

# Equality Impact Assessment [version 2.9]



Title: Frome Gateway Regeneration Framework	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Economy of Place	Lead Officer name: Marc Cooper
Service Area: Regeneration	Lead Officer role: Regeneration Project 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?

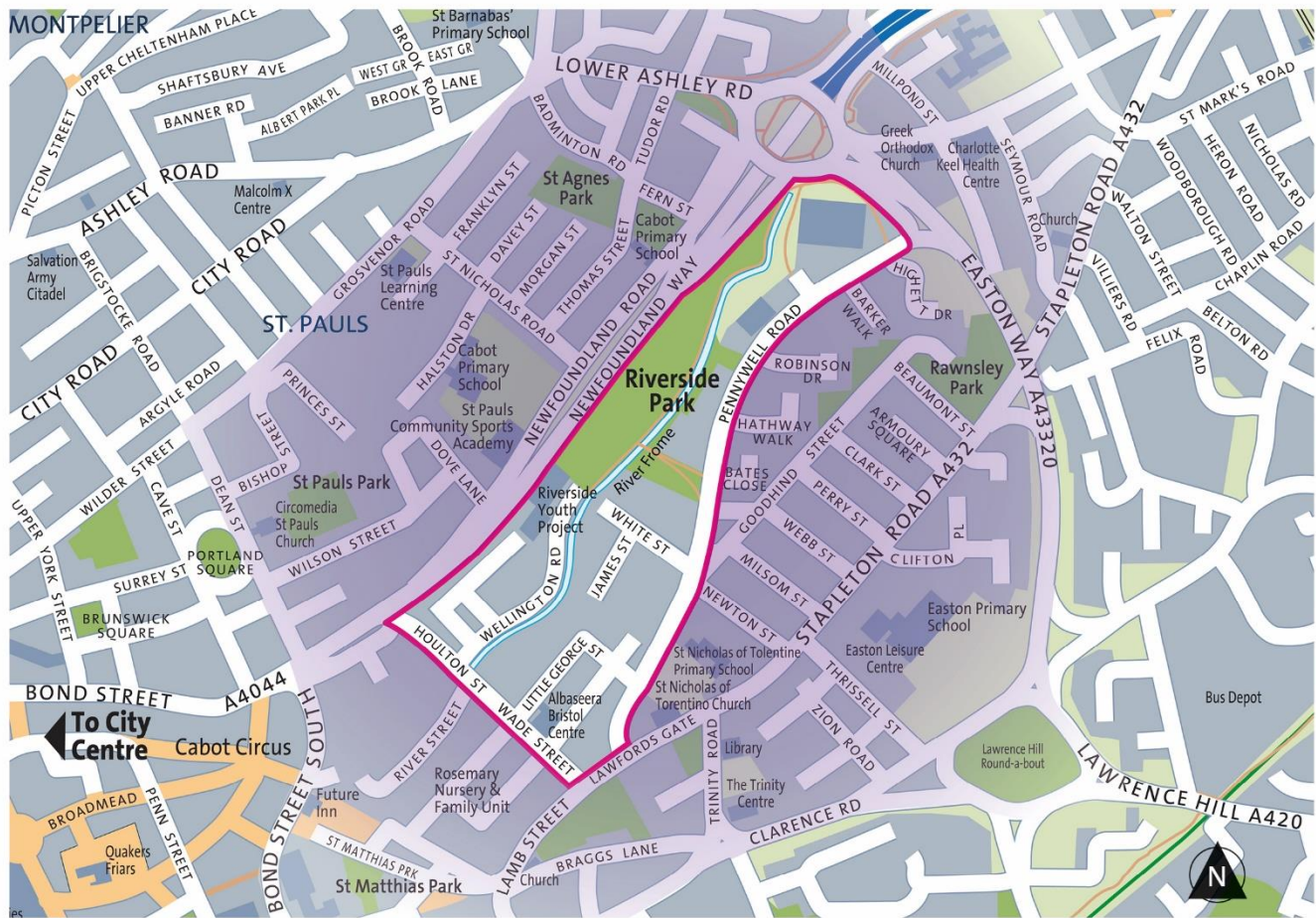
Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range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

The Frome Gateway Regeneration Framework (“the Framework”) has been produced in response to emerging planning policy for Bristol being brought forward by Bristol City Council’s Local Plan Review. *Draft Policy DS5: Frome Gateway* in the emerging Local Plan marks a significant change in planning policy for this area aimed at transitioning this area over time from a predominantly industrial, employment-based area to a mixed-use residential neighbourhood.

Frome Gateway is one of a number of Areas of Growth and Regeneration across the city set out in the emerging Local Plan aimed at delivering new homes, workspaces and infrastructure to meet the demands of Bristol’s growing population. When Bristol’s emerging Local Plan is adopted and becomes operational, a much wider range of uses will be permissible in the Frome Gateway area, and resultingly there is a growing interest from the private sector to bring forward new development in this area.

In order to get the best out of this planning policy change for St Jude’s communities and the wider city, Bristol City Council has led the production of the Frome Gateway Regeneration Framework. The Framework seeks to provide further guidance and clarity on requirements for new development and investment within the Frome Gateway area to facilitate high-quality and comprehensive area-wide regeneration to deliver better social, environmental, and economic outcomes for local communities, and meet strategic city objectives.

Regeneration Frameworks integrate planning, transport and design thinking. They tend to be prepared for areas where there is a particular need to control, guide and promote change, such a where significant change is anticipated over a long period of time which will be brought forward by many different stakeholders, or where complex opportunities and challenges exist which would be difficult to realise and overcome without holistic co-ordination.



**Core Regeneration Area**

This area will see significant change as land is brought forward for redevelopment. The Regeneration Framework will outline design and development proposals within this area and guide the future delivery of new and improved homes, jobs, public and green spaces, and infrastructure.

**Wider area of local context**

The area surrounding the core regeneration area will not be subject to these development proposals, however it is important to consider how any development works with and are connected into the surrounding area.

A multi-disciplinary team has produced the framework:

- AHMM Architects (design lead)
- BCC (community and stakeholder engagement lead)
- Mott MacDonald (technical and infrastructure lead)
- PRD (socio-economic analysis and employment and skills vision)
- TRUUD (Health Impact Assessment)
- JLL (viability lead)

The framework sets out the following regeneration objectives to guide change in this area:

1. **Improved connectivity:** improve links to surrounding neighbourhoods
2. **1,000+ new homes:** mix of tenures to aid housing supply and meet local housing needs
3. **Employment space:** range of type and sizes to catalyse economic renewal
4. **Neighbourhood leisure and retail:** for existing and new community
5. **Community facilities:** new provisions an enhancement of existing
6. **Mixed-use/Diverse & Inclusive Community:** successfully enabling a mix of uses and communities
7. **Carbon neutral and climate resilient:** pioneering building energy performance and on-site energy creation
8. **Amenity space:** enhance green amenity space and public realm
9. **Green infrastructure:** improve urban greening, re-wilding and river restoration
10. **River Frome restoration:** enhance townscape feature and recreational resource
11. **Health & wellbeing:** Improve health outcomes for new and existing communities

This project (the development of the Frome Gateway Regeneration Framework) does not include the physical delivery of infrastructure or development, which will be subject to their own EqlAs in future, where relevant. The purpose of the Framework is to provide an over-arching vision and design and development principles and objectives to guide and shape many individual projects within the regeneration area over the next 10-15 years which will be needed to realise the vision for the area. The primary audience of the framework is built environment professionals including developers, architects, and planners both across the public and private sector. If endorsed by Bristol City Council, it will become a 'material consideration' in the planning system and will also be used by BCC's Development Control team and Development Control Committee in the determination of planning applications within the regeneration area. It will also become a key tool and resource for BCC's Regeneration team to help co-ordinate and drive change (such as securing funding to enable delivery, or progressing planning applications for BCC owned sites, for example).

### **Project objectives**

1. Ensure the Regeneration Framework is aligned with meeting strategic city and BCC Regeneration Service objectives:
  - a. *Take a place-based approach to regeneration, promoting inclusive and sustainable growth*
  - b. *Promote a range of housing to meet local housing need, including affordable housing*
  - c. *Promote high quality developments, public realm and place making which enhances health and wellbeing outcomes and reduces health inequalities*
  - d. *Promote local employment, training and apprenticeships which reduced socio-economic inequalities (in line with BCC's Building Bristol guidance)*
  - e. *Support local businesses, high streets and the night-time economy*
  - f. *Respond to the climate and ecological emergencies by being grounded in the city's 2030 carbon neutrality and climate resilient targets.*
  - g. *Support modal shift to sustainable transport modes by improving connectivity and accessibility for all members of the community.*
  - h. *Embed the UN Sustainable Development Goals and identify strategic contributions to the One City Plan.*
  - i. *Identify and deliver the physical, social and community infrastructure required to support growth*
  - j. *Facilitating meaningful community and stakeholder participation in regeneration projects*
2. Ensure the Regeneration Framework is underpinned by a complete costed and phased Infrastructure Delivery Plan
3. Ensure the Regeneration Framework includes a robust response to existing and future flood risk.
4. Use effective engagement and communication techniques to secure stakeholder and community support for the Regeneration Framework which must be developed in accordance with a clear design vision and objectives developed with community and key stakeholders.
5. Embed cultural engagement to ensure the Regeneration Framework responds to the needs of local communities and their cultures, as well as the need to protect and enhance cultural infrastructure across the city.
6. Ensure Regeneration Framework is a practical and effective tool for relevant parties including landowners, BCC services, infrastructure providers and the community.
7. Ensure the Regeneration is formally endorsed by BCC Cabinet to secure political backing and 'material weight' in the planning process.
8. Use the Regeneration Framework to secure a funding allocation to deliver early enabling infrastructure to unlock and regeneration and demonstrate BCC leadership/commitment.

**Key actions / work stages:**

The production of the Frome Gateway Regeneration Framework has taken place over the following work stages:

<b>Stage 0: Project set up</b>	Project inception, clarification and team mobilisation
<b>Stage 1: Site analysis and brief refinement</b>	Area-wide analysis and data collection including early community and stakeholder engagement to distil regeneration opportunities and constraints
<b>Stage 2: Concept and options testing</b>	Development of the Frome Gateway regeneration vision and exploration of development and regeneration options
<b>Stage 3: Framework refinement and detail</b>	Development of the Regeneration Framework
<b>Stage 4: Public consultation</b>	Public consultation on the draft Frome Gateway Regeneration Framework
<b>Stage 5: Framework finalisation</b>	Final changes to the framework following public consultation
<b>Stage 6: BCC Cabinet endorsement</b>	Presentation of framework to BCC Cabinet for formal endorsement.

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

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

The delivery of the regeneration vision and objectives set out in the Regeneration Framework will directly affect the following:

- The wider community including residents and community groups / organisations located in the area
- Businesses and other lease holders located in the area
- Landowners, developers, and investors in the Frome Gateway area
- Creative and cultural organisations and providers operating in the area
- Service users (e.g. where regeneration proposals may change service provision)

Other stakeholder groups will be indirectly affected in the sense that they will be required to use the Regeneration Framework to inform future projects and investment in the area:

- BCC services and future BCC commissioned services (as we seek to develop detailed design/deliver specific elements of the regeneration framework)
- Landowners, developers, investors and built environment professionals
- City partners and stakeholder organisations e.g. One City Office.

**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"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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n/a

## 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 [Include a reference where known]	Summary of what this tells us																																			
General population (deprivation): Index of multiple deprivation 2019 and Quality of Life Survey June 2022	<ul style="list-style-type: none"> <li>The framework area is within the <b>10% most deprived neighbourhoods in the country</b>. Immediately north of the framework area, the LSOAs are in the 10-20% most deprived neighbourhoods in the country (2019 IMD). The domains of deprivation of the LSOAs of the Frome Gateway area are in the table below, showing difficulties associated with income, employment, education, skills and training, health and disability, crime and housing (1=10% most deprived; 2=10-20% most deprived etc.):</li> </ul> <table border="1"> <thead> <tr> <th rowspan="2">LSOA</th> <th colspan="8">Decile</th> </tr> <tr> <th>IMD average</th> <th>Income</th> <th>Employment</th> <th>Education skills &amp; training</th> <th>Health deprivation and disability</th> <th>Crime</th> <th>Barriers to housing &amp; services</th> <th>Living environment</th> </tr> </thead> <tbody> <tr> <td>St Judes</td> <td>1</td> <td>1</td> <td>1</td> <td>2</td> <td>2</td> <td>1</td> <td>2</td> <td>4</td> </tr> <tr> <td>Cabot Circus</td> <td>1</td> <td>1</td> <td>2</td> <td>1</td> <td>1</td> <td>1</td> <td>2</td> <td>3</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>15% of people in Lawrence Hill find it <b>difficult to manage financially</b>, compared to 9% for Bristol (8% in Ashley).</li> <li>Only 36.7% of people living in the 10% most deprived areas <b>feel safe outdoors after dark</b> (54.4% in Bristol).</li> </ul>	LSOA	Decile								IMD average	Income	Employment	Education skills & training	Health deprivation and disability	Crime	Barriers to housing & services	Living environment	St Judes	1	1	1	2	2	1	2	4	Cabot Circus	1	1	2	1	1	1	2	3
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Cabot Circus	1	1	2	1	1	1	2	3																												
General population (premature mortality): Lawrence Hill Ward Profile Sept 2023	<ul style="list-style-type: none"> <li><b>Premature mortality</b> is significantly higher in Lawrence Hill (600 per 100,000 population) than Bristol overall (378 per 100,000 population) and <b>life expectancy</b> for males is 4.5 years less (73.6 compared to 78.5 in Bristol overall).</li> </ul>																																			
Age (demographics): 2021 Census	<ul style="list-style-type: none"> <li>Barton Hill MSOA has a significantly <b>higher proportion of children aged 0-15 years</b> (30%) than the city average (17.5%).</li> </ul>																																			

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<ul style="list-style-type: none"> <li>Barton Hill and Temple Meads MSOAs have significantly <b>lower proportion of people older than 65</b> (7.2% and 3.8%) than the city average (12.9% Bristol overall).</li> </ul>
Age (child poverty): Lawrence Hill Ward Profile Sept 2023	<ul style="list-style-type: none"> <li>46.6% of children live in poverty in Lawrence Hill (by far the highest ward level in the city) compared to 21.8% on average in Bristol. Lawrence Hill has a higher proportion of free school meals than the city average (48.1% compared to 27.6%) and poorer educational outcomes – only 45.8% of children reach the expected standard at Key Stage 2 (58.3% in Bristol overall).</li> </ul>
Age (poverty): Quality of Life Survey 2022	<ul style="list-style-type: none"> <li>Across Bristol 16-24 year olds are more likely to find it difficult to manage financially (12.5% reported this compared to 8.7% city average) and 10.6% reported experiencing moderate to severe food shortages (4.6% city average).</li> </ul>
Age (transport accessibility): Quality of life survey 2022	<ul style="list-style-type: none"> <li>38.9% of young people in Bristol reported being limited by lack of transport options (city average 25.1%) and 21.6% of 16-24 year olds took the bus to work (14.1% city average).</li> </ul>
Age (engagement): Quality of life survey 2022	<ul style="list-style-type: none"> <li>43.6% of people aged 16-24 in Lawrence Hill reported feeling that they lack the information to get involved in their community (city average 30.8%).</li> <li>53.2% of people aged 16-24 in Lawrence Hill reported feeling like they belong to their neighbourhoods (city average 63.1%).</li> </ul>
Age (housing): Quality of life survey 2021	<ul style="list-style-type: none"> <li>People aged over 50 and over 65 are more likely to live alone (38.5% and 46.1% respectively compared to 25.1% overall).</li> </ul>
Age (students) 2021 census	<ul style="list-style-type: none"> <li>Full time students in the four census output areas (OA) that cover Frome Gateway: 9.3%, 8.4%, 9.2%, 14.5% (13.4% across Bristol)</li> </ul>
Race (ethnicity): Ward Profile; 2021 Census	<ul style="list-style-type: none"> <li>The ethnic mix of the area is much more diverse than the city average with Black, Asian and minority ethnic groups making up 59.6% in Lawrence Hill and 33.5% in neighbouring Ashley ward, compared to 16% in the city overall. The largest ethnic groups in Lawrence Hill are White British (33.6%), Black African (20.2%), Other Black (10.4%), Black Caribbean (6.6%), Mixed (6.5%), Other White (6%) and Pakistani (5.8%).</li> </ul>
Race (poverty): Quality of life survey	<ul style="list-style-type: none"> <li>14.4% of people from Black, Asian and minority ethnic groups are in receipt of means tested benefits (city average 7.1%).</li> <li>14.9% of people from Black, Asian and minority ethnic groups reported finding it difficult to manage financially (city average 8.7%) and 9.8% reported experiencing moderate to severe food shortages (4.6% city average).</li> </ul>
Race (housing) Quality of life survey	<ul style="list-style-type: none"> <li>74.2% of Black, Asian and minority ethnic groups are satisfied with their current accommodation, compared to 84.2% of people overall in Bristol.</li> </ul>
Race (language): Ward Profile; 2021 Census	<ul style="list-style-type: none"> <li>English is not the main language for 29.8% of the population in Lawrence Hill and 13.8% in Ashley (10.1% in Bristol overall) with the top countries of birth outside of the UK being Somalia and Jamaica</li> </ul>
Race (safety): Quality of life 2023	<ul style="list-style-type: none"> <li>Black, Asian and minority ethnic citizens have similar feelings towards safety of being outdoors after dark as the general Bristol residents: 54.6% reported feeling safe outside after dark compared to 57.5% in Bristol overall.</li> <li>In Lawrence Hill ward (which has higher levels of Black, Asian and minority ethnic residents than Bristol overall) only 36.1% feel safe outdoors after dark.</li> </ul>
Race (transport accessibility): Quality of life survey	<ul style="list-style-type: none"> <li>33.8% of Black, Asian and minority ethnic citizens reported being limited by transport options (city average 25.1%) and 17.4% took the bus to work (14.1% city average).</li> </ul>
Religion or belief: Ward Profile 2023; 2021 Census	<ul style="list-style-type: none"> <li>Lawrence Hill has a significantly higher proportion of residents who are Muslim – 37% compared to the city average of 6.7%.</li> </ul>

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<ul style="list-style-type: none"> <li>Other major groups are Christian (19.7%) and people who identify as having no religion (32.5%).</li> <li>OAs where people identify as Muslim: 57.5%, 28.5%, 16.2%, 59.1%; Christian: 15.4%, 24.5%, 31.2%, 16.5%</li> </ul>
Sex (safety): Quality of Life	<ul style="list-style-type: none"> <li>Females are more likely to report feeling unsafe: 48.8% of females report feeling safe outdoors after dark compared to 57.5% of people overall.</li> </ul>
Disability (poverty): Quality of life survey 2023	<ul style="list-style-type: none"> <li>Across the whole of Bristol Disabled people are more likely to find it difficult to manage financially (25.7%) compared to the city average (10.2%).</li> <li>22% of Disabled people reported having experienced moderate to severe food insecurity (city average 8.1%).</li> </ul>
Disability (safety): Quality of life 2023	<ul style="list-style-type: none"> <li>Disabled people are more likely to feel unsafe: Only 42.8% reported feeling safe outdoors after dark compared to 57.5% of people overall.</li> </ul>
Disability (community and local area): Quality of life survey	<ul style="list-style-type: none"> <li>67.5% of Disabled people reported feeling satisfied with their local area (city average 75.2%)</li> <li>19.1% of Disabled people reported not getting involved in their community because accessibility issues stopped them from doing so (city average 2.6%). However only 33.3% of Disabled people identified a lack of time to get involved in their community (city 63.0%).</li> </ul>
Disability (transport accessibility): Quality of life survey	<ul style="list-style-type: none"> <li>34.1% of Disabled people reported being limited by transport options (city average 25.1%) and 16.7% took the bus to work (14.1% city average).</li> </ul>
Disability (social care): Ward Profile 2023	<ul style="list-style-type: none"> <li>Lawrence Hill has a higher proportion of 65+ year old clients receiving domestic care services (43.3 per 1,000 people) than the city average (16.7 per 1,000 people).</li> </ul>
Sexual orientation 2021 Census	<ul style="list-style-type: none"> <li>Sexual orientation of people completing the census at MSOA area as LGB+: 5.22% (Barton Hill), 11.57% (Temple Meads) (6.07% for Bristol overall)</li> </ul>
Sexual orientation (transport accessibility): Quality of life survey	<ul style="list-style-type: none"> <li>36% of lesbian, gay and bisexual people reported being limited by transport options (city average 25.1%) and 17.5% reported taking the bus to work (city average 14.1%).</li> </ul>
Sex (Engagement preferences): Live Local Study	<ul style="list-style-type: none"> <li>Women and men preferred to engage in different ways: Women preferred to share views about changes to their local area by survey, email or online comments. Men preferred general in person meetings or online comments. Disabled people and those with long term ill-health preferred community group in-person meetings. Online meetings were least popular overall, although more popular for people living with children.</li> </ul>
<p><b>Additional comments:</b> A series of inferences can be made from the above data which have been used to inform the production of the Regeneration Framework, and which should continue to be used to inform next steps in terms of ongoing engagement and project delivery:</p> <ol style="list-style-type: none"> <li>There are high levels of deprivation in and around the immediate framework area. There is opportunity for the framework to have wider reach than the immediate framework area.</li> <li>The area is very ethnically diverse with multiple different languages spoken, and a significant proportion of people do not speak English or do not have English as first language. Communications and engagement approaches should be mindful of this context and cultural differences/practices.</li> <li>There are relatively high levels of children living in the area.</li> <li>People with protected characteristics, such as Disabled people, may experience greater challenges relating to finances, feeling safe outdoors after dark, and accessibility.</li> <li>Engagement programmes and regeneration should make particular effort to over-coming barriers to engagement and community participation for young people who feel a lesser extent of belonging to their</li> </ol>	

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<p>local neighbourhood. This is particularly important given the greater proportion of young people in local demographics. Particular attention should also be made to engage with Disabled people .</p> <ol style="list-style-type: none"> <li>6. Accessibility, both in terms of quality of the built environment (buildings, streets and public spaces) and public transport, is a key factor affecting equalities groups, particularly Disabled people, older people, Black, Asian and minority ethnic groups, young people and the LGBT+ community. Limitations due to inaccessible transport options appears to be an increasing problem.</li> <li>7. Disabled people, women and people living in the most 10% deprived areas (which includes areas around Frome Gateway) are more likely to feel unsafe outdoors after dark – making these groups particularly important to engage with on this topic.</li> <li>8. Disabled people consistently score significantly differently to other groups throughout the quality of life indicators, suggesting significant barriers to accessing quality life experiences and services remain.</li> <li>9. Ongoing engagement programmes should make the following reasonable adjustments to foster inclusive engagement: <ol style="list-style-type: none"> <li>a. Provide a range of engagement options including online and in-person and at different times and days to maximise participation of those who may have care responsibilities for example.</li> <li>b. Reduce barriers to engagement for young people by making activities more engaging and relevant.</li> <li>c. Possibly incentivise engagement for those who feel disenfranchised and consider specific adjustments for Disabled people e.g. accessible buildings, easy read summaries.</li> <li>d. Hold engagement activities in publicly accessible spaces, in daylight hours, with convenient access to public transport connections.</li> <li>e. Hold engagement events in cultural/community spaces that reflect the ethnic diversity of the area (go to places of community interest rather than expect them to come to us).</li> <li>f. Consider specific or tailored engagement events which would appeal to specific ethnic groups.</li> <li>g. Translation of engagement materials and use of interpreters for those whose first language is not English e.g. Somali.</li> </ol> </li> <li>10. Services designed to provide outcomes in the following would be particularly beneficial for equalities groups: <ol style="list-style-type: none"> <li>a. Social interaction and integration</li> <li>b. Civic participation and engagement (particularly for Disabled people and people aged 16-24)</li> <li>c. Financial planning, employability and skills</li> <li>d. Public health</li> <li>e. Public safety (actual and perceptions)</li> <li>f. Child poverty, nutrition and food security.</li> </ol> </li> </ol>

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

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

## 2.3 Are there any gaps in the evidence base?

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

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



There are gaps in the diversity data for some protected characteristics at a local level where this has not historically been collected for statutory reporting e.g. sexual orientation, gender reassignment, etc. In some instances, national estimates can be used to give an indication:

- Sexual orientation: 6.1% of the Bristol population aged over 16 identified as LGB+. This is higher than the national average of 3.2% in England and Wales (Census 2021).
- Gender reassignment: 0.8% of the Bristol population aged over 16 identify as trans. This is slightly higher than the national average of 0.5% in England and Wales (Census 2021).

The quality-of-life survey data does not provide specific information about gender reassignment, marriage or civil partnership status, or pregnancy and maternity and therefore there is a data gap for these groups. It is not anticipated that filling these data gaps would provide any benefit over the assumptions on impact/mitigation made in Step 3.

## 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 Frome Gateway Regeneration Framework has been informed by extensive community and stakeholder engagement and consultation. An accompanying Statement of Community Involvement has been produced to evidence how the community and stakeholders have been involved in the production of the regeneration framework and how this has shaped the vision and objectives set out in the framework. A summary of the key stages of engagement and consultation is included below:

Project stage and purpose	Activities	Outcomes
<b>Early Engagement (November 2019 – March 2020)</b> <i>Purpose: to raise awareness of the project and establish community priorities for change</i>	<ul style="list-style-type: none"> <li>• 2 community walkabouts and 4 co-design workshops with residents, businesses, community organisations, landowners and developers, and local politicians.</li> <li>• Area-wide door-to-door resident visits culminating in 90 community building conversations.</li> <li>• 1 site walkabout with St Nicholas of Tolentine School</li> </ul>	<ul style="list-style-type: none"> <li>• Key themes and priorities distilled by the community into a set of Community Place Principles to guide change. These became guiding principles for the project and were used to shape the project design brief from the outset.</li> <li>• Identification of around 100 key influencers, 10 community connectors and a network of 50 active residents.</li> </ul>
<b>Note there was an extended pause in project delivery because of the COVID-10 pandemic</b>		
<b>Stage 1: Formal Project Launch and Information Gathering (February – May 2022)</b> <i>Purpose: to formally launch and raise awareness the project, re-test the</i>	<ul style="list-style-type: none"> <li>• Area-wide door knocking and doorstep conversations</li> <li>• 1 launch event and community workshop</li> <li>• 1 engagement webinar</li> <li>• ‘Story of Place’ mapping to develop a place narrative and context of change including site walkabouts.</li> <li>• Online interactive mapping</li> </ul>	<ul style="list-style-type: none"> <li>• Identification of local community assets and a clearer understanding of local strengths, weaknesses, and priorities for change (including through 94 interactive map comments).</li> <li>• A refined and prioritised set of Community Place Principles</li> </ul>

<p><i>community place principles (after extended project pause), and consolidation of opportunities and constraints</i></p>	<ul style="list-style-type: none"> <li>• conversations with local community organisations and institutions.</li> <li>• Local business and landowner and developer survey + 1-1 follow up conversations to understand need and aspiration.</li> <li>• Live Local Study to gather information on the lived experience of local residents.</li> <li>• Design West Design Review Panel</li> </ul>	<p>based on community feedback.</p> <ul style="list-style-type: none"> <li>• Identification of project opportunities and constraints.</li> </ul>
<p><b>Stage 2: Exploring opportunities (June – December 2022)</b>  <b>Purpose:</b> <i>To share findings from stage 1 and test emerging design/development options and proposals</i></p>	<ul style="list-style-type: none"> <li>• Stage 2 launch event in Riverside Park to communicate findings to date with all stakeholders.</li> <li>• Thematic community workshops to test emerging design and development proposals.</li> <li>• Engagement with Old Market Neighbourhood Forum to ensure alignment with Old Market Neighbourhood Plan</li> <li>• Accessibility Audit undertaken by West of England Centre for Independent Living</li> <li>• Artist-in-Residence commission to undertake creative community engagement and further develop the Story of Place</li> <li>• Cultural Infrastructure session with local creative and cultural organisations</li> <li>• Design West Design Review Panel</li> <li>• Establishment of a Landowner &amp; Developer Forum</li> <li>• Ongoing 1-1 business, landowner &amp; developer sessions</li> <li>• Notification of statutory stakeholders and strategic city partners</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement in this stage reinforced key themes of importance and relevance of the Community Place Principles.</li> <li>• WECIL Accessibility Audit developed to inform framework and future detailed detail briefs.</li> <li>• Greater understanding of creative and cultural potential and appetite from local organisations to increase their capacity and reach in the area.</li> <li>• Outputs and learning from this stage were used to shape and inform the initial Frome Gateway Vision and Development Concept.</li> </ul>
<p><b>Stage 3: Testing the vision (February – July 2023)</b>  <b>Purpose:</b> <i>to test the emerging vision for Frome Gateway and initial design/development concept</i></p>	<ul style="list-style-type: none"> <li>• Streets &amp; spaces workshop</li> <li>• Frome Gateway vision and development concept webinar</li> <li>• Online survey to gather feedback on Frome Gateway vision and initial design and development proposals.</li> <li>• Bespoke engagement sessions with: <ul style="list-style-type: none"> <li>• <i>West of England Centre for Independent Living (WECIL)</i></li> <li>• <i>Al-Baseera Mosque</i></li> <li>• <i>Local Women’s Group</i></li> <li>• <i>Local youth organisations</i></li> </ul> </li> <li>• Ongoing 1-1 business, landowner &amp; developer sessions</li> </ul>	<ul style="list-style-type: none"> <li>• The results of the online survey demonstrated majority support for the regeneration vision and overall development concept for Frome Gateway.</li> <li>• Community feedback reinforced the importance of ensuring the regeneration benefits existing community and cultural organisations, allowing them to remain and grow in the area. The importance of key themes was once again highlighted such as identity and place, safety, connectivity, greenery and nature, health and wellbeing, and community and culture.</li> <li>• Feedback from youth organisations highlighted the importance of safety, antisocial behaviour, and a need for improved and new indoor and outdoor multi-functional</li> </ul>

		<p>spaces for all young people (not just boys).</p> <ul style="list-style-type: none"> <li>• Learning from this and all other stages was used to develop the full draft framework.</li> </ul>
<p><b>Stage 4: formal consultation (Autumn 2023)</b></p> <p><b>Purpose:</b> to test how much support exists across the city for the vision and regeneration objectives set out in the draft Frome Gateway Regeneration Framework, and to inform final changes to the framework before it was finalised and presented to BCC Cabinet for formal endorsement.</p>	<p>An online survey was hosted on BCC's Engagement Hub for six weeks to gather feedback on the draft Frome Gateway Framework. This included an easy read version. Alternative languages were available on request and community champions helped with translation. This was supported by a range of community and stakeholder consultation events:</p> <ul style="list-style-type: none"> <li>• Landowner and Developer Forum presentation and Q&amp;A session</li> <li>• Public Regeneration Area walking tours (X3)</li> <li>• Project exhibition at Lost Horizon</li> <li>• Business webinar</li> <li>• Public webinar</li> <li>• Briefing for Lawrence Hill and neighbouring ward Cllrs</li> <li>• Project exhibition at Al-Baseera Mosque</li> <li>• Briefing for BCC Cabinet</li> <li>• Consultation event at local Women's Group</li> <li>• Consultation event with young people at Horn Youth Concern</li> <li>• Riverside Park 'pop-up'</li> <li>• Business West presentation</li> <li>• Targeted consultation event at Trojan's Freefighters</li> <li>• Webinar for special interest groups (placemaking; movement and transport; equalities)</li> <li>• Briefing for BCC Development Control Committee</li> <li>• Consultation event with Old Market Neighbourhood Forum</li> </ul>	<ul style="list-style-type: none"> <li>• The formal public consultation demonstrated overall support for the Framework. More information about the results of the public consultation can be found in the Consultation Report.</li> <li>• The findings of the formal consultation have been used to make final changes to the Framework. A summary of the changes can be found in the Consultation Response Report.</li> </ul>

### Formal consultation on the draft Frome Gateway Regeneration Framework

Stage 4 of the project included formal city-wide public consultation on the draft Framework. A summary of the findings of this consultation are included below including analysis of how responses from those with protected characteristics differ from the average.

Overall 74% of consultation survey respondents supported the Frome Gateway vision. Full details of the consultation survey responses are available in the Consultation report.

The demographics of respondents broadly reflected the local demographics in the area. These are summarised below:

Protected characteristic	Consultation survey respondents	Local comparison	Comment
Age:	Children 0-15: 10% Older people 65-84: 5%	Barton Hill MSOA: Children 0-15: 30% Older people >65: 7%	Bespoke engagement sessions were held with youth groups and the local Primary

			school to increase response rates from children.
Gender reassignment	0.3%	Bristol overall: 0.8%	
Married or in a civil partnership	N/A	N/A	Not expected to be impacted differently to other groups.
Pregnant or on maternity leave	1%	na	
Disabled	6%	Lawrence Hill ward: 16%	Disabled people groups were asked to promote the consultation through their networks to increase response rates by Disabled people.
Race	Largest groups: Black, Black British, Caribbean or African: 44% White British: 32% Other White: 7% Mixed or multiple ethnic groups: 4% Asian or Asian British: 2%	Lawrence Hill ward: Black African, Black Caribbean, Other Black: 37% White British: 34%, Other White, 6% Mixed: 7% Pakistani: 6%.	Similar composition to the surrounding ward.
Religion	Largest groups: Muslim: 39% Christian: 14% No religion: 27%	Lawrence Hill ward: Muslim: 37% Christian: 20% No religion: 33%	Bespoke engagement sessions were held with the local mosque.
Sex	Male: 50% Female: 32%		Bespoke engagement sessions were held with women's groups to increase response rates by women.
Sexual orientation	6% LGBT+	Bristol average: 6%	Similar to city average.

Changes made as a result of consultation with people with protected characteristics are included in section 4.1.A full breakdown of the results of the formal consultation can be found in the Consultation Report.

## 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.

- The project website ([www.fromegateway.co.uk](http://www.fromegateway.co.uk)) will remain live and updated regularly as the regeneration progresses and our mailing list will remain an important communication channel.
- As the project moves into delivery phase, there will be many opportunities for the community and stakeholders to get involved and give their views. However rather than being focussed on the production of the Regeneration Framework and the overall regeneration vision / objectives, moving forward this will be focussed on specific projects or aspects of regeneration. This will allow the community to get involved in the detail of more specific projects, as per their interest. Some of the anticipated opportunities will include things such as:
  - Working with BCC to produce a more detailed vision for Riverside Park and the River Frome;
  - Commenting on individual planning applications and development proposals;

- Shaping and giving views on upgrades to local streets such as Pennywell Road; and
- How a Local Lettings Policy for social housing should/could be used in the Frome Gateway area;
- Developers of individual plots will be required to conduct their own consultation and engagement when they go through the formal planning process.

### 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)

##### Gentrification

As with all regeneration initiatives, investment and new development brings increased land values as an area's appeal increases. This can have the unintended consequence of gentrification whereby existing communities can be priced out of the area as landlords increase rental values, or as new employment space is re-provided at a more expensive rates, for example. In the absence of tools such as rent controls, there is a limit to what can be done to prevent this; however, the following next steps have been set out in the framework to maximise community benefit and inclusive growth:

1. Produce a Frome Gateway Business and Employment Implementation Plan to provide further insight and guidance on issues such as affordable workspace strategies, business retention and relocation and workspace design codes.
2. Produce a Frome Gateway Social Value Strategy to set out how value from new development and investment will be used to deliver local social value.
3. Explore a Frome Gateway Local Lettings Policy to help prioritise the existing local communities in accessing new social housing options made available at Frome Gateway.

The scope of these following next steps is yet to be agreed will take account of how existing communities can benefit from new opportunities as a result of regeneration and investment and avoid gentrification.

##### Businesses and their employees

The Frome Gateway area is currently a designated Principal Industrial and Warehousing Area (PIWA) and predominantly an area of employment, made up of a diversity of businesses from light industrial businesses to night-time venues and coffee roasters. Where existing businesses are not also landowners, there is a risk of business displacement because of changing planning policy for this area and the development of the Regeneration Framework.

A Frome Gateway Inclusive Economy Strategy has been produced alongside the Framework to inform the employment vision and approach to employment land set out in the Framework. This included an analysis of existing businesses and their suitability to remain the area (albeit likely in new premises) should they wish to. The Framework sets out an approach to employment land based on 'consolidated diversification' – meaning the overall consolidation/reduction of the overall amount of employment space and diversification of the types of employment spaces to facilitate economic diversification. This approach is premised on making more efficient use of employment space to free up space for other uses (such as new homes), and maximising training and employment opportunities for the local community (to provide socio-economic opportunity). The framework includes the aspiration to retain and reaccommodate as many businesses as possible within the regeneration area where appropriate to do so. To better inform BCC's approach to this, a Frome Gateway Business and Employment Implementation Plan is due to be produced. However, it may not be possible to retain all businesses who want to remain in the area.

<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>• There are a number of known uses within or near the project area which cater to the specific needs of young people e.g., St Nicholas of Tolentine Primary School, the Riverside Youth Project and Trojans.</li> <li>• The Frome Gateway Framework should facilitate positive outcomes for young people. There is a higher proportion of young people in the project area than the city average.</li> <li>• It is anticipated that regeneration and development will enable the re-provision of two new youth centres in more modern, fit-for-purpose space, providing more choice and access to better quality services and facilities.</li> <li>• One of the youth facilities has no security of tenure and is at risk of displacement through development of their existing site. The Framework sets out a commitment for BCC to work in collaboration with such community and cultural organisations and landowners/developers to facilitate the retention of such organisations within the regeneration area.</li> <li>• The Framework sets out the aspiration to enhance and upgrade public spaces including spaces such as Riverside Park and the existing multi-use games area which is run-down and in need of investment.</li> <li>• Upgrades to key streets and movement routes (such as Pennywell Road) and the overall intention to prioritise sustainable and active travel will mean creating calmer, greener and safer streets, which will benefit all groups but young people in particular (such as school children of St Nicholas of Tolentine Primary School).</li> </ul>
Mitigations:	<ul style="list-style-type: none"> <li>• Targeted engagement was conducted in developing the framework to ensure young people and organisations working with young people could influence the vision set out in the Framework. It is noted above that there is a higher prevalence of young people aged 16-24 who feel they lack the information to get involved in their community, and lower proportion of young people who feel a sense of belonging to their neighbourhood. It will be important that this targeted engagement continues as the project moves to its delivery phase to ensure regeneration meets the needs of young people and provides opportunities for young people to shape change and take ownership of elements of change, as appropriate.</li> </ul>
<b>Age: Older People</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>• The regeneration framework should facilitate positive outcomes for all age groups through the identification of age-specific needs in line with demographic projections, including a general provision of age-appropriate housing, social infrastructure as well as more accessible public spaces and services.</li> <li>• It is noted above that the Frome Gateway area has a higher proportion of young people than the city average, and a lower proportion of older people than the city average. It will be important that the specific needs of older people are not overlooked.</li> <li>• However, in general, the Framework ambition should deliver positive benefits to older people through delivery of new accessible homes and better and more accessible public realm and public spaces, for example.</li> <li>• Particular age groups could be marginalised from the engagement and consultation process if a range of methods are not used or made accessible in various ways e.g. if delivered all online.</li> </ul>
Mitigations:	As the project moves to delivery phase, it will be important the needs of older people are properly considered, and that appropriate engagement methods are used as part of this.
<b>Disability</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>• The framework will facilitate regeneration of the area which will provide a general uplift in terms of physical accessibility (buildings and public realm design; services).</li> <li>• Disabled people led groups could be marginalised from engagement and consultation opportunities if accessibility of spaces and materials is not considered.</li> </ul>
Mitigations:	<ul style="list-style-type: none"> <li>• Engagement was conducted in development of the framework to ensure Disabled people could influence the project. This included with WECIL who conducted an accessibility audit and feedback from local wheelchair users. This resulted in additional</li> </ul>

	<p>references to inclusivity and physical accessibility added in the framework vision and a new physical accessibility page added to the transport and movement section setting out physical accessibility considerations and requirements. Consultation with Disabled people / Disabled people led organisations should be continued throughout the project, including as part of a future modal filter study.</p>
<b>Sex</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>Generally, no impact envisioned though it is noted that women are more likely to be concerned with safety in the area. The framework has considered safety issues throughout.</li> </ul>
Mitigations:	None
<b>Sexual orientation</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>No specific impact on this group is noted that there has been growing trend in recent years for more hate crimes related to sexual orientation and gender identity (<a href="#">The Guardian, 2021</a>). Facilitating actual and perceived public safety in the design of public spaces should therefore be kept in mind.</li> </ul>
Mitigations:	None. The Framework highlights the importance of safety, and this will continue to be a key design objectives as specific elements of the framework move to detailed design.
<b>Pregnancy / Maternity</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>The regeneration framework will facilitate regeneration of the area which will provide a general uplift in terms of physical accessibility (buildings and public realm design; services) e.g. for parents with prams.</li> </ul>
Mitigations:	None
<b>Gender reassignment</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>No specific impact on this group. However it is noted that there has been growing trend in recent years for more hate crimes related to sexual orientation and gender identity (<a href="#">The Guardian, 2021</a>). Facilitating actual and perceived public safety in the design of public spaces should therefore be kept in mind.</li> </ul>
Mitigations:	None. The Framework highlights the importance of safety, and this will continue to be a key design objectives as specific elements of the framework move to detailed design.
<b>Race</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>Regeneration can support the socio-economic prospects of all races and the regeneration framework has the potential to make a positive impact in the centre of Bristol.</li> <li>Regeneration can support social integration and community cohesion through the design of public spaces and services. This is particularly relevant here given 38.6% of the Lawrence Hill population were born outside of the UK (Census 2021; BCC Ward Profiles).</li> <li>Those whose first language is not English could be marginalised from ongoing engagement and consultation processes if accessibility is not considered.</li> </ul>
Mitigations:	As the project moves forward to delivery, it will be important that engagement with all local communities is ongoing.
<b>Religion or Belief</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>A well-used mosque is located within the regeneration. They are their own landowner and so have control over their own land holdings (not at risk of displacement). However, they and the community which they serve have been clear about the need for more space and a bigger mosque.</li> <li>The framework sets out an objective for community and employment spaces as part of the overall mix of uses at Frome Gateway, which the mosque will be able to access when this is made available through new development.</li> </ul>
Mitigations:	Specific engagement sessions have been run with the mosque, for example, in Stage 4 there was a bespoke event after Friday prayers when over 100 people were engaged in the consultation. As the project moves to delivery phase, ongoing engagement with the

	Mosque will be important to ensure opportunities to enable them to meet their own objectives are realised.
<b>Marriage &amp; civil partnership</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>This project is not anticipated to have any specific impact on this group.</li> </ul>
Mitigations:	<ul style="list-style-type: none"> <li>None.</li> </ul>
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	<b>Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
Potential impacts:	<ul style="list-style-type: none"> <li>The wider Frome Gateway area has high levels of deprivation. Gentrification of the area risks widening inequality (see above).</li> </ul>
Mitigations:	Engagement sought views from a wide range of stakeholders to promote inclusivity and ensure local priorities were incorporated into the framework.
<b>Other groups</b> [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]	
Potential impacts:	<ul style="list-style-type: none"> <li>A Salvation Army Hostel is currently located within the Frome Gateway area. They are their own landowners so not at risk of displacement as a result of the Regeneration Framework.</li> </ul>
Mitigations:	<ul style="list-style-type: none"> <li>Engagement with the Salvation Army Hostel was conducted to understand their needs and views.</li> </ul>

### 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 overarching intention of the Regeneration Framework is to bring about a general uplift in the built and natural environment (housing, infrastructure, public spaces) and services for local people and businesses which will secure holistic socio-economic and environmental benefits for all, including those with protected characteristics (notwithstanding the risks of gentrification noted above).

#### **Making more efficient use of already developed ('brownfield') land**

The Frome Gateway Regeneration Area is one of a number of Areas of Growth and Regeneration set out in BCC's emerging Local Plan. Many of these are areas which are already developed (in this case as an area of employment) and in inner-urban areas. These regeneration areas have been in part identified to help to ensure that city growth is inclusive, responsible and sustainable by:

- Making more efficient use of land and concentrating new development in areas which are already connected to infrastructure and services (such as transport systems, schools and health services). This also has the additional benefit of improving the viability of infrastructure and services (as there is more users to make use of them).
- Preventing the urban sprawl/expansion of the city outwards and generating the need to deliver significant new infrastructure and services where they do not currently exist.
- Enhancing and upgrading under-utilised and/or poorly designed parts of the city which perform poorly in areas such as public realm accessibility and public safety, for example.
- Focusing investment and new development in areas of deprivation (see more below).

This city-wide, strategic approach to growth and regeneration is intended and expected to have a positive contribution to all groups, including those with protected characteristics.

#### **Socio-economic deprivation and quality of life**

There is a high level of deprivation in the framework area, as well in neighbouring areas, and associated public health inequalities. Regeneration therefore presents an opportunity to provide socio-economic opportunity and



improve quality of life. This is a very complex and multi-faceted challenge/opportunity that would require significant and sustained investment and effort from many different perspectives which go beyond the remit of the Frome Gateway Regeneration Framework alone and would include things such as targeted public services and programmes to enhance training, skills and employment, for example. However, the Regeneration Framework sets out a long-term vision and principles shape and guide change, and through the delivery of new homes, workspaces, public and community spaces, and infrastructure, provides the initial building blocks for positive change.

#### **Harnessing the power of good urban design and place-making**

It is well understood that 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.

#### **Accessibility**

- The framework will facilitate regeneration of the area which will provide a general uplift in terms of physical accessibility (buildings and public realm design; services).
- Informed by an accessibility audit undertaken by WECIL, and consultation responses from Disabled people, the framework sets out key requirements and expectations with regard to public realm accessibility.
- As per emerging planning policy, the Framework highlights the importance of delivering accessible homes as part of the overall mix of housing.

#### **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 project area will see an influx of new residents and businesses from elsewhere across the city, including a student population as student accommodation is delivered as part of the regeneration mix. Exploring and building in means of facilitating social integration and community cohesion will be an important part of regeneration proposals. This should consider the specific integration of users of the Salvation Army homeless shelter and other special interest groups e.g. refugees and asylum seekers.

## **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:**

Regeneration may result in gentrification of the area if the regeneration framework and regeneration programme does not respond to/target the needs and aspirations of local communities including businesses. This could have the effect of exacerbating rather than reducing socio-economic inequality across the city.

The Regeneration Framework is grounded in a vision for inclusive growth which delivers meaningful and tangible benefits for local communities. This aspiration and intent are of high priority and will feed through into all other workstreams individual projects. However, it is important that it is acknowledged that in the absence of tools such as rent controls, there is a limit to what can be done to prevent this as investment and new development brings increased land values as an area's appeal increases. In the context of the significant and complex needs and challenges in this part of the city, 'doing nothing' (i.e., not facilitating regeneration) is not considered to be an appropriate response.

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

- Regeneration and investment will result in the reduction of socio-economic inequality when compared against the city average and the overall improvement of quality of life and access to opportunity (notwithstanding risk of gentrification noted above).

- The regeneration framework and regeneration programme should result in a general uplift in the built and natural environment which will have a knock-on impact on overall quality of life, accessibility and public health outcomes.
- Regeneration and investment in public spaces and services has the potential to foster greater social integration and community cohesion.

Key changes made to the regeneration framework as a result of the consultation responses from people with protected characteristics are shown in the table below:

Consultation findings	Changes to the framework
Those identifying as Disabled and female less supportive of the vision.	Additional references to inclusivity and physical accessibility added to vision.
Those identifying as Disabled and over 55 years of age less supportive of modal filter to prevent through traffic.	Added explicit reference that engagement with disability groups and local community will be undertaken during future modal filter study.
	New physical accessibility page added to the transport and movement section setting out physical accessibility considerations and requirements.

*Note that the Frome Gateway Framework is 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
<b>Action 1:</b> Share this EQIA with BCC Project Team for input and comment.	Marc Cooper (Regeneration Project Manager)	By 15 <sup>th</sup> Dec 2023
<b>Action 2:</b> Review feedback from the formal consultation survey to identify any key issues for the project to be mindful of or target for follow up engagement/workstreams.	Jamie Walling (Regeneration Officer)	By 15 <sup>th</sup> Dec 2023
<b>Action 3:</b> Collaborate with neighbouring regeneration areas and the wider Regeneration Service to identify and maximise opportunities to improve socio-economic outcomes	Marc Cooper (Regeneration Project Manager)	Ongoing / throughout 2024
<b>Action 4:</b> Maintain and strengthen links developed through this project with community organisations including equalities groups	Marc Cooper (Regeneration Project Manager)	On going throughout the duration of the delivery phase (circa 15 years)


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

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

The delivery of the Regeneration Framework is anticipated to take circa 15 years. Further iterations of the Index of Multiple Deprivation 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 Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b>  Reviewed by the Equality and Inclusion Team	<b>Director Sign-Off:</b> 
Date: 24.01.2024	Date: 24.1.2024

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<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

## Appendix 1: Lawrence Hill Ward Profile 2023

[Lawrence Hill statistical ward profile 2023 \(bristol.gov.uk\)](https://bristol.gov.uk)