



Equity and Inclusion Annual Report 2025-26

Accessible English booklet



Who we are



We are **Bristol City Council**.
We run lots of services in
Bristol, including schools,
libraries, museums, parks and
some housing.



We want Bristol to be a fair
and safe city where everyone
feels **included**.

Included means we want everyone to be able to tell us what
they think and take part in our services.

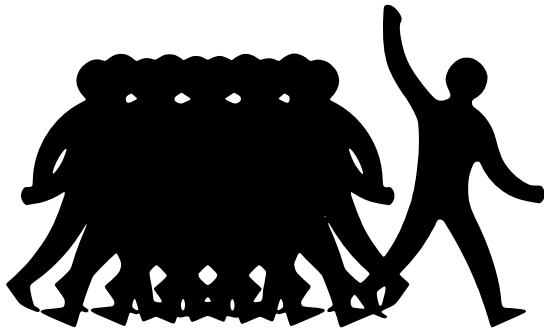


This booklet tells you what we
have done **in the past year** to
make this happen.

Our five aims



We have **five** aims for making inclusion happen.



Aim 1: our leaders will make fair and good decisions.
Leaders are people who manage the council and make decisions.



Aim 2: the people who work at the council should be like the people who live in Bristol.
This means having a mix of different people.



Aim 3: the services at the council will be **inclusive**. Services are things like schools, libraries and parks. Inclusion means making sure everyone is included.

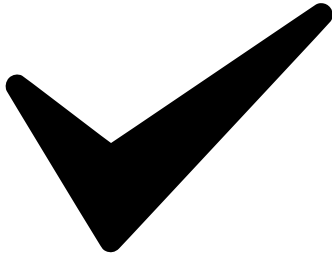


Aim 4: we will work well with other organisations in the city to support **equality**.

Equality means treating everyone fairly. It means everyone has the same chances, rights, and opportunities, no matter who they are.



Aim 5: we will help communities understand each other and get on well together. Communities are the people who live, work and study in Bristol.



We will tell you the things we have done in the **past year** to achieve our aims.

Our work this year

①

Aim one: our leaders will make fair and good decisions.



The council has regular meetings about equality



Our leaders check progress during the year.

We have staff groups who help us hear different views.



This includes a group for Disabled staff, Black Asian and minority ethnic staff, young staff and Lesbian, Gay, Bisexual and Transgender (LGBT+) staff.



Outside reviewers said the council has a positive culture.

Example

We created a new training course for managers.

The course helps managers treat people fairly.

It helps managers challenge racism.

So far, 50 managers have completed the training.



Inequality means treating people unfairly. It happens when some people have more chances, rights, or opportunities than others.

② Aim two: the people who work at the council should reflect the people who **live** in Bristol. This means having a mix of different people.



The workforce has stayed mostly stable this year.



More staff have shared equality information about themselves.



The council has a new Workforce Strategy.



Staff do training on fairness, Disability, mental health, and inclusion.



We have different ways to improve the diversity of our workforce. This includes internships and apprenticeships.

Internship is a short-term job that helps people learn skills and gain experience in a workplace. It is a way to learn while working, often for students or people starting their careers.

Apprenticeship is a job where you work and learn at the same time. You get training and gain skills while earning money. It helps you become qualified in a specific job.

Example:

We value different ways of thinking in our Legal team.

People who think differently bring useful skills and ideas.

We support different needs through flexible working.

We also use clear communication to help everyone succeed.



Example:

We ran Disability awareness training for leaders and decision makers.

The training helped people understand and remove barriers.

It helped leaders to create a better workplace for Disabled people.



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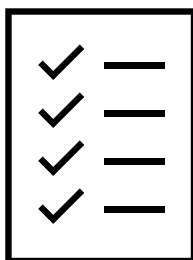
Aim three: the services at the council will be **inclusive**.
Services are things like schools, libraries and parks.



Bristol City Council
**Equity and Inclusion Policy
and Strategic Framework**
2023–2027

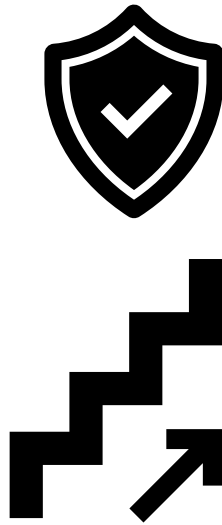
Our plan help to make sure that **equity** and inclusion are strong across the whole council. We are a big organisation so everyone needs to help improve our services to be more equal.

Equity means making sure everyone gets the help they need to have the same chances. It is about being fair by giving extra support to those who need it, so everyone can succeed.



Each year, all Council service areas check their work to make an **Equality Action Plan**. Each service area must find important issues and plan actions to solve them.

9 out of every 10 actions in our plans went well



The council is getting better at using data about people and their differences

This helps us understand who could be affected



We use **Equality Impact Assessments** (EqIAs) to check how our plans might affect different groups of people. This helps us follow equality law and make things fair. This year we did nearly 500 EqIAs.

Example:



We improved the Conference Hall to make it more accessible.

Disabled people helped design and test the changes.

New equipment and better access help more people take part.



Example:

The Gender Stories exhibition explored different experiences of gender.

People from local communities helped create the exhibition. It helped visitors learn more about gender and identity.



Example:

We asked blind people and people with sight loss for advice. Their ideas helped improve the recycling sack design. This will make recycling easier and more accessible.

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Aim four: we will work well with other organisations in the city to support **equality**.



Partners are organisations that work with the council.

The council works with partners across Bristol.

This includes work on race equality and Disability equity.

It also includes work on health inequalities.

Partners said this work is useful and positive.

Race means a group of people who share similar physical traits, like skin colour. People from the same race may also share a common culture or history.

Example:



The Race and Health Equity Group shared local experiences with ITV.

They spoke about challenges faced by older Black people.

This helped raise awareness and support fairer services.



Example:

We ask Bristol employers to pay a fair wage.

This helps workers earn enough for everyday needs.

More employers are now paying the real Living Wage.

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Aim five: we will help communities understand each other and get on well together. Communities are the people who live and work in Bristol.



The council kept investing in communities.

This happened even with money pressures.



The council listened to residents and community groups.

Some communities want better trust with the council.

Community led activity helps people connect and feel well.

Example:



We made a guide to help make new places more welcoming.

Local people helped shape the ideas and plans.

The guide supports culture, creativity and community activities.



Main things that went well

Equality work is part of many council decisions.

Staff learning about inclusion has continued.

Data is being used more clearly.

The council is working with more partners.

Community led work is helping local people.



What is still difficult

Money pressures can slow some work down.

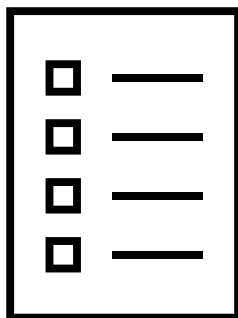
Recruitment delays have slowed some action plans.

Some measures in the old plan need updating.

Some staff groups feel less fairly treated.

Health and poverty inequalities still affect Bristol communities.

What we will do next



The council will focus on actions with most impact.

It will make a new Equity and Inclusion Strategy.

This new strategy is planned for 2027 to 2028.



We will continue trying to make sure **equality** is considered in everything we do.