

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Maximise efficiency of community assets
Please outline the proposal.	<p>Consider future use and opportunities for Community Assets that provide benefit to the community whilst simultaneously reducing council overheads.</p> <p>Virtually all Bristol City Council-owned community assets are financed and managed by local communities. They are responsible for all operational and financial aspects of community assets. BCC only has limited liability for certain property aspects in a handful of cases. Because all costs associated with community assets are covered by the organisations using/managing them, there is no BCC community assets budget from which revenue savings can be realised.</p>
What savings will this proposal achieve?	A savings target of £100K in 2018/19, increasing to £130K in 2019/20.
Name of Lead Officer	Steve Matthews

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
None identified; the proposed budget savings are considered to have a negative impact.
Please outline where there may be significant negative impacts, and for whom.
<p>The proposed savings target will result in rent charges for community tenants. Most of the existing tenants have a lease at a 'peppercorn' rent. The savings target will also result in a reduction of any small revenue grants that we currently pay to community tenants.</p> <p>Both impacts will have a direct financial effect on these tenants. Community properties tend to be used for the delivery of services and activities to some of Bristol's most marginalised communities. Any risk to the future of these community buildings will therefore affect people with certain protected characteristics, in particular: Older people: lunch clubs, bingo mornings, health & wellness activities, exercise classes, etc.;</p>

Disabled people: support groups, social events, health & wellness classes, etc.;

Pregnant women: pre-natal classes, young mums groups, mums & tots groups, neo-natal classes, playgroups, etc.; and

Faith communities: many community buildings are used for worship services.

In addition, a high proportion of the users of community buildings suffer deprivation, particularly income, health and skills. Their access to affordable community facilities will be adversely affected by the proposals.

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

Community buildings are managed by community-based organisations, rather than by the Council. The only staff involved in managing the community buildings portfolio are administrative (2 FTE). It is not anticipated that their posts or job roles will be affected by the proposal.

Please outline where there may be negative impacts, and for whom.

As above.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

Yes.
The proposals are likely to have a negative impact on the ability of people with certain protected characteristics to use community buildings in Bristol. A full EqIA will be required once the specifics of the proposals are clear.

Service Director sign-off and date:
31st January 2018



Equalities Officer sign-off and date: Cherene Whitfield 01/02/18