May 2021, in addition to a Covid Emergency Response project for BAME Businesses, Social Enterprises and Charities. This broad range of support activity aimed at new and existing businesses as well as community-based interest groups, has already resulted in, and will increase significantly under this project the economic and social benefits for Black and Racially Minoritized entrepreneurs and the wider community, eg. job creation and increased business output and supplier and consumer spend which is recycled into the Bristol economy, helping to reduce structural disadvantages faced by Black and Racially Minoritized communities to succeed in the local economy, and so close the long-standing gap in the average levels of prosperity between minoritized and white communities in the city.

In addition to these benefits for Black and Racially Minoritized, women and other minoritised gendered entrepreneurs, the Centre's will take an intersectional approach to its planned programme of events and activities, as well as interfacing with different local communities such as the Disabled community and other protected groups. These will be delivered from a modernised, well-designed, accessible building, close to the city centre and other support facilities and services, in which BSWN also has its headquarters and will have much greater capacity to welcome a diversity of Black and Racially Minoritized clients and community users, and to manage and cross-connect a range of enterprising and creative activities that not only supports the above communities of Bristol better but inspires groups and individuals to realise their ambitions and aspirations.

In all these ways, the Centre project will advance equality of opportunities for a full spectrum of Black and Racially Minoritized communities of Bristol and their various intersections with women and non-binary, Disabled and younger and older age groups who will discover a welcoming and enabling space within it.

## 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.

<b>Summary of significant negative impacts and how they can be mitigated or justified:</b>
There are no significant negative impacts for protected groups in the proposal / project.
<b>Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:</b>
The proposed refurbishment of the Coach House to create a new Centre for Black Enterprise and Culture held on a 125 year lease by BSWN will establish a major new infrastructure in the city to enable and support many more Black and Racially Minoritised entrepreneurs and community organisations to set up and grow enterprises and cultural heritage related activities and events, generating wealth, creating jobs and benefiting communities and the city as a whole. The building design and animation of the Centre will also ensure that all sections of those communities will feel welcomed and encouraged to use the work and meeting spaces and attend events – Disabled people, women and minoritised gendered people, including pregnant and new mothers, young people, and people from all faith communities.

### 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.



<b>Improvement / action required</b>	<b>Responsible Officer</b>	<b>Timescale</b>
BSWN to be advised to further consult with partners and stakeholders and develop their marketing and communications strategy for the Centre, in particular to ensure outreach to the more geographically dispersed Black and Racially Minoritized communities and individuals across the city and the offer for intersectional groups (women and non-binary, Disabled people, faith groups, younger and older age groups).	Anesa Kritah / Robin McDowell	Oct 23 – April 24
BSWN to be advised to continue to use reasonable endeavours and work with their architects in the final design and lay-out stages for the Centre to optimise access and facilities for disabled and pre/post maternity users of the building – to comply with, or, if feasible, exceed the Council’s Environmental Access Standard.	Steve Matthews / John Bos	Oct 23 – April 24

### 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.

Measurement will be made by BSWN on a bi-annual basis of the economic, social and cultural outcomes and impacts (social value) of the Centre for Black Enterprise and Culture, including the engagement of, and workspace and support services and cultural events/activities provided, and the jobs created and productivity increases by and for the specific protected groups detailed in this EqIA. This will be monitored and reported to the Council in accordance with the Service Agreement to be concluded between BSWN and the Council for rolling 5 year periods of the 125 year lease. Under this agreement, and linked to the Centre’s Business Plan, indicative annual targets for the engagement of Black, Asian and Minoritised Ethnic entrepreneurs/creatives and community users, and the services/facilities used and cultural events/activities provided will be set. The overall progress and performance of the project will be advised and monitored by the Coach House Steering Group of key stakeholders and funders of the Centre. Within the Council, there are three main services within the Growth and Regeneration Directorate with a direct interest in the progress and outcomes of the Centre project - Economic Development, Cultural & Creative Industries, and Property (Community Buildings).

## 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> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> Alex Hearn
Date: 11 <sup>th</sup> September 2023	Date: 12 <sup>th</sup> 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.