

Equality Impact Assessment [version 2.12]



Title: Broadmead Neighbourhood Design Code Supplementary Planning Document (SPD)	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Emily Peka
Service Area: Regeneration	Lead Officer role: Regeneration Project Officer

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.

Bristol City Council are developing Broadmead Neighbourhood Design Code Supplementary Planning Document (SPD), which will provide guidance to support interpretation and implementation of Bristol's Local Plan, specifically 'Policy DS1: Bristol City Centre'.

Why does Bristol need a Broadmead Neighbourhood Design Code SPD?

Endorsed at Cabinet in December 2023, the [City Centre Development and Delivery Plan](#) (the DDP) provides a transformational vision and strategy for how the Bristol city centre should evolve in the coming years. Its purpose is to guide and influence future development and infrastructure projects that come forward within the Broadmead area and is a material planning consideration in the determination of planning applications. A key objective from the DDP to create more detailed design guidance for new development. This proposed SPD is being prepared to meet that objective.

A Broadmead Neighbourhood Design Code SPD is being developed to create guidance to embed the fundamentals of high-quality design into Broadmead, using principles and best practice examples to do so. It will help shape and steer the transformation of Broadmead into a high quality, liveable urban neighbourhood.

Audience

The SPD is intended to be used by all professionals involved in the planning, design and delivery of new buildings and spaces within Broadmead. This particularly extends to architects, landscape architects, urban designers, planners, engineers, developers, landowners and planning officers. The SPD can also be used by local people keen to advocate for design quality and in Broadmead and the city centre.

Aims and objectives

The aim of the SPD is to raise aspirations and clarify expectations around design quality in Broadmead, yet it is also about creating the foundations for a good quality of life. A once-in-a-generation opportunity, the scale of transformation in Broadmead makes it uniquely placed to address multiple challenges and opportunities facing contemporary urban neighbourhoods. Placing liveability at the heart of all design processes and decision making can help establish Broadmead's reputation as a delightful and desirable place to live, grow and thrive. Whilst liveability covers a full range of considerations, the SPD has chosen to amplify the following five holistic priorities that can be addressed through the fundamental aspects of design covered in the SPD:

- **Urban vitality:**
Promoting the benefit of harmonious co-location between residential and mixed-uses.
- **Resilience:**
Equipping communities with assets and resources to embed social and climate resilience.
- **Inclusion and safety:**
Design that is inclusive of all of Broadmead's ages, abilities and diverse backgrounds.
- **Everyday life:**
Making life easier for Broadmead residents' different needs and lifestyles
- **Health and well-being:**
Encouraging active, social and healthy lifestyles that boosts well-being

The DDP's strategy for land use and development aims to deliver transformation in the Broadmead area. A key objective is to create a neighbourhood for living, to help meet the city's housing needs. This includes the right mix and types of homes, designed to meet the needs of a wide range of people including adults, families with children, intergenerational families, older people and people with disabilities (including specialist housing), in accordance with policy. This includes the need for market and affordable homes.

The Broadmead Neighbourhood Design Code SPD will help meet several DDP objectives:

- Create a neighbourhood for living which helps to meet the city's housing needs
- Deliver a range of services and facilities which support city centre residents and surrounding communities
- Provide active ground floors which animate and enliven surrounding public realm
- Maintain the role of the city centre as the heart of the region by providing an enhanced retail, leisure and culture offer
- Respond to Bristol's distinctive character through development
- Create buildings which meet the highest standards of sustainability, embrace circular economy principles throughout their lifecycle, and stand the test of time. Re-use existing buildings where possible
- Preserve and enhance the character and heritage of the Old City, including its special historic townscape and the tight grained mix of uses that characterise the area.

This policy also helps contribute to the emerging Local Plan aims and objectives, including but not limited to:

- Enabling of delivery of at least 1,925 new homes a year in Bristol up to 2040 including affordable housing and homes to meet a range of needs
- Promote urban living across the city with a focus on brownfield land – encouraging developments of homes with urban character, form and design in well-designed, connected, healthy and accessible neighbourhoods which achieve a liveable environment
- Cherish the city's historic environment and harness the benefits of heritage sensitive regeneration.

Key actions

As part of the pathway to adoption, this SPD will be subject to statutory public consultation. Pre-consultation preparatory engagement will also take place with key stakeholders to gather views of those most impacted and most likely to utilise the document. This is to ensure any potential impacts are identified at an early stage. We will

produce a consultation statement outlining the preparatory engagement and previous engagement undertaken, and any changes made as a result.

WECIL (West of England Centre for Inclusive Living) will review of draft document before public consultation so the document can be examined from an inclusivity and accessibility perspective to ensure any negative impacts are identified and addressed.

During the statutory consultation, we will invite key stakeholders and the wider public to consult with the document. We will undertake a full review the consultation feedback and evaluate the success the of the document. Subject to stakeholder feedback, we will seek to have the policy adopted.

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 type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	

This SPD will affect those who live, work, and visit Broadmead, and those who may do so in the future.

The wider community:

- Those who will be living, working and visiting the Broadmead area.

City partners and stakeholder organisations:

- Developers (who are bringing forward new developments within Broadmead)
- Businesses operating within the Broadmead area

Bristol City Council workforce:

- Development Management
- Regeneration team

An SPD cannot introduce new policy but provides further guidance to existing policy. This document will provide further guidance for existing and emerging Local Plan Policies, namely Policy DS1: Bristol City Centre. Local Plan policies have already been assessed in the Local Plan EqIA, which went to full council on 31st October 2023. As the SPD is a guide for implementing these policies, substantive further assessment of these policies is not required within this EqIA. The Local Plan EqIA can be found here: [file](#).

The SPD builds upon Delivery and Development Plan aims, objectives, and stakeholder engagement, which was subject to it's own EqIA examination in November 2023, which can be found here: [file](#).

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.

Yes **No** [please select]

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																					
Overall Bristol Population																						
<p>Bristol population: 2011: 42,234 2021: 479,024</p> <p>Central Ward population: 2011: 12,415 2021: 20,564</p> <p>(Census 2021, Office for National Statistics; Central Ward, Ward Profile Report, 2023; City Centre Development and Delivery Plan, 2023)</p>	<p>Bristol was the fastest growing of all the core cities in England and Wales over the last decade, increasing by just over 44,200 (10.3%) compared with Census Day 2011, where there were 428,234 people living in Bristol.</p> <p>Central Ward is one of the most populous wards in the City (4th most populated ward) and has seen a 66% increase in population since 2021.</p> <p>Approximately 2,500 new homes are expected to be built over in the Broadmead area over the coming years, to accommodate a greater population increase in the area.</p> <p>The overall number of people to be living, visiting and working in Broadmead, and the wider City Centre, is expected to continue to grow.</p>																					
Overall Bristol population: Protected characteristics (except pregnancy and maternity)																						
<table border="1"> <thead> <tr> <th data-bbox="113 1709 225 1731">Age</th> <th data-bbox="233 1731 395 1765">Bristol</th> <th data-bbox="403 1731 595 1765">Central Ward</th> </tr> </thead> <tbody> <tr> <td data-bbox="113 1776 225 1809">0-15</td> <td data-bbox="233 1776 395 1809">18%</td> <td data-bbox="403 1776 595 1809">6%</td> </tr> <tr> <td data-bbox="113 1821 225 1854">16-24</td> <td data-bbox="233 1821 395 1854">15%</td> <td data-bbox="403 1821 595 1854">49%</td> </tr> <tr> <td data-bbox="113 1865 225 1899">25-34</td> <td data-bbox="233 1865 395 1899">19%</td> <td data-bbox="403 1865 595 1899">23%</td> </tr> <tr> <td data-bbox="113 1910 225 1944">35-49</td> <td data-bbox="233 1910 395 1944">20%</td> <td data-bbox="403 1910 595 1944">12%</td> </tr> <tr> <td data-bbox="113 1955 225 1989">50-64</td> <td data-bbox="233 1955 395 1989">15%</td> <td data-bbox="403 1955 595 1989">6%</td> </tr> <tr> <td data-bbox="113 2000 225 2033">65+</td> <td data-bbox="233 2000 395 2033">13%</td> <td data-bbox="403 2000 595 2033">3%</td> </tr> </tbody> </table>	Age	Bristol	Central Ward	0-15	18%	6%	16-24	15%	49%	25-34	19%	23%	35-49	20%	12%	50-64	15%	6%	65+	13%	3%	<p>Bristol Overall, Bristol has a relatively young age profile with more children aged 0- 15 than people aged 65 and over.</p> <p>Central Ward</p> <ul style="list-style-type: none"> Central Ward has a significantly larger proportion of those aged 16-24 (49%) than the Bristol average (15%). There are relatively few people aged 0 – 15 (6%) compared to the Bristol average (18%). There are also relatively few people 65+ (3%) compared to the Bristol average (13%).
Age	Bristol	Central Ward																				
0-15	18%	6%																				
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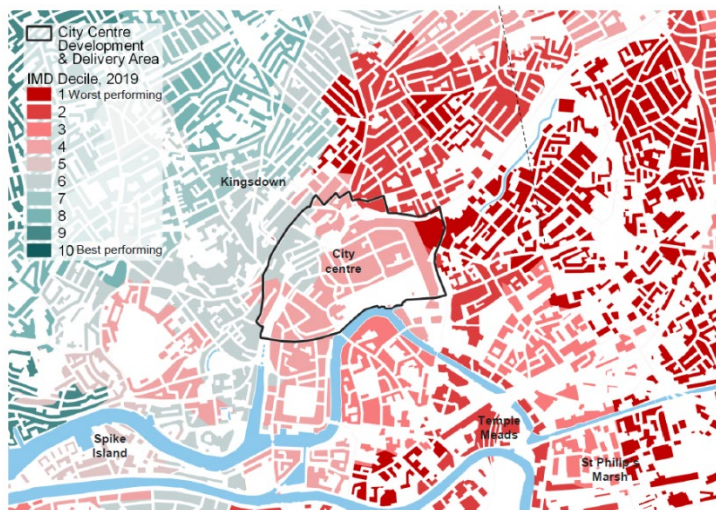
Data / Evidence Source [Include a reference where known]	Summary of what this tells us												
(Census 2021, Office for National Statistics; Central Ward, Ward Profile Report, 2023)													
<table border="1" data-bbox="113 277 528 488"> <thead> <tr> <th colspan="2">Disability</th> </tr> </thead> <tbody> <tr> <td>Identifies as:</td> <td>Bristol</td> </tr> <tr> <td>Disabled</td> <td>11.1%</td> </tr> <tr> <td>Not Disabled</td> <td>80.6%</td> </tr> </tbody> </table> <p data-bbox="113 488 560 591">(Census 2021, Office for National Statistics; Central Ward, Ward Profile Report, 2023)</p>	Disability		Identifies as:	Bristol	Disabled	11.1%	Not Disabled	80.6%	<p data-bbox="635 277 715 309">Bristol</p> <ul data-bbox="635 315 1453 495" style="list-style-type: none"> • 80.6% of the population is not Disabled under the Equalities Act. • 11.1% of the population is Disabled under the Equalities Act whose day-to-day activities are limited a little. • 8.3% of the population is Disabled under the Equalities Act whose day-to-day activities are limited a lot. <p data-bbox="635 533 799 564">Central Ward</p> <p data-bbox="635 571 1442 674">14.6% of people living in Central Ward have a long-term physical or mental health condition or illness where day-to-day activities is affected, slightly lower than the Bristol average (17.2%).</p> <ul data-bbox="635 680 1453 779" style="list-style-type: none"> • 25.1% of households have at least one person with health issues or impairments that affects day-to-day activities, lower than the Bristol average (32.2%). 				
Disability													
Identifies as:	Bristol												
Disabled	11.1%												
Not Disabled	80.6%												
<table border="1" data-bbox="113 786 592 1003"> <thead> <tr> <th colspan="3">Race and Ethnicity</th> </tr> </thead> <tbody> <tr> <td>Identifies as:</td> <td>Bristol:</td> <td>Central Ward:</td> </tr> <tr> <td>BAME</td> <td>18.9%</td> <td>34.3%</td> </tr> <tr> <td>Non-BAME</td> <td>81.1%</td> <td>65.7%</td> </tr> </tbody> </table> <p data-bbox="113 1041 507 1111">(Census 2021, Office for National Statistics)</p>	Race and Ethnicity			Identifies as:	Bristol:	Central Ward:	BAME	18.9%	34.3%	Non-BAME	81.1%	65.7%	<p data-bbox="635 786 804 817">Central Ward:</p> <ul data-bbox="635 824 1442 1070" style="list-style-type: none"> • The ethnicity profile in Central Ward is significantly different to the Bristol average. • 34.3% of people in Central Ward are from Black, Asian and minority ethnic (BAME) groups compared to the Bristol average (18.9%), • There is a lower proportion of White British people in Central Ward (51.2%) compared to the Bristol Average (71.6%) <p data-bbox="635 1077 1426 1180">There are higher proportions of: Other White (13.1%); Chinese (7.6%); Indian (3.9%); Other Asian (2.7%); Arab people (2.2%); and people of other ethnicities (2.5%)</p>
Race and Ethnicity													
Identifies as:	Bristol:	Central Ward:											
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<table border="1" data-bbox="113 1182 592 1400"> <thead> <tr> <th colspan="3">Religion or belief</th> </tr> </thead> <tbody> <tr> <td>Identifies as:</td> <td>Bristol:</td> <td>Central Ward:</td> </tr> <tr> <td>Religious</td> <td>48.6%</td> <td>46.6%</td> </tr> <tr> <td>Non-Religious</td> <td>51.4%</td> <td>53.4%</td> </tr> </tbody> </table> <p data-bbox="113 1438 587 1547">(Central Ward, Ward Profile Report, 2023; Census 2021 – Office for National Statistics)</p>	Religion or belief			Identifies as:	Bristol:	Central Ward:	Religious	48.6%	46.6%	Non-Religious	51.4%	53.4%	<p data-bbox="635 1182 804 1214">Central Ward:</p> <ul data-bbox="635 1220 1401 1361" style="list-style-type: none"> • There are a significantly higher proportion of Hindus (2.2%), Buddhists (1.2%) and Jewish people (0.5%) in Central Ward compared to the Bristol average, and a lower proportion of Christians (20.8). <p data-bbox="635 1400 719 1431">Bristol:</p> <ul data-bbox="635 1438 1461 1579" style="list-style-type: none"> • The proportions of different religions in the 2021 Census were as follows: No religion (51.4%); Christian (32.8%); Religion not stated (6.9%); Other religions (0.7%); Muslim (6.7%); Buddhist (0.6%); Hindu (0.8%); Sikh (0.5%); Jewish (0.3%).
Religion or belief													
Identifies as:	Bristol:	Central Ward:											
Religious	48.6%	46.6%											
Non-Religious	51.4%	53.4%											
<table border="1" data-bbox="113 1579 603 1854"> <thead> <tr> <th colspan="2">Sexual Orientation</th> </tr> </thead> <tbody> <tr> <td>Identifies as:</td> <td>Bristol:</td> </tr> <tr> <td>Lesbian, Gay, Bisexual and Transgender people (LGBT)</td> <td>6.1%</td> </tr> <tr> <td>Straight/Heterosexual</td> <td>85.5%</td> </tr> <tr> <td>Not answered</td> <td>8.5%</td> </tr> </tbody> </table> <p data-bbox="113 1892 592 1962">(Census 2021, Office for National Statistics; JNSA health profiles, 2022/23)</p>	Sexual Orientation		Identifies as:	Bristol:	Lesbian, Gay, Bisexual and Transgender people (LGBT)	6.1%	Straight/Heterosexual	85.5%	Not answered	8.5%	<p data-bbox="635 1579 719 1610">Bristol:</p> <ul data-bbox="635 1617 1469 1796" style="list-style-type: none"> • Approximately 6.1% of the Bristol population (aged 16+) identify as Lesbian, Gay or Bisexual (LGB+), proportionally higher than England and Wales population (3.2%) • 0.8% of the Bristol population (aged 16+) identify as Trans, higher than England and Wales average (0.5%). 		
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Identifies as:	Bristol:												
Lesbian, Gay, Bisexual and Transgender people (LGBT)	6.1%												
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<table border="1" data-bbox="113 1962 592 2067"> <thead> <tr> <th colspan="3">Sex</th> </tr> </thead> <tbody> <tr> <td></td> <td>Bristol:</td> <td>Central Ward</td> </tr> </tbody> </table>	Sex				Bristol:	Central Ward	<p data-bbox="635 1962 719 1993">Bristol:</p> <ul data-bbox="635 2000 1458 2067" style="list-style-type: none"> • Overall, there were 234,500 men (49.6% of the overall population) and 237,900 women (50.4%) living in Bristol in 2021. 						
Sex													
	Bristol:	Central Ward											

Data / Evidence Source [Include a reference where known]			Summary of what this tells us
Man	234,500	10,629	<p>Central:</p> <ul style="list-style-type: none"> There are 10,629 men (52% of the population) and 9,935 women (48%) living in Central Ward
Woman	237,900	9,935	
<p>(Census 2021, Office for National Statistics; Central Ward, Ward Profile Report, 2023)</p>			<p>Bristol:</p> <ul style="list-style-type: none"> Overall, 92.% of the population of Bristol identifies as the same sex as registered at birth, with 0.8% identifying as Trans.
Gender identity			
Identifies as:	Bristol:		
The same as sex registered at birth	92.5%		
Trans	0.8%		
Not answered	6.7%		
<p>(Census 2021, Office for National Statistics)</p>			

What does the protected characteristic data tell us?

- Bristol is a diverse city, and Central Ward is home to many people who have protected characteristics.
- A new Broadmead Neighbourhood Design Code SPD aims to create benefits for all – transforming Broadmead into a high quality, liveable urban neighbourhood.
- This Broadmead Neighbourhood Design Code SPD will help contribute to the new local plan’s policy strategy and overarching aim to “deliver inclusive and sustainable growth and development, addressing the needs of everyone in all parts of the city”.
- We expect those with protected characteristics to be positively impacted by the guidance.

Deprivation



(Central Ward, Ward Profile Report, 2023– Bristol Statistics; Index of Multiple Deprivation, 2019; Quality of Life Survey, 2022)

Bristol

- The city centre is located in the middle of two very different neighbourhoods in terms of deprivation. To the east there are communities experiencing deprivation within the worst 10% nationally. To the west there are communities with the best 20%. These areas experience particular problems associated with employment, barriers to housing, health and Disability, crime, income, and education skills and training.
- Income after housing costs are much lower in the east. • The stark difference between the east and west of the city centre study boundary has been a key influence in the project, with an aim to push benefit to the east and improve quality of life for these communities.

Central Ward:

- Over half of Central Ward’s areas are somewhat deprived (1 – 40% Indices of Deprivation).
- Redcliffe South & Stokes Croft West, located in the Central Ward, are in the top decile of most deprived areas in Bristol.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<ul style="list-style-type: none"> • The South/East areas of Central Ward, bordering Lawrence Hill and Southville, are the most deprived 1%-40% range • The North/West areas of Central Ward, bordering Clifton Down and Cotham, are the least deprived in the 70 – 90% range.
<p>What does the deprivation data tell us?</p> <p>The socio-economic divide within Central Ward means that many living in the area have very different day-to-day lived experiences from each other. The residents living in the most deprived areas of the Central Ward and neighbouring communities to the east are key groups of which the this SPD hopes to lead to improved outcomes for.</p>	
<p>Additional comments:</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 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 data analysed has focused on protected characteristics most likely to be affected by the SPD. We do not expect marriage and civil partnerships or pregnancy/maternity to be impacted more so than other citizens.

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.

The need for the development of a Broadmead Neighbourhood Design Code was identified through the creation of the Development and Delivery Plan (DDP). There has been in-depth engagement and consultation as part of the DDP endorsement, with communities and groups – including those most affected by the proposals. This included proactive, informal engagement with stakeholders and the local community (from the project inception in 2021 through to publication of the draft DDP for formal consultation in summer 2023) and a ten-week formal consultation period (from 24 July to 1 October 2023). Further detail of the engagement and consultation approach, including the list of key stakeholders, can be found in the DDP's [Statement of Engagement](#). Following the engagement and consultation feedback, the DDP highlighted the requirement for high-quality design and cohesive neighbourhoods in the Broadmead area and made this a key objective.

This SPD will require a public consultation, as well as soft engagement with key stakeholders to inform the document (which will be documented in the consultation statement). Both consultation and engagement will provide transparency and opportunity for input from the public and key stakeholders.

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.

As part of the policy adoption process, preparatory engagement, formal public consultation, and post consultation activities are essential to ensure good engagement with key stakeholders.

Preparatory engagement

Pre-consultation preparatory engagement with key stakeholders will take place gather views of those most impacted and likely to utilise the document to ensure any potential impacts are identified at an early stage.

These stakeholders include:

- Developers
- Registered Providers
- Historic England
- Civic Society
- Business Improvement Districts (BIDS)
- WECIL (West of England Centre for Inclusive Living)
- Council Officers
- Councillors

The WECIL review of the document is a key opportunity for the views of under-represented groups to be gathered and incorporated into the development of the document.

We will produce a consultation statement outlining the preparatory engagement, outlining any changes and considerations made as a result.

Formal public consultation

A formal statutory consultation will be launched in December 2024, during which key stakeholders and the wider public will be invited to consult on the document. This consultation will run for 7 weeks, to allow sufficient time for stakeholder to comment on the document. We will host a webinar/s with key stakeholder groups to provide an opportunity to ask questions.

Post- consultation activities

We will analyse the results of the consultation, and should any emerging issues be identified, we will seek to re-engage with stakeholders, should this be deemed appropriate. Should any materially significant changes be made to the policy because of the consultation responses, we will seek to re-engage and consult again, should this be necessary.

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 \(EqIA\) \(sharepoint.com\)](https://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)	
The Broadmead Neighbourhood Design Code SPD has been created to improve design quality and standards of new development within the Broadmead area. The proposed principles have been created to facilitate better outcomes for all. The policy should not have any adverse impacts on people, including those with protected characteristics.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Other groups [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

This policy will help build Broadmead into a high-quality, urban neighbourhood. Improving design standards will benefit a range of different residents, workers, and visitors within the city centre. Creating a sense of community and maintaining a mixed-use neighbourhood will bring benefits to the wider city.

A key design priority within the proposed SPD is inclusion and safety – ensuring design is inclusive of all of Broadmead's ages, abilities and diverse backgrounds. This includes, but is not limited to, design guidance that focuses on play for all ages, adaptable and accessible housing, and well-designed affordable housing.

The focus of well designed, safe, public spaces will benefit all groups, particularly those with safety concerns relating to their protected characteristics e.g. women, LGBTQ+, disabled people, and those from Black, Asian and minority ethnic groups.

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 do not think there will be any significant negative impacts on anyone based on their protected characteristics. However, as part of the consultation survey, we will ask all consultees whether the proposals affect them because of their protected characteristics. This is to ensure any unforeseen impacts are captured and then reviewed and mitigated against.

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

High-quality development of the area should result in a general improvement in the built and natural environment which will have a knock-on impact on overall quality of life, accessibility and public health outcomes.

- The provision of affordable housing, will benefit younger people and those living in deprivation;
- Improvement of the public realm has the potential to foster greater social integration and community cohesion.
- Heritage and green space improvements may provide benefits in terms of bringing people together to enjoy activities with other groups they may not routinely have contact with.

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
WECIL review of document to ensure the needs of Disabled people are captured and addressed.	Emily Peka	Immediate
Public consultation to review characteristics of those who have engaged to see if there are any gaps/under-representation in feedback	Emily Peka	December/January 2025
Public consultation question to ask whether the proposal will affect them because of their protected characteristics. This is to ensure any unforeseen negative impacts are captured, reviewed and mitigated against.	Emily Peka	December/January 2025


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.

The public consultation will allow feedback to be gathered and any unexpected impacts of the proposed SPD be captured. The impact of the supplementary planning document will be monitored through the emerging Local Plan policy evaluations and through stakeholder feedback.

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 Director¹.

Equality and Inclusion Team Review:	Director Sign-Off:
Reviewed by Equality and Inclusion Team	
Date: 29/11/2024	Date: 29/11/2024

¹ 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.