

# Equality Impact Assessment [version 2.12]



Title: Property Programme – Estate Rationalisation and Disposals	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: John Smith
Service Area: Corporate Landlord	Lead Officer role: Executive Director – Growth & Regeneration

## Step 1: What do we want to do?

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

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

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

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

This EqIA is to accompany a report to Cabinet on 6<sup>th</sup> February on Estate Rationalisation.

In June 2023, a report on the corporate Property Programme for 23/24 was approved by Cabinet which outlined the scope and approach to meet Bristol City Council's financial targets. The report identified the requirement to complete a review of the operational, development and investment estates to ensure that we are retaining the correct property assets for the correct purposes, while releasing suitable properties to the disposals process to contribute to the revenue savings and capital receipts targets. The approach outlined was that any property that does not have an operational necessity or a sufficient financial yield will be released.

To enable the Council to deliver target revenue savings and capital receipts by the end of 2023/24, the Corporate Landlord service are reviewing all assets to ensure that we are retaining the correct property assets for the correct purposes, while releasing suitable properties/ sites to the disposals process (where there is no operational necessity or if they do not return a sufficient financial yield).

This proposal is to dispose of or re-purpose a list of identified assets on the open market to reduce the revenue cost to the Council of holding property and to raise capital receipts to support the Council's current funding gap. The aim is to consolidate the estate to ensure that all assets are fully used or disposed of when no longer required. These assets have been identified as being surplus to the Council's requirements in their current format.

The report details the assets currently under consideration (outlined in section 1.3 of this EQIA). with a recommendation that they are either sold on the open market or re-purposed to fulfil another Service requirement. Disposals on the open market will be progressed as quickly as possible and any assets identified for re-purposing or development as part of the Bristol City Council (BCC) small sites strategy will be monitored for progress and should they not proceed for any reason the asset will then be disposed of on the open market.

If there are any deviations from the information in this EqIA in the final cabinet report, this EqIA will be updated.

## 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 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 type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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The review of the office, depot, operational, and investment estates (to ensure that we are retaining the correct property assets for the correct purposes) will result in suitable assets being released to the disposals process and has the potential to have an equality impact to service users and the wider community, although it will vary significantly between individual properties.

However, for the disposal of these properties specifically we have not identified any significant potential impacts.

This proposal covers the following sites:

1. Concord Lodge – Cabinet have already approved closure of the facility and occupants have been relocated
2. 298 Ridgeway Road Fishponds – Ex caretakers House for Chester Park Infant School - currently vacant.
3. 41 Albany Road Montpelier – Ex caretakers house for St Barnabus Primary School – will be sold when vacated. The school has now been closed, in line with HR policies the current occupant will be rehoused and is aware of this process.
4. 124 British Road Bedminster – Ex caretakers house for Compass Point School – currently vacant
5. Land adjacent to Easton Sports Centre – Vacant land un-used for many years
6. Land at Whitchurch District Centre – vacant land un-used for many years
7. Land at Winters Lane – currently used as grazing land under an agreement with notice provisions that may need to be exercised in the event of sale in accordance with the terms of the grazing agreement. Legal protocol will be followed and the council will work with the tenant in line with the agreement.
8. Filton Road Car Park – currently operated by South Gloucester Council (There is an old agreement that has expired, and South Gloucestershire are holding over under that agreement. We are in discussions with them on this site and if there are any changes, this EqIA will be updated)
9. Ridingleaze Car Park – Cabinet have already approved closure of the car park
10. Harden Road Car Park - Cabinet have already approved closure of the car park
11. Clayton Road Car Park - Cabinet have already approved closure of the car park
12. Queens Road Car Park - Cabinet have already approved closure of the car park


Cabinet have already approved the closure of the four car parks above and an EqIA was completed <https://bristolintranet.moderngov.co.uk/documents/s79907/Appendix%20E%20-%20EQIA.pdf>.

The proceeds from the sale of all land and buildings (subject to certain statutory limitations) will not be earmarked for use by a specific service but will be pooled and applied to finance future capital investment or for any other purpose permitted by Regulation.

As part of the Council’s ongoing efforts to release land for housing development and delivery of affordable homes, and get more land working to support city strategies, a strategy to use BCC assets for accelerated housing delivery is in development. This will include exploring criteria for site selection and options for disposal routes to enable sites to be brought forward for development. Some of the sites identified in this proposal may align with this work and opportunities to increase and accelerate development opportunities will be progressed wherever possible.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b>  <i>Reviewed by the Equality and Inclusion Team</i>	<b>Director Sign-Off:</b>    Peter Anderson Director Property Assets & Infrastructure
Date: 24.01.2024	Date: 26/01/2024

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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.