



Title: <b>Regeneration Service Update</b>	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other: Update	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Abigail Stratford
Service Area: Economy of Place	Lead Officer role: Head of 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 \(EqIA\) \(sharepoint.com\)](#).

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.

<p>To accompany the Regeneration Service Update. The Update seeks to update committee members on the planned activity in the regeneration service.</p> <p>It will highlight the equalities implications of the work done by the Regeneration Team so that the projects can work towards positive outcomes and avoid creating or entrenching any harms.</p> <p>Key Actions:</p> <ol style="list-style-type: none"> <li>1. To update committee members on the planned activity in the regeneration service</li> <li>2. To note the regeneration service has secured £260k Homes England Funding to deliver priority projects within Whitehouse Street, Frome Gateway and the City Centre</li> <li>3. To note the regeneration service will be submitting external funding bids to deliver projects identified with the draft Harbour Place Shaping Strategy, City Centre Development and Delivery Plan, Frome Gateway Framework and Whitehouse Street Framework</li> <li>4. To note the regeneration service will be submitting a funding bid to the Combined Authority to develop a Regeneration Framework for Laurence Hill</li> </ol>
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**1.2 Who will the proposal have the potential to affect?**

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

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

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

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

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

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Note that EQIAs accompany and inform each individual Regeneration Project.

- City Centre – [Microsoft Word - Appendix E - City Centre DDP Equality Impact Assessment - Final \(bristol.gov.uk\)](#)
- Western Harbour - [Appendix E EqIA Western Harbour Masterplan.docx](#)
- Harbour Place Shaping Strategy - [EqIA HPSS Framework Procurement - signed off.docx](#)
- Frome Gateway - [Appendix E - Frome Gateway EQIA - for Cabinet report FINAL signed-off.pdf](#)
- Bedminster Green - [Bedminster Green Equality Impact Assessment - Mar 24 - v1.docx](#)
- Whitehouse Street - <https://bristolcouncil.sharepoint.com/:b:/s/RegenerationTeam/EdllcJiOcmtCmppzbEiCdw0B7gvfleDxhmy11cuWgwlaww?e=mIngeG>
- Temple Quarter - [Appendix E - Equality Impact Assessment.pdf \(bristol.gov.uk\)](#)

An EQIA for the proposed Regeneration Framework for Lawrence Hill will be created to accompany the future funding bid to be submitted to the Combined Authority.

## 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 \(bristol.gov.uk\)](#)

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
	The Regeneration projects have the potential to affect Bristol as a whole, with data for each area broken down at a more granular level in the individual project EQIAs linked above. As such data this table mainly draws from data about Bristol as a whole.
<b>Population:</b> <a href="#">Census 2021, Office for National Statistics</a>	The population of Bristol increased by 10.3% compared with Census Day 2011. England and Wales saw a population increase of 6.3% Bristol was the fastest growing of all the Core Cities in England and Wales over the last decade.
<b>Age:</b> <a href="#">Census 2021, Office for National Statistics</a>	Bristol has a relatively young age profile with more children aged 0-15 than people over 65 and over. The median age of people living in Bristol is 32.4 years, compared to the England and Wales median of 40.3 years.
<b>Countries of birth:</b> <a href="#">Census 2021, Office for National Statistics</a>	18.8% of the usual residents of Bristol were born outside of the UK.
<b>Ethnicity:</b> <a href="#">Census 2021, Office for National Statistics</a>	<p>The population of Bristol is increasingly diverse, with a Black, Asian and Minority Ethnic population accounting for 18.9% in 2021.</p> <p>The largest minority ethnic groups in 2021 were Somali (1.9%), Pakistani (1.9%) and Indian (1.8%)</p>
<b>Language</b> <a href="#">Census 2021, Office for National Statistics</a>	<p>In Bristol 89.9% of usual residents aged three and over had English as a main language. Polish is the most common main language, accounting for 1.5% of usual residents. After this comes Spanish, Romanian, Arabic and Italian.</p> <p>In addition to spoken languages British Sign Language (BSL) was the main language of 0.04% of the population of Bristol.</p>
<b>Long term physical or mental health conditions or illnesses:</b> <a href="#">Census 2021, Office for National Statistics</a>	<p>17.2% of the total population of Bristol has a long-term physical or mental health condition or illness which limits their day-to-day activities (England and Wales 17.5).</p> <p>A further 7% has a long term physical or mental health condition but their day-to-day activities were not limited.</p> <p>This breaks down as:</p> <ul style="list-style-type: none"> <li>- 6.1% of all children aged under 16</li> <li>- 16% of the working age population</li> <li>- 38.5% of older people aged 65 and over</li> </ul>
<b>Sexual Orientation:</b> <a href="#">Census 2021, Office for National Statistics</a>	61% of the population aged 16 and over identified with a LGB+ orientation. This is a higher proportion of the population than the England and Wales average.

<p><b>Gender Identity:</b>  <a href="#">Census 2021, Office for National Statistics</a></p>	<p>0.83% of the population aged 16 and over indicated that their gender identity was different from their sex registered at birth. This is a higher proportion of the population than the England and Wales average.</p>
<p><b>Religion:</b>  <a href="#">Census 2021, Office for National Statistics</a></p>	<p>There were more than 45 religions represented in the 2021 Census, although 51% state that they have no religion.</p> <p>The second largest group were Christian (32.2%) followed by Muslim (6.7%), with 2.8% identifying as Hindu, Buddhist, Sikh and Jewish. 0.8% of people identified with other religions.</p>
<p><b>Deprivation:</b>  <a href="#">Constituency data: Indices of deprivation</a> (for Bristol Central, East and South which contain all current Regeneration Projects)</p>	<ul style="list-style-type: none"> <li>- Bristol Central ward ranked 322 out of 543 constituencies. (1=most deprived)</li> <li>- Bristol East ward ranked 101 out of 543 constituencies.</li> <li>- Bristol South ward ranked 68 out of 543 constituencies.</li> </ul> <p>This indicates that Bristol East and South in particular both experience comparatively high deprivation compared to wider UK constituencies.</p>
<p><b>What this tells us:</b>  That Regeneration and the engagement processes that underpin it need to ensure that they accommodate and make a range of groups feel welcome.</p>	
<p><b>Car ownership:</b>  <a href="#">Census 2021, Office for National Statistics</a></p> <p><a href="#">Quality of Life Survey 2023/24</a></p>	<p>26.2% of households in Bristol have no car. Levels of car availability can vary widely across the city with many central areas of Bristol having levels of car availability below 50%</p> <ul style="list-style-type: none"> <li>- More people aged 50 and older drive to work than young people.</li> <li>- Parents are more likely to drive to work than those without children.</li> <li>- Carers are more likely to drive to work than non-carers.</li> </ul>
<p><b>Walking and cycling:</b>  <a href="#">Quality of Life Survey 2023/24</a></p>	<ul style="list-style-type: none"> <li>- Across the city, 17.6% of Bristol residents walk to work and 14.4% of Bristol residents cycle to work.</li> <li>- Individuals in the 10% most deprived are less likely to walk or cycle to work.</li> <li>- Although Walking and cycling to work does not vary greatly between different ethnic groups, fewer Black residents are likely to walk or cycle.</li> <li>- Disabled people are significantly less likely to walk or cycle.</li> <li>- Young people (16-24 years) are much more likely to cycle or walk.</li> <li>- Men are much more likely to cycle than women.</li> </ul>

<p><b>Taking the bus:</b>  <a href="#">Quality of Life Survey 2023/24</a></p>	<ul style="list-style-type: none"> <li>- Black, Asian and minority ethnic people are more likely to take the bus to work than white people.</li> <li>- 20.9% of disabled people take the bus to work</li> <li>- Older people (19.9%) are more likely than younger age ranges to take the bus to work.</li> <li>- More people with no qualifications use the bus than those with qualifications.</li> </ul>
<p><b>What this tells us:</b>  Transport issues will need to be factored into a number of the regeneration areas and also planning for in person engagement events. Different groups use transport differently, for example young people are more likely to walk or cycle to work, while parents, carers and older people may be more likely to rely on driving. Meanwhile the bus network is more used by Black, Asian and minority Ethnic people, some disabled people and those with no qualifications.</p>	
<p><b>Local Housing Need:</b>  <a href="#">City of Bristol Local Housing Needs Assessment, 2023</a></p>	<p>Overall, in the City of Bristol, there is a need to provide affordable housing for 13,973 households unable to afford to rent or buy over the Plan period 2020-40, which equates to 699 households per year.</p>
<p><b>Tenure:</b>  <a href="#">Census 2021, Office for National Statistics</a>   <a href="#">City of Bristol Local Housing Needs Assessment, 2023</a></p>	<p>44.9% of residents rent their accommodation (private and social), higher than the national average of 37.3%</p> <p>Since 1991 there has been a downward trend (65% to 55%) in owner occupiers, and a sharp rise in the private rented sector (9% up to 26%). The numbers of households in socially rented homes has gone down from 26% to 19%</p>
<p><b>Rent:</b>  <a href="#">City of Bristol Local Housing Needs Assessment, 2023</a></p>	<ul style="list-style-type: none"> <li>- Across all property sizes, the median private rent and lower quartile private rent is higher than the maximum Local Housing Allowance (LHA) in Bristol. This means that those on housing benefit cannot afford properties of median or lower quartile rents.</li> <li>- For the total gross income (including housing benefit) of the Household Reference Person and partner, households renting privately spent on average 41% of their income on rent, whilst the average was 31% for households in social rent.</li> <li>- The EHS demonstrates that many households in both private and social rented properties currently pay considerably more than 25% of gross household income on their housing costs. Whilst it is arguable that some households currently pay too much for their rent, it is unrealistic to suggest that all households paying more than 25% are unable to afford suitable housing in the market.</li> </ul>
<p><b>Cost of Home Ownership:</b>  <a href="#">City of Bristol Local Housing Needs Assessment, 2023</a></p>	<ul style="list-style-type: none"> <li>- A notable upward divergence from the England average can be seen in Bristol beginning in 2013/14. Overall prices increased substantially in the period 2001-2008. Values then reduced from the beginning of 2008 and fell to their low point in late 2013, since when</li> </ul>

	<p>they have grown steadily. As of 2020, prices in the Bristol exceeded their previous peak prices in 2008, reaching their highest point in mid-2021, since which there has been a modest decline.</p> <ul style="list-style-type: none"> <li>- It is estimated that 22,879 households currently living in the Private Rented Sector in Bristol and paying their own rent that aspire to home ownership. Of these households, 61% are aged 25-34 with the substantial majority (93%) aged under 45.</li> </ul>
<p><b>Gentrification:</b>  <a href="#">Quality of Life Survey 2023/24</a></p>	<ul style="list-style-type: none"> <li>- 31% of Bristolians think their local area has changed due to gentrification</li> <li>- Of the people how have noticed “gentrification” taking place, 32.% of people think it has had a negative impact (up by 8.2% from the year before). Conversely, 27.2% think it’s had a positive impact (down 3.8% from the year before).</li> </ul>
<p><b>What this tells us:</b>  This data shows us that there is an increasing number of those renting, alongside increasing unaffordability of private rent. It shows that many renters aspire to home ownership, with the majority of these aged under 45 (93%)</p> <p>In terms of affordable housing in particular, there is a need to provide affordable housing for 13,973 households unable to afford to rent or buy over the Plan period 2020-40, which equates to 699 households per year.</p> <p>Notably, 31% of Bristolians note a change in their area due to gentrification, with more thinking this is more of a negative trait than a positive one.</p>	
<p><b>Additional comments:</b></p>	

## 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.

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

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

There are gaps in overall diversity data at a local and national level for some characteristics e.g. gender reassignment – especially where this has not historically been included in statutory reporting e.g. for sexual orientation. As council we rarely monitor marriage and civil partnership. There is a corporate approach to diversity monitoring for service users and our workforce, however the quality of available evidence across various council service areas is variable. No robust data on gender identity exists. Gaps in data will exist as it becomes out of date or is limited through self-reporting.

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

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

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.

All Regeneration Projects have sought to engage with the communities that they serve. This ranges from a creative engagement designed to encourage a range of diverse voices to produce a Vision for Western Harbour to engagement with disadvantaged communities through youth storytellers for the Harbour Place Shaping Strategy.

Details of the consultation undertaken on each project being delivered by the regeneration service are available here:

1. Frome Gateway: [Statement of Community Involvement](#), [Formal Consultation Report](#), [Formal Consultation Response](#)
2. Whitehouse Street: [Formal Consultation Report](#), [Formal Consultation Response](#)
3. City Centre Development & Delivery Plan: [City Centre Development and Delivery Plan - Consultation Report](#)
4. Western Harbour: [The vision \(harbourhopes.co.uk\)](#)
5. Harbour Place Shaping Strategy: [Harbour Place Shaping Strategy - Engagement to date | Ask Bristol Consultation and Engagement Hub](#)
6. Bedminster Green: [East Street - high street engagement and plans \(bristol.gov.uk\)](#), [Bedminster Green River Restoration and Transport Consultation | Ask Bristol Consultation and Engagement Hub - https://www.ask.bristol.gov.uk/17582/widgets/50004/documents/61998](#)

## 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.

Engagement with communities and stakeholders is integral to the work of the Regeneration team. Each regeneration project will seek to continue the conversation on the plans for each area as they develop.

### 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)

##### **General**

It is important to remember that individuals who are living with protected characteristics can face a very different daily experiences than those who do not, this being particularly true for Disabled people, and this needs to be considered through every stage of development and implementation of the proposals.

Engagement needs to focus on including young people, ethnic minorities, and Disabled people to ensure the regeneration is led by community voices, is representative of those who live in the area, and to ensure those most affected by the proposals are heard.

Accessibility, both in terms of the quality of the built environment and public transport, is a key factor affecting equalities groups, particularly Disabled people, older people, young people, Black, Asian and Minority Ethnic people and the LGBT+ community.

Individuals can be part of multiple minority and protected groups and have combined characteristics. This can result in certain individuals experiencing several impacts across the themes explored above, to varying degrees of acuteness.

##### **Deprivation and Gentrification**

There are high levels of deprivation in some of the Regeneration Areas. Regeneration presents an opportunity to enhance socio-economic opportunity, reduce inequality when compared to the city average, and enhance the overall quality of built environment including homes and connections to neighbouring areas so that access to services, public spaces and workplaces is maximised. However, this opportunity will only be realised if regeneration proposals are developed with the needs and aspirations of the local community in mind, and if local communities are able to shape, take part in and reap the rewards of regeneration and local investment. An unintended negative consequence, for example, could be that regeneration provides new homes which are unaffordable for the local community, or existing places of employment are displaced, causing the local community and businesses to move to another part of the city, resulting in gentrification of the area. New and improved greenspaces also risk increasing problems of gentrification. Engaging local communities in the co-design of public green spaces will be important to support inclusion and feelings of local ownership.

The regeneration of each area however will lead to an increase of people living there, creating a vibrant new communities as well. Whilst it is vital we look at the current inhabitants to ensure their needs are reflected fully, we must also consider the wider Bristol population data as it is likely to be representative of the new residents.

##### **Social infrastructure**

Regeneration projects should facilitate positive outcomes for all existing and new local communities, particularly in terms of ensuring provision of access to education, healthcare and outdoor space for healthy lives.

##### **Community Cohesion**

Locally there may be conflicting views on different populations entering an area, such as students and the opportunities and challenges they'll bring to the local area.



**Designing in safety**

The safety of all people is of paramount importance in the design of the open space and public realm and this will be a priority in the regeneration of the specified areas, with a particular focus on creating active streets and open spaces, that are well-lit and with passive surveillance designed in.

**Ongoing engagement**

Engagement strategies have focused on ensuring that under-represented groups have been carefully and meaningfully included in the engagement process. This has been done through by reaching out to representatives and champions of these groups to listen, ask questions and bring them in to the conversation. It has also been done by ensuring that events and the consultation were accessible and inclusive.

**PROTECTED CHARACTERISTICS****Age: Young People**

Does your analysis indicate a disproportionate impact? Yes  No

## Potential impacts:

Regeneration 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.

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, particularly young people.

## Mitigations:

Targeted engagement to ensure young people and organisations working with young people can influence projects

**Age: Older People**

Does your analysis indicate a disproportionate impact? Yes  No

## Potential impacts:

Regeneration 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.

Particular age groups could be marginalised from engagement and consultation if a range of methods are not used or made accessible in various ways e.g. if delivered all online.

## Mitigations:

Ensure a mix of online and in-person engagement events were delivered to remove the barrier of digital exclusion.

**Disability**

Does your analysis indicate a disproportionate impact? Yes  No

## Potential impacts:

Regeneration can provide a general uplift in terms of physical accessibility (buildings and public realm design; services).

Disability led groups could be marginalised from the engagement and consultation process if accessibility is not considered when designing the Comms & Engagement Plan and engagement material. Those with visual/hearing impairments find it difficult to engage if provisions such as sign language interpreters / braille aren't provided.

## Mitigations:

Engagement should be targeted to ensure those with disabilities are welcomed into the engagement and consultation process.

**Sex**

Does your analysis indicate a disproportionate impact? Yes  No

## Potential impacts:

Regeneration is not anticipated to have any specific impact on this group, although there may be issues such as safety that are often felt more keenly by one gender over another that could be factored into the various projects.

Mitigations:	Facilitating actual and perceived public safety in the design of both public spaces and access to engagement should therefore be kept in mind.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	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 (The Guardian, 2021).
Mitigations:	Facilitating actual and perceived public safety in the design of both public spaces and access to engagement should therefore be kept in mind.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Pregnancy and maternity may affect the way that women and young children access and experience public spaces, services and engagement processes. There may be some crossover between pregnancy and the need to use prams with young babies and children with those with physical disabilities, e.g. the need for ramps. Parents may appreciate public space which accommodates features that may not be as relevant to those without children, e.g. play facilities, changing facilities, physical safety, shade etc.
Mitigations:	Engagement should ensure those who are pregnant, and who have young children are welcomed into the engagement and consultation process.
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	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 (The Guardian, 2021). Facilitating actual and perceived public safety in the design of public spaces should therefore be kept in mind.
Mitigations:	Facilitating actual and perceived public safety in the design of both public spaces and access to engagement should therefore be kept in mind.
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Regeneration is not anticipated to have any specific impact on this group. It is important to ensure that there is racial diversity in engagement undertaken.
Mitigations:	Ensure that people from different races feel enabled and welcome to participate in engagement.
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Regeneration is not anticipated to have any specific impact on this group.
Mitigations:	None
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Regeneration is not anticipated to have any specific impact on this group.
Mitigations:	None
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Some regeneration areas have high levels of deprivation. Gentrification of the area risks widening inequality.

Mitigations:	Engagement should seek views from a wide range of stakeholders to promote inclusivity and ensure local priorities were incorporated into the framework.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Carers may be more difficult to include within engagement activities due to care responsibilities.
Mitigations:	A variety of times and methods of engagement (in person and online) should be employed to include views from as wide a range of people as possible.
<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:	

### 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

Regeneration presents an opportunity to enhance socio-economic opportunity, reduce inequality when compared to the city average, and enhance the overall quality of built environment including homes and connections to neighbouring areas so that access to services, public spaces and workplaces is maximised. This must be achieved in the context of gentrification – see previous section.

It is intended that the provision of quality housing and placemaking will ease the pressure on housing experienced by so many in the city.

The Regeneration of each area hopes to lead to improvements beyond the 'red line' boundary of each.

## 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:

If equalities groups are not sufficiently engaged with they could both feel alienated from the regeneration process. Moreover an opportunity will have been missed to create places that better cater to these groups. It is important to include and cater for equalities groups in order to mitigate any risk of gentrification.

#### 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 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.

#### 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
Continue to iteratively ensure that robust equalities assessments are included as part of each regeneration project	Regeneration Team	
Maintain and strengthen links developed through the various projects with community organisations including equalities groups.	Regeneration Team	
Collaborate with neighbouring regeneration areas to identify and maximise opportunities to improve socio-economic outcomes	Regeneration Team	
Review feedback from the formal consultations regarding how best to continue to engage the community plan to take recommendations forward	Regeneration Team	
Use BCC's role through planning (Development Management) and as freeholder of many sites to ensure that planning applications and design work is brought forward to deliver the best quality environment, taking into account the needs of all users.	Regeneration Team	


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

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

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

### Step 5: Review

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

<b>Equality and Inclusion Team Review:</b> <b><i>Reviewed by Equality and Inclusion Team</i></b>	<b>Director Sign-Off:</b> 
Date: 19/7/2024	Date: 19.7.2024

<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.