

# Equality Impact Assessment / Equality Analysis

(updated Dec 2022)

<b>Title of service or policy</b>	Bath Western Riverside Phase II – B&NES public webpage update
<b>Name of directorate and service</b>	Sustainable Communities – Regeneration & Housing
<b>Name and role of officers completing the EIA</b>	Angharad Jones, Assistant Development Officer
<b>Date of assessment</b>	14/04/23

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

<b>1. Identify the aims of the policy or service and how it is implemented.</b>		
	<b>Key questions</b>	<b>Answers / Notes</b>
<b>1.1</b>	Briefly describe purpose of the service/policy e.g. <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	In preparation for the submission of the Bath Western Riverside Phase II (BWR Ph II) Outline Planning Application, a ‘have your say’ page will be created to refer the public to the statutory consultation that will take place as part of the planning process.  We are working together with the B&NES IT and Communications teams to ensure the new webpage meets all the necessary requirements and are planning to publish the update in May, following the registration of the planning application.
<b>1.2</b>	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> <li>● How much room for review is there?</li> </ul>	The BWR Ph II ‘have your say’ page will provide the public with a direct link to read and comment on the Outline Planning Application, ensuring the public has a chance to have their say. The consultation associated with the Outline Planning Application is a statutory consultation held as part of the planning process and is a planning requirement.
<b>1.3</b>	Do the aims of this policy link to or conflict with any other policies of the Council?	The updated webpage on the B&NES public website refers to a residential development and associated planning application which has been developed

		with accordance with Council policies.  There are no conflicts.
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## 2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
<b>2.1</b>	What equalities training have staff received to enable them to understand the needs of our diverse community?	Online training has been completed on Diversity and Inclusion and Inclusive Environments as part of training associated with professional qualifications undertaken by individuals within the team.  General equalities awareness training are regularly undertaken via Corporate courses.
<b>2.2</b>	What is the equalities profile of service users?	2021 census data of the Westmoreland Ward, in which the project area sits, provides a summary of demographic data. Whilst this gives an indication of the equalities profile of the project area, it should be noted that the project is a small area in the wider ward and is currently derelict,

		<p>therefore there is no data to capture from the BWR Ph II site specifically.</p> <p>According to the 2021 census, a population of 7,524 resided in the Westmoreland Ward. On average, the ward experienced a population increase of 2.9% on an annual basis between 2011 and 2021. This indicates the need to provide additional residential housing in the centre of Bath.</p>
<b>2.4</b>	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	There are no known customer satisfaction survey relating to this area or type of development.
<b>2.5</b>	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>This EIA is related to a statutory planning consultation that will take place following a submission of an outline planning application. The Equalities team have been notified.</p> <p>No further consultation has been undertaken.</p>
<b>2.6</b>	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	<p>In addition to the statutory consultation held as part of the planning process, further public consultation will take place ahead of the detailed planning application. This process will be managed by Aequus and supported by external communications consultants. Information regarding any public consultation or engagement events will be publicised on the BANES webpage.</p> <p>Where appropriate:</p> <ul style="list-style-type: none"> <li>- Accessibility readers will be used to allow those with visual impairment to access information.</li> <li>- Physical documents will be provided to those without access to technology.</li> </ul>
<b>3. Assessment of impact: 'Equality analysis'</b>		
	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate	

	<p>you have analysed how the service or policy:</p> <ul style="list-style-type: none"> <li>• Meets any particular needs of equalities groups or could help promote equality in some way.</li> <li>• Could have a negative or adverse impact for any of the equalities groups</li> </ul>		
		<p><b>Examples of what the service has done to promote equality</b></p>	<p><b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b></p>
3.1	<p><b>Issues relating to all groups and protected characteristics</b></p>	<p>The council is aiming to maximise affordable housing across the development, including a high percentage of social rent units. The scheme has also been designed to a high standard, based on Passivhaus principles, and utilising a fabric first approach, in order to minimise running costs for households.</p> <p>In addition, the scheme also provides significant improvements to the public realm, including the provision of biodiverse green spaces and active travel infrastructure in the form of a Sustainable Transport Route.</p> <p>BWR Ph II will provide several benefits for people with protected characteristics including:</p> <ul style="list-style-type: none"> <li>- Increased affordable housing provision in city.</li> <li>- Provision of high quality, sustainable homes, minimising running costs for households.</li> <li>- Specifically designed, wheelchair</li> </ul>	<p>BWR Phase II is considered unlikely to have adverse impacts on people with protected characteristics. The scheme has been designed to meet National Described Space Standards with a proportion of accessible units designed to Building Regulation Part M4(2) and Part M4(3) standards as required under the Placemaking Plan Policy H7.</p>

		<p>accessible, affordable housing units.</p> <ul style="list-style-type: none"> <li>- High quality landscaping and public realm improvements which will be accessible to all residents as well as the local community and visitors.</li> <li>- Proposed community space.</li> <li>- Access to economic opportunities for residents and outlying communities through the provision of high-quality active travel infrastructure through the city.</li> </ul>	
<b>3.2</b>	<b>Sex</b> – identify the impact/potential impact of the policy on women and men.	There are no known examples	BWR Ph II is considered non-gender specific as the proposed development is based upon providing residential units in Bath.
<b>3.3</b>	<b>Pregnancy and maternity</b>	There are no known examples	BWR Ph II is considered non-pregnancy specific as it is a proposed residential development site.
<b>3.4</b>	<b>Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people	There are no known examples	BWR Ph II is considered non-gender specific as it is a proposed residential development site.
<b>3.5</b>	<b>Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	Where appropriate, accessibility readers are used to allow people with visual impairments to interact with digital content.	<p>Provision for disabled and visually impaired groups is a paramount consideration as part of the development.</p> <p>Any changes to the physical environment will be designed to have a potential positive improvement on access issues for disabled people.</p> <p>Information surrounding future consultation on the development will be made accessible through:</p>

			<ul style="list-style-type: none"> <li>- Accessibility readers.</li> <li>- Physical documents.</li> </ul>
<b>3.6</b>	<b>Age</b> – identify the impact/potential impact of the policy on different age groups	Groups of all ages can comment on the outline planning application.	<p>BWR Ph II is considered non-age specific as it is a proposed residential development site.</p> <p>BWR Ph II aims to improve access to the site for all age groups. Potential positive impacts include provision of level, hard surfacing to allow better access for pedestrians with pushchairs and/or leading young children, elderly citizens.</p>
		<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.7</b>	<b>Race</b> – identify the impact/potential impact on across different ethnic groups	There are no known examples	BWR Ph II is considered non-race specific as it is a proposed residential development site.
<b>3.8</b>	<b>Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	The wider Enterprise Zone team contains members that are heterosexual, bi-sexual and homosexual.	BWR Ph II is considered non-sexual orientation specific as it is a proposed residential development site.
<b>3.9</b>	<b>Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?	There are no known examples	BWR Ph II is considered non-marriage and civil partnership specific as it is a proposed residential development site.
<b>3.10</b>	<b>Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also	There are no known examples	BWR Ph II is considered non-religion specific as it is a proposed residential development site.

	upon those with no religion.		
<b>3.11</b>	<b>Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but is a local priority).</b>	There are no known examples however future consultation events will be designed to engage socio-economically disadvantaged sections of the population. Information regarding the consultation will be shared via postcards, leaflets, posters etc to reach those without access to technology.	BWR Ph II aims to deliver policy compliant numbers of affordable housing, contributing to the affordable housing stock in the centre of Bath.
<b>3.12</b>	<b>Rural communities*</b> identify the impact / potential impact on people living in rural communities	BWR Ph II is a city centre development site.	BWR Ph II is a city centre development site and is not expected to have positive or adverse impacts on rural communities. Those living in rural communities may benefit from the residential accommodation provided on site if relocation is desired.
<b>3.13</b>	<b>Armed Forces Community **</b> serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	There are no known examples	BWR Ph II is not specific to the Armed Forces Community, however reservists, veterans and their family may wish to benefit from the new residential accommodation provided on site.



\*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

\*\* The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

#### **4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan**

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

<b>Issues identified</b>	<b>Actions required</b>	<b>Progress milestones</b>	<b>Officer responsible</b>	<b>By when</b>

#### **5. Sign off and publishing**

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.



**Signed off by:**  
officer)

**Date: 23/05/2023**

(Simon Martin)

(Divisional Director or nominated senior