



Bristol City Council

Equality and Inclusion Policy and Strategy

2018–2023



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Foreword

When we launched the Corporate Strategy in February 2018 we set out our ambition to create an inclusive city where nobody is left behind. We want Bristol to be a place in which everyone's hopes and aspirations can be made real. We want to ensure people are not held back by poverty and that our success is shared. This Equality and Inclusion Policy and Strategy supports that journey.

We are taking this opportunity to review and refresh our Equality and Inclusion Policy and Strategy to reflect current events and also the transformation work we have been delivering during the past two years. We are proud that during the past two years we have seen the introduction of a Corporate E&I Team and Head of Service, a robust internal E&I and Staff-Led Group governance structures. In addition, the Council has supported the recommendations from the independent consultancy review which highlighted a number of actions to support the Council's equality and inclusion agenda. This transformational piece of work included a range of workforce initiatives ; Advancing Equality and Inclusion New Actions – 2020-21

As a Council we have taken a positive approach to Black Lives Matter which have included staff engagement, city wide conversations, created a range of resources to support staff conversations to improve understanding and awareness

for our workforce and also how we deliver services for our citizens. We have taken the initiative to establish a History Commission to help Bristol better understand its history and how we have become the city we are today. We are in the process of establishing a Disability Commission to consider the experiences of Disabled people in Bristol, framed around the social model of disability.

Recognising the disproportionate impact of Covid-19 on Black, Asian and minority ethnic communities within Bristol, we commissioned a research document called Rapid Review to fully understand how this was impacting our local communities. The report highlighted a number of policy recommendations which are now being implemented through a Covid-19 Steering Group.

Our policy continues to set our vision; recognising the contributions that people from different backgrounds make, actively tackling inequalities and fostering good relationships across our communities.

As well as our firm commitment to the Public Sector Equality Duty our aspirations go further to include people in care, refugees and migrants, people with caring responsibilities and the inequalities resulting from socio-economic disadvantage.

We want the city to be a fair, inclusive and safe place for everyone. The number of hate crime reports has increased, and we must ensure that these crimes are addressed and everyone feels safe in our city.

We also know that measures we take to make the city easier to get around, or which tackle discrimination or harassment head-on, make life better for everyone.

Our strategy sets out how we will deliver this ambition. It sets out the high standards we expect of ourselves. It demonstrates the efforts we will undertake to build an inclusive culture within our workforce and organisation. It sets out how we will shape services which actively address inequality and exclusion and address the progressive building of good relations between different communities. It connects also to our One City Plan to ensure that we work with our partners to enhance equality and fairness.

In October 2018 we launched the Bristol Equality Charter which has been signed by over 170 partners from across the city and is a public pledge of their commitment to the values of equality, diversity and inclusion.

This Equality and Inclusion Policy and Strategy is our roadmap in creating an inclusive city, which works for all.



Marvin Rees
Mayor of Bristol



Councillor Asher Craig
Deputy Mayor of Bristol



Transforming the Equality and Inclusion Agenda

We first published our Equality and Inclusion Policy and Strategy in November 2018 with a five year ambition to systematically address inequality, discrimination and disadvantage for Bristol's citizens and our own workforce. We are committed to regularly reviewing and updating our approach so it remains relevant and reflects our evolving understanding of the root causes of inequality and exclusion in our city.

The COVID-19 outbreak has tested our ability to consider equality and inclusion impacts and address the differing needs of Bristol's diverse citizens when we have to respond rapidly to emerging situations. The pandemic has increased the challenges faced by people who were already deeply affected by systemic and structural inequality. We have also learned how powerful the One City approach can be in building and bridging social capital through the Can Do Bristol campaign and through city-wide discussions about inclusive recovery.

The Black Lives Matter movement and the recent high-profile removal of Bristol's statue of Edward Colston have brought long-standing issues of race inequality even more sharply in to focus for the city.

As a result we have established a History Commission to better understand Bristol's history. Since this policy and strategy was originally published, we have undertaken more work to acknowledge and address institutional racism, including independent support, facilitation and review, which has helped inform our ongoing activities to improve practice across the Council.

The use of language, definitions and terminology are continually evolving and we have updated some of the wording used in this policy and strategy to reflect this.

We have aligned and updated some of the actions identified under our Equality Objectives to reflect emerging priorities and subsequent updates to other Council plans and strategies. This refresh also reflects the recommendations highlighted in the [Transforming Race and Equality at BCC report](#).

As a 'living' document that is meant to be changed and updated to reflect national and local issues, best practice and demographic changes, this refresh is a great opportunity to reflect, reinforce and commit to the many strands of strategic work the Council is doing to promote equality and inclusion.



Equality and Inclusion Policy

Valuing Bristol's diversity

Bristol has long been a diverse city and is becoming ever more diverse. This is one of its great strengths. Securing the benefits of Bristol's diversity by being a more inclusive organisation will help the Council to:

- be more creative
- make decisions that are informed by different points of view
- know our communities well and listen to them more closely
- design, commission and deliver the most effective possible services
- make the best use of our resources.

Our equality and inclusion ambition, shared with our Bristol Equality Charter partners, is to create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive. Achieving this will contribute directly to the vision set out in our [Corporate Strategy](#) of driving a city of hope and aspiration where everyone can share in its success.

A wealth of evidence from the public, private and voluntary sectors supports our view that greater equality and inclusion will benefit our citizens, our communities, our colleagues and our partners.

Securing the benefits of Bristol's diversity

To secure the benefits of diversity we are building an inclusive organisation that actively recognises the contribution that people from different backgrounds make to all aspects of the council's work and the city's communities. The values and behaviours set out in our Corporate Strategy will help us build this inclusivity.

Being truly inclusive is not just about welcoming different contributions. Inclusion also means actively tackling inequalities and advancing greater equality, as well as fostering good relations between different people. Inclusion means removing the barriers – physical, economic or social – that hold people back, so we build a city in which everyone feels a part.

Many people in Bristol are held back because of inequality, discrimination and lack of opportunity connected to one or more of the characteristics that are protected under the Equality Act 2010. These are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This policy re-states our long-held commitment to tackling inequality on these grounds, not just because it is our legal duty, but also because doing so helps create a more successful city.

Public Sector Equality Duty

As a public body we are bound by the Public Sector Equality Duty. This strategy sets out how we will meet our statutory obligations under this duty, which is defined within the Equality Act as:

“A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Our Equality and Inclusion Strategy sets out how we will fulfil these obligations, which apply to all the council's functions. Both this Equality and Inclusion Policy and its accompanying strategy apply to the council's roles as a service provider, as an employer, as a leading agency in the city and in our work with communities.

Creating a successful inclusive city also means recognising that there are other causes of inequality or exclusion, often inter-connected and mutually reinforcing. People can be excluded because they have low income, are socially isolated, live in poor housing or due to poor health. Refugees and migrants, those with caring responsibilities or who have been in care are likely to face inequality or exclusion.

Some people facing these issues also face inequality because of their Equality Act protected characteristics. As well as looking at our statutory duties, as set out under the Public Sector Equality Duty, our strategy will also consider wider aspirations, such as reducing inequalities of outcome which result from socio-economic disadvantage. As part of our annual reporting of equalities and inclusion we will identify socio-economic trends and where we can focus our future efforts to reduce socio-economic inequalities.

Issues relating to other forms of inequality or exclusion are already considered through topics, programmes and projects such as food and fuel poverty, health and life expectancy, educational outcomes, access to good quality jobs, support for refugees and fostering resilient communities. These take account of the different causes and consequences of inequality and consider the differing needs and diversity of people throughout our communities. We will continue this approach and through our strategy ensure our activities are linked to our equality and inclusion objectives.

Our commitments

We commit to fulfilling both the letter and the spirit of our legal obligations under the Equality Act 2010 and any other subsequent legislation relating to equality. We require our contractors and the organisations that we fund to abide by all the equality legislation that applies to them and to assist the council in upholding its obligations under the Public Sector Equality Duty.

We commit to being a learning organisation with regards to equality and inclusion, always ready to improve our practice and to address new issues as they arise. If we make mistakes, we will learn from our experiences and put things right.

We will promote good equality and inclusion practice amongst our partners in the city and in our region and seek to learn from their best practice. We will engage with communities and voluntary sector partners, listening to their views and taking them into account when we make decisions.



As part of our commitment to equality and inclusion, we are founder signatories of the Bristol Equality Charter. All signatories of the Charter undertake to:

- Recognise, support and empower those responsible for promoting equality in our organisation
- Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
- Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
- Ensure that equal opportunities are integral to how we recruit and treat our workforce

- Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner
- Play our part in promoting good relations between people from different backgrounds
- Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol
- Measure and share our progress and success.

We have of course been seeking to do these things for many years but in signing the Charter we have re-affirmed our commitment. Our Equality and Inclusion Strategy sets out how we will not just meet but go beyond these commitments over the next three years.

Our commitment to tackling harassment and hate crime

In addition to accepting a victim-centred definition of hate crime, we also commit to using the non-legally binding International Holocaust Remembrance Alliance's working definition of Antisemitism and the All Party Parliamentary Group on British Muslims' working definition of Islamophobia on all appropriate occasions. All types of harassment, victimisation and bullying in the workplace and in the community are unacceptable.

The Council recognises that harassment can take many forms and can be subtle and insidious in nature. Where we are aware any harassment is specifically on the grounds of disability, sex, race or ethnicity, religion or belief, sexual orientation, gender identity or gender expression, then this will be reported and recorded as appropriate. We will always take the impact of hate motivated abuse seriously and signpost victims to Bristol Hate Crime and Discrimination Services for support.

Making it happen

In the future we want people and organisations, in Bristol and beyond, to look to the council as a model of good practice in addressing equality and inclusion. We define this as meaning:

- Actively considering equality and inclusion in very practical ways in all that we do so others can readily see the difference it makes
- Leading from the top of the organisation and holding ourselves to account
- Ensuring we take a strategic approach to promoting race-equality with specific actions and targets at corporate and departmental levels
- Listening to the experiences of people with lived experience of all forms of inequality and exclusion and taking

what they tell us into account when we make decisions

- Embedding equality analysis into policy and strategy development so decisions are made on the basis of the deepest possible understanding of their implications for equality and inclusion
- Showing that we value diversity in how we all speak and behave every day, not just when we're talking about equality
- Being open and transparent about our progress on equality and inclusion, sharing information from experience, including our mistakes
- Having a workforce that is diverse in the widest possible sense and in which diversity of background and thought is valued
- Supporting a workplace where colleagues from different backgrounds work together harmoniously and productively and everyone feels valued
- Using policies and practices that demonstrably enable colleagues to fulfil their potential and progress within our organisation
- Delivering and commissioning services that actively promote equality and inclusion
- Working with communities and neighbourhoods to support equality and inclusion at local levels
- Putting equality and inclusion at the heart of our strategic work with partners to deliver the One City approach.





To help make that happen we have agreed clear goals and outcomes which are linked to the Council's Corporate Strategy. All our service areas have their own equality action plans to support the overall approach. Councillors will review implementation from time to time to ensure we are on track and we will publish details of our progress.

Everyone working for Bristol City Council has a part to play in achieving the goals of this policy. Councillors and senior officers have a particular responsibility because active, visible leadership is essential, and the organisation's leaders are committed to this. Staff representatives, including our Staff-Led Groups and Trade Unions, have an important role to play and we will enable them to make an effective contribution.

We have a variety of more detailed operational policies and strategies that need to support, complement, or be aligned to the goals of this Equality and Inclusion Policy. These set out specific goals and measures to address specific operational issues. These include human resources policies; learning and development policies; our strategy for welcoming asylum seekers and refugees; our policies on hate crime and violence against women and girls; and our communication and engagement policies. Our Equality and Inclusion Policy also complements our approach to community development. As each of these related policies is developed or reviewed we will ensure alignment where appropriate.



Equality and Inclusion Strategy 2018 - 2023

Introduction

We want to keep creating an inclusive organisation and an inclusive city and this Equality and Inclusion Strategy sets out how, over the next three years, we plan to realise our ambitions. We want to be seen as a beacon of good practice. We have put in place the foundations to deliver this strategy effectively and during its lifespan. We aim to achieve higher standards in all areas, to ensure that we are modelling best practice across the organisation as a whole. This strategy is also part of a range of initiatives to tackle the growing disparity between wealth and poverty in the city.

This strategy sets out our equality objectives in line with the Corporate Strategy time frame, and the objectives will be reviewed midway through.

It shows how we will apply our Equalities and Inclusion policy in practice. This document also demonstrates how we think we might best measure our progress towards these goals. Some of these measures relate to phenomena, such as life expectancy or employment levels, that are affected not just by what the Council does but by many other factors too. We have nevertheless included them here because we think it is important to track these important outcomes, not just to measure what the Council itself is doing. In the first year of implementing the strategy we will review our potential measures and, where appropriate, set targets to which year on year progress will be measured.

It includes some of the key organisations we will work with, though this is not an exhaustive list and we will work with partners and other organisations from across the city and beyond to make this strategy a success.



Who this policy and strategy is for?

Bristol Council's equality and inclusion policy strategy is concerned with all the citizens of the city. Inclusion, by definition, is about everyone.

Although this policy and strategy may be particularly relevant to citizens who experience discrimination and inequality because of one or more of the protected characteristics, it is also intended to contribute to tackling discrimination and exclusion that result from:

- socio-economic inequality; and
- sources of inequality that are not specifically covered by the Equality Act.

The Council may not have specific legal duties in relation to discrimination in these areas, but they must be addressed to create the inclusion we want to see in the city.

Definitions setting out what we mean by key terms can be found in the glossary.

Our Equality and Inclusion Objectives

1. Our handling of equality and inclusion will reach the high standards we expect of ourselves and others will look to us as a source of good practice.
2. To build an inclusive organisation where the workforce reflects the city we serve and the needs of all citizens, and where colleagues feel confident about being themselves at work.
3. To provide inclusive services which actively address inequality and exclusion and enable all of Bristol's citizens to realise their potential and live safely.
4. To achieve a measurable increase in the extent to which communities facing inequality can contribute and share in the city's success.
5. Progressive building of good relationships between different communities in Bristol so everyone is able to participate and contribute.



Equality and Inclusion Objectives:	What is this about	Equality and Link with U.N. Sustainable Development Goals ¹
E01. Our handling of equality and inclusion will reach the high standards we expect of ourselves and others will look to us as a source of good practice.	This objective is about what we will do to support the quality of decision making.	Reduce inequality within and among countries. (1) End poverty in all its forms everywhere. (11)
E02. To build an inclusive organisation where the workforce reflects the city we serve and the needs of all citizens, and where colleagues feel confident about being themselves at work.	This objective is about the Council's role as an employer.	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. (8)
E03. To provide inclusive services which actively address inequality and exclusion and enable all of Bristol's citizens to realise their potential and live safely.	This objective is about the Council's role as a deliverer and commissioner of services.	Ensure healthy lives and promote well-being for all at all ages. (3) Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. (4) Make cities and human settlements inclusive, safe, resilient and sustainable. (11) Achieve gender equality and empower all women and girls. (5)
E04. To achieve a measurable increase in the extent to which communities facing inequality can share in and contribute to the city's success.	This objective is about the Council's role as a leading agency in the city.	Strengthen the means of implementation and revitalize the global partnership for sustainable development. (17)
E05. Progressive building of good relationships between different communities in Bristol so everyone is able to participate and contribute.	This objective is about the Council's role in the community.	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. (16)

Taken together these objectives relate to each aspect of the Council's roles as an employer, as a provider of services, as a facilitator of resilient communities and as a leading agency in the city.

The rest of this strategy sets out what we will do or are already doing to achieve these objectives, why we have chosen them, how we will measure progress and who we think will benefit in particular. It also explains how each objective relates to the other work we are doing and with whom we will need to work. These five equality and inclusion objectives will help us to meet the commitments we made when we signed the Bristol Equality Charter as outlined in Annex 1. ¹sdgs.un.org/goals

Reporting Progress

The Equality Duty is supported by specific duties, set out in regulations which require public bodies to:

- publish relevant, proportionate information demonstrating their compliance with the Equality Duty
- prepare and publish one or more specific, measurable objectives at least every four years and to report progress annually
- publishing relevant equality information which will make public bodies transparent about their decision-making processes, and accountable to their service users
- information needs to be published and accessible to the public

Our Annual Progress Report shows what we have done in the last financial year to achieve the objectives of this Equality and Inclusion Policy and Strategy and the progress we have made in relation to equality and inclusion work across the Council.

Our Annual Progress Report is published here: www.bristol.gov.uk/people-communities/equalities-policy

We will host an equalities and inclusion annual event bringing together partners across the city, including civil society organisations and all those that have signed up to the Bristol Equality Charter, to review progress, celebrate successes and identify any new issues that we should address.



Timeline



Annual progress report



2020

2020 – In the context of COVID-19 and the Black Lives Matter movement we have responded to rapid changes and identified improved ways of working to address structural inequality. We have also committed to new actions to promote race equality in response to the conclusions and recommendations of the ‘Transforming Race and Equality at BCC’ report.



2022

2022 – Ensure higher standards are met in all areas. Address challenges. Set new equality objectives.

Annually report on progress and hold an equality and inclusion event with partners and civil society.



2019



2019 – We have established foundations to deliver this strategy effectively. Each Council department has developed its own action plan. Equality and Inclusion Champions have been established. We have collected baseline measures to inform and set targets. We have strengthened our Corporate Equality and Inclusion team, with the appointment of a Head of Equality and Inclusion and the establishment of a dedicated team budget.



2021



2021 – Mid-point review of strategy and objectives. Identify gaps and issues, and review targets. Undertake self-assessment against the [Equality Framework for Local Government](#).



2023



2023 – Modelling good practice across the organisation.



Equality Objective Key



Equality Objective



Related Bristol Equality Charter commitments



Why this matters



What we are doing now and will be doing in future



Responsibilities



Assessing equality impacts



Human rights



Keeping citizens informed and tracking progress



Inter-action with other plans, organisations or groups includes



Measures and Outcomes



Equality Objective 1

Our handling of equality and inclusion will reach the high standards we expect of ourselves and others will look to us as a source of good practice.

This objective is about what we will do to support the quality of decision making.



Related Bristol Equality Charter commitments

As an organisation we will

- Recognise, support and empower those responsible for promoting equality in our organisation
- Measure and share our progress and success



Why this matters

Creating the culture which embeds equality and inclusion across our activities, and adopting the right leadership model, structures and processes will enable us to achieve the high standards we have identified for ourselves.



What we are doing now and will be doing in future

Co-ordination

- We have funded a corporate Equality and Inclusion team with a Head of Equality and Inclusion to ensure delivery and implementation of this strategy.
- Our internal Equality and Inclusion governance structure is now in place to ensure we embed equality and inclusion across the Council:
 - Each Directorate has its own Equality and Inclusion group with membership from relevant service areas; Human Resources; Organisational Development, Learning & Development, Equality and Inclusion, Chairs of our Staff-Led Groups and Trade Union representation.
 - A new strategic Equality and Inclusion Leaders group chaired by our Chief Executive to support corporate leadership in setting the strategic direction for this agenda.
 - Introduced Service Equality and Inclusion Champions and Director Sponsors for relevant equality groups.



What we are doing now and will be doing in future

- We will ensure progress against this strategy is a standing item on our Corporate Leadership Board's agenda and features regularly in internal communications to colleagues.
- We will regularly refine the Council's understanding of the underlying causes of inequalities in the city so this can drive future strategic thinking and action.
- We will establish tighter criteria, processes and standards for equality impact assessment to:
 - Assess the equalities impacts of different policy choices/ spending options before a preferred option is identified, so equality impacts inform decisions about which option is selected
 - Assess the equalities impact of all relevant policy and service decisions
 - Ensure appropriate equalities data is available and is used to inform decision making
 - Ensure decision makers have appropriate information about equalities impacts in the lead up to decisions and at the time they are made, understand their responsibility to pay due regard to this information and exercise it in practice
 - Develop and implement a process to assess the cumulative impact of a series of connected/ interdependent decisions.
- Where possible, assess the impact of decisions on socio-economic inequality as well as on the Equality Act protected characteristic groups.
- We will look at ways to incorporate human rights commitments and approaches into the Equality and Inclusion Strategy in line with good practice.
- We will publish information at least once a year summarising progress against our equality and inclusion objectives and outlining any challenges we are facing in moving forward.
- We will review data currently collected through an equality lens and update where possible as required.
- Our consultation and engagement strategy will outline how our activities will adopt best practice in seeking the views of all citizens about the Council's services.
- We will carry out regular intelligence-gathering and liaison between representatives of the equalities and inclusion steering group and civil society groups with an interest in this agenda.
- We will hold annual equality and inclusion events with partner organisations and civil society groups to discuss progress, identify upcoming issues and celebrate successes.



Inter-action with other plans, organisations or groups includes

Advancing Equality and Inclusion at BCC

BCC Corporate Strategy and Business Plan

BCC Staff-Led Groups

Bristol Equality Network

Bristol Muslim Strategic Leadership Group

Bristol One City Plan

Bristol Race Equality Strategic Leaders Group

CORE Commission on Race Equality

Mayoral Commission on Domestic Abuse

Voice and Influence Partnership organisations

VOSCUR (Voluntary Organisations Standing Conference on Urban Regeneration)

WECIL (West of England Centre for Inclusive Living)

Women's Commission



Measures

- Self-assessment against the Local Government Equality Framework shows Bristol is returning to an excellent level of performance.
- Equality impact assessments are timely and relevant and are used to inform decisions with regular reviews and tracking to ensure this.
- Ensure that the Council has a clear understanding when decisions are made about the impact on equality including socio-economic equality.
- Progress from a Disability Confident Employer to become a Disability Confident Leader.



Equality Objective 2

To build an inclusive organisation where the workforce reflects the city we serve and the needs of all citizens, and where colleagues feel confident about being themselves at work.

This objective is about the Council's role as an employer.



Related Bristol Equality Charter commitments

As an organisation we will:

- Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
- Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
- Ensure that equal opportunities are integral to how we recruit and treat our workforce



Why this matters

To achieve our vision we need to do more than eliminate discrimination and harassment, important though that is. We must develop a culture that has inclusion and equality at the heart of everything we do. Unless leaders and managers role model inclusive behaviours and oversee practices that support equality and inclusion, our policies will not have the impact that we need to see.

This is not just about the council's role as an employer: a genuinely inclusive organisation is the foundation for commissioning and delivering services that meet the needs of Bristol's diverse communities and treat citizens with respect.

Inclusive cultures do not just happen - unconscious biases and unwitting prejudices get in the way, as do time pressures and lack of knowledge or confidence - so creating this culture will involve conscious effort and co-ordination over the whole period of this strategy.



What we are doing now and will be doing in future

- We have delivered ‘inclusive leadership’ and ‘cultural Intelligence’ training to senior colleagues and will be extending this to colleagues with line management/supervisory roles
- A number of policies have undergone a refresh to ensure that under-represented groups have access to increased social mobility and career progression
- We will continue to offer support for the ‘Stepping Up’ programme providing career opportunities for Black, Asian and minority ethnic people, women, and disabled people into senior positions
- Ongoing monitoring of all positive action programmes are in place and regular reporting and evaluation takes place
- We are actively seeking to recruit Council staff in wards with disproportionately high levels of unemployment and to raise awareness of the range of roles available within the Council
- We will review how recruitment processes operate in practice with a view to better understanding why some groups, e.g. Black, Asian and minority ethnic applicants, and disabled applicants, are proportionately less likely to succeed in getting jobs than other groups
- We will continue to address the Council’s gender, race and disability pay gaps
- We will systematically review our policies and practices for potential bias and discriminatory language
- We will ensure all colleagues, including managers, have relevant performance objectives for their role in sustaining an inclusive organisation. Link these objectives to assessments of colleagues’ learning needs within the performance review system (how we will achieve this will be determined by our current review of this area.) HR will develop a bank of model performance objectives that promote an inclusive organisation
- We will continue to explore reasons behind grievances and disciplinary actions and take appropriate action to deal with any equality issues identified
- We will look at ways of supporting career progression to diversify our leadership, including how effectively we make reasonable adjustments for disabled colleagues and how well we make it possible for colleagues to combine work and family or caring responsibilities

- We will build workforce knowledge and skills on equality and inclusion by:
 - Expanding bias awareness training so that, as a minimum essential requirement, all Council colleagues complete an e-learning module.
 - Regularly training colleagues on good equality and inclusion practices, prioritising areas/teams where feedback and evidence suggests there may be bias hotspots. Bias hotspots might be identified by clusters of grievances or disciplinarys or complaints or concerns from citizens
 - Ensuring information about these equality objectives and progress towards them is regularly communicated to colleagues via our cascaded communications approach
 - Developing a clear narrative about how the Council's values can be applied to support equality and inclusion and incorporating this into training on the values
 - On-going face to face and e-learning training is provided for colleagues undertaking equality impact assessments with a range of appropriate tools available to support colleagues



Inter-action with other plans, organisations or groups includes

Workforce Strategy

Learning and Development Plan

Corporate Strategy

Corporate Business Plan (incl. Covid-19 Recovery Plan)

Staff-Led Equality Groups

Trade unions



Measures

- Reduction in the gender, race and disability pay gaps
- Increase in the % of employees that live in the 10% most deprived areas of the city
- Increase the percentage of employment offers made to people living in the 10% most deprived areas
- Difference between progression rate of Black, Asian and minority ethnic employees, and non-Black, Asian and minority ethnic employees
- Difference between progression rate of female and male employees
- Percentage of top earners who are women
- Percentage of top earners who are Black, Asian and minority ethnic
- Percentage of top earners who are disabled
- Percentage of top earners who are lesbian, gay, bi-sexual and transgender
- Staff survey shows high levels of engagement and wellbeing, with year on year improvement
- Staff survey – no statistically significant difference in engagement and wellbeing levels between of Black, Asian and minority ethnic, disabled, and lesbian, gay, bi-sexual and transgender staff and workforce as a whole
- Year on year increases in the proportion of colleagues who self-declare their diversity characteristics
- Year on year improvement in the Stonewall Workplace Equality Index ranking
- Bristol City Council achieves excellent status in Local Government Equality Framework.
- Bristol City Council's workforce is broadly reflective of the demographics of the working age population in the communities we serve
- Reduction in disproportionately high number numbers of grievances from Black, Asian and minority ethnic colleagues and disabled colleagues
- Positive feedback from staff-led equality groups indicates members are empowered to contribute effectively and help make a difference



Equality Objective 3

To provide inclusive services which actively address inequality and exclusion and enable all of Bristol's citizens to realise their potential and live safely.

This objective is about the council's role as a deliverer and commissioner of services.



Related Bristol Equality Charter commitments

As an organisation we will:

- Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol



Why this matters

The council has duties and powers to provide a wide range of services. Many of these services can play a role in creating a more level playing field for people who face inequality or exclusion.



What we are doing now and will be doing in future

- Each service area will identify local equalities gaps, issues and priorities and create an annual action plan for addressing them
- We will develop a systematic risk-based approach to reviewing service areas to identify and address potential unconscious bias in service design or delivery arrangements
- We will review the approach to equality in the commissioning and procuring of goods, works and services set out in our Social Value policy to ensure that:
 - we design commissioned services in ways that will eliminate discrimination and harassment, advance equality, including socio-economic equality, and foster good relations wherever it is possible and relevant to do so
 - we take all possible opportunities to ensure our suppliers and contractors take an active approach to contributing to our equalities and inclusion goals, including having standard terms in contracts with external suppliers that require adherence to the Council's Equalities and Inclusion policy and equal pay and cooperation to enable the Council to comply with any of its requirements under the Equality Act 2010.

- We will review how effectively the council is currently using its powers in relation to planning, transport, housing and licencing to enable disabled and older citizens to live, work and move around safely and efficiently
- We will develop and implement an accessible communications policy that sets good practice accessibility standards for the design and content of all council communications – corporate and service specific
- We will develop and implement an accessible website policy. Building on current good practice, to ensure means of requesting services or raising issues are accessible, to people at risk of being excluded because of their age, disability, language or literacy etc
- Our Consultation and Engagement Strategy will define how we will seek to increase participation of people from equality groups in consultations and engagement. This will help to ensure that our services and actions are informed by the views and needs of all our citizens



Inter-action with other plans, organisations or groups includes

- | | |
|---|---------------------------------|
| Bristol Race Equality Strategic Leaders Group | Staff-led Equality Groups |
| Bristol Women’s Commission | Voice and Influence Partnership |
| Commission on Race Equality | VOSCUR |
| | WECIL |



Measures and Outcomes

- Increase % of all Equality Action Plan actions reporting expected progress (or better)
- Further measures will be developed in alignment with the Social Value policy.



Equality Objective 4

To achieve a measurable increase in the extent to which communities facing inequality can share in and contribute to the city's success.

This objective is about the council's role as a leading agency in the city.



Related Bristol Equality Charter commitments

As an organisation we will:

- Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol



Why this matters

Ensuring that all communities share in the city's success is a core part of the vision set out in our Corporate Strategy. Many of the challenges we face need action by a range of players and the council has a leading role to play in bringing together agencies across the private, public and voluntary sectors to tackle inequalities and exclusion across Bristol.



What we are doing and will be doing in future

- We will continue to work with partners in developing a new approach to city leadership via the One City approach and updates to the [One City Plan](#) both of which place inclusivity at their core
- We will facilitate and participate in the [Bristol Equality Network](#) to support effective implementation of the Bristol Equality Charter
- We will work with Council commissioned groups to build mechanisms for a wider range of community voices to be heard and for their input to influence decision making
- We will maximise the impact of city-wide equality networks and groups; for example by helping to align the priorities of the [Race Equality Strategic Leaders Group](#) and [Commission on Race Equality](#)
- We will work with partners to ensure we continue to support Bristol as a City of Sanctuary, as set out on our [Refugee and Asylum Seeker Inclusion Strategy](#)
- As an accredited Living Wage employer, we will continue to champion the living wage across the region



Inter-action with other plans, organisations or groups includes

Bristol Equality Network

Commission on Race Equality

Disability Commission

Corporate Plan

Equality Charter

One City Plan and partners

Race Equality Strategic Leaders Group

Voice and Influence Partnership

WECIL

Women's Commission



Measures

- Ratio of consultation response rate for the most and least deprived 20% of Bristol citizens
- Increase the percentage of people who feel they can influence local decisions
- Reduction in the gap between children in the 30% most deprived 'Super Output Areas' achieving a good level of development at Early Years Foundation stage compared to those not in the most deprived areas
- An increase in the proportion of Children in Care who meet and exceed their educational achievement outcomes
- A reduction in the number of homeless households and rough sleepers.
- Reduction in the gap between disadvantaged pupils (including disabled children, pupils with special educational needs and children in care) and the Bristol average
- A reduction in the difference between high performing and poorly performing areas in the number of unemployed people
- A reduction in the proportion of young people who are not in education, employment, or training
- An increase in the proportion of residents in deprived areas who have access to the internet at home via home broadband, mobile phone, or mobile broadband
- A reduction in the gap in life expectancy for men and women between the most deprived and least deprived areas



Equality Objective 5

Progressive building of good relationships between different communities in Bristol so everyone is able to participate and contribute.

This objective is about the council's role in the community.



Related Bristol Equality Charter commitments

As an organisation we will:

- Play our part in promoting good relations between people from different backgrounds



Why this matters

We cannot tackle inequalities and exclusion without fostering good relations between people with different backgrounds. Empowering communities and supporting them to become more resilient and connected is a core goal of our Corporate Strategy.



What we are doing now and will be doing in future

- We are developing an 'inclusive communities' approach in the way Bristol City Council and partners work in and with place-based communities to build more welcoming and inclusive places to live:
 - We have established the 'Growing the Power of Communities' initiative with learning sites where Council, police and health services work together using a community development ethos
 - We are facilitating the co design and co development of Frome Gate and Victoria Gardens regeneration work using the principle of place making to engage residents and equalities communities in the process of planning and design
- Future Parks - we are working alongside five voluntary sector organisations who work with equality groups to make sure everyone has an opportunity to take action in their local park
- We will deliver and build on projects such as [Everyday Integration](#), [Inclusive Cities](#) and [City of Sanctuary](#)
- We will Continue working with [Bristol Ageing Better](#) to help create Age Friendly Streets
- We are working with partners in 10 neighbourhoods across Bristol to build communities – facilitating connections between neighbours



and communities who may not otherwise come together to take action on shared interests including:

- One to one conversations with focus on residents who are not involved in their neighbourhood
- Facilitating residents to take action in their neighbourhood
- Connecting residents into opportunities within their neighbourhood and the city such as learning, education employment and wellbeing activities
- Place based social action to foster good relations and promote understanding where there are high levels of hate crime and anti-social behaviour
- We will continue to collaborate with others to create spaces for sharing knowledge, insight and experience between place based communities and communities of interest to build alliances and understanding such as:
 - Community conversations and Play linking residents of different areas of Bristol e.g. Hartcliffe with St Pauls and Easton area
 - Working alongside residents to host people power events where community activists and communities of interest across the city meet to share knowledge and expertise
 - Delivering training workshops on the tools and principles of asset-based community development
 - Community conversation focussing on children and young people leading to re-opening of a youth centre and youth provision with local people leading the change
 - We will promote and celebrate Bristol's diversity and cultural heritage by supporting community-led initiatives, e.g. Black History Month, Pride, and the International Day of Disabled People.



Inter-action with other plans, organisations or groups includes

Bristol Manifesto for Race Equality
Strategic Leaders Group

Commission on Race Equality

Corporate Strategy

Disability Commission

Locality Neighbourhood-level
community partners

Quality of Life Survey

Voice and Influence Partnership

VOSCUR

WECIL

Women's Commission



Measures

- Reduce % living in the most deprived areas who say they lack information to get involved in the community
- An increase in the proportion of residents who report they see friends and family as often as they like
- Reduce % living in the most deprived areas who feel 'fear of crime affects my day to day life'
- Increase in the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well
- Increase % satisfied (in deprived areas) with the range and quality of outdoor events
- Reduction in proportion of residents who report experiencing discrimination or harassment in the past year
- Increase % of people in the most deprived areas who are satisfied with their local area

Annex 1: Bristol Equality Charter



Everybody counts - a pledge for equality across Bristol

Bristol is a vibrant city with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

We are committed to making a real difference by:

- 1 Making Bristol a welcoming city where everyone feels they belong
- 2 Inspiring trust and confidence in all the city has to offer
- 3 Recognising, valuing and celebrating diversity
- 4 Building good relations and understanding between people
- 5 Promoting inclusion, participation and equal access
- 6 Challenging discrimination, harassment, bullying, hate crime and victimisation

As an organisation we will:

- 1 Recognise, support and empower those responsible for promoting equality in our organisation
- 2 Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
- 3 Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
- 4 Ensure that equal opportunities are integral to how we recruit and treat our workforce
- 5 Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner
- 6 Play our part in promoting good relations between people from different backgrounds
- 7 Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol
- 8 Measure and share our progress and success

Annex 2: Sources of information about people and communities in Bristol

The Population of Bristol

The Population of Bristol report provides a regularly updated overview of the people living in the Bristol Local Authority area.

www.bristol.gov.uk/statistics-census-information/the-population-of-bristol

Key Facts about Bristol

A summary of major facts and infographics about Bristol, and living in the city.

www.bristol.gov.uk/documents/20182/32947/State+of+Bristol+Key+Facts+2017-18

2011 Census information

We use data and analysis from the 2011 Census to tell us about equalities groups in Bristol.

www.bristol.gov.uk/statistics-census-information/census-2011

Quality of Life in Bristol

The Quality of Life survey is a yearly survey carried out in Bristol. It gives us information about the quality of life for Bristol's residents broken down by ward, equalities groups and areas of deprivation.

www.bristol.gov.uk/statistics-census-information/the-quality-of-life-in-bristol

Open Data Bristol

The Open Data Bristol project has data and information about Bristol, including useful information about people with protected characteristics.

www.opendata.bristol.gov.uk/

Joint Strategic Needs Assessment (JSNA)

The JSNA is a profile of data about the health and wellbeing of Bristol. It aims to help with designing and delivering services, and tackling health inequalities across communities in Bristol.

www.bristol.gov.uk/policies-plans-strategies/joint-strategic-needs-assessment

Gender Pay Gap

We publish our gender pay gap every 12 months to show the pay gap between female and male Bristol City Council employees.

www.bristol.gov.uk/people-communities/measuring-equalities-success

Annex 3: Terminology

Accessible communications means communications that can be understood by all members of the community, including Deaf and disabled people and people who use English as a second language.

Afriphobia is the prejudice or discrimination against; fear, hatred, or bigotry towards people of African heritage and things African.

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. For further information and examples see: www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism.

An **asylum seeker** is a person who has sought protection as a refugee, but whose claim for refugee status has not yet been assessed.

BAME stands for Black, Asian and minority ethnic. Although 'BAME' can be a useful acronym for statistical purposes, it is not appropriate to use as a description for specific individuals or groups because it lumps many different ethnic groups together into a label.

Bullying is undermining, humiliating or intimidating behaviour that is linked to an abuse of power. Although there is no legal definition of bullying, organisations are responsible for ensuring a safe and healthy working environment (Health and Safety at Work Act 1974) and to address

workplace risks to health and safety (The Management of Health and Safety at Work Regulations 1999) – which includes the negative impact of bullying in the workplace

Carer is someone who provides support, unpaid, for a friend or family member who needs support owing to disability, illness, or for another reason such as an addiction.

Disability The Equality Act 2010 defines disability as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do normal daily activities. Bristol City Council is committed to the Social Model of Disability which says that people are disabled by barriers in society not by their impairment or difference, whether that impairment or difference is physical, mental, or cognitive. Barriers can be physical, like buildings not having accessible toilets, or they can be caused by people's attitudes, like assuming disabled people are unable to do certain things.

Discrimination 'direct discrimination' occurs if you treat someone less favourably because they have, or you think they have a protected characteristic – for example refusing to employ them or offer them a service which they would otherwise be able to receive. 'Indirect discrimination' is where a practice, policy or rule applies to everyone in the same way, but ends up having a disproportionately negative impact on some people – for example a dress code that restricts certain ethnic groups or faith communities more than others.

Diversity is about recognising the many ways in which people are different from each other and the impact these differences can have on the opportunities people have. These differences go beyond the Equality Act protected characteristics and include class and family background.

Employment rate: The number in employment expressed as a percentage of everyone in that age group (in this case, all those of working age).

Equality Act 2010 is the main UK law which protects people who may be discriminated in the workplace or in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. For more information see: www.equalityhumanrights.com/en/equality-act/equality-act-2010

Food poverty means that an individual or household isn't able to obtain healthy, nutritious food, or can't access the food they would like to eat. It often results in people eating poor diets, which can lead to heart disease, obesity, diabetes and cancer, as well as inadequate levels of many vitamins and minerals.

Fuel poverty: Households that spend more than ten per cent of their income on fuel to maintain a satisfactory heating regime, as well as meeting their other fuel needs (lighting and appliances, cooking and water heating).

Harassment is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Hate crime is defined as: 'Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility; prejudice against a person who is transgender or perceived to be transgender or gender or perceived gender'²

www.cps.gov.uk/crime-info/hate-crime

We recognise there are six different types of hate crime: racial, religious, gender, disability, transgender, and LGBT.

Homelessness is the state of lacking a place to live that is supportive, affordable, decent and secure. While rough sleepers are the most visible homeless population, most homeless people live in hostels, squats, bed and breakfasts or in temporary and insecure conditions with friends and family.

Human Rights Act 1988 is UK legislation which incorporates most aspects of the European Convention on Human Rights including those articles which relate specifically to equality, diversity and inclusion: The right to freedom of thought, conscience and religion (Article 9); The right to freedom of expression and to receive and impart information (Article 10); The right not to be discriminated against (Article 14).

Inclusive design creates environments that everyone can use to access and benefit from the full range of opportunities available in society. It enables people to participate, confidently, independently and with choice and dignity. Inclusive design avoids separation or segregation and is made up of places and spaces meet the needs of everyone in society.

Inclusion means taking active steps to create equality, ensuring equal access and opportunity for all and tackling discrimination and injustice. It is also about ensuring that people feel they belong, and are encouraged and equipped to connect with others and to contribute to the life of the city.

Institutional racism is a form of racism that is embedded as normal practice within society or an organisation.

Intersectionality is a framework for recognising that people have multiple and overlapping characteristics which when combined can lead to increased or particular kinds of discrimination and disadvantage.

Islamophobia is rooted in racism and is a type of racism that targets expressions of muslimness or perceived muslimness. For further information and examples see <https://appgbritishmuslims.org>

LGBT+ stands for Lesbian, Gay, Bisexual and Transgender (with a plus sign to include Genderqueer, Non Binary, Questioning, Intersex and Asexual etc.). LGBTQ+ is also used to specifically include Queer.

Neurodiversity refers to the enormous range of differences in the way people learn and process information. This includes people who are autistic, or have dyslexia, ADHD, dyspraxia or other neurological conditions.

Pay gap is the difference between the average hourly pay of two different groups of people, for example men and women, or groups from different ethnic backgrounds.

Positive action is voluntary, lawful activity taken to address an existing imbalance, or to meet the needs of a particular group where this is objectively justified.

Positive action in employment may include initiatives to overcome disadvantage or to improve the diversity of a workforce so it is more representative of the overall population. Positive action should not be confused with positive discrimination, which is unlawful e.g. the setting of quotas.

Protected characteristics are the nine characteristics protected under the Equality Act 2010. They are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Poverty is defined relative to the standards of living in a society at a specific time. People live in poverty when they are denied an income sufficient for their material needs and when these circumstances exclude them from taking part in activities that are an accepted part of daily life in that society.

Reasonable Adjustments the 'reasonable adjustments' duty under the Equality Act 2010 has three requirements that organisations must consider for their workplace and services that apply in situations where a disabled person would otherwise be placed at a substantial disadvantage compared with people who are not disabled. There are: changing the way things are done e.g. opening times; changes to overcome barriers created by the physical features of premises; and providing auxiliary aids e.g. extra equipment or a different or additional service.

Refugee is someone who ‘owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country...’ (1951 Refugee Convention).

Social integration is the extent to which people interact and connect with others who are different to themselves and is determined by the level of equality between people, the nature of their relationships, and their degree of participation in the communities in which they live.

Socio-economic duty is covered by Section 1 of the Equality Act 2010, which is not currently in force. It would require a public body ‘when making decisions of a strategic nature about how to exercise its functions, [to] have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage’.

Socio-economic status or National Socio-Economic Classification (NS-SEC) is formally defined as a proxy measure for social class, produced since 2001 by the Office for National Statistics, that is based on a person’s occupation.

Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois³.

³ <https://www.stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms#t>

Victimisation is treating someone badly because they have (or you think they have) made a claim or complaint of discrimination, or if they help someone who has been discriminated against.



