

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Filwood Green Business Park Work Hub refit to provide additional office accommodation for rental income
Directorate and Service Area	Place
Name of Lead Officer	Howard Swift

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

Filwood Green Business Park provides office, studio and workshop accommodation in south Bristol. The Business Park has exceeded all expectations and now runs at near 100% capacity. Office accommodation is most in demand with inclusive rents of £22 per square foot per annum (pa) being achieved. The Work Hub facility was designed to provide hot desking facilities but has been mostly unused over the past two years. Accordingly, we propose to refit the Work Hub to provide additional office accommodation for rent over the ground floor and a new mezzanine level accessed via existing stairs and lift via a new aerial walkway across the reception hall. We anticipate that capital investment of £140,000 will be required to secure additional income of £40,000 pa full year effect before debt financing charges reduce this figure to £32,000. Note that investment is anticipated in 2017/18 NOT 2018/19. Delay in investment would reduce the in-year savings impact in 2018/19.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?
We know that the Work Hub is virtually unused right now so redevelopment is expected to have no negative impact. The redeveloped space will be available to and accessible to users of all protected characteristics on the same basis as any other user. In particular, the space will be fully accessible to those with mobility needs by using the existing lift facilities. The new facilities will be fully accessible - indeed the major costs elements relate to this requirement.
2.2 Who is missing? Are there any gaps in the data?
We do not maintain data with reference to protected characteristics, but we commit to collecting this data in the future with particular reference to people who reside in the area.
2.3 How have we involved, or will we involve, communities and groups that could be affected?
The building user group of tenants and staff at Filwood Green Business Park will be fully consulted on the design of the new facilities.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?
We are not anticipating any such impact.
3.2 Can these impacts be mitigated or justified? If so, how?
Accessibility for those with mobility needs has already been taken into account and fully mitigated.
3.3 Does the proposal create any benefits for people with protected characteristics?
There are no additional benefits anticipated
3.4 Can they be maximised? If so, how?

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with

protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
We have carefully reviewed the likely impact to confirm that there are likely to be no negative or positive impacts
4.2 What actions have been identified going forward?
No changes are proposed
4.3 How will the impact of your proposal and actions be measured moving forward?
Accessibility will be monitored through the usual Building Control mechanisms.

Service Director Sign-Off: 	Equalities Officer Sign Off: Cherene Whitfield
Date: 9 January 2018	Date: 10 January 2018