

Equality Impact Assessment / Equality Analysis

Title of service or policy	Bath Western Riverside Phase II
Name of directorate and service	Sustainable Communities - Housing
Name and role of officers completing the EIA	Angharad Jones, Development Officer
Date of assessment	30/10/24

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.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>BWR Ph II is a proposed residential development on the former gasworks site in Bath. BWR Ph II is a key regeneration priority for the council, forming the principal pipeline opportunity for B&NES to achieve its affordable housing targets.</p> <p>Delivering the Right Houses in the Right Place: The Council has a manifesto commitment to deliver hundreds of Council homes by 2027 and over a thousand units by 2030. BWR Ph II will enable the council to deliver housing to meet local need via the provision of both open market and affordable housing. It aims to maximise the provision of affordable housing and has been designed to accommodate approximately 30% affordable homes, of which 75% are social rent and 25% are shared ownership, subject to additional grant funding.</p> <p>Leading the UK in Climate and Nature Actions: BWR Ph 2 is designed with exceptional building performance standards based on Passivhaus principals and utilising a fabric first approach. It promotes low car and low energy use in line with B&NES ambition to be net zero by 2030.</p> <p>Transport: Enabling Sustainable Choices: BWR Ph 2 has been designed to enable and encourage sustainable transport</p>

		<p>modes including active travel. A Sustainable Transport Route (STR) will be provided through the BWR Ph 2 site. The STR will be an east west corridor connecting Windsor Bridge Road and Midland Road designed to prioritise active and sustainable modes of travel in accordance with the road user hierarchy.</p> <p>The BWR Ph II project is managed by the B&NES Housing team.</p>
1.2	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<p>BWR Ph II forms part of the SB8: Bath Riverside policy area and has been allocated for housing development in successive local development plans. This is not a new policy.</p>
1.3	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>Development proposals have been designed in line with Council policies and priorities.</p> <p>There are no known conflicts.</p>
<p>2. Consideration of available data, research and information</p>		

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

	Key questions	Data, research and information that you can refer to
2.1	What equalities training have staff received to enable them to understand the needs of our diverse community?	Staff have completed online training on Diversity and Inclusion and Inclusive Environments. General equalities awareness training are regularly undertaken via corporate courses.
2.2	What is the equalities profile of service users?	2021 Census data of the Westmoreland Ward, in which the project is located, provides a summary of demographic data. Whilst the data 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 a derelict site therefore there is no data to capture BWR Ph II specifically. According to the 2021 Census data, a population of 7,524 resided in the Westmoreland Ward. On average, the ward experienced an annual population increase of 2.9% between 2011 and 2021.
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any	There are no known customer satisfaction surveys associated with the project.

	gaps? Or differences in experience/outcomes?	
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	The equalities team have been notified of an update to this document. No further consultation has been undertaken.
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	In addition to the statutory consultation period as part of the planning application process, further public engagement will take place as part of the outline planning application resubmission and at the reserved matters planning application stage. Information regarding public consultation or engagement will be publicised on the B&NES webpage. Where appropriate: <ul style="list-style-type: none"> • Accessibility readers will be used to allow those with visual impairments to access information. • Physical documents will be provided to those without access to technology.

3. Assessment of impact: 'Equality analysis'

	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or could help promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 		
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Issues relating to all groups and protected characteristics	BWR Ph II aims to maximise affordable housing, social rent units. The scheme has been designed to a high standard, based on Passivhaus principles, utilising a fabric first approach in order to minimise running costs for households.	BWR Ph II is considered unlikely to have adverse impacts on people with protected characteristics. The scheme has been designed to meet National Described Space Standards (NDSS) with a proportion of accessible units designed to meet Building Regulation Part M4 (2) and Part M4 (3)

		<p>In addition, the scheme also provides significant improvements to the public realm, including the provision of biodiverse green spaces, active travel infrastructure via a Sustainable Transport Route secured through the site.</p> <p>BWR Ph II will provide several benefits for people with protected characteristics including:</p> <ul style="list-style-type: none"> • Increased affordable housing provision in the city. • Provision of high quality, sustainable homes, minimising running costs for households. • Specifically designed, wheelchair accessible, affordable housing. • High quality landscaping and public realm improvements which will be accessible to residents as well as the local community and visitors. • Access to economic opportunities for residents and neighbouring communities through the provision of high-quality active travel infrastructure secured through the site. 	standards as required under the Placemaking Plan Policy H7.
3.2	Sex – 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 it is a proposed residential development site.
3.3	Pregnancy and maternity	There are no known examples.	BWR Ph II is considered non-pregnancy specific as it is a proposed residential development site.
3.4	Gender reassignment – identify the impact/potential	There are no known examples.	BWR Ph II is considered non-gender specific as it is a proposed residential development site.

	impact of the policy on transgender people		
3.5	Disability – 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 shared on the project.	<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. Information around future consultation on the development will be made through:</p> <ul style="list-style-type: none"> • Accessibility readers. • Physical documentation.
3.6	Age – identify the impact/potential impact of the policy on different age groups	Groups of all ages can comment on the development proposals at each stage of the planning application process.	<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 provide accessible access to the site for all age groups. Potential positive impacts include the provision of level, hard surfacing to all better access for pedestrians with pushchairs, young children and elderly citizens.</p>
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.7	Race – 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.
3.8	Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	There are no known examples.	BWR Ph II is considered non-sexual orientation specific as it is a proposed residential development site.

3.9	Marriage and civil partnership – 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.
3.10	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	There are no known examples.	BWR Ph II is considered non-religion specific as it is a proposed residential development site.
3.11	Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	There are no known examples.	BWR Ph II aims to deliver a policy compliant number of affordable housing, contributing to the affordable housing stock in the centre of Bath.
3.12	Rural communities* identify the impact / potential impact on people living in rural communities	There are no known examples.	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.
3.13	Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public	There are no known examples.	BWR Ph II is not specific to the Armed Forces Community, however reservists, veterans and their families may benefit from the new residential accommodation provided on site.

<p>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).</p>		
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*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 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.

Issues identified	Actions required	Progress milestones	Officer responsible	By when

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), who will publish it on the Council's website. Keep a copy for your own records.



Signed off by:
senior officer)
Date: 18/12/2024

(Divisional Director or nominated