

Equality Impact Assessment [version 2.11]



Title: City Centre Development and Delivery Plan	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Sarah Jenkinson
Service Area: Regeneration	Lead Officer role: Regeneration Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

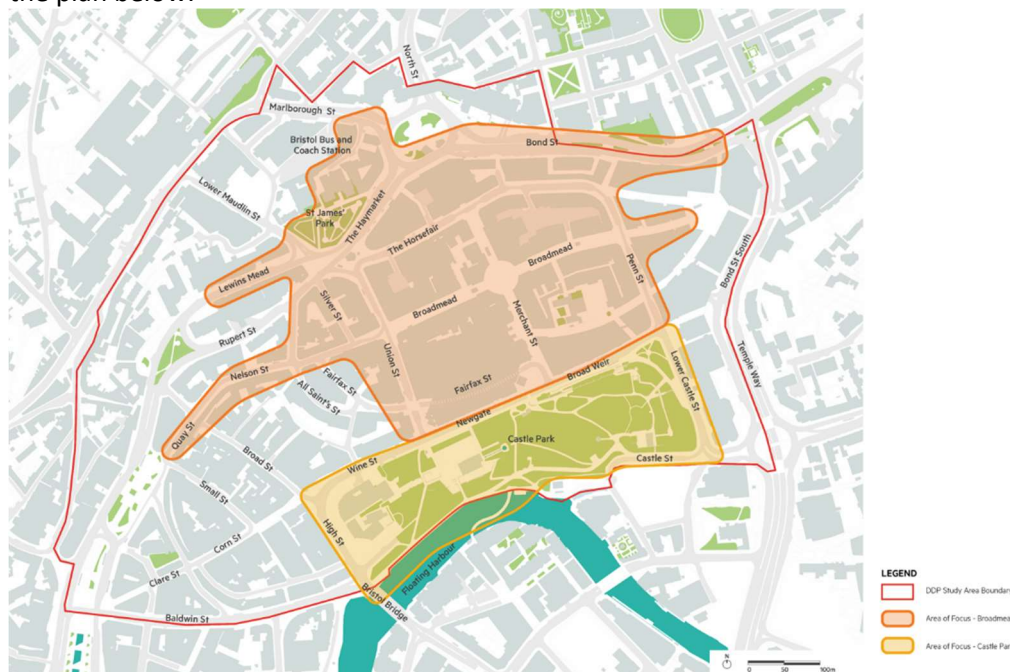
This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Broadmead, Castle Park and the Old City area of the city centre has been identified as an area of Growth and Regeneration in Bristol’s emerging Local Plan.

Building on the City Centre Framework (adopted in 2020), a City Centre Development and Delivery Plan (DDP) has been created, led by the BCC Regeneration Team, focusing on the Broadmead and Castle Park areas, as set out in the plan below.



The document sets out a guiding vision, strategies, objectives and approaches for new development, infrastructure, transport, open space and public realm projects in the area. The six headline strategies are:

- Destination and Identity
- People, Community and Culture
- Movement and Connections
- Public Realm and Open Space
- Green Infrastructure and Nature
- Land use and Development

The purpose of the DDP is to guide and influence future development and infrastructure projects that come forward within the City Centre (Broadmead) area and, subject to Cabinet endorsement on 5th December 2023, the document will immediately become a material planning consideration in the determination of planning applications.

The DDP has been prepared in response to:

- A sense of city-centre decline, with vacant shops and anti-social behaviour, in the Broadmead area.
- Feedback that the area feels unsafe in the evenings and after dark due to the lack of activity and people using this part of the city.
- A number of major developments coming forward in and around the Broadmead
- Lack of high-quality public realm, parks and open space in the area to support existing and new development.

This DDP enables a clear vision and strategy to ensure new buildings and public realm come forward that are aligned, coherent and well-integrated. It will also ensure that high-quality, people-focused placemaking is at the centre of redevelopment, with community benefit well-defined from the outset. With the input of a multi-disciplinary team of consultants (procured by BCC) bringing together specialist input on transport, landscape, public realm, urban design, flood mitigation and planning, this Plan has been created to set out a vision and strategies for how the city centre will be in the future.

As set out in the Engagement Report and Consultation Report (Appendices B (i) and (ii) of the DDP Cabinet Report), multiple stakeholders (internal and external to BCC) have been engaged throughout the project to ensure the DDP is fit for purpose. Informal engagement events took place between Winter 2021 and Spring 2023. This was then followed by a 10-week formal consultation in Summer and Autumn 2023. All the feedback received from the engagement and consultation has been used to establish, develop and refine the proposals set out in the DDP.

In summary, the DDP seeks to deliver:

- at least 2,500 new high-quality homes;
- a diversified and consolidated retail offer supported by extended leisure, community and cultural spaces;
- the redesign of key central streets to make them pedestrian priority, enhanced with biodiverse planting and green infrastructure;
- approximately 150 new trees, 350 linear metres of rain garden and 50% green roofs;
- significant improvements to Castle Park and other public spaces to make them safe, inclusive, characterful and climate resilient;
- improvements to cycle and pedestrian routes, bus routes and stops and a future-proof approach to servicing and deliveries through a last-mile logistics hub and servicing windows;
- provision of improved and consolidated taxi and blue badge parking around the area and also within a mobility hub in the redeveloped Galleries scheme;
- 750 student bedrooms and new office spaces;
- carefully integrated new development that is highly sustainable, high-quality, complements the street-level experience and safeguards and celebrates heritage assets including listed buildings and scheduled monuments.

The DDP project has been led and managed by the BCC Regeneration Team, who will manage and oversee future projects coming forward in the area. It is assumed that the DDP will be applicable for the next 10-15 years, when projects will come forward that will contribute to and support the objectives set out in the Plan.

The project does not include the physical delivery of infrastructure or development of the development plots. Instead, these all will be subject to their respective individual project management processes, planning applications (where relevant) and associated EQIAs and other due diligence. It is intended that this City Centre DDP project and associated project documentation, will form the basis of a detailed understanding of the project area, which will in turn inform an approach to programme management of the delivery of the DDP.

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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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: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

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 Form

Data (Evidence Source)	Summary of what this tells us
AGE	
Age of population: (Census 2021, Office for National Statistics) (Central Ward, Ward Profile Report, 2023)	Bristol <ul style="list-style-type: none"> Overall, Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over. Central Ward <ul style="list-style-type: none"> Central Ward has a significantly larger proportion of those aged 16-24 (49.4%) than the Bristol average (15.4%). There are relatively few people aged 0 – 15 (6.3%) compared to the Bristol average (18.5%). There are also relatively few people 65+ (3.4%) compared to the Bristol average (12.8%).
Age (engagement): (Quality of Life Survey, 2022)	Bristol <ul style="list-style-type: none"> 43.6% of people aged 16-24 across Bristol feel they lack the information to get involved in their community. This is higher than the city average across all age groups (30.8%). Young people are less likely to feel like they belong to their neighbourhoods (53.2% reported feeling like they belong compared to 63.1% in city overall).
Age (public transport): (Quality of Life Survey, 2022)	Bristol <ul style="list-style-type: none"> 25.9% of people aged 16-24 in Bristol reported being limited by inaccessible public transport. City average for all ages (11.8%).
Age (Housing) (Quality of Life Survey, 2022)	Bristol <ul style="list-style-type: none"> 64.5% of 16-24 year olds are less satisfied with their current accommodation than the average Bristol citizen (82.2%)
<p>What does the age data tell us?:</p> <p>Bristol is a young city, with the Central Ward being home to many more young adults than the city average. This group are significantly less likely to feel engaged with their local community and are less likely to feel a sense of belonging to their neighbourhood. They feel more limited by inaccessible transport and feel less satisfied with their housing than the Bristol average.</p> <p>The DDP aims to address transport issues by introducing new active travel infrastructure, supporting the delivery of an enhanced bus network and new mass transit routes, improving access and connectivity in the city. The DDP aims to create a neighbourhood for living to help to meet the city’s housing needs, supporting the provision of good quality, affordable and accessible housing in the area. The changes the DDP will address some of the most significant issues affecting this group, as well as leading to improvement for all users of the city centre.</p>	
HEALTH	
Life expectancy and mortality: (Central Ward, Ward Profile Report, 2023- Public Health 2018-2020)	Central Ward <ul style="list-style-type: none"> Life expectancy across the ward is not significantly different than the Bristol average. However, Central ward has significantly worse rates of mortality caused by respiratory disease (571.6 per 100,000) compared to the Bristol Average (377.5 per 100,000).

Data (Evidence Source)	Summary of what this tells us
Healthy Lifestyles (Central Ward, Ward Profile Report, 2023- Quality of Life Survey 22/23)	Central Ward <ul style="list-style-type: none"> 13.6% of Central Ward’s population report above average mental wellbeing, compared 6.7% Bristol average. 28% of the population report to be overweight or obese – significantly better than the Bristol average (47.5%). 73.7% of the population report to be in good health – not significantly different from the Bristol average (83.1%)
<p>What does the health data tell us?:</p> <p>Overall Central ward’s population does not face significantly more health issues than the Bristol average. The most significant difference between Central Ward and the wider Bristol area is much higher rates of mortality from respiratory disease.</p> <p>Studies have linked particle pollution exposure to a variety of respiratory health effects. The DDP aims to lower traffic congestion by reimagining and reallocating city centre streets away from vehicles to create more space for pedestrians and supports city-wide targets to reduce car dependency and reduce the overall number of vehicle miles. The changes introduced by the DDP should lead to a reduction of health impacts for those facing respiratory issues, as well as the other users of the city centre.</p>	
<p>DISABILITY</p>	
Disability: (Census 2021, Office for National Statistics) (Central Ward, Ward Profile Report, 2023 - Census 2021, Office for National Statistics)	Bristol <ul style="list-style-type: none"> 80.6% of the population is not Disabled under the Equalities Act. 11.1% of the population is Disabled under the Equalities Act whose day-to-day activities are limited a little. 8.3% of the population is Disabled under the Equalities Act whose day-to-day activities are limited a lot. Central Ward <ul style="list-style-type: none"> 14.6% of people living in Central Ward have a long-term physical or mental health condition or illness where day-to-day activities is affected, slightly lower than the Bristol average (17.2%). 25.1% of households have at least one person with health issues or disabilities that affects day-to-day activities, lower than the Bristol average (32.2%).
Disability (Learning Disabilities and Autism): (JSNA Data Profiles, 2022/23)	Bristol <ul style="list-style-type: none"> Data from GP patient registers in 2021/22 indicates there are around 2,825 people (all ages, including children) recorded as having a Learning Disability in Bristol. This represents 0.5% of the patient population, which is slightly lower than the South West (0.58%) and the England average (0.55%).
Disability (public transport): (Quality of Life Survey, 2022)	Bristol <ul style="list-style-type: none"> Disabled people are less likely to be satisfied with their local bus service (42.3%) and less likely to be satisfied with information on their local bus service (32.7%) compared to the Bristol averages (49.4% and 45.5% respectively) Disabled people are more likely to be prevented from leaving their home due to inaccessible public transport (24.7%) compared with the Bristol average (11.8%).
Disability (community and local area): (Quality of Life Survey, 2022)	Bristol <ul style="list-style-type: none"> 62.3% of Disabled people in Bristol reported feeling satisfied with their local area (city average 74.2%) 16.3% of Disabled people reported not getting involved in their community because accessibility issues stopped them from doing so (city average 1.9%). However, only 30.6% of Disabled people identified a lack of time to get involved in their community (city average 61.7%).

Data (Evidence Source)	Summary of what this tells us
Digital and Disability: (Office for National Statistics, 2019)	Bristol <ul style="list-style-type: none"> • Across all age groups, Disabled adults make up a large proportion of adult internet non-users. In 2017, 56% of adult internet non-users were Disabled, much higher than the proportion of Disabled adults in the UK (22%) • For internet non-users aged between 16 and 24 years, 60% were Disabled in 2017, a proportion that is the same as for those aged 75 years and older.
<p>What does the Disability data tell us?</p> <p>Although Central Ward is home to slightly fewer Disabled citizens than the Bristol average, with fewer people facing health issues than the Bristol average, the impact on Disability on using the city centre is significant. Disabled people are less likely to be satisfied with their local bus service and much more likely to be prevented from leaving their homes due to inaccessible public transport. They are less likely to feel satisfied with their local area, feel less able to get involved with their local community because of accessibility issues, and are much more likely to be a non-internet user. This makes Disabled people at risk of physical and social exclusion.</p> <p>The DDP will implement targets for numbers of accessible homes, increasing available housing stock for Disabled people, likely leading to an increase of Disabled people living in Central Ward. It is vital the Disabled people community are considered at each stage of the DDP development and implementation. The DDP should lead to an improvement in the every-day experience for Disabled people by improving the public realm to be more accessible and providing clear recommendations on street design for Disabled users. It will improve access and connectivity through transport improvements, including improved bus service accessibility (working with WECA and bus providers), well-located blue badge parking provisions, and a mobility hub. It aims to create more accessible ground floor community and culture spaces in Broadmead. It also recommends developers carry out accessibility audits as part of their scheme designs.</p>	
<p>RACE AND ETHNICITY</p>	
Ethnicity (Census 2021, Office for National Statistics)	Central Ward: <ul style="list-style-type: none"> • The ethnicity profile in Central Ward is significantly different to the Bristol average. • 34.3% of people in Central Ward are from Black, Asian and minority ethnic (BAME) groups compared to the Bristol average (18.9%), • There is a lower proportion of White British people in Central Ward (51.2%) compared to the Bristol Average (71.6%) • There are higher proportions of: Other White (13.1%); Chinese (7.6%); Indian (3.9%); Other Asian (2.7%); Arab people (2.2%); and people of other ethnicities (2.5%)
Race (language): (Census 2021, Office for National Statistics) (Central Ward, Ward Profile Report, 2023)	Central Ward: <ul style="list-style-type: none"> • Significantly higher proportions of the population in Central Ward were born outside of the UK (37.6%) compared to the Bristol average (18.8%) • Central Ward has a relatively high proportion of residents whose main language is not English compared to the Bristol average (20.8% compared to 10.1%). • 89% of those where English is not the main language can speak English well or very well.
Race (public transport): (Quality of Life Survey, 2022)	Bristol: <ul style="list-style-type: none"> • 13.9% of Black, Asian and Minority Ethnic people in Bristol reported being limited by inaccessible public transport (city average 11.8%) and 16.0% took the bus to work (10.7 % city average). • Black, Asian and Minority Ethnic people living in Bristol are more likely to be prevented from leaving their home when they want to due to lack of transport options than the Bristol average (33.8% and 25.1% respectively).

Data (Evidence Source)	Summary of what this tells us
Gypsy, Roma and Travellers (Census 2021, Office for National Statistics) (JSNA Data Profiles 2021/22)	Bristol <ul style="list-style-type: none"> Gypsy or Irish travellers accounted for 0.1% of the total population of Bristol in the 2021 Census, this is the same proportion as in the whole of England and Wales. 25% of the GRT population in the southwest reside in Bristol city area with only 5% residing in caravans; Bristol is part of a large and historical Traveller trade route; Most of Bristol's GRT communities are housed (due to lack of site provision). Nomadism is an essential characteristic of GRT culture; however, this aspect of their culture complicates access to services.
<p>What does the race and ethnicity data tell us?: Central Ward is ethnically diverse, with a higher proportion of residents born outside of the UK, many of whom do not speak English as a first language. This group can be at risk of exclusion from engagement and participation if language and cultural needs are not considered. People from Black, Asian and Minority Ethnic backgrounds are more likely to feel limited by inaccessible public transport and are more likely to use the bus to commute to work. They are also more likely to be prevented from leaving their homes due to lack of transport issues. These communities are particularly impacted by public transport issues.</p> <p>The DDP aims to address transport issues by introducing new active travel infrastructure, supporting the delivery of an enhanced bus network and new mass transit routes, improving access and connectivity in the city – this group will be positively affected by the changes. The needs of different communities have been considered throughout the development of the DDP and the importance of facilitating spaces for different cultural needs is a key aspect of the cultural plan – different ethnic groups will be positively affected by the changes.</p>	
RELIGION	
Religion or belief (Central Ward, Ward Profile Report, 2023) (Census 2021 – Office for National Statistics)	Central Ward: <ul style="list-style-type: none"> There are a significantly higher proportion of Hindus (2.2%), Buddhists (1.2%) and Jewish people (0.5%) in Central Ward compared to the Bristol average, and a lower proportion of Christians (20.8). Bristol: <ul style="list-style-type: none"> The proportions of different religions in the 2021 Census were as follows: No religion (51.4%); Christian (32.8%); Religion not stated (6.9%); Other religions (0.7%); Muslim (6.7%); Buddhist (0.6%); Hindu (0.8%); Sikh (0.5%); Jewish (0.3%).
<p>What does the religion data tell us? The residents of Central Ward are religiously diverse and, by virtue of living in the area, are likely to be affected by the DDP proposals. As a result, consideration of preserving and providing accessible and affordable religious and prayer spaces is a key objective of the DDP. This will not only positively affect those living within the Ward currently but will also positively affect new residents moving to the area, other religious Bristolians who use the city centre, as well as visitors from outside of the City.</p>	
SEXUAL ORIENTATION	
Lesbian, Gay, Bisexual and Transgender people (LGBT) (Census 2021, Office for National Statistics) (JSNA health profiles, 2022/23)	Bristol: <ul style="list-style-type: none"> Approximately 6.1% of the Bristol population (aged 16+) identify as Lesbian, Gay or Bisexual (LGB+), proportionally higher than England and Wales population (3.2%) 0.8% of the Bristol population (aged 16+) identify as Trans, higher than England and Wales average (0.5%).
Sexual orientation (public transport): (Quality of Life Survey, 2022)	Bristol: <ul style="list-style-type: none"> 19.6% of lesbian, gay and bisexual people in Bristol reported being limited by inaccessible public transport (city average 11.8%) and 11.6% reported taking the bus to work (city average 10.7%). LGBT+ are more likely to feel unsafe from sexual harassment using public transport in Bristol (16.4%) than the Bristol average (8.5%).

Data (Evidence Source)	Summary of what this tells us
<p>What does the sexual orientation tell us?</p> <p>There is a large LGBT+ community in Bristol. This group are disproportionately impacted by inaccessible public transport and are more likely to use the bus. This group will be affected by the proposal through the proposed improvements to the transport infrastructure and improved bus network.</p> <p>The DDP outlines a culture strategy for the city centre, highlighting the importance of collaborating with existing and new community and cultural organisations, including the LGBT+ community, to enable a culturally vibrant and distinctive city centre which builds its cultural and social values with Bristol’s communities. It is hoped that the group will be positively affected by the DDP proposals.</p>	
<p>DEPRIVATION</p>	
<p>Deprivation</p> <p>(Central Ward, Ward Profile Report, 2023 – Bristol Statistics) (Index of Multiple Deprivation, 2019) (Quality of Life Survey, 2022)</p>	<p>Bristol</p> <ul style="list-style-type: none"> • The city centre is located in the middle of two very different neighbourhoods in terms of deprivation. To the east there are communities experiencing deprivation within the worst 10% nationally. To the west there are communities with the best 20%. These areas experience particular problems associated with employment, barriers to housing, health and Disability, crime, income, and education skills and training. • Income after housing costs are much lower in the east. • The stark difference between the east and west of the city centre study boundary has been a key influence in the project, with an aim to push benefit to the east and improve quality of life for these communities.  <p>Central Ward:</p> <ul style="list-style-type: none"> • Over half of Central Ward’s areas are somewhat deprived (1 – 40% Indices of Deprivation). • Redcliffe South & Stokes Croft West, located in the Central Ward, are in the top decile of most deprived areas in Bristol. • The South/East areas of Central Ward, bordering Lawrence Hill and Southville, are the most deprived 1%-40% range • The North/West areas of Central Ward, bordering Clifton Down and Cotham, are the least deprived in the 70 – 90% range.
<p>Child Poverty</p> <p>(Central Ward, Ward Profile Report, 2023 – Bristol Statistics)</p>	<p>Central Ward</p> <ul style="list-style-type: none"> • Central Ward has a significantly worse rate of children living in low-income families than the Bristol average (21.8%). • Central Ward ranks second for the highest level of children living in relative low-income households (39.8%), behind Lawrence Hill (46.6%) which neighbours the Central Ward on the East.

Data (Evidence Source)	Summary of what this tells us
Digital and deprivation: (Quality of Life Survey, 2022)	<p>Central Ward:</p> <ul style="list-style-type: none"> Central Ward has a higher percentage of residents who feel comfortable using digital services (89.9%) than the Bristol average (80.5%). <p>Bristol:</p> <ul style="list-style-type: none"> Of the most Deprived 10% of Bristolians, 70.6% feel comfortable using digital services (80.5% Bristol average)
<p>What does the deprivation data tell us?</p> <p>The socio-economic divide within Central Ward means that many living in the area have very different day-to-day lived experiences from each other. Many areas to the east are facing higher levels of child poverty and lower levels of income after housing costs. The residents living in the most deprived areas of the Central Ward and neighbouring communities to the east are key groups of which the DDP hopes to lead to improved outcomes for.</p> <p>DDP provides a strategy to support economic, social and psychological connections to residents across the city, and particularly those directly to the east. The DDP looks at the future function of the city centre and provides a framework to ensure: 1) the service and retail offer meets the needs and aspirations of the wider population of the city; 2) The city centre proactively supports the ability of residents across the city (and particularly those to the east) to access economic opportunity (enterprise and employment) and to participate in the cultural life of the city in an inclusive way. The DDP objective to increasing connectivity to the city centre from the east will positively affect individuals within this group. The DDP aligns with the Bristol Local Plan Review 2022 vision for the city: “The vision for Bristol is of a diverse and inclusive city where inequality and deprivation have been substantially narrowed.”. The future plans for the city centre must respond to this vision, supporting the success of the wider city and region, which the DDP aims to do.</p>	
<p>QUALITY OF LIFE</p>	
<p>Quality of Life – Priority indicators (Central Ward, Ward Profile Report, 2023 – Quality of Life Survey 22/23)</p>	<p>Central Ward:</p> <ul style="list-style-type: none"> The following quality of life indicators for Central Ward are significantly different from the wider Bristol areas: 43.2% of the population of Central Ward feel they belong to their neighbourhood, significantly lower than the Bristol Average (65.1%). 85.7% think traffic congestion is a problem locally, significantly higher compared to the Bristol average (74.4%). 62.8% are satisfied with the quality of parks and green spaces, significantly lower compared to the Bristol average (73.1%). 26.1% who have created space for nature (significantly lower compared to the Bristol average 52.7%). 37.9% satisfied with children’s playground and play areas, significantly lower compared to the Bristol average (57.4%).
<p>What does the quality of life data tell us?:</p> <p>The life experience and the quality of life of those living in Central Ward varies from the Bristol average in several significant ways. The priority indicators indicate residents generally have a lower sense of belonging to their neighbourhood, less satisfaction with quality of parks, green space and play spaces and feel traffic congestion is a problem in the area.</p> <p>The DDP aims to create a neighbourhood for living, with the aspiration increase a sense of belonging in the area. Another key objective is to provide outdoor spaces which serve local communities and the wider city, including places for children’s play. The DDP also aspires to rejuvenate Bristol’s historic Castle Park as a more accessible, inclusive space for all. Those living in Central Ward experiencing a lower quality of life will be positively affected by the changes proposed and the DDP should lessen the gap between the quality of life experienced by Central Ward residents and the wider Bristol population.</p>	
<p>SAFETY AND CRIME</p>	

Data (Evidence Source)	Summary of what this tells us
Crime (Central Ward, Ward Profile Report, 2023 – Bristol Statistics)	Central Ward: Crime: <ul style="list-style-type: none"> • Central Ward has the highest levels of crime in Bristol, with a rate of 476.6 crimes per 1,000 people. • This is significantly worse than the Bristol average (113.8 per 1,000). • The ward experiences higher rates of violent and sexual offenses and burglary. Anti-social behaviour: <ul style="list-style-type: none"> • Central Ward also faces significantly worse levels of anti-social incidents (88.6 per 1,000) than the Bristol average (19.3 per 1,000). • A high percentage (48.8%) of people in Central Ward feel anti-social behaviour is a problem locally, compared to the Bristol average (35.6%)
Hate Crimes (JSNA Data Profiles, 23/24)	Central Ward <ul style="list-style-type: none"> • Central Ward has the higher proportion of racial harassment and discrimination. • 14% of Central Ward residents have been victims of racial harassment or discrimination in the last year, compared to the Bristol average of 7%. Bristol <ul style="list-style-type: none"> • There were 2,244 recorded hate crimes in 2022/23 a decrease of 9.8% when compared to the previous year. • Over 71% of hate crime in 2022/23 was recorded on the basis of racial prejudice, followed by sexual orientation (13.5%) and Disability (7.4%) • Police data for 2022/23 shows an almost equal split between male (49%) and female (51%) victims.
Fear of crime (JSNA Data Profiles, 23/24) (Quality of Life Survey, 2022)	Bristol <ul style="list-style-type: none"> • In 2022/23, 17.4% of residents across Bristol said fear of crime affects their day-to-day life, a decrease on the previous year (19.4%). • Levels of concern are significantly higher for people living in the 10% most deprived areas (32.4%), a deprivation gap of 15% compared with the Bristol average. • Fear of crime is highest in the Inner City, followed by South Bristol. Fear of crime is significantly worse than average in some equalities groups including single parents (34.2%) and disabled people (30.4%). • Only 57.5% of Bristolians feel safe outdoors after dark. • Disabled people (42.8%), females (48.8%), those 10% most deprived (36.9%), and Trans people (40.3%) are less likely to feel safe outdoors after dark across Bristol. • 71.4% of Bristolians feel safe from sexual harassment using public transport, with 8.5% feeling particularly unsafe.

What does the safety and crime data tell us?:

Central Ward experiences some of the highest levels of crime and antisocial behaviour within the city, experiencing higher rates of violence, sexual offences and burglary. High levels of crime affect all residents and users of the city centre, however some equalities groups are more likely to experience violence and crime, as well as have a greater fear of crime. People from Black, Asian and Minority Ethnic backgrounds are the most likely to be victims of hate crimes, with LGBT+ and Disabled people also at high risk of being targeted. This makes this the city centre less safe, and feel less safe, for individuals within these protected groups. Fear of crime is experienced more acutely in deprived areas, and by parents and Disabled people. Feelings of safety outdoors after dark is much lower for Disabled people, women, trans people, and those living in deprived areas. Crime and fear of crime is a cross-cutting factor that affects many equalities groups, as well as those perceived to be in those protected groups. Fear of crime

Data (Evidence Source)	Summary of what this tells us
	<p>results in people leaving the house less, affecting general health, increasing isolation, and is associated with loss of cognitive function in older adults.</p> <p>The built environment can have a key influence on crime and safety. Lack of overlooking and lighting can reduce safety and perceptions of safety. People are less likely to go out if the pedestrian environment is intimidating, limiting social interaction, and increasing the potential for crime.</p> <p>Reducing crime levels and increasing feelings of safety is important to the health and wellbeing of our communities and is a key objective of the DDP. Where safety can be ‘designed in’ to physical spaces, it has been embedded in the DDP’s approach to the public realm and other strategies in the Plan. The DDP has also required all new developments: 1) ensure all ground floor development is active, vibrant and adds to street activity; 2) design out opportunities for antisocial behaviour, such as providing a consistent and continuous building line; 3) liaise with the police to get advice as required; 4) engage with diverse community groups to ensure needs are met.</p>
OTHER	
Feelings of being able to influence decisions (Quality of Life Survey, 2022)	Bristol: <ul style="list-style-type: none"> Only 20.6% of Bristolians agree they can influence decisions that affect their local area.
Walking and cycling (Quality of Life Survey, 2022)	Bristol: <ul style="list-style-type: none"> Across the city, 17.6% of Bristol residents walk to work and 14.4% of Bristol residents cycle to work. Individuals in the 10% most deprived are less likely to walk or cycle to work. Although Walking and cycling to work does not vary greatly between different ethnic groups, fewer Black residents are likely to walk or cycle. Disabled people are significantly less likely to walk or cycle. Young people (16-24 years) are much more likely to cycle or walk. Men are much more likely to cycle than women. Central Ward: <ul style="list-style-type: none"> More people who live in Central Ward either walk or cycle to work (49.9%) work compared to the Bristol average (32%) Fewer people who live in Central Ward drive to work (20.7%) compared to the Bristol average (38.8%).
Housing (Central Ward, Ward Profile Report, 2023)	Central Ward: <ul style="list-style-type: none"> There is relatively little privately owned housing in Central Ward (21.0%) compared to the Bristol average (54.8%). Coupled with the relatively high proportion of homes that are privately rented in Central Ward (58.3% compared to 26.4%) and the relatively high level of overcrowding, this could have implications for security of tenure, which would affect those in lower income households disproportionately.
Gentrification (Quality of Life Survey, 2022)	Bristol <ul style="list-style-type: none"> 31% of Bristolians think their local area has changed due to gentrification Of the people how have noticed “gentrification” taking place, 32.% of people think it has had a negative impact (up by 8.2% from the year before). Conversely, 27.2% think it’s had a positive impact (down 3.8% from the year before).
What does the other data tell us?: <p>The feeling of being able to influence decisions is low amongst Bristolians, and increasing engagement throughout the process has been a vital part of the work to ensure the DDP is reflective of the voices of communities across the Central Ward and wider city.</p>	

Data (Evidence Source)	Summary of what this tells us
	<p>Walking and cycling amongst residents of Bristol varies greatly by equalities groups. As well as improving the public transport network, the DDP aims to introduce high-quality active travel infrastructure to create a first-class walking, wheeling, and cycling network. This should positively affect individuals across the equalities groups, as well as other residents and users of the city centre.</p> <p>Central Ward has high levels of private rented sector housing and overcrowding. The need for new housing provision in the area is clear and outlined in wider local plans. The DDP sets out an approach to have a provision of affordable and accessible housing. With more housing built in the area, people should be positively affected by the increase in good-quality housing options. However, there is a risk that the regeneration activity leads to an overall increase in house prices in the area and/or new homes become unaffordable for the existing local community, causing people to move to other (more affordable) areas. It is essential local communities are supported and included.</p> <p>The overall changes to the city centre will change the feel and use of the area, and with the influx of new residents, the regeneration of the area is a risk of people feeling as though the area has been gentrified. There is an increasing feeling that areas of Bristol have been negatively impacted gentrification. A key objective of the DDP is to support existing and new communities to thrive, seeking to create a neighbourhood that meets the needs of all residents and users of the city centre.</p>
<p>Additional comments:</p>	<ol style="list-style-type: none"> 1. The regeneration of the City Centre hopes to lead to improvements beyond the DDP area, connecting communities living to the East, as well as people from all over Bristol and beyond, who use the City Centre for work and leisure. 2. It is important to remember that individuals who are living with protected characteristics can face a very different daily experiences than those who do not, this being particularly true for Disabled people, and this need to be considered through every stage of development and implementation of the proposals. 3. Engagement needs to focus on including young people, ethnic minorities, and Disabled people to ensure the regeneration is led by community voices, is representative of those who live in the area, and to ensure those most affected by the proposals are heard. 4. Accessibility, both in terms of the quality of the built environment and public transport, is a key factor affecting equalities groups, particularly Disabled people, older people, young people, Black, Asian and Minority Ethnic people and the LGBT+ community. 5. The regeneration of the DDP area will lead to an increase of people living in the area, creating a vibrant new community in the Broadmead area. Whilst it is vital we look at the current population living in Central Ward to ensure their needs are reflected fully, we must also consider the wider Bristol population data as it is likely to be representative of the new residents. 6. Individuals can be part of multiple minority and protected groups and have combined characteristics. This can result in certain individuals experiencing several impacts across the themes explored above, to varying degrees of acuteness.

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.

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

The Quality of Life survey data does not provide specific information about marriage or civil partnership status, or pregnancy and maternity. It is not anticipated that filling these data gaps would provide any benefit over the assumptions on impact/mitigation made in Section 3.

There are gaps in the diversity data for some protected characteristics at Ward level e.g. Learning Disabilities and Autism, Gypsy and Roma people, and LGBT+. Where Ward level data has not been available, local level data of the whole City of Bristol has been used.

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. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

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 change 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 Engagement Strategy

Engagement has been ongoing throughout the development of the DDP and will continue as the projects and proposals outlined in the DDP are taken forward for further consideration.

The engagement strategy has involved:

- Internal stakeholders (BCC)
- External stakeholders including:
 - Statutory consultees including Historic England, Natural England and the Environment Agency;
 - Business and business representatives including the Business West, Visit West, Business Improvement District (BID) managers and shopping centre managers, as well as individual businesses.
 - Developers with an active interest in the city centre.
 - Transport groups, including First Bus, Sustrans, Bristol Walking Campaign and Bristol Cycling Alliance and representatives from the taxi trade.
 - Community and civic groups including Friends of Castle Park and Bristol Civic Society.
 - Cultural, arts and faith groups and organisations.
 - Groups representing people with protected characteristics including WECIL, Bristol Disability Equality Forum, Bristol Older Persons Forum and Bristol Women's Voice (For WECIL, The Deaf and Hard of Hearing Group and Bristol Disability Equality Forum, we engaged with members of the groups in workshops. For Bristol Older Persons Forum and Bristol Women's Voice we engaged with a representative from the group).
 - Bristol City Council Community Champions (representing specific, diverse communities across the city)
 - Bristol NHS Trust/Hospitals and University
- Wider public

The engagement approach was informed by:

- Learnings from previous engagements regarding the city centre, in particular those undertaken on Whitehouse Street and early stages of the Frome Gateway work.

- An analysis of audiences and socio demographics to ensure the make up of the community is understood.
- The knowledge and understanding of the BCC Community Development team and Community Champions.
- Initial early activities which helped to further understanding of demographics and community issues (for example community champions undertook on-street interviews in the Broadmead area to further understand which groups of citizens were not actively using the city centre, then approached these groups through targeted engagement via BCC Community Champions).

Phases of Engagement

The engagement and consultation undertaken during the development of the DDP broadly fall into four phases:

Phase 1 – early engagement was undertaken with stakeholders and community representatives during late 2021 and throughout 2022 to explore problems, issues, aspirations and opportunities as well as gather information and draw on local knowledge. Through a mixture of informal discussions and structured, targeted engagement with a diverse range of groups including via the BCC Community Champions who engaged a diverse range of communities, feedback was encouraged around key topics and themes. This early engagement helped to shape the direction of the Plan, ensuring that it was framed by an understanding of local concerns and priorities.

Phase 2 – a wider city-wide engagement exercise allowed everyone who lives in, works in, visits or travels through the city centre to share their views. This was facilitated via an online engagement hosted on www.citycentrebristol.co.uk. An online survey and interactive map collected feedback from Monday 25 April to Friday 27 May 2022. 470 surveys were submitted and over 300 ideas were submitted via an online interactive map.

Phase 3 – during late 2022 and up to publication of the draft DDP for formal consultation in July 2023, engagement continued, undertaken in parallel with the development of the DDP, provided an opportunity to share the emerging vision, principles and approaches, seek feedback on these and refine them in response to comments from stakeholders and community groups.

Phase 4 - A formal consultation on a draft version of the DDP was undertaken between July and early October 2023.

Engagement with specific groups

In terms of specific engagement with communities or groups representing protected characteristics the following are particularly relevant. Please note that this is only a snapshot of some of the engagement activities undertaken. For full details please see the Statement of Engagement document prepared in support of the final DDP and appended to the December 2023 Cabinet Report (Appendix B (i)). A link to the Statement of Engagement cannot be embedded as it will be publicly available at the same time as this EqlA, not prior.

Young People

In winter 2021 and Autumn 2022 the project team engaged with young people via the Knowle West Media Centre (KWMC) City Maker Programme. Various activities facilitated by KWMC to help understand what kind of city centre young people would like to see. A group of teenagers were taken on a site visit of Broadmead and then discussed their thoughts about the city centre. They then designed improvements to the Broadmead area using 3D models. The young people's feedback – in particular around wanting to see a wider range of activities and improved spaces for pedestrians was reflected as key objectives in the DDP.

Key Stakeholders - including Accessibility and Disabled people Groups

The stakeholder workshop held in January 2022 included representatives from a wide range of stakeholder and community groups including West of England Centre for Inclusive Living and Bristol Disability Equality Forum. The need to ensure that the city centre is accessible to all was noted as a key aspiration and reflected in the development of the DDP. A lack of public toilets was also noted as a key concern. These key aspirations were used to help shape the overall vision.

Community Champions and Diverse Communities

During Spring 2022 BCC's community champions interviewed nearly 100 people on-street to understand a range of different experiences of using the city centre and to build a picture of who is currently using the city centre and why and, importantly who is not. They spoke to a wide cross section of the community and noted key feedback around how the city centre should offer more than just shopping, should provide a wide range of social and community activities, provide everyday amenities, improve green space and focus on improving public transport. It also highlighted key concerns around anti-social behaviour. These themes, reflected also by other stakeholders, guided the overall vision and strategies within the draft DDP.

In a second stage of engagement the Community Champions facilitated further conversations with groups that had been noted as absent from the city centre based on their earlier observations. In Summer 2022 focussed conversations were held with South Asian, Eastern European, and Somali communities as well as Disabled people and people based in South Bristol. Similar themes were noted – these communities typically described the city centre as currently seeming irrelevant to them and commented that more cultural and community facilities, a wider shopping offer and improved basic amenities such as public toilets would encourage them to visit more. Community Champions were briefed on two further occasions (April 2023 and September 2023) on the progress of the DDP and their feedback on a draft document was particularly insightful leading to the Community and Culture strategy being further developed and prioritised within the structure of the document.

Online Survey

An online survey hosted on the project website in Spring 2022 generated 470 comments and 300 map based suggestions. This was widely publicised via emails to community groups and on social media. Equalities questions were asked at the end of the survey.

The survey participants were representative of the Central Ward and/or Bristol in the following areas:

- Gender: 50.4% of the Bristol population identify as female and 50% of the survey respondents identified as female.
- Ethnicity: 34.3% of the Bristol population are from Black, Asian and Minority Ethnic backgrounds and 31% of the survey respondents identified as being from Black, Asian and Minority Ethnic backgrounds.
- Disability: 80.6% of the Bristol population is not Disabled under the Equalities Act and 80% of the survey respondents did not identify as a Disabled person.
- Religion: The representations from different religions were almost completely representative of the proportions of different religions across Bristol. However, there were no representations from the Muslim community.

The survey participants were not representative of the Central Wards and Bristol average in the following equalities groups:

- Age: There was an underrepresentation of young adults with 5% of the survey respondents between 18-24 compared with 15.4% of the Bristol average and 49.4% of the Central Ward population being aged between 16-24. There was an over representation of the over 65's: 24% of the survey respondents compared with the Bristol average (12.8%) and Central ward (3.4%) populations.
- Sexual orientation: There were more survey respondents who identified as LGB+ (19%) compared with the Bristol average (6.1%).

Key stakeholders with an interest in Castle Park – Bristol Older Persons Forum, Bristol Women's Voice, Bristol Parent Carers, WECIL, Bristol Disability Equality Forum,

Two workshops were held with a specific focus on Castle Park in May and December 2022. These gave a voice to umbrella groups representing groups with Protected Characteristics. A wide range of needs and requirements specific to the park were noted including the need for accessible, inclusive and gender appropriate public toilets/changing areas, a need for play equipment to suit all ages, the need for quiet spaces and the importance of ensuring the park is physically accessible. As direct result of the feedback at this workshop, WECIL were subsequently commissioned to undertake an accessibility audit of the park – the audit findings were used to inform the high level design principles for Castle Park and will be used to further inform design at the next stage. The specific requirements of groups were reflected in the draft DDP.

Walkabout of Broadmead

In January 2023 Community Champions and community representatives participated in a walking tour of Broadmead. This including representatives from Bristol Black South West Network (BSWN), Pakistani Welfare Organisation, Polish Women's Group, Chinese Community Wellbeing Society, Cognitive Paths, One Green Kitchen, Kitchen Cosmetics. This highlighted the need for child friendly spaces, quiet spaces, measures to support culturally diverse businesses/shops and improved facilities for health and wellbeing as issues particularly relevant to these groups.

Meeting with Make Space for Girls

In January 2023 an initial meeting was held to discuss specific needs of girls in parks and open spaces, with particular reference to the Castle Park masterplan. The broad principles highlighted as important to girls, such as the need for social seating and a wider range of activities were incorporated broadly into the Castle Plan

masterplan. Further engagement will take place with Parks for Girls as detailed proposals for Castle Park are worked up and it is proposed that they are included in stakeholder workshop and co-design sessions.

Formal consultation on the draft DDP

There were three City Centre DDP consultation surveys. In total, 724 responses were received via online, paper and Easy Read formats. Of these, there were:

- 314 responses to the Vision and Strategies survey
- 217 responses to the Broadmead Placemaking survey
- 193 responses to the Castle Park Master-planning survey

Respondents were invited to complete one or more of the three surveys, so the total number of citizens and organisations that responded to the surveys is between 314 and 724.

32 additional responses were received by email, which provided feedback on aspects across the Vision and Strategies, Broadmead and Castle Park.

Characteristics of the survey respondents

Overall, the consultation respondents across the three surveys were broadly representative across the equalities groups. Where there has been under-representation for certain groups, engagement with these groups will be prioritised in future engagement activities.

The age of respondents broadly representative of the Bristol population, although there was an under-representation of under 18's and young adults between 18-24 and 85+, and an overrepresentation of people aged 35-44 and 55-64.

Age	Vision and Strategy Respondents	Broadmead Respondents	Castle Park Respondents	Bristol Average
Under 18s	0%	0%	0%	20%
18-24	3%	5%	4%	14%
25-34	21%	19%	19%	20%
35-44	23%	25%	24%	13%
45-54	18%	16%	16%	10%
55-64	18%	15%	20%	9%
65-74	13%	14%	12%	7%
75-84	4%	6%	5%	4%
85+	0.4%	0%	0%	2%

The religions of the respondents broadly followed the Bristol census data, although there was an underrepresentation of Muslim people, particularly for the Broadmead and Castle Park surveys.

Religion	Vision and Strategy Respondents	Broadmead Respondents	Castle Park Respondents	Bristol Average
No Religion	66%	66%	74%	55%
Christian	25%	28%	19%	35%
Buddhist	0.4%	0.6%	2%	0.6%
Hindu	1%	0.6%	0.6%	0.8%
Jewish	0.8%	3%	1%	0.3%
Muslim	2%	0%	0%	7%
Sikh	0.4%	0%	0.6%	0.5%
Pagan	2%	1%	2%	No data
Other	2%	1%	0%	0.8%

The ethnicity of the respondent was representative of Bristol's population, although there were slightly fewer Black and Asian respondents.

Ethnicity	Vision and Strategy Respondents	Broadmead Respondents	Castle Park Respondents	Bristol Average
White British / White Irish / White other	88%	87%	91%	80.9%
Black / African / Caribbean / Black British	2%	2%	1%	6%
Asian / Asian British	4%	4%	3%	7%
Mixed /Multi ethnic group	4%	7%	4%	4%
Gypsy / Roma / Irish Traveller	0.4%	0.5%	0.6%	0.3%
Other Ethnic Group	1%	0.5%	0.6%	2%

The other protected characteristics were broadly representative of Bristol's population, with a slight underrepresentation of women across the surveys. The number of responses from Disabled and LGBT+ people were better represented than the Bristol data.

Other protected characteristics	Vision and Strategy Respondents	Broadmead Respondents	Castle Park Respondents	Bristol Average
Disabled	12% Yes 88% No	14% Yes 86% No	13% Yes 87% No	8% Yes 92% No
Sex	39% Female 60% Male 0.7% Other	48% F 52% M 0.5% Other	40% F 60% M 0.6% Other	50% F 52% M No data - Other
Gender Reassignment	0.4% Yes 99.6% No	1% Yes 99% No	0.6% Yes 99.4% No	No data
LGBT+	19% Yes 81% No	23% Yes 77% No	25% Yes 75% No	6.1% Yes 93.9% No
Pregnancy/Maternity	0.8% Yes 99.2% No	1% Yes 99% No	0% Yes 100% No	No data
Refugee / Asylum Seeker	0.7% Yes 99.3% No	0% Yes 100% No	0% Yes 100% No	No data

Note that the public consultation was supported by:

- An accessible summary document suitable for screen readers
- An easy read version of the consultation surveys, made available on request
- A British Sign Language interpreted presentation on the draft DDP
- Events at a range of different times to suit different needs
- A physical exhibition in an accessible, ground floor shop space the city centre, with 10 different drop-in times. It was next to bus stops, taxi drop off, blue badge parking and at a range of times and days to suit different needs. The exhibition was in a large shop area where there was space for children.
- Information provided on a website and online so everyone could receive the information about the consultation at home

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.

If approved by Cabinet on 5 December 2023, the DDP will become a material consideration for future planning applications in the area. Delivery of the projects and initiatives outlined in the DDP will require a wide range of further work and further engagement.

The aim is for the first phase of delivery to focus on the Castle Park area, with an aim to rejuvenate this important city park to ensure it is high quality, accessible and provides an appropriate open space to support new development coming forward in the area. This project will include key links between the park, Broadmead and the Old City. The DDP Cabinet Report requests the use of Strategic CIL to bring forward this next stage of work.

Delivery of the masterplan for Castle Park will require surveys and technical analysis, detailed engineering design and works to secure appropriate consent, including planning consent. It is envisaged that the engagement-led approach which has underpinned the development of the DDP will continue into the next stage of the Castle Park work and is likely to include:

- Continued engagement with the BCC community champions and use of them to draw in wider communities and provide feedback on behalf of diverse communities.
- Continued engagement with key stakeholders including groups who represent diverse communities and those with protected characteristics, including the groups listed above.
- Opening dialogue with a range of groups who have not yet had a significant voice – including St Mungo's, to represent those at risk of experiencing homelessness or rough sleeping.
- Further targeted work with young people, recognising that they are a key group who will potentially benefit from the Castle Park enhancements but where involvement in planning stage projects is typically low. We will explore opportunities to work again with KWMC or organisations such as Babbasa.
- Involving a wide range of individuals and groups in co-design workshops.
- Continued working with WECIL to review and audit proposals from an accessibility perspective.

It is also envisaged that engagement will broaden to include others who may be impacted by changes to the Castle Park area to include:

- Taxi operators and customers who may be impacted by proposals to restrict traffic on roads around the park.
- Blue badge holders and those for who accessibility may be challenge who may be impacted by changes to parking arrangements or bus stop locations.

As wider proposals for the DDP are developed, for example working up details of pedestrian priority areas and the changes to traffic patterns, these will also be undertaken with close engagement with a range of groups.

Other next stages of work include:

- Re-design of The Horsefair and Penn Street to become pedestrian priority streets. Re-design of Union Street as part of the mass-transit proposals. Led by BCC. Here engagement with blue badge holders, taxi operators, accessibility stakeholders and walking and cycling groups will be important.

Individual development sites area coming forward by private developers e.g. The Galleries and Debenhams. Engagement for individual sites will be led by the developers bringing the schemes forward.

If there are changes made to the plans outlined here, this EqIA will be updated if appropriate or a new EqIA will be drafted.

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 (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

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

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
<p>Deprivation and Gentrification</p> <p>There is a high level of deprivation directly to the east and north of the study area. Regeneration therefore presents an opportunity to enhance socio-economic opportunity, reduce inequality when compared to the city average, and enhance the overall quality of built environment including homes and connections to neighbouring areas so that access to services, public spaces and workplaces is maximised.</p> <p>However, this opportunity will only be realised if regeneration proposals are developed with the needs and aspirations of the local community in mind, and if local communities are able to shape, take part in and reap the rewards of regeneration and local investment. An unintended negative consequence, for example, could be that regeneration provides new homes which are unaffordable for the local community, or existing places of employment are displaced, causing the local community and businesses to move to another part of the city, resulting in gentrification of the area. New and improved greenspaces also risk increasing problems of gentrification. Engaging local communities in the co-design of public green spaces will be important to support inclusion and feelings of local ownership.</p> <p>Social infrastructure – health care</p> <p>The DDP should facilitate positive outcomes for all existing and new local communities, particularly in terms of ensuring provision of access to education, healthcare and outdoor space for healthy lives. A review of social infrastructure has been carried out as part of the project. There is sufficient existing education capacity in the local area, however a new GP surgery will be required to provide an adequate primary health service to new and local communities. A requirement for a new GP surgery has been included in the DDP and conversations are underway with the NHS to look at next steps to bring this forward.</p> <p>Designing in safety</p> <p>The safety of all people is of paramount importance in the design of the open space and public realm in the city centre and this has been a key priority in the creation of the DDP, with a particular focus on creating active streets and open spaces, that are well-lit and with passive surveillance designed in. The improvements to the public realm set out in the DDP, particularly around creating a vibrant and inclusive night time economy, aim to make the city centre feel safer. The DDP aims to increase the number of people who live in Broadmead, providing more of a sense of community and activity. The DDP will also encourage design improvements to new development including additional overlooking for passive surveillance. An improved street scene (walking routes, lighting, legitimacy of space) will assist with this. This should limit any potential opportunities for anti-social behaviour brought by the increase in the evening economy.</p> <p>Ongoing engagement</p> <p>The engagement strategy for creating the DDP has focused on ensuring that under-represented groups have been carefully and meaningfully included in the engagement process. This has been done through by reaching out to representatives and champions of these groups to listen, ask questions and bring them in to the conversation. It has also been done by ensuring that events and the consultation were accessible and inclusive. More information is set out in 2.4 of this document. As the DDP is an overarching framework for projects and development in the city centre area, engagement with affected and under-represented groups, as set out in this document, must continue as part of these site-specific or objective-specific projects, with a thorough EQIA and engagement strategy created from inception.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	This project is not anticipated to have any disproportionate adverse impact on this group.
Mitigations:	None
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Older people may experience some changes and adverse impacts from proposals where there is a relocation of bus stops, taxi ranks, on-street blue badge parking or private car access from the identified streets in the study area.</p> <p>Particular age groups could be marginalised from future engagement and consultation events if a range of methods are not used or made accessible in various ways e.g. if delivered all online.</p>
Mitigations:	<p>The proposals included in the DDP are based on careful consideration of walking distances to bus stops, taxi ranks, blue badge parking and standard parking and recognise that not everyone can access the city centre by active modes. The DDP includes a set of principles which emphasise the importance of accessibility and includes a commitment to carefully located bus stops, taxi ranks and blue badge parking to minimise any increase in walking distance. Furthermore, improved public realm, more rest/seating points, drop off points, more public toilets, and the investigation of shop mobility services and 'hail a ride' are all set out in the Plan.</p> <p>Events were organised at a variety of times to suit those using public transport, including in person and online. A website was also used to give information on the emerging scheme and for the consultation.</p> <p>We will continue to engage older people's groups to ensure the requirements of older people are reflected, particularly for the transport/movement and mobility projects. We will use conventional, as well as digital engagement methods.</p>
Disability and Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Blue Badge owners will experience some change due to a reorganisation of parking provision and changes to access arrangements to some city centre streets.</p> <p>Changes to bus, taxi and private car routes and stop locations may also mean people will use different walking or wheelchair routes in the future. As part of the DDP three streets are being proposed to become pedestrian priority, removing general access private vehicles and buses. The bus routes and stops that are proposed to replace these may have a potential marginal increase in walking or travelling distances. Earlier in the project, there was going to be a slightly larger increase (1-2mins walking), but a new bus route added in recently means that this increased walking time is either completely removed or significantly reduced. Note: It is difficult to map exactly because Broadmead is a large area and visitors will be going to different places when they arrive by bus, and also be arriving at different bus stops. However, the change is considered to be marginal.</p> <p>Disabled people led groups could be marginalised from the engagement and consultation process if accessibility is not considered in future consultation events. Consultations should make provision for those who are visually impaired or Deaf people.</p>
Mitigations:	<p>Various measures are incorporated in the DDP proposals to meet the needs of Disabled people, including specific consideration of and planning for:</p> <ul style="list-style-type: none"> • Accessibly and well-located Blue Badge parking, • The creation of a high-quality, covered mobility hub, bringing together different mode options in one place. • Concept designs of streets that are high quality, clutter free, flush surfaces with clear and direct routes for getting around • Commitment to investigate shop mobility services and 'hail a ride' in connection with the mobility hub. • More rest/seating points • Drop off points • More public toilets

	<ul style="list-style-type: none"> • Quiet, green pockets of public realm/open space to have a break from busy streets <p>The future detailed design of improvements to Castle Park and the streets in Broadmead will be informed by the accessibility audit undertaken by WECIL in Spring 2023, details of the key findings of this audit are set out on page 136 of the DDP . Further engagement with this stakeholder group will be essential.</p> <p>The Movement and Connections strategy has worked hard to ensure that overall increased walking distances from bus, taxi and blue badge parking are minimal, by:</p> <ul style="list-style-type: none"> • Introducing a new east-west bus route through the centre to reduce walking times to key bus routes • Carrying out initial, more detailed transport and mobility studies to identify optimum locations for on-street taxi ranks and blue badge parking, to ensure the area is well covered (in terms of access and proximity). These have been proposed in the DDP, with more detailed work identified to finalise the locations (including engagement with key stakeholders). <p>The formal consultation included:</p> <ul style="list-style-type: none"> • An accessible summary document suitable for screen readers • An easy read version of the consultation surveys, made available on request • A British Sign Language interpreted presentation on the draft DDP <p>Similar provision will be made in future consultations.</p>
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Women are disproportionately affected in feelings of safety at night - the DDP is looking to increase feelings of safety and limit current adverse impacts.
Mitigations:	We will continue to engage women’s groups to ensure the issues and barriers women face around safety are addressed and reflected in aims of the DDP. .
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	LGBT+ individuals are disproportionately affected in feelings of safety at night - the DDP is looking to increase feelings of safety and limit current adverse impacts.
Mitigations:	We will continue to engage LGBT+ people groups to ensure the issues and barriers LGBT+ people face around safety are addressed and reflected in aims of the DDP. .
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As part of the DDP three streets are being proposed to become pedestrian priority, removing general access private vehicles and buses. The bus routes and stops that are proposed to replace these may have a potential marginal increase in walking or travelling distances. This might affect pregnant women or people disproportionately as well as parents or guardians of children due to the potential for longer distances to travel on foot.
Mitigations:	The proposals included in the DDP are based on careful consideration of walking distances to bus stops, taxi ranks, blue badge parking and standard parking and recognise that not everyone can access the city centre by active modes. The DDP includes a set of principles which emphasise the importance of accessibility and includes a commitment to carefully located bus stops, taxi ranks and blue badge parking to minimise any increase in walking distance. Furthermore, improved public realm, more rest/seating points, drop off points, more public toilets, and the investigation of shop mobility services and ‘hail a ride’ are all set out in the Plan.
	Events were organised at a variety of times to suit those using public transport, including in person and online. A website was also used to give information on the emerging scheme and for the consultation.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Trans individuals are disproportionately affected in feelings of safety at night - the DDP is looking to increase feelings of safety and limit current adverse impacts.
Mitigations:	We will continue to engage LGBT+ people groups to ensure the issues and barriers LGBT+ people face around safety are addressed and reflected in aims of the DDP.
Race/Ethnicity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	This project is not anticipated to have any disproportionate adverse impact on this group. Whilst there is not an established impact on the Gypsy, Roma and Traveller community currently, this can be reviewed if impact is identified.
Mitigations:	None.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is currently one active church within the focus area of Broadmead (Broadmead Baptist Church) where no changes are proposed. Accessibility will improve as this church is located on the proposed main corridor for bus network enhancements.
Mitigations:	None
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No impacts currently know, but this will be kept under review.
Mitigations:	None
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Central Bristol has a high proportion of private rented sector accommodation with higher rents and less security of tenure. There is also a higher proportion of residents who are on low incomes in the DDP area. Additional housing development provided as a result of the DDP could further impact this group. Inaccessibility of public transport is more likely to affect Black Asian and Minority Ethnic groups as well as young people, older people, Disabled people, those looking after children and those who experience deprivation. This is exacerbated by these groups also being less likely to hold a driving license. The DDP proposals seek to improve active travel (particularly walking) and public transport opportunities and quality.
Mitigations:	The DDP sets out proposals in the Use Strategy to ensure that affordable housing is brought forward in the area, with a requirement for 40% affordable housing on schemes that are on BCC freehold land (which covers most of the Broadmead area). New homes must have a range of sizes, types (accessible and adaptable), and be designed to high quality standards to ensure that mixed, balanced and healthy communities are created.
Homelessness and rough sleeping	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The DDP seeks to encourage re-use of current vacant retail units and to redesign key streets in the Broadmead area. Shop entrance areas and the area around Broadmead street are currently spaces that are often occupied by a significant number of people experiencing homelessness and rough sleeping. There is a risk that the proposals set out in the DDP displace this group, with no alternative spaces to go to. There is also a risk that the benefit and opportunities proposed in the DDP do not go directly to this community.
Mitigations:	Issues around homelessness and rough sleeping are complex and therefore engagement and close working with the relevant BCC departments specialising in homelessness, rough sleeping, temporary accommodation, night shelters and social support will be important as part of future work in the area. Engagement with other organisations, such as St Mungo's will also be prioritised. Engagement will focus on how changes in the area can best support and bring benefit to this group.
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	

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 regeneration of the DDP area will improve both the built and natural environment (including housing, infrastructure, and the public realm), as well as improvement to services for local people. This plan hopes to secure socio-economic and environmental benefits for all, including those with protected characteristics.

Good urban design and place-making

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

A key focus of the urban design strategy for the DDP was to, where possible, improve connections, crossings and gateways to the east in order to open up the Broadmead area to the existing communities in the east who have significant deprivation (see Section 2.1, Deprivation of this document). The aim is to provide better opportunities and more direct benefit more from the jobs, open space, public realm and community spaces that are proposed in the Plan. An enhanced cycle and walking route from the east is also proposed, crossing Temple Way, to improve the direct routes into the city centre.

Accessibility

Particular attention has been paid to accessibility throughout the DDP, including:

- Specific guidance on the public realm to consider accessibility needs, including increased seating, de-cluttering of streets, direct views down streets and improved signage.
- Provision of a mobility hub to consolidate transport options in a central, high-quality space that is covered, well-lit, close to toilets and gives a range of travel options. Other taxi ranks, blue badge parking and toilets will still be well distributed around the city centre.
- A specific section on accessibility highlighting key design proposals to support all users, including recommendations on street design for disabled users and a recommendation for developers to carry out accessibility audits as part of their scheme designs.
- Provision of cycle parking throughout the DDP area.
- Increase the number of pedestrian priority streets, to improve accessibility of people by foot and cycle. Gateways and crossings over the ring road to access the city centre will also be improved
- In line with the emerging local plan, 10% of new dwellings in the area to be accessible or adaptable homes.
- An accessibility audit was carried out for Castle Park, which was designed to a more detailed level. The recommendations from the audit have been integrated into the scheme design, with specific points set out in the document.

Social integration and community cohesion

Regeneration of the area is intended to achieve a balance of meeting the needs of existing local communities, while also making a strategic contribution to the city's housing needs. The City Centre DDP area will also be home to a new, growing community and will see an influx of new residents and businesses from elsewhere across the city.

The DDP sets out a requirement for 10% of all new ground floor development to be provided for community and cultural uses, let at an affordable rent. The intention for these spaces is to create a portfolio of community-focused 'bottom-up' spaces for the benefit of local communities and the new community in the Broadmead area.

This will ensure that there are spaces for community and cultural groups to meet, participate and develop skills. Furthermore, the requirement for a new, accessible GP surgery has also been identified, which will be a priority for the area. The potential for improved social integration and community cohesion will also be a benefit for the whole city.

Heritage

- The area has a significant number of heritage assets, particularly in and around Castle Park. Improvements to public space, parks and green spaces with a focus and celebration of these heritage features will allow groups to reflect on heritage in a shared space. These include the Sikh War Memorial Garden and St Peter's remains, which is a World War II memorial.

Health

- There will be widespread health benefits by delivering the proposals in the DDP. These are covered in a specific section in Part A of the document. The main health benefit will be from improved public transport and fewer private cars in the DDP area, which will lead to better air quality, which is of particular note as respiratory illness is currently a leading cause of premature mortality in Central Ward. The increase in the amount and quality of green open space will also provide significant benefits, supported by an increase in housing standards for new homes in the area.

Other benefits to specific groups are as follows:

Young people

The DDP includes specific provision to benefit young people, including the incorporation of play facilities, a more playable public realm, improved public spaces and a wider range of community and cultural spaces, activities and events. It also seeks to safeguard existing youth-related groups such as the Creative Youth Network.

Older people

The DDP should facilitate positive outcomes for all age groups and includes a number of proposals of particular benefit to older people, including provision of city centre housing in close reach of core amenities, accessible homes and overall improvements to the physical accessibility of streets and spaces. Proposals for public toilets and increased seating also respond directly to requests from older people/groups.

Disability

The DDP will facilitate regeneration of the area which will provide a general uplift in terms of physical accessibility (buildings and public realm design; services). Disabled people will benefit from improved streetscape which reduces street clutter, improves legibility and improves the quality of routes and crossings. In Castle Park, step free accesses and improved gateways will help to make the park overall more accessible to everyone.

Sex

Different genders may need different things from development and particularly from the design of open space, for e.g. research suggests that girls use 'dwell space' to a higher degree and have different requirements in parks and open spaces (see [Make Space for Girls](#)). Girls and women therefore have different requirements from Castle Park and other areas of public realm.

As part of this project we have engaged with women-led groups including Bristol Women's Voice and Bristol Parent carers. We have also taken advice from Make Space for Girls in relation to the Castle Park masterplan. We will continue this engagement into the next stage and as part of our engagement with younger people, we will seek girls' views on how public spaces should be used in order to reflect their needs, in particular for the Castle Park project.

Pregnancy / Maternity

The DDP will lead to improvements to the public realm that will result in a better experience for pregnant women and those with young children. These include:

- New public toilets and better signage to existing toilets are proposed
- New play facilities and seating are proposed as part of improvements to the park and public realm
- More seating to allow for more opportunities for rest and breast-feeding in streets and open spaces

Further engagement with pregnant women and mothers will be particularly important in progressing the masterplan for Castle Park.

Race/ Ethnicity

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

The DDP proposals seek to improve active travel (particularly walking) and public transport opportunities and quality. The DDP sets out proposed improvements to public transport and active travel to aim to mitigate inaccessibility for this group. In particular this is done by:

- Improvements to pedestrian crossings and gateways into the city centre to improve access for neighbouring communities to the north and east (where there are a higher proportion of Black, Asian and minority ethnic groups)
- Enhanced cycle route from the east creating a more direct, safe and high-quality route into the city centre
- Proposals to enhance and improve the bus routes and stops in the city centre

The detail design of these projects should include engagement with this group.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

- The DDP area has more young people, those living in deprivation, and Black, Asian and minority ethnic people living in the area. If the requirements of these equalities' groups were not represented effectively, this could lead to negative impacts. This will be mitigated by continued effective engagement with these groups.
- Changes to the street scene could potentially negatively impact disabled people, older people and pregnant women/those with young children disproportionately due to poor physical accessibility. The strategies and guidelines in the DDP aim to mitigate this with clear guidance and reference to accessible design standards. Additionally, effective engagement with these groups must continue into the detail design stage for specific projects.

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

- The regeneration of the area should result in a general improvement in the built and natural environment which will have a knock-on impact on overall quality of life, accessibility and public health outcomes.
- A balanced housing plan, including the provision of affordable housing, will benefit younger people and those living in deprivation;
- Public transport improvements will benefit groups for whom car ownership is lower than average Black, Asian and minority ethnic people, deprived people, and additional jobs may benefit deprived people.
- Regeneration and investment in public spaces, community spaces and services has the potential to foster greater social integration and community cohesion.
- Heritage and green space improvements may provide benefits in terms of bringing people together to enjoy activities with other groups they may not routinely have contact with.

Note that the City Centre DDP will be a high-level document. Delivering the detail which is highlighted in this EQIA will largely come through the individual planning applications and detailed design of capital works and investment programmes following its endorsement.

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
Maintain and strengthen links developed through this project with community organisations including equalities groups. In particular, as part of our engagement with younger people, we will seek girls' views on how public spaces should be designed in order to reflect their needs, and also continue to work with accessibility groups for detail design of schemes.	Sarah Jenkinson/Emily Peka	Ongoing
Collaborate with neighbouring regeneration areas to identify and maximise opportunities to improve socio-economic outcomes	Sarah Jenkinson/Emily Peka	Ongoing
Review feedback from the formal consultation survey regarding how best to continue to engage the community and write plan to take recommendations forward	Sarah Jenkinson/Emily Peka	By end March 2023
Use BCC role through planning (Development Management) and as freeholder of many sites in the Broadmead area to ensure that planning applications and detail design of public realm and park space is brought forward using the recommendations set out in the DDP to deliver the best quality environment, taking into account the needs of all users.	Sarah Jenkinson / Emily Peka	Ongoing
As set out in the DDP, BCC to identify funding to develop a strategy for the affordable community and culture spaces required as part of new development. BCC team to look at mechanisms to procure, manage and finance these spaces for the benefit of local groups.	Sarah Jenkinson / Emily Peka	March 2024
Prioritise conversations with NHS/ICB to secure a new GP surgery / primary health care facility within the Broadmead area	Abigail Stratford / Sarah Jenkinson	2025


4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

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

Step 5: Review

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

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 22/11/2023	Date: 22.11.2023

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.