

# Equality Impact Assessment [version 2.12]



Title: Allotments Increase Rent	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other - rent and tenancy	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Richard Fletcher
Service Area: Natural and Marine Environment	Lead Officer role: Parks Services 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.

#### Budget context

The new Allotment and Food Growing Strategy part of the Parks and Green Space Strategy (PGSS) recognises the increasingly difficult financial situation that the Parks Service and local authorities are in because of central government funding cuts. It is estimated that nationally, parks budgets have fallen in real terms by £350m since 2011.

While the impact of long-term austerity and cuts to public sector funding have established a new set of barriers to delivery, there are lots of achievements and successes from the last PGSS period that we aim to build on and enhance. Since the adoption of the last strategy in 2008, Bristol has been recognised as having two of the top 10 parks in the UK for park user welfare value (at a combined value of £20,694,915 per year).

The same research highlights that white people are 1.8 times more likely to take a trip to a recreation site than a Black person, and the wealthiest individuals are 1.6 times more likely to take a similar trip than the poorest. Our strategy has a clear focus on how we address this sort of unfairness at a local level.

Bristol City Council (BCC) is required by law to set a balanced budget however we face a large potential gap in our core budget next year. With such a significant challenge the budget cannot be balanced without additional funding, making greater efficiencies (doing the same for less money) or by transforming the way we do things.

#### Rent Proposal

Bristol Allotment Service provides approx. 4,500 plots of variable sizes at sites across Bristol, the plots are available to rent by citizens of Bristol who pay rent depending on the size of the plot. The income raised from rents contribute to the general maintenance and provision of these sites, as well as contributing to the running costs of the service within Bristol Parks.

The last increase in rent was in September 2018, when rent was increased by £5 per plot (regardless of plot size). It is now proposed that the annual rental income for all allotment plots is increased as below to help contribute to ongoing costs of maintaining the sites, contribute to the overall budget savings and improve services to tenants.

Whilst there is variance between what authorities charge, the proposed increase will bring Bristol rents in line with the rental rate envelope of other leading authorities having a similar sized allotment portfolio. The full cost of providing the Allotment Service is estimated at £680K, the current proposed rent increase does not meet this figure.

In order to assist low income persons and families we are expanding the eligibility for the 50% discount to all those receiving any aspect of Universal Credit. 7% of the Bristol population currently receives Universal Credit, with the expansion of the eligibility to anyone receiving Universal Credit we anticipate more of our tenants will be eligible for the 50% discount.

The rates below are the full rental rates before any discounts.

Current rental;

Year 2020

0 to 74m2	75 to 149m2	150 to 224m2	225 to 349 m2	350 to 449m2	450-540m2 or above
£30	£50	£70	£85	£150	£165

Water charges included

We offer 50% discount for those receiving Housing Benefit or Council Tax reduction (later not applicable to students and single occupancy discounts) (if they receive the latter two, they are likely to be on Universal Credit).

We have also gone beyond other authorities in that we intend to encourage collective (community) food growing groups, many of which provide physical and mental health benefits, to recognise this we offer a 50% discount on rent provided that they are making a positive contribution to disadvantaged groups through food growing activities. This provides a low cost way that people can engage with food growing whilst having the shared enjoyment and inclusion of the collective approach.

We will continue to provide discount for long serving tenants 50% for 25 years and 100% for 50 years for those who currently receive it (has been discontinued for new applicants since 2018). We also offer 100% discount (or pro-rata) for voluntary Site Representatives in recognition of their assistance with local supervision of the sites on behalf of BCC.

There are a number of plot condition discounts where site conditions are less favourable to cultivation as determined by the Allotment Service.

Only one discount is applied to rental irrespective of whether multiple discounts may be applicable.

Proposed rental: Year 2025 implementation

Water charges will be expressed as an additional cost rather than a discount on the rent. The costs below are the full combined rent and water charge for comparison purposes.

Accessible plot 0-8m2 (discount included, tenant disability eligibility criteria apply)

Accessible 0-8m2	0 to 74m2	75 to 149m2	150 to 224m2	225 to 349 m2	350 to 449m2	450 to 559 m2	550 to 699m2	700 to 999m2
£30	£72	£89	£156	£178	£249	£311	£389	£528

For plots at or above 1,000m2 will have additional of pro-rata charge to 700-999m2.

The existing discounts as above will remain. However, we are expanding the eligibility for a 50% discount to those who receive any aspect of Universal Credit and Pension Credit.

The most popular sized plot 75-149m2 will cost £1.71 per week before discounts applied as applicable.

We would encourage those who are finding their plot size larger than their need to consider downsizing to a smaller more manageable plot and saving money on rental.

We will also endeavour to bring more abandoned plots back into cultivation which will increase revenues and increase the available land for food growing.

## 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 type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input 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"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[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: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/equality-diversity)

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](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																																														
Bristol Quality of Life survey 2022/23 final report	<p>Working an allotment affords access to open space and encourages visits to open space, particularly during warm growing months.</p> <p>Results from the Bristol's Quality of Life (QoL) survey 2022/23 show that satisfaction the percentage of people who visit green spaces once a week varies based on people's characteristics and circumstances.</p> <p><b>% who visit Bristol's parks and green spaces at least once a week</b></p> <table border="1" data-bbox="810 636 1473 2087"> <thead> <tr> <th>Characteristic</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Bristol Average</td> <td>56.0%</td> </tr> <tr> <td>10% most deprived</td> <td>40%</td> </tr> <tr> <td>Mixed ethnicity</td> <td>48.3%</td> </tr> <tr> <td>White</td> <td>56.2%</td> </tr> <tr> <td>White Minority Ethnic</td> <td>62.9%</td> </tr> <tr> <td>Black/Black British</td> <td>20.30%</td> </tr> <tr> <td>Black, Asian &amp; Minority Ethnic</td> <td>44.1%</td> </tr> <tr> <td>Asian/Asian British</td> <td>49.6%</td> </tr> <tr> <td>Christian Religion</td> <td>47.5%</td> </tr> <tr> <td>Other Religions</td> <td>52.80%</td> </tr> <tr> <td>No Religion or Faith</td> <td>60.8%</td> </tr> <tr> <td>Male</td> <td>56.70%</td> </tr> <tr> <td>Female</td> <td>55.2%</td> </tr> <tr> <td>Lesbian, Gay or Bisexual</td> <td>53.1%</td> </tr> <tr> <td>Trans</td> <td>45.4%</td> </tr> <tr> <td>All Carers</td> <td>48.3%</td> </tr> <tr> <td>Full Time Carer</td> <td>36.9%</td> </tr> <tr> <td>Part time carer</td> <td>52.8%</td> </tr> <tr> <td>All parents</td> <td>67.4%</td> </tr> <tr> <td>Single Parent</td> <td>44.9%</td> </tr> <tr> <td>Two Parents</td> <td>70.6%</td> </tr> <tr> <td>Disabled</td> <td>33.80%</td> </tr> </tbody> </table>	Characteristic	Percentage	Bristol Average	56.0%	10% most deprived	40%	Mixed ethnicity	48.3%	White	56.2%	White Minority Ethnic	62.9%	Black/Black British	20.30%	Black, Asian & Minority Ethnic	44.1%	Asian/Asian British	49.6%	Christian Religion	47.5%	Other Religions	52.80%	No Religion or Faith	60.8%	Male	56.70%	Female	55.2%	Lesbian, Gay or Bisexual	53.1%	Trans	45.4%	All Carers	48.3%	Full Time Carer	36.9%	Part time carer	52.8%	All parents	67.4%	Single Parent	44.9%	Two Parents	70.6%	Disabled	33.80%
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16 to 24 years	55.4%
50 years and older	43.6%
65 years and older	39.8%
Owner occupier	59.0%
Rented (HA)	44.40%
Rented (Council)	27.9%
Rented private	56.4%
No Qualifications	27.50%
Non degree qualifications	43.8%
Degree qualifications	64.1%

**Physical activity**, working an allotment plot can bring health benefits through physical exercise.

Results from Bristol's Quality of Life (QoL) survey 2022/23 found 63.7% of people are physically active (% who do enough regular exercise each week). This decreased to 52.3% for people living in the 10% most deprived areas.

Further population breakdowns available through the Bristol Quality of Life survey 2022/23 include:

- Gender: Women (59.8%) are less likely to be physically active than men (67.6%).
- Ethnicity: Black, Asian Minority Ethnic (BAME) groups (55.5%) are less likely to be physically active than White Minority Ethnic (WME) groups (70.6% highest group), or White (64.7 % middle group)
- Age: 68.9% of young people aged 16 to 24 years old undertake regular exercise, compared to 51.1% for 50 years old and 44.5% of older people aged 65+.

**Healthier Eating.** Working an allotment plot may also encourage healthier eating through the growing, harvesting and sharing of fresh fruit and vegetables at certain times of year.

Bristol's Quality of Life Survey in 2022/23 indicates 48.3% of adults in Bristol are meeting the recommended "5 or more portions of fruit and vegetables a day". Trend - this is lower than the year 2018 (53.9%), the trend is down ward to 2022/23 with a sharp decline in 2020.

By ward, people having 5 fruit & veg a day range from 36.1% in Knowle ward, to 63.5% in Clifton (interestingly no allotments in Clifton Ward). The association between this indicator and deprivation is not entirely consistent across the range of deprivation, but the proportion of adults eating 5-a-day tends to rise where deprivation is less acute. e.g.

41.6% in the most deprived 10% of the city, 57.5% in the least deprived 10% of the city.

Quality of Life survey responses indicate that men (44.8%), young people (39.5%) and Disabled residents (38.5%), are less likely to be eating 5-a-day fruit and veg than the city average.

**Mental health** is a state of well-being in which the individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community.

Working an allotment plot can bring mental health benefits by encouraging time spent outdoors, generating social activity and generating a sense of achievement through harvesting.

If you have good mental wellbeing, you are able to:

- feel relatively good in yourself and have self-esteem;
- feel and express a range of emotions;
- build and maintain good relationships with others;
- feel engaged with the world around you;
- live and work productively;
- cope with the stresses of daily life; adapt and manage in time of change and uncertainty.

13.8% of Bristol residents reported a low life satisfaction score in 2022/23, there has been an upward trend since 2019 (9%).

21% have “poor mental wellbeing”, rising to 34.2% in the most deprived areas. Disabled people are the least satisfied with their (43.8%).

### Personal Finance

We current offer discounts for those receiving certain benefits, this will be expanded to all those receiving Universal Credit and Pension Credit.

Indicator % of people who find it difficult to manage financially		
Characteristic	Percentage	Comment
10% most deprived	17.5%	These are likely to receive the 50% discount on allotment rental.
Disabled people	25.7%	We propose to introduce a new lower discounted rental rate for

		accessible plots.
16 to 24 years	18.5%	
50 years and older	7.8%	
65 years and older	5.4%	

Whilst we have not collected demographic data for our tenants anecdotal evidence is there are many in the 50 years and older group who are financially better off than the average population stating difficulty with finance, Bristol average 10.2%

<a href="https://apse.org.uk/index.cfm/apse/members-area/briefings/2023/23-37-state-of-the-market-survey-allotments-2023/">apse.org.uk/index.cfm/apse/members-area/briefings/2023/23-37-state-of-the-market-survey-allotments-2023/</a>	<p>Nationally there is a wide variance in the range of prices for renting allotments. However, it should be noted that it does not appear that larger authorities who employ dedicated staff take part in the survey, hence the rents are more that of Parish Councils who use voluntary staff and may not offer a full service. However, although the rent banding figures used in the survey are low, 46% of respondents say they charge over £70 per annum and 63% are increasing prices in the next five years or are reviewing the need to do so. 22% stated they had increased rates above that of standard inflation.</p> <p>A better indicator of rental rates (adjusted to include water charges) is to compare with similar sized authorities by looking at their websites, for example for Band D plots - Plymouth at £192, B&amp;NES £212 (planned rise to £227), Nottingham £178, Sheffield £182 (£192) in February 2024.</p> <p>There has been a noticeable increase in demand for allotment plots as a result of COVID-19</p>
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Allotment Rent, Tenancy Agreement and Rules Consultation – November 2023 – January 2024	<b>Characteristic</b>	<b>Percentage</b>
	<b>Ethnic Group</b>	
	Mixed ethnicity	2.0%
	White British	83%
	Other White background	10%
	Black/Black British, Caribbean or African	1.2%
	Asian/Asian British	2%
	Gypsy, Roma or Traveller	0.1%
	Other ethnic background	0.5%

<b>Sex</b>	
Male	42%
Female	58%
Other	0.3%
<b>Gender identity different from your sex at Birth</b>	
Yes (e.g. trans or no-binary)	1%
No	84%
Prefer not to say	15%
<b>Sexual orientation</b>	
BI	7%
Gay / Lesbian	5%
Heterosexual / straight	87%
I use another term	1%
<b>Disabled</b>	
Disabled	10%
Not Disabled	81%
Prefer not to say	8%
<b>Age</b>	
11-15*	0.04%
16-17*	0.04%
18-24	0.54%
25-34	12.80%
35-44	26 %
45-54	18 %
55-64	21 %
65-74	15.13%
75-84	16 %
85+	0.39%
Prefer not to say	4.29%
Note * - Must be over 18 years old to hold a Tenancy Agreement	
<b>Are pregnant or given birth in last 26 weeks</b>	
Yes	2%
No	98%
<b>Carer</b>	
Yes	12%
No	88%
<b>Religion/faith</b>	
No religion	72%
Buddhist	2%



	Christian	21%
	Hindu	0.1%
	Jewish	0.5%
	Muslim	0.6%
	Pagan	2%
	Sikh	0.0%
	Other	2%
	<b>Refugee or asylum seeker</b>	
	Yes	0.2%
	No	99.8%
	<b>Rent increase – agree or disagree</b>	
	Strongly agree	3%
	Agree	10%
	Neither agree nor disagree	9%
	Disagree	29%
	Strongly disagree	48%
	<b>Rent- disagree</b>	
	Higher increase	1%
	Lower increase	58%
	No increase	41%
	<b>Effect on your protected characteristics</b>	
	Very negative effect	18.6%
	Slightly negative effect	12.0%
	No effect	67.8%
	Slightly positive effect	0.7%
	Very positive effect	0.9%
	<b>Interested in communal food growing</b>	
	Yes	42%
	No	58%
<b>Additional comments:</b>		

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

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input 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.

We do not currently routinely monitor the protected characteristics of allotment tenants, apart from age as only people aged 18 plus are permitted to hold an allotment tenancy.

However, a few selected characteristics were monitored as part of the Allotments Tenancy, Rules and Rent consultation and have been selected the above in 2.2.

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

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

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

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

Full Council undertook its budget setting meeting in February 2022 which agreed an additional £55K budget saving income target for allotments, the budget proposal was subject to public consultation. Part of the proposed allotment rent increase is to cover this income requirement.

We have further consulted the public in particular tenants and those on the waiting list concerning rent increase, and Additional Charges, changes to Tenancy Agreement and creation of the Rules, this consultation took place November 2023 – January 2024. [Proposed changes to Bristol Allotment Rent and Tenancy Agreement.](#)

The Allotments and Food Growing Strategy is now part of the Parks and Green Space Strategy and is subject to a separate consultation during December 2023 and January 2024 [Parks and Green Spaces Strategy](#). This outlines the need and aims behind the intention to increase rents and make changes to the Tenancy Agreement and Rules

A number of themes arose from the Allotment Rents, Tenancy Agreement and Rules consultation in relation to allotment rents from the consultation process:

Themes	Response
<p>The rent increase is too high.</p> <p>Because of the length of time since the last price increase, the scale of the increase is too high to apply all in one go.</p>	<p>Given the time that has elapsed since the last rent uplift, the impact of inflation, the need to make service improvements and comparison with other authorities we are unable to hold rent at 2018 levels any further. We have not sought a fee structure that will meet the full cost of providing the service. Increase to rents are subject to a 12 months’ notice period and we are introducing an option to pay quarterly or monthly by direct debit.</p>
<p>As an allotment tenant the service needs to improve if the rents increase – value for money.</p> <p>Supportive of rental increase - if [for example] this helps the service improve</p>	<p>The Food Growing and Allotments Strategy sets out our aspirations for the service and we can begin to deliver these using the additional income generated. We will increase the number of officers focussed on delivering the services for tenants and support volunteer site representatives. Through them we will improve</p>

and motivates people to look after their plots.	maintenance repair services, improve our guidance and educational resources and support more people to benefit from growing food.
The rent uplift will impact on people with low income who are not eligible for a discount.	We have extended the reach of the 50% discount to include those that are in receipt of Universal or Pension Credit. This is expected to benefit one in five of all our tenants. Tenants will have the option to pay by Direct Debit on a quarterly or monthly basis to help spread the cost.
There are alternatives to increasing rent – [for example] bringing more overgrown plots in to use.	We will continue to clear overgrown plots
Any income generated should only go to the allotments service and not support other council services.	The cost of delivering allotment services to the Council is currently higher than the income generated from allotment rents.
There should not be a separate water charge	We feel it is important that it is clear to tenants which element of their payment relates to water, particularly as supply costs are generally increasing and when some allotments sites do not have a water supply.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

We are now only taking forward the proposed rent increase (including water charges) at this time and intend to revisit the Tenancy Agreement, Rules and Additional Charges following further engagement with the allotment community. The format of the engagement is yet to be determined.

Bristol Allotment Forum is open to all allotment tenants but is mainly attended by Site Representatives, the Forum meets four times per year with BCC Officers, to discuss issues affecting tenants and allotment sites.

## Step 3: Who might the proposal impact?

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

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

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

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

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

We do not believe the rent increase will adversely affect groups as we can see that there is a high take up of the benefits discount offered and we are expanding the eligibility which we envisage will see more of those on Universal Benefit and Pension Credit taking up the offer.

We are proposing that the rent increase is phased in over a two-year period from financial year 25/26, which will reduce the impact to allotment holders. The rent and water service charge will be raised by 50% of the full amount in 25/26 and to the full amount in 26/27. Based on the proposed rent increase for a Band B allotment plot for combined rent and water charge, this would rise in year one from £50.00 each year to £69.00 and in year two it would go to £89.00. In 25/26 the minimum discounted fee for a Band A plot will be £30.

#### PROTECTED CHARACTERISTICS

<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Whilst do not currently have demographic information on our tenants, it is the older age group who attend the Allotments Forum meetings, these are less likely to be comfortable using digital services.</p> <p>Analysis of the online responses to the consultation puts the majority of respondents (65% are tenants) where they have stated in the 35-44 age group at 26% followed closely by the 44-54 age group at 18% and 55-64 age group at 21%. Persons aged 65 – 85 collectively make up 21.18%. So, the majority of on-line consultation respondents 54.42% are below the age of 55, this compares to 60 years and above being considered as the older age group.</p> <p>Bristol Ageing Better estimated at least 11,000 older people are experiencing isolation in the city</p>
Mitigations:	<p>For those without an email address (the minority) we have informed them of the consultation by post and will continue to use this method for further communications regarding changes to rent and tenancy as required. We have provided hard copy consultation questionnaires for those who have requested them.</p> <p>We are encouraging the expansion of collective (community) food growing groups that can provide a social interaction environment to help to reduce the isolation in the older age group.</p>
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	11% of on-line consultation respondents stated they consider themselves Disabled.
Mitigations:	<p>We are proposing to increase the number of accessible plots these have discounted rent and continue with reasonable adjustments by offering smaller plots and allowing Co-workers to assist with plot maintenance, nearly ¼ of tenants have a Co-worker. This will thus provide cheaper plots and sharing costs. We are also encouraging collective growing which will enable shared minimal cost for participants.</p> <p>We are offering a 50% discount for those in receipt of Universal Credit or Pension Credit which are means tested benefits</p>
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Quality of Life Survey 2022-23</p> <ul style="list-style-type: none"> <li>In Bristol 17.5% of residents who find it difficult to manage financially live in the 10% most deprived areas in England, Bristol average is 10.2%.</li> <li>3.7% of households have experienced severe food insecurity, rising to 7.9% in the 10% to 20% decline of deprivation in the city</li> <li>8.1% of households have experienced moderate to severe food insecurity, rising to 16.1 in the most 10% deprived areas of the city</li> </ul>
Mitigations:	<p>The increase in rent could impact on allotment tenants who are struggling with financial hardship.</p> <p>To address this, the following personal circumstances concessions will be in place:</p> <p>The proposal is to expand the eligibility to all aspects of Universal Credit together with Pension Credit.</p> <p>50% discount is offered to tenants who are in receipt of Universal Credit, Pension Credit, Housing Benefit or Council Tax reduction (latter not applicable to students and single occupancy discounts) (if they receive the latter two, they are likely to be on Universal Credit).</p> <p>We currently offer annual Direct Debit, to assist with personal budgeting we will expand this to include monthly payments.</p> <p>The most popular sized plot 75-149m2 will cost £1.71 per week before discounts applied as applicable.</p> <p>We are proposing that the rent increase is phased in over a two-year period from financial year 25/26, which will reduce the impact to allotment holders. The rent and water service charge will be raised by 50% of the full amount in 25/26 and to the full amount in 26/27. Based on the proposed rent increase for a Band B allotment plot for combined rent and water charge, this would rise in year one from £50.00 each year to £69.00 and in year two it would go to £89.00. In 25/26 the minimum discounted fee for a Band A plot will be £30.</p>
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Other groups</b> [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	

Mitigations:	
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### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Yes, we will advertise the existence of accessible raised bed (plots) and intend have a separate waiting list from the main site so that people who identify as a Disabled person with accessibility requirements do not need to que on the main waiting list for a plot which would be unsuitable for them. In order that accessible plots are reserved for those who need them. The strategy envisages expanding provision from 37 to circa 50 plots.

On a few sites, some Plots are provided as fully accessible raised beds with hard surface surrounds and with adjacent car parking. These plots will be reserved for those who identify as a Disabled people with accessibility requirements, that may require such plots. Where an applicant desires an accessible plot, they can apply solely on the separate "sub-site" Accessible Plot Waiting List.

The increase in rent will make the Allotment Service more financially sustainable to provide services to our tenants, some of which are currently receiving applicable benefits to obtain the discounts, this is assisting will relieving poverty.

## 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:

We have also concluded that the rent increase is necessary for the financial stability of the service, to allow us to cater for those on low incomes to grow their own healthy food helped by receiving a 50% discount on plot rental if they receive the prescribe benefits.

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

The advertising and separate waiting list for accessible plots will allow more Disabled people to engage with growing their own food or to take part in collective food growing group activities

The proposed rent increase will allow us to provide a good quality allotment service for our existing tenants and future generations.

### 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
To improve data collection of demographics and equalities data through scheduled surveys likely every 3-5 years and requesting upon take up of tenancy.	Lerraine Smith	As new Tenancy agreements are rolled out
To engage further concerning the Tenancy Agreement, Rules and Additional Charges	Lerraine Smith	As determined by the Council's Administration
Implementation related to; accessible plots, additional benefits eligibility and monthly Direct Debit	Lerraine Smith	Once proposals are approved.

### 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.

We will have better understanding of the equalities issues and needs of our tenants through improved data. We will receive feed-back from our tenants directly and through the Bristol Allotments Forum.

### Step 5: Review

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

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> 
Date: 27/2/2024	Date: 27.02.2024

<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.