

Equality and Inclusion

Annual Progress Report 2022-23



Introduction

Our Equality and Inclusion Policy and Strategy 2018-23 sets out our commitment to equality and diversity, and how we will:

- tackle equality issues
- aim to eliminate discrimination
- create good relationships between communities in Bristol
- ensure those from different backgrounds have similar life opportunities

During the delivery phase of this Policy and Strategy over the past five years, despite challenges, the Council has made substantial improvements around equality and inclusion practice, investing time, money, and effort to better live up to our high aspirations for inclusivity in our workplaces and our city.

This annual report shows what we have done in the period April 2022 to March 2023 to achieve the objectives of our Equality and Inclusion Policy and Strategy and, more broadly, to make progress in relation to equality and inclusion work across the Council and citywide.

Making fair decisions

Equality Objective 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.

Equity and Inclusion Policy and Strategic Framework 2023-27

In 2022-23 we entered the final year of our existing strategy phase and began making progress in developing a new Equity and Inclusion Policy and Strategic Framework for the coming years. This has been co-produced by Council teams led by our Equality and Inclusion Team, with additional input from our staff-led groups, and key local equalities stakeholders.

The new policy and strategic framework will set out our overall commitment to equity and inclusion, and how we will achieve our commitments and fulfil our legal duties in line with the Corporate Strategy timeline. To do this we have developed a set of objectives with clear goals and outcomes.

- E01. Leadership “a respected reputation for innovative best practice”
- E02. Diverse Workforce “a diverse and inclusive workforce which reflects our communities”
- E03. Council Services “equitable, inclusive and quality services that promote wellbeing”
- E04. Partnerships “to lead and strengthen partnerships so everyone shares in the city’s success”
- E05. Communities “tackle prejudice and promote understanding amongst communities”

Directorate Equality and Inclusion Groups

The aims of the Directorate Equality and Inclusion Groups are:

- To create a positive and supportive working environment that enables everyone to thrive and realise their maximum career potential and work-life balance, enabling directorate staff to deliver high quality services to the diverse citizens of Bristol.
- To provide a formal reporting mechanism to discuss and manage all equality and inclusion issues that relates to employment and service delivery across the Directorate and agree shared actions for improvement.
- To strategically oversee the work necessary to ensure that 'due regard' is considered in all key decision-making processes.
- To support the implementation of the Equality and Inclusion (E&I) Policy and Strategy actions, ensuring key actions are incorporated into individual E&I Service Action Plans.
- To manage and provide updates on the progress of E&I Service Action Plans, workforce metrics, Learning and Development programmes and Equality Impact Assessments/Equality Analysis; identify trends, hotspots, areas of concerns, improvements and share best practice
- To champion, inspire and role model behaviours that are aligned with the values of the council.
- To work with the Equality and Inclusion team, to ensure compliance with any legal requirements, standards, frameworks, and implementation of best practice measures.
- To communicate and disseminate equality and inclusion information where relevant within their respective Directorate/ Service Areas, for example, promoting activities, learning and development programmes and raising awareness of the work of the Staff Led Groups.
- To ensure that appropriate mechanisms are in place to empower staff from all protected groups within the Directorate to achieve their full potential.
- To work with Staff Led Groups to raise their profile across the Directorate and Service Areas and work together on any joint initiatives or events relating to the Directorate/Service Areas.
- To be creative, innovative and identify best practice initiatives which will be presented and introduced into the BCC, where appropriate external individuals or organisations will be invited to share best practice and learning.

Directorate E+I Champions, and Service E+I Champions:

The purpose of these roles is to

- encourage a comfortable and safe working environment
- raise awareness of relevant equality and inclusion initiatives
- demonstrate positive behaviours to colleagues, partners, and service users
- constructively challenge discrimination, harassment, and inappropriate behaviour in their setting
- signpost to new initiatives and events
- promote the Staff Led Groups' work plan across the Service Area (and Directorate for Directorate E+I Champions)
- respect confidentiality and adhere to the Council's values
- attend quarterly Directorate E&I Group meetings (Directorate E+I Champions)
- provide regular updates through team meetings highlighting best practice
- improve own and others' career and personal development
- read and share the documents/outputs from E&I Directorate meetings

Staff Led Groups

<p>embRACE Staff Network</p> <ul style="list-style-type: none"> • we aim to support Bristol City Council to develop and maintain a safe and positive working environment for Black, Asian and minoritised staff and the elimination of racial discrimination for employees and citizens • we work in collaboration with and on behalf of our embRACE members in partnership with council teams on our top priorities: HR Operating Model; Leaving a Legacy; The Black Pound; Communication, Marketing & Events; Workforce Development; Equality and Inclusion; Learning and Development • a platform for Black, Asian and minoritised staff to ensure their voices are heard and to help shape and develop a leadership approach that is more inclusive • be part of a wider community through the Members channel on Teams • ongoing events throughout the year covering the following themes: social, cultural, wellbeing, learning & development 	<p>Disabled Colleagues Network</p> <ul style="list-style-type: none"> • We want Bristol City Council to be an employer of choice for Disabled people • Provide a sense of belonging and safe space to share lived experiences • Champion effective consultation and co-production with Disabled colleagues • Provide a collective voice for Disabled colleagues • Raise awareness, educate, review and challenge existing practices and promote best practice • Self-Empower colleagues to seek the reasonable adjustments and accessible communications they need
<p>LGBT+ Employees Group</p> <ul style="list-style-type: none"> • support and advise Bristol City Council in raising awareness on equality and diversity issues within the workplace • maintain a network for Bristol City Council employees from a Lesbian, Gay, Bisexual and Transgender (including Genderqueer, Non-Binary, Questioning, Intersex and Asexual) background to support one another on work related issues • continue to develop a working relationship with other Staff Led Groups (Staff Led Groups) including the Promoting Diversity in the Workforce Group • ensure that Staff Led Group staff have a voice and are fully involved in helping shape and improve how Bristol City Council operates 	<p>Young Professionals Network</p> <ul style="list-style-type: none"> • support young staff working for the council with their development and wellbeing • promote a more diverse and younger workforce • provide training opportunities to staff: both to young people for their personal development, and to not-young people on how to support and encourage the young people they work with • provide a space for young employees to network and socialise with colleagues their own age • work with senior leaders on policies and programmes that support and promote young staff in the council and get more young people working with us

Our Staff Led Groups function as ambassadors to the Council and help to make sure that decisions are properly informed by diverse and representative points of view. The groups are run by a committee of members who are employees that share a particular characteristic. Staff Led Groups work together to support the Council to have more

inclusive policies, process, and training. They support their members and facilitate initiatives and events to bring about organisational improvement and raise awareness.

Members elect a Chair, or Co-chairs, and organise steering groups for particular strands of work. This core team takes responsibility for leading the Staff Led Groups' agenda and delivery. Staff Led Groups hold a budget, and Chairs are given one day a week protected time to carry out their role. Our Staff Led Groups also have regular meetings with Equality and Inclusion, HR, and Learning & Development teams to discuss work programmes.

Census 2021 Data

As a local authority we carry out research into equalities groups and analyse data to identify where work needs to be done to tackle disadvantaged and low represented groups in the community, and make sure everyone gets equal access to our services. Much of this information is used by the council as evidence on which to base its plans and policies.

Since new Census 2021 findings became available during 2022-23 our Insight, Intelligence and Performance Team have been developing new analytic tools based on this data. This wide range of data and information about the City of Bristol, including its population and geography, helps us to help understand the changing profile of Bristol diverse population in terms of people's characteristics and circumstances.

Headline Census 2021 results for Bristol overall are presented in the [Census 2021 Dashboard](#)

Detailed data for areas within Bristol are in the [Bristol Census Data Profiles dashboard](#)
The new Census Data Profiles dashboard includes:

- area Profiles: all census indicators for a selected geographic area
- topic Profiles: an individual indicator mapped across the city

Equality Impact Assessments

The council uses Equality Impact Assessments (EqIAs) to examine the potential impact of our proposals on equality communities and make sure we meet our legal duties as defined by the Public Sector Equality Duty.

During 2022-23 we carried out 406 EqIAs for decisions including our annual budget setting process, new and reviewed policies and strategies, commissioning and procurement, and to consider the potential impact of operational works.

To support this process our Equality and Inclusion Team have continued to provide regular face-to-face training for Council officers on Equality Impact Assessments. Feedback from this training has been positive with participants reporting a significant increase in their confidence in carrying out EqIAs; understanding of equalities groups in Bristol; knowledge of where to find equalities evidence and data; and insight into how proposals can affect diverse groups.

In addition to providing face-to-face training, we also provide an e-learning module on Equality Impact Assessments with a new step-by-step video guide. This e-learning was completed by 665 employees in 2022-23.

Stonewall Workplace Equality Index

As a public body we welcome ongoing peer review and scrutiny from a range of external organisations who provide unique perspectives and expertise. Our Equality and Inclusion Policy and Strategy 2018-2023 includes a commitment to work towards year-on-year improvement in the Stonewall UK Workplace Equality Index ranking.

Despite reduced staffing last year our LGBT+ Staff Led Group collaborated with our Equality and Inclusion, Data and Insight and HR Teams to make a partial submission covering key areas of our organisational practice and delivery. In recognition of the strength of this evidence we gained a Stonewall LGBTQ+ Inclusive Employer Silver Award 2023 Silver Award.



Disability Confident employer

The Council are required to resubmit evidence to maintain level 2 Disability Confident accreditation by November 2023. Once level 2 status is reaffirmed, the council will work towards reaching Level 3 Leadership accreditation of the Disability Confident employer scheme by April 2024.

The Disability Confident project team are developing a robust action plan to evidence and demonstrate the council's commitment to reaffirm level 2 and progress to Level 3 of the Disability Confident employer scheme. The process is based on a self-assessment model.

We are moving towards achieving the main requirements of the scheme which is about encouraging long term behavioural change and empowering employers to take action to improve how they attract, recruit, retain and develop Disabled people in the workplace. The scheme has three levels designed to support employees on their disability confident journey these are:

- Level 1 signing up and showing your commitment
- Level 2 Being a disability confident employer
- Level 3 Being a leader and advising other businesses

Our workforce

Equality Objective 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.

Workforce diversity reporting

We produce a Workforce Diversity Dashboard on our intranet which is available to all managers so they can see differences in representation and outcomes for our staff based on their protected characteristics, which can be used to inform positive action activities. This is updated monthly and provides statistics for Headcount, Sickness, Starters and Leavers etc. from our HR records. It excludes data for Locally Managed Schools/Nurseries, Councillors, Casual, Seasonal and External Agency employees.

The report is based on the sensitive information that staff add to their employee profile on our HR Self-Service system, which we ask staff to add and update to make sure our diversity data is as complete, current, and accurate as possible. It is anonymised and granular reporting is not available for small services, to avoid any risks of personal identification.

Please see [Workforce Diversity Data – Summary Analysis](#) below for more information about what this data shows us.

Workforce Strategy

Our Workforce Strategy provides the framework for our transformational journey to become a council that people are proud to work for, and which delivers our Corporate Strategy priorities to high standards. This helps us to proactively meet the future challenges and requirements of the organisation through the six themes of the strategy: An empowering organisation; equality and inclusion; performance and talent development; health and wellbeing; structure, pay and policy; brand and recruitment.

We have begun a refresh of the Workforce Strategy and action plan which is informed by: our new Corporate Strategy priorities; findings from our staff survey; emerging workforce needs as we learn to adapt to a post COVID environment; and our new programme approach to equality and inclusion.

Learning and Development

See [Summary of our E&I Learning and Development Offer](#) section.

During 2022-23 we continued to ensure colleagues had full access to the learning and development programme and put in place new products to support them adapt to new ways of working.

All staff undertake mandatory “Your Rights and Responsibilities” eLearning with 1,995 eLearning course completions and 221 participants on the face-to-face course in 21/22

bringing the total number of the workforce undertaking this training to 6,880 and respectively. This eLearning has received a 5-star (out of 5) rating for content and relevance.

In addition, equality and inclusion related eLearning is available and accessible to the wider workforce covering subjects such as trans awareness and hate crime. Many key skills for inclusion are covered by coaching modules on subjects such as communication and through our face-to-face workshops on effective conversations.

The promotion of these courses throughout 2022-23 resulted in a substantial rise in course completions, thereby enhancing awareness and understanding. In this period, an additional 512 colleagues successfully finished non-mandatory courses such as Equality and Inclusion eLearning, Trans Inclusion, Mental Health, and LGA (Local Government Association) Equality, Diversity, and Inclusion.

Staff Led Group Support

A range of support has been made available to Staff Led Groups including mentoring workshops for our Disabled Colleagues Network and Young Professionals Network, and a mentors' toolkit was developed. Staff Led Group Chairs also have regular one-to-one support meetings with their Director Sponsors and the Head of Equality and Inclusion.

An induction pack was produced for the newly elected Staff Led Group Chairs containing information on the corporate strategy, values and behaviours, leadership development etc. In collaboration with Staff Led Groups a workshop was scheduled in July 2022 to boost confidence in meetings for new chairs.

Further assistance was given to the Disabled Colleagues Network and Young Professionals Network for establishing their mentoring programs. This resulted in network members obtaining workplace mentors who offered valuable support in career advancement, accessibility needs, and post-COVID reintegration.

Cultural Intelligence

In 2022/23, the "Leading with Cultural Intelligence" workshop was made available to all colleagues throughout the organisation, whereas it was previously only offered to leaders.

Following this, 165 colleagues successfully completed the CQ self-assessment and participated in a two-day workshop. The evaluations of the workshop demonstrated a remarkable boost in attendees' confidence when discussing culture and its influence on interactions. Attendees expressed a shift from "Not feeling confident" to "Confident" after attending the workshop. Additionally, all colleagues commended on the inclusive delivery of the training and found the facilitators approachable which allowed for open conversations. Some individual comments included:

“The course was well planned and delivered. The course leads were extremely knowledgeable and able to respond and explore ideas organically throughout the course, which made it feel bespoke to the particular group and wherever they were on their journey to understanding.”

“Very interesting and engaging. Trainers were friendly and approachable, it felt like a safe space to learn.”

“It was a very good course that was based in practise, and it will impact on how I work in the future.”

“The course really makes you think about the fact that, for some "the opposite is also right" and that is the key thing I will take forward. To make sure that we are reaping the rewards and value in different approaches.”

The overwhelmingly positive feedback has led us to commit to the purchase of an additional 200 licenses/places for the workshop in 2023/24.

Talent Development Programme

As part of the Talent Development Strategy, created in collaboration with staff led groups and trades unions, a steering group continues to shape the work in this area. The programme is designed to provide opportunities for colleagues to develop their careers, develop positive action initiatives, and create a ‘talent pipeline.’

Focus groups have helped develop initiatives including the [Career Toolkit](#), [Succession Planning Tool](#), and Diverse Voices (more detail under Workforce Diversity Initiatives section). As part of a service redesign of HR and Learning and Development, greater capacity is being created to focus on talent and career development.

Leadership and Management Development

We have continued emphasizing equality and inclusion in leadership development and the leadership pipeline which helps colleagues with their career development planning has been refreshed. This shows the expected leadership behaviours at each level, and the learning and development opportunities to support their personal development plans.

A further 42 colleagues have participated in the Leading Inclusively module of our Leadership Programme in 2022/23. This explores ways to embrace inclusion, acknowledging how bias and prejudice impact the workplace, preparing managers for difficult conversations and exploring approaches to challenge using non-violent communication. The Programme was refreshed to create more space for learning, reflection, and time to practice as well as offering protected time with peers to share learning and experiences, (more detail on the Programme is available within the summary).

We recognise that aspiring and busy managers do not always get chance to attend longer sessions, so we are planning a series of 45-minute webinars through 2023/24 on a range of subjects including Equality and Inclusion related areas.

We also offer leadership development for new and aspiring managers with a manager toolkit 'key information for managers' which includes guidance on promoting equality and inclusion.

Workforce diversity initiatives

Apprenticeships

Bristol City Council have utilised the apprenticeships offer as a crucial pathway in building a more diverse and inclusive workforce, helping people of all ages and backgrounds to realise their potential and enter the workforce through career starter roles.

Hiring apprentices and upskilling existing staff through the apprenticeship route has and will continue to address issues like shortages in skilled workers, whilst simultaneously diversifying the workforce and helping the organisation become more inclusive- 55.1% of our 22/23 apprentices were from under-represented groups.

Diverse Voices

Diverse Voices – Director Experience is now part of our 'Business as usual' offer. This positive action scheme was designed to increase the diversity of the council's senior leadership. 35 people have now participated in the programme. The scheme involves a package of coaching and development for existing managers as well as the opportunity for participants to take part in leadership forums such as Corporate Leadership Board each week for one month. This helps provide diverse perspectives in Council decision making, whilst offering a development opportunity for the participants.

Diverse Voices – Team Leader Experience was piloted in 2022. This programme includes workshops, interactive sessions, peer support, attendance at management meetings and provides the cohort with valuable experience of leading a team which might not otherwise be available. We are reviewing the feedback and making changes ahead of launching the programme for another cohort in 2023.

Stepping Up

Stepping Up is a career development programme which aims to unlock potential and develop talent while ensuring a fair representation of ethnic minorities, disabled people and women in positions of leadership. The Council supported 25 participants to attend this year's programme.

Reverse Mentoring

The Reverse Mentoring programme is open to all staff. It is an opportunity for our managers to learn from a diverse range of staff. This is through developing an understanding of viewpoints from under-represented groups within the Council.

For example, a manager may have little or no engagement with members of the LGBTQ+ community and seeks to expand on their understanding of issues and requests a mentor. It provides managers with the lived experiences of staff from diverse groups. Reverse Mentors will have an opportunity to mentor senior leaders to develop their equality and inclusion skills and receive advice or learn new skills in return.

Each pair meets for at least one hour a month for six months or has six meetings over a longer time period. They meet to talk about issues that affect colleagues from a diverse background or equality group such as race, ethnicity, gender, disability, or sexual orientation.

Diverse Recruiters

The Diverse Recruiters scheme is designed to help us recruit the best talent for roles within the Council. The objective is to help managers and candidates get the best possible outcome from a job interview. Diverse Recruiters also help to ensure interview panels are aware of potential bias and have sufficient diversity of thought and experience. Our Diverse Recruiters scheme has a wide range of participants to ensure recruitment panels include members from under-represented groups in our workplace.

City Leadership Programme

The City Leadership Programme was founded in 2012 to identify and invest in the lives of high-aspiration young people in Bristol - targeting those with leadership qualities who are from disadvantaged backgrounds that are under-represented in leadership and/or who face personal barriers.

There were 12 participants in 2022-23. The programme gives participants the tools they need to build their vision and skills, and identify, develop, and maximise opportunities. It also teaches participants networking skills and a knowledge of the decision making and power structures in the city and creates a space for current leaders to connect with and invest in these young people. 100% of respondents to the 2022 participant feedback survey rated the programme 5/5 and shared that they believed that the CLP has provided them with knowledge and skills for future progression in education, employment, or life.

Project Bristol Internship

Our Project Bristol Internship has been running for nine years and provides young people aged 18-24 years who are care leavers, or Disabled people with learning difficulties, with a programme which aims to develop the skills required to match job opportunities within the council and help to obtain permanent roles or apprenticeships.

The Strive Internship

We worked alongside Hargreaves Lansdown to establish the Strive Internship scheme which aims to offer at least 50 paid internships annually to Black, Asian and minoritised ethnic university students and graduates living or studying in the West of England. Internships last for a minimum of four and up to 12 weeks and are available across a range of organisations and sectors in the West of England.

In 2022-23 we hosted five interns at Bristol City Council in our Finance; Internal Audit; and Mayor's Office Support teams. At least one intern has gone on to secure employment with the Council, and we aim to expand these opportunities as the scheme continues.

Workforce health and wellbeing

Supporting our colleagues' health and wellbeing is one of the top priorities in our Workforce Strategy.

We have continued to undertake a range of activities to meet the needs of Disabled colleagues including:

- 187 employees completed Introduction to Reasonable Adjustment training in 2022-23 (1,332 employees have done this training in total)
- providing day to day Disability Advisor Casework and reasonable adjustments support to Council staff and teams regarding disability and long-term condition related adjustments.
- leading and initiating activities relating to the Disability Confident Scheme working groups alongside the Disabled Colleagues Network and colleagues, as the organisation works towards Disability Leader status.
- informing the return to the workplace planning.
- providing up to date DSE assessments and advice adapting to meet the new ways of agile working.
- collaborating with the Disabled Colleagues Network to promote disability awareness.

Staff survey

Our annual staff survey was open from 19 April to 10 May 2022. 55% (3589) of colleagues across the organisation responded to the survey, this is the highest response rate we have had to an organisation-wide staff survey. The previous year in 2021 we had taken a different approach to our staff survey due to the Covid-19 pandemic and instead of the usual, longer survey, we asked colleagues to complete a series of short pulse surveys to get their views on current issues in a way we could analyse and respond to quickly. In 2020, 35% (2180) of colleagues responded to the survey, however the first lockdown of the pandemic was announced part-way through our 2020 survey, which impacted the response rate.

Though the results are largely positive, we know that the ongoing challenges of Covid-19 measures and the cost-of-living crisis are likely to have had a significant impact on some of the results we have seen, as for many colleagues the pandemic will have dominated their experience of the last two years.

Overall, our 2022 results show a continued trend of improvement in how colleagues experience working for Bristol City Council as 65.5% of answers were positive and 10.2% were negative. The 'me and my team' section had the highest percentage of positive answers at 76.7%. This is in line with previous years. The 'senior leadership' section had the highest percentage of negative answers at 21.4% but trends remain positive with an almost 15 percentage point increase in positive answers in this section since 2019. This section also had the highest percentage of neutral answers. The 'Me and my role' saw the most improvement in this survey with as positive sentiment in this category rose to 73.9% this year, from only 37% in 2020.

In our Workforce Strategy, we identified the following questions as key indicators of our progress as an organisation. We have continued to see positive trends in each area:

- 86% of colleagues are clear about what the council is here to do and its priorities (83% in 2020, 76% in 2019).
- 81% of colleagues said they believe the council is committed to creating a diverse and inclusive environment (79% in 2020, 72% in 2019)
- 70% of colleagues would recommend Bristol City Council as a good place to work, (71% in 2020, 62% in 2019).

As well as asking specific questions relating to equalities groups, we also analysed differences for our workforce responses based on employees' particular characteristics.

- When looking only at the answers from Disabled colleagues, across all themes there are a lower percentage of positive responses and a greater percentage of negative responses than the organisation-wide results.
- When looking only at the answers from colleagues aged 16-29 across all themes there is a higher percentage of positive responses than the organisation-wide results, and a lower percentage of negative responses except for 'working environment and wellbeing' and 'working environment and fairness', where negative responses were in line with the organisation-wide response
- Whilst there were variations between particular ethnic groups, when looking only at the answers from colleagues of Black, Asian, Mixed or Multi-ethnic, or Other minoritised ethnicity, across all themes the percentage of positive responses and negative responses was broadly in line with the organisation-wide results – except for 'me and the organisation,' where positive responses were around 6% higher than the organisation-wide results.
- There were no significant differences in positive/negative responses for employees based on their sexual orientation.
- The number of trans colleagues taking part in the survey was too small to compare results statistically with overall trends

Working environment and fairness – gain understanding of employees' view of their working environment in relation to their wellbeing	2019 Total positive	2019 Total negative	2020 Total positive	2020 Total negative	2022 Total positive	2022 Total negative
I am aware of staff led employee groups and their purpose	65%	15%	72%	12%	76%	8%
I am not treated inappropriately or unfairly because of my age	84%	5%	85%	4%	86%	4%
I am not treated inappropriately or unfairly because of my ethnicity	82%	4%	84%	3%	77%	3%

I am not treated inappropriately or unfairly because of my religion or beliefs	80%	3%	82%	2%	67%	3%
I am not treated inappropriately or unfairly because of my sex	84%	5%	86%	3%	77%	5%
I am not treated inappropriately or unfairly because of my sexual orientation	84%	2%	85%	2%	77%	2%
I believe the council is committed to creating a diverse and inclusive environment	72%	7%	79%	5%	81%	5%
Overall I feel I am treated fairly as an employee of Bristol City Council	76%	9%	81%	7%	84%	5%

Developing new trans inclusive policies

Bristol City Council is developing a new policy to provide clarity on how best to support trans and gender-diverse service users and citizens, as well as making sure other characteristics including sex-based protections are correctly and lawfully accounted for in any approach we take. This policy will set out our overall approach, and individual council departments may still need to develop specific procedures and pathways to support trans people to access their services. Alongside this the Council is also developing a new 'Supporting Trans Inclusion and Gender Identity at Work Policy' for employees.

To inform this policy development we conducted a public consultation between 26 August and 9 October 2022. We had 3,984 responses to our survey and 13 responses with feedback and comments via email. We have updated our draft policy in response to feedback from the consultation before final approval by decision makers in 2023-24.

Equality Objective 2 - measures and outcomes

Measure	2021-22	Target	2022-23	Rating	Trend	Comment on Progress
Reduction in the gender, race and disability pay gaps:						
Gender pay gap (mean)	4.41%	3.8%	2.88%	Better than target	↓ lower	See pay gap reports Measuring equalities success - bristol.gov.uk and Workforce Diversity Data – Summary Analysis section below for more details
Race pay gap (mean)	7.33%	7.5%	6.18%	Better than target	↓ lower	
Disability pay gap	2.99%	-	3.32%	-	↑ higher	

Increase the percentage of employment offers made to people living in the 10% most deprived areas.	3.0%	6.5%	4.0%	Worse than target	↑ higher	
Difference between progression rate of Black, Asian and minoritised ethnic employees, and non-Black, Asian and minoritised ethnic employees.	0.08%	0.00%	-	-	-	This KPI was replaced in 2022 with a new measure "Increase the percentage of senior leaders who are from minority ethnic communities" (Target 10.5%; actual 14.8%)
Difference between progression rate of female and male employees.	-0.3%	0.0%	-	-	-	This KPI was replaced in 2022 with a new measure "Increase the percentage of senior leaders who are women" (Target 55.0%; actual 59.8%)
Percentage of top earners who are women.	56%	56%	-	-	-	This KPI was replaced in 2022 with a new measure "Increase the percentage of senior leaders who are women" (Target 55.0%; actual 59.8%)
Year on year increases in the proportion of colleagues who self-declare their diversity characteristics.	Comparing end March 2023 diversity reports to the previous year our proportion of 'Unknown' diversity data has remained broadly the same for Ethnicity 6.7% (was 6.5%) and Religion/Belief 7.6% (was 7.8%); and has increased for Sexual Orientation 9.1% (was 6.7%). However, the proportion of 'Unknown' for Disability status has increased more significantly to 19.5% from 15.4%. Where we have more recently included diversity monitoring for Marital Status and Trans Colleagues the proportion of unknowns is still high, although it is gradually improving as more colleagues provide this confidential information on our HR system.					
Year on year improvement in the Stonewall Workplace Equality Index ranking.	We gained a Stonewall LGBTQ+ Inclusive Employer Silver Award 2023 Silver Award for our 2022 submission					
Bristol City Council's workforce is broadly reflective of the demographics of the working age population in the communities we serve.				see Workforce Diversity Data – Summary Analysis section below for details		
Percentage of <u>grievances</u> from Black, Asian and minoritised ethnic colleagues	15.6%	-	14.6	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details

Percentage of <u>grievances</u> from disabled colleagues	19.3%	-	19.5%	-	↑ Higher	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving Black, Asian and minoritised ethnic colleagues	35.5%	-	22.8%	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving disabled colleagues.	11.8%	-	10.8%	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details

Providing inclusive services

Equality Objective 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.

Equality Action Plans

As part of the annual business planning cycle all Council service areas conduct a review of their functions to produce an updated Equality Action Plan. These plans prioritise relevant equality issues for their area of work, including addressing any under-representation and identifying ways to address them with measurable targets to track progress.

The actions in these plans link to the five objectives in the BCC Equality and Inclusion Policy and Strategy 2018-2023.

The Council has a key performance indicator (KPI) to “increase % of all Equality Action Plan actions reporting expected progress (or better),” which acts as an aggregate to help us understand overall progress. Our target for this KPI is 86% and in 2022-23 the overall percentage of equality actions with expected or better progress was broadly on target at 85.6%.

End of year reporting shows that Council services have made good overall progress with their equality action plans, particularly in embedding inclusive practice and improved collaborative working. However, there were still a considerable number of equality actions with less progress than expected due to in-year budget savings and staffing pressures, including the recent recruitment freeze, and some actions linked to planned activities which were postponed or changed to address the cost of the living crisis.

Equality Objective 3 - measures and outcomes

Measure	2021-22	Target	2022-23	Rating	Trend	Comment on Progress
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Increase % of all Equality Action Plan actions reporting expected progress (or better)	84.5%	86%	85.6%	Progress as expected	↑ higher	End of year reporting shows that Council services have made good overall progress with their equality action plans, particularly in embedding inclusive practice and improved collaborative working. However, there were still a substantial number of equality actions with less progress than expected due to in-year budget savings and staffing pressures, including the recent recruitment freeze, and some actions linked to planned activities which were postponed or changed to address the cost of the living crisis.
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Our Role as a Leading Agency

Equality Objective 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.

Supporting our Mayoral Commissions

Bristol Disability Equality Commission

The Disability Equality Commission is led by Disabled people and Disabled People’s Organisations in the city. The commission listens to Disabled people and works with city partners to help improve the lives and opportunities for those living in the city.

The commission is Chaired by Alun Davies MBE who was appointed in September 2021. Alun has 40+ years of experience as a national and local activist for equal rights and opportunities for Disabled people.

The commission has 11 commissioners who are Disabled people from intersectional backgrounds, with organisational representation from Centre for Deaf and Hard of Hearing People; Bristol Disability Equality Forum; West of England Centre for Inclusive Living; and Bristol Reclaiming Independent Living.

For more information, please see the [Disability Equality Commission Report to Full Council – November 2023](#)

Bristol Women’s Commission

Bristol Women’s Commission was formed in 2013 as a partnership of key agencies across the city to meet Bristol’s obligations as a signatory to the European Charter for Equality between Women and Men in Public Life.

The Women’s Commission has established multi-agency task groups to address Women’s Safety; Women and Girls’ Education; Women’s Health; Women and Economy; and Women in Business.

For more information, please see the [Women's Commission Report to Full Council - Nov 2022](#) and [supplementary reports](#).

Commission on Race Equality

The Commission on Race Equality (CORE) was formed in 2018 and works in partnership with cross-sector networks to advance and prioritise race equality, influence local leaders, and increase the power and influence of Black, Asian and minoritised people in Bristol.

For more information, please see bristolcore.co.uk and the [CORE Report to Full Council - 2022](#)

Bristol Equality Charter and Bristol Equality Network

In November 2018 we launched the [Bristol Equality Charter](#) - a city-wide initiative co-produced by 20+ private, public, and voluntary sector organisations in conjunction with Bristol City Council. The charter sets out commitments to help with the aim of making Bristol a fairer, safer, accessible, and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

The Bristol Equality Charter continues to have a growing number of signatories (now 200+) and our Equality and Inclusion Team provides ongoing support to the Bristol Equality Network, which is open to representatives of organisations who have signed the Bristol Equality Charter.

The purpose of the Bristol Equality Network is to support network members to achieve the aims and commitments of the Bristol Equality Charter, develop excellent equality practice through cross-sector partnership working and knowledge sharing, and encourage more organisations to sign the Bristol Equality Charter and participate in the network. The network is chaired on a rotating basis and has four main meetings a year where members come together to promote partnership working and to share information and good practice.

The Bristol Equality Network continued to meet digitally throughout 2022-23. As well as working collaboratively on priority actions such as collaborating to provide meaningful work, apprenticeships, and volunteering opportunities; promoting positive action activities; and improving city wide data on diversity to support the case for making changes, the Network held sessions focusing on themes such as:

- Our City 2030 Vision
- Accessible Communication
- Adapting to the Cost-of-Living Crisis
- Meeting the needs of Young People and Older People

Bristol's Race Equality Strategic Leaders' Group

The city-wide [Race Equality Strategic Leaders' Group](#) (RESLG) was first established in August 2015, in response to [the Manifesto for Race Equality](#), to bring together all public sector organisations in the city to work collaboratively to tackle the endemic issues that the Manifesto raised and to make a difference to our communities. The aim of the group

is to ensure we collectively tackle race inequality across Bristol by identifying opportunities and tackling issues through transparent approaches.

The group is a city-wide forum (Chaired at present by Bristol City Council) which continues to have full attendance and representation from 16 major public sector agencies in the City (all Health Trusts, Universities, Criminal Justice agencies and the City Council), as well as excellent support and scrutiny from wider strategic partners such as SARI (Stand Against Racism & Inequality), Commission on Race Equality, VOSCUR & Black South West Network. To help deliver the strategies set by the group there is also support from the (former) Bristol H.R. Leaders Group. During this reporting year the H.R. Leaders Group moved towards agreeing a new collaborative Terms of Reference and has now become the Bristol Race Equality Practitioners Group (REPG) and is chaired by Bristol City Council. During this period, these changes have seen the group widen out attendance, to equality and inclusion leads, race equality practitioners and wider interested stakeholders from all sectors of the city.

Both the RESLG and Race Equality Practitioners Groups meet on a bi-monthly basis to discuss how all public sector and wider city partners can work together to improve the opportunities and experiences of racially minoritised communities and take an action-centred approach to making a difference for Bristol communities.

Over the past years the momentum behind the groups has grown significantly with ever increasing group membership and attendance at strategic and operational levels. This has enabled the groups to formally agree strategic and collaborative annual work plans and projects for delivery to produce tangible outputs to share through networks and with wider city stakeholders.

Some of the ongoing projects delivered and now in the process of delivery by the group recently have included:

Race Equality H.R. Data Product Update 2023

This 4th iteration of one of the group's key strategic projects will transparently present how all major public sector agencies (and now other sector partners) in the City are performing in terms of race equality data, including detail on key H.R. indicators such as representation, pay, grievance, disciplinary and sickness data for over 50,000 employees within Bristol. This detailed work goes beyond statutory guidelines for race data reporting with the aim of ensuring we achieve greater diversity and equality within our organisations.

Previous versions of this report have been published in 2017, 2019, 2021 and this latest version in 2023 will be the next stage, which in this period has been subject to planning and engagement.

This report will again aim to highlight areas of concern and significant challenges, as well as detailing progress - to share these challenges openly and to encourage scrutiny and support from our many city partners to tackle these issues. We will use the report's key findings to drive an action plan for our RESLG, to ensure we focus our collective efforts on addressing these most prominent matters. We are again working to ensure that we

improve the product during each iteration and there have been a range of significant steps forward taking during this update.

Bristol's Race Eco System

Bristol's Race Eco System is a simple visual display of the groups, networks and partnerships that exist across Bristol in tackling race inequality. The aim being to produce a high-level overview and directory for all interested parties to try and explain what a complex landscape in a clear and concise manner, to help facilitate even greater understanding and collaboration across stakeholders throughout the region. The document enables all users to easily find out more about the city's key groups, their priorities and make-up, as well as signposting to all websites where greater detail such as work plans, reports, terms of reference and membership can be found.

There has been ongoing work during this year to ensure we meet the commitment that this remains a 'living' document and we will continue to ensure the document adapts and grows to enable inclusion of wider race focused groups / projects or organisations as they request.

For more information, please see [Bristol's Race Eco System - Bristol One City](#)

Race and the City 2 Events

In 2022 the Race Equality Strategic Leaders' group, in partnership with other strategic city groups, delivered Race & the City 2, a free programme of events open to the public, to explore ideas and answers. This programme followed the previous Race & the City Conference held by Bristol City Council. This latest series of events was run in collaboration between Bristol City Council and race focused partnerships and groups throughout the city and beyond. To date more than 600 stakeholders and community group members have attended these events.

At these five themed events, Bristol City Council and partner organisations facilitated discussion and engagement, as well as sharing key learnings and current and future priorities. The Race & the City 2 events were a mixture of webinars and in-person with a focus on tackling race inequality in five key areas:

- A spotlight on Health & Covid-19
- A spotlight on Recruitment and Employment
- A spotlight on Muslims in Bristol and their diversity
- A spotlight on Education
- A spotlight on Criminal Justice

For more information, please see <https://www.bristolonecity.com/race-equality-strategic-leaders-group/>

Race and the City 3 Events

During this year reporting period work was also delivered to consult with partners and scope out the delivery of the next series of Race and the City 3 events to be delivered across Bristol during the 2023-24 budget year.

Bristol Race and Health Equity Group

This group, previously called the Bristol Race Equality COVID-19 Steering Group, was initially set up to address policy recommendations from a rapid review on the impact of COVID-19 on people from Black and minoritised backgrounds, along with recommendations in the Public Health England '[COVID-19: understanding the impacts on BAME communities](#)' report. The group membership includes a wide range of representatives from public health experts, NHS (National Health Service) Trusts and the VCSE (Voluntary, Community and Social Enterprise) sector.

Some of the outcomes of the group have been:

- Working with the Race Equality Strategic Leaders Group & HR Leaders group to develop work around representation in leadership
- Working across the health system to increase the data that is available to us
- Working with the community and partners to offer mobile community vaccination centres
- Developing culturally appropriate public health communications for communities about the vaccines.
- Produced the report: [Co-producing what works for our communities in this city: an evaluation of the Bristol Race Equality Covid-19 Steering Group](#)

Due to a reducing demand for urgent COVID-19 responses the group chose to consider future areas of focus and to use the expertise and learnings of the group more broadly. In November 2022, the group chose maternal and perinatal mortality for its new priority. Maternal mortality in the UK is low, but because Black and Asian people are 4 and 2 times respectively more likely to die during pregnancy and after childbirth compared to White people, this was a key reasoning for the group's focus this year. The group recognises that there is limited data for some minority groups such as Romani, Roma, Travellers, and they aim to build engagement.

Project SMILE is the group's focus:

- To hear and learn from the maternity experiences of Black & minoritised people in Bristol through paid focus groups
- Use the feedback to develop an action plan to tackle the disproportionate effect of maternal mortality for Black and minoritised people in Bristol
- Identifying other existing work in Bristol and see where the group can add value or develop partnership working

International Strategy: Bristol #Global City

One of the four outcomes of the Council's International Strategy: Bristol #Global City, is to value and strengthen the links of our international diaspora and citizens.

To support this, over the course of six months Deputy Mayor Asher Craig convened a dialogue with representatives of Bristol's international diaspora covering many countries of heritage to explore how the city collectively could build on these links for education, cultural and business opportunities.

Outcomes of this fed into the refresh of our International Strategy this year. We are proactively taking forward some of these recommendations with city partners including exploring how to open up opportunities for business in markets that reflect our international diaspora and reviewing and increasing engagement in our international festivals and events.

Equality Objective 4 - Measures and Outcomes

Measure	2021-22	Target	2022-23	Rating	Trend	Comment on Progress
Ratio of consultation response rate for the most and least deprived 20% of Bristol citizens.	1.07%	1.5%	0.95%	Better than target	↓ lower	The overall ratio has improved due to better targeting and communication and high response rates from the most deprived 20% of the city for particular surveys such as the Bristol Housing Allocations Review, and the Advertising Policy survey.
Increase the percentage of people who feel they can influence decisions that affect their local area decisions.	20.6%	-	-	-	-	This indicator was dropped in last year's Quality of Life survey. The closest indicator is now "% satisfied with the way BCC asks for their views before it makes changes that affect them" – which was 20.7% in 2022
An increase in the proportion of Children in Care who meet and exceed their educational achievement outcomes.	Various measures					Bristol City Council has a Corporate Parenting Strategy and Pledge to our young people in care and care leavers . Education, training, and employment all feature in these documents
Reduce the number of people sleeping rough on a single night (BCC Quarterly Count)	68	50	48	Better than target	↓ lower	Rough sleeping in Bristol has decreased by approximately 50% in the last 5 years
A reduction in the proportion of young people who are not in education, employment, or training (including destination unknown)	5.9%	5.0%	4.9%	Better than target	↓ lower	The Current Situation Not Known has remained below the national average of 2%. The not in education employment or training (NEET) figures are 4.2%. We are currently seeing a rise of young people entering employment without training, this is currently 3.49%. Those young people who do withdraw from education late in the year struggle with finding other education provisions and we have been working with them to sign post them into traineeships, apprenticeships, and short courses.

An increase in the proportion of residents in deprived areas who have access to the internet at home	91.3%	91.5%	91.5%	On Target	↑ higher	There is a slight gradual increase in those with access to the internet at home. The Quality-of-Life survey shows more detail of type of access (e.g., fixed broadband, mobile broadband) as this varies across different parts of the city.
A reduction in the gap in life expectancy between the most deprived and least deprived areas.	9.9 years (M) 6.9 years (F)	9.9 years (M) 6.9 years (F)	-	-	-	Availability of data for this indicator which is released annually by Public Health England is delayed as ONS (Office for National Statistics) are yet to release updated population estimates. Public health is leading a comprehensive programme of work to address health inequalities and improve life expectancy.

Our role in the community

Equality Objective 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.

Fostering good relations

Part of our Public Sector Equality Duty is to foster good relations between people who share a relevant protected characteristic and people who do not share it. This includes community activities to tackle prejudice (a stereotypical opinion or feeling about individuals who share a particular protected characteristic) and promote understanding (a proper knowledge of the real nature and circumstances of individuals who share a particular protected characteristic).

Examples of what we are doing now and will be doing in future

It is the diversity of our life experience and our personal understanding of inequity which enables us to connect with citizens with whom we have shared experience. We have colleagues who speak Arabic, Sudanese, Somali, Bangladeshi, and Kurdish; born and bred in the places where we work; who identify as working class; women, young people, older people, Disabled people, and LGBTQ+ people. This is what makes it possible to do our job well.

As with last year responding to the long-term impacts of the pandemic has been a significant part of our work with citizens and communities. We have continued to work with over 50 community hubs and community organisations focused on equity to get practical help and support to Bristolians wherever they live. This work is coordinated through the Community Exchange.

A freephone helpline 'We Are Bristol' continued to provide a single point of access to anyone who needed help. They were matched with a volunteer from one of the community hubs who was able to give them practical help e.g., with shopping or dog-walking, but also social connection and contact over the phone.

We have continued to build a network of Community Champions which has proved highly effective in connecting more meaningfully with Black and minoritised communities. Champions are trusted and deeply rooted in their communities. They act as a bridge, taking information into their communities in ways that are relevant and accessible and relaying information back. These roles have proved invaluable in building trust - reducing COVID-19 transmission and increasing vaccine take up.

This work was given a real boost when we appointed two Inclusive Community Facilitators focusing on Race Equality and Disability Equality that also add to the diversity of our team which is so important for our work.

We have been learning learn from and building on what we have been able to achieve together in the way we work with communities.

We continue working with partners in ten 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 conversation 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 hate crime and anti-social behaviour is impacting on citizens

Inclusive Communities

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 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.

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 events, linking residents of different areas of Bristol e.g., Hartcliffe with St Pauls and Easton areas
- 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 conversations focussing on children and young people leading to re-opening of a youth centre and youth provision with local people leading the change

People's Voice Project

In the summer of 2022, we started working on the People's Voice Project – a project dedicated to supporting the development of a group run by and for Disabled people with learning difficulties to focus on the things that matter most to them. We recruited a small team of researchers who have been speaking to a wide network of Disabled people with learning difficulties about what their experience and what they want a group to do.

Welcoming Spaces

As we approached the winter we came together as one city to respond as best we could to the cost-of-living crisis. This led to 107 Welcoming spaces opening across the city in areas and communities most impact by the rising cost of living. The purpose was to offer a warm welcome to all and facilitated social connections across communities and life experience. All welcoming spaces were required to be wheelchair accessible and had access to advice from WECIL (West of England Centre for Inclusive Living) about how to create spaces accessible to all.

Case study: International funding for a deprived area of the city

GREENGAGE is a 3-year long European collaboration funded under the Horizon Europe Framework Programme. The consortium, led by Austrian Institute of Technology, consists of 17 research and industry partners from the EU and the UK. In Bristol, the partners are the Council, UWE, and Knowle West Media Centre.

This project aims to promote innovative governance processes and help public authorities shape their climate mitigation and adaptation policies. To achieve this aim, the GREENGAGE project enables citizens' participation and equips them with innovative digital solutions. These provide the basis to co-create and co-design innovative ways to monitor environmental problems at ground level, with citizens.

Bristol's pilot for the project will focus on the development of the city's first Liveable Neighbourhood scheme, located in St George, in partnership with the local community. Using co-design, the local community will be engaged in the scheme from inception, encouraging participation from historically underrepresented groups.

Equality Objective 5 - measures and outcomes

Measure	2021-22	Target ²¹	2022-23	Rating	Trend	Comment on Progress
Reduce % living in the most deprived areas who say they lack information to get involved in the community.	30.8%	30%	26.8%	Better than target	↓ Lower	There could be a number of contributory factors for this improvement including community life opening up post COVID-19 restrictions, investment in a network of welcoming spaces and community hubs, and advice support as part of the cost of living response communicating with local communities about what's on and volunteer/involvement opportunities, and our Community Resilience Fund working with local VCSE

						and inviting citizens to get involved led to over 200 requests to participate.
An increase in the proportion of residents who report they see friends and family as often as they like.	77.0%	78%	77.6%	On Target	↑ higher	COVID-19 has had a negative impact on this indicator. The proposed targets return to pre-covid rates over 3 years and then improved position.
Reduce % living in the most deprived areas who feel 'fear of crime affects my day-to-day life.'	35.5%	-	32.4%	-	↓ lower	Whilst this is an improvement from last year this figure is still significantly higher for people living in the most deprived areas of Bristol than it is for the Bristol average at 17.4%
Increase in the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well.	56.7%	-	60.5%	-	↑ higher	Whilst the proportion of residents in the most deprived areas who say people in their area from different backgrounds get on, the 'deprivation gap' between this and the average for Bristol overall is still 13.1%
Increase % satisfied (in deprived areas) with the range and quality of outdoor events.	39.6%	-	35.1%	-	↓ lower	There has been a reduction in satisfaction from residents in the 10% most deprived areas of the city with the range and quality of outdoor events. However, across the whole city there was a slight increase from 51.6% to 53.2%
Reduction in proportion of residents who report experiencing discrimination or harassment in the past year:						
% pregnant women or women who have given birth in past 6 months, who have suffered discrimination or harassment	14.7%	-	2.4%	-	↓ lower	Interpreting this data can be complex because of low confidence rates due to small numbers in Quality-of-Life data when broken down by particular characteristics. Also, we want to see an increase in people recognising (and reporting) problematic behaviour, but at the same time we also want the overall level of incidents to reduce. NB there is a new indicator for 2022 for people experiencing discrimination or harassment as a Trans person, which is 1.3% overall, but 59.8% of all Trans respondents.
% victim of age discrimination or harassment in last year	5.2%	-	5.1%	-	↓ lower	

% victim of disability discrimination or harassment in last year	3.3%	-	4.1%	-	↑ Higher	
% victim of discrimination or harassment in last year due to sexual orientation	2.3%	-	2.4%	-	↑ Higher	
% victim of racial discrimination or harassment in last year	4.9%	-	5.3%	-	↑ Higher	
% victim of religious discrimination or harassment in last year	1.7%	-	1.9%	-	↑ Higher	
% victim of sex or gender discrimination or harassment in last year	12%	-	10.9%	-	↑ Higher	
Increase the % of people in the most deprived areas who are satisfied with their local area	50.6%	50.6	49.8%	Worse than target	↓ lower	Pressure on council budgets including social care and neighbourhood services such as parks, libraries and community development will have a greater impact on citizens in areas of greatest inequity. The cost-of-living crisis will also be felt most deeply in these communities and neighbourhoods.

Summary of E&I Learning and Development Offer

Detail is provided below for a few elements of the E&I related training and development. Further information is contained in other sections of this report, e.g., under Workforce Diversity Initiatives and/or on the Source in "Time to Learn", the council's catalogue.

E-learning available through Learning Hub

- A Guide to the Menopause
- Accessible and Inclusive - Train the Trainer module
- Equality and Diversity – Your Rights and Responsibilities
- Equality Impact Assessments
- Hybrid Working

- Introduction to Reasonable Adjustments
- Managing Diversity
- Managing Mental Health at Work
- Managing Stress and Anxiety
- Navigating Change
- Recruitment and Selection refresher
- Trans Inclusive Guidance

Trainer Facilitated Courses available through ESS (Employee Self Service) - on iTrent¹

- Autism Spectrum Conditions
- Corporate Induction which includes an equality and inclusion session
- Cultural Intelligence
- Deaf Awareness
- Diverse Recruiters (continuing development/refresher)
- Equality Impact Assessment
- Giving Constructive Feedback
- Leading Inclusively
- Mental Health First Aid
- Recruitment and Selection
- Rights and Responsibilities
- Stepping Up
- Supporting Attendance with Effective Conversations

Cultural Intelligence

This 2-day workshop encourages participants to explore their ability in working and relating effectively in culturally diverse situations. Participants reflect on their 'CQ' self-assessment results and review methods to raise:

- ✓ self-awareness of how culture influences interactions with others
- ✓ understanding of how to develop and apply 'CQ'
- ✓ effectiveness in working with multicultural colleagues and customers

Leadership Programme

There are five modules:

- Working Smarter – helping build skills and confidence to feel more in control of workloads and make space for thinking, (with an e-learning module on how to avoid burn-out)
- Working Together
- Leading Inclusively – exploring ways to embrace inclusion, acknowledging how bias/prejudices impact the workplace, preparing managers for difficult conversations, exploring approaches to challenge using non-violent communication
- Developing Talent – empowering managers to have good career conversations and build the talent and skills in their team.

¹ Internal link only

- Leading Sustainably - acknowledging and addressing the climate and ecological emergencies that we are in, and through doing so, focus on team building and personal development

Rights and Responsibilities Training

This is for teams who have identified that there is learning required around equalities, unconscious bias, and microaggressions/ inclusive attitudes. The 2-hour course is designed to explore individual/ societal attitudes to equality & diversity inclusion with a focus on unconscious biases, explaining micro-aggressive behaviours. Attendees review Bristol City Council's organisational values and behaviours and discuss their importance in building a safe and inclusive place of work. Other learning outcomes include gaining an understanding of our legal duty under the Equality Act 2010 and demonstrating how to challenge inappropriate/ unacceptable language and behaviours and microaggression.

Workforce Diversity Data – summary analysis

Data in this section is a snapshot of workforce diversity on 31st March 2023 – the end of the 2022-23 time period for this report.

Bristol City Council's overall workforce representation by characteristic

Sensitive Information Category	Headcount	BCC Headcount %	Bristol population (16-64) %
16 - 29	679	10.9%	39%
30 - 39	1310	21.0%	24%
40 - 49	1495	24.0%	16%
50 - 64	2520	40.4%	21%
65 +	218	3.5%	-
Disabled	562	9.0%	12%
Not Disabled	4287	68.8%	88%
Prefer not to state Disability	192	3.1%	-
Unknown Disability	1192	19.1%	-
Asian or Asian British	174	2.8%	6.6%
Black or Black British	335	5.4%	5.9%
Mixed Ethnicity	219	3.5%	4.5%
Other Ethnic Groups	30	0.5%	1.9%
White	4957	79.5%	81.1%
Prefer not to state Ethnicity	95	1.5%	-
Unknown Ethnicity	423	6.8%	-
Female	3741	60.0%	49%
Male	2446	39.2%	51%
I use another term	13	0.2%	-
Prefer not to say	33	0.5%	-
Civil Partnership	17	0.3%	-
Declared Partnership	18	0.3%	-
Divorced	80	1.3%	-
Married	971	15.6%	-
Partner	383	6.1%	-
Single	720	11.6%	-

Sensitive Information Category	Headcount	BCC Headcount %	Bristol population (16-64) %
Widowed	10	0.2%	-
Prefer not to state Marital Status	116	1.9%	-
Unknown Marital Status	3918	62.9%	-
Christian	1666	26.7%	32.2%
Other religion or belief	395	6.3%	9.7%
No religion or belief	2592	41.6%	37.4%
Prefer not to state Religion	1107	17.8%	8.12%
Unknown Religion	473	7.6%	-
LGB (Lesbian, Gay or Bisexual) +	377	6.0%	6.1%
Heterosexual	4381	70.3%	-
Prefer not to state Sexual Orientation	1044	16.7%	-
Unknown Sexual Orientation	431	6.9%	-
Trans Person	9	0.1%	0.83%
Not Trans Person	2525	40.5%	-
Prefer not to state Trans	64	1.0%	-
Unknown Trans	3635	58.3%	-

Age

Recruitment and representation

The number of employees aged 16 to 29 as a proportion of our entire workforce has been slowly increasing over the past few years, but this increase has reduced in the past year from 12.2% in March 2022 to 10.9% in March 2023. There remains a considerable under-representation of young people working for the Council in comparison with the Bristol working age population in this age band.

The proportion of council starters who are aged 16-29 was 32.7%. Younger employees are more likely to be employed on fixed term contracts and go on a secondment than older employees, and 24.1% of leavers were aged under 30.

Numbers of employees aged 50+ plus as a proportion of the entire workforce has been slowly increasing over the last five years.

Pay

65.9% of our employees earning less than £20,000 per annum were young people aged 16-29.

18.2% of our highest earners (over £80,000 per annum) were aged 65+

Grievance and disciplinary

Employees in the 50-64 years age range were more likely to submit a grievance than other age groups, and younger employees were less likely to submit a grievance. The proportion of disciplinaries by age band was slightly higher for employees aged 50+.

Disabled people

Recruitment and representation

Over the previous five years the overall proportion of Disabled employees has been stable and slowly increasing, with variance between the directorates in the proportion of Disabled employees. At end of March 2023 there were 540 (9.0%) employees who said they were Disabled, compared to 12% for the Bristol working age population. However, the proportion of new starters who disclose that they are Disabled people at the point of recruitment is much smaller (2.3%).

Pay

The council's Disability pay gap at end March 2023 indicates that the mean pay for non-Disabled staff was 3.32% higher than that of Disabled staff (higher than 2.99% at the end of March 2022).

Grievance and disciplinary

Disabled employees were over-represented in those submitting grievances (19.5%), and subject to disciplinaries (10.5%).

Ethnicity

Recruitment and representation

The overall percentage of the council's Black, Asian and minoritised ethnic workforce has increased slightly from 11.7% to 12.2%. Within this comparison there was a significant underrepresentation of Asian or Asian British employees (2.8%).

Pay

Black, Asian and minoritised ethnic employees were proportionally under-represented on higher salary bands. The council's race pay gap analysis indicates that mean pay for White British employees is 6.18% higher than that of Black, Asian and minoritised ethnic staff (this has been reducing year on year and was 7.33% in 2022). Out of employees in our workforce paid less than £20,000 per year, minoritised ethnic staff are still over-represented: 4.31% Asian/Asian British; 8.62% Black/Black British; 4.81% Mixed ethnicity; and 0.66% from other minoritised ethnic backgrounds.

Grievance and disciplinary

	Subject to Disciplinary #	Subject to Disciplinary %	Raised a Grievance #	Raised a Grievance %	Proportion of Workforce %
Asian or Asian British	4	7.0%	1	2.4%	2.8%
Black or Black British	7	12.3%	3	7.3%	5.4%
Mixed	2	3.5%	2	4.9%	3.5%
Other Ethnic Groups	0	0.0%	0	0.0%	0.5%
White	41	71.9%	26	63.4%	79.5%
Prefer not to say	0	0.0%	7	17.1%	1.5%
Unknown	3	5.3%	2	4.9%	6.8%
Total	57	100%	41	100%	100%

Overall case numbers for disciplinaries are small and equate to 0.9% of the Council's workforce. Black/Black British and Mixed ethnicity employees were statistically more likely to raise formal grievances and be subject to disciplinaries. The number of grievances has fallen compared to the same time in 2022 (76 cases). We have also seen a fall in the number of disciplinary cases compared to the same time in 2022 (53 cases).

Sex

Recruitment and representation

Men are under-represented in our workforce (39.3%) however there was wide variance between the directorates in the proportion of female and male employees, and in some service areas women are under-represented.

At the end of the reporting period there was a disparity between male and female employees working full time and part time. The full-time working ratio split was 51:49 in favour of males, whereas part time workers were 80% female. This was influenced by the far higher proportion of women tending to seek a home life balance for family commitments compared to men and therefore tend to be attracted to part time roles that can fit around childcare provision. The council has a Flexible Working Policy²⁵ and is committed to helping all its employees achieve a balance between their working life and other priorities such as parental and caring responsibilities etc.

Pay

We publish our gender pay gap every 12 months. The gender pay gap report shows the pay gap between female and male Bristol City Council employees. In March 2023, the mean average pay for men was 2.88% higher than that of women (reduced down from 4.41% in 2022), and the median average for men was 7.78% higher than that of women. The difference between the mean and median figures is due to the high proportion of women in the top quartiles of employees, whilst female employees are still over-represented on the lowest salary bands. The median gender pay gap is also significantly lower than the national average.

Bristol City Council will continue to address the ongoing difference in both mean and median percentages through further analysis of the reasons for disparity at a service level, and our Workforce Strategy will set out measures to make the Council a fairer and more representative employer.

Grievance and disciplinary

Men are over-represented in those raising grievances (56.1%) and subject to disciplinary measures (51.2%) compared to their overall representation in the council workforce).

Religion and Belief

Recruitment and representation

The proportion of employees from non-Christian faith groups is 6.4%. The proportion of employees declaring themselves as having no religion or belief has been increasing over the last five years and is now 42.4%.

Pay

The proportion of employees from non-Christian faith groups who were paid less than £20,000 per year was disproportionately high at 13.4%, compared to their overall representation in our workforce of 6.3%

Grievance and disciplinary

Our records do not indicate that employees are disproportionately represented in disciplinaries or grievances, based on their Religion or Belief.

Sexual Orientation

Recruitment and representation

The overall proportion of council employees who have told us in confidential diversity monitoring they are Lesbian, Gay, Bi or another non-heterosexual orientation (LGB+) is 6.2%. The proportion of LGB+ starters is 11.9%, and the proportion of leavers is 9%, however 6.8% of employees prefer not to declare this information.

Grievance and disciplinary

LGB+ employees are more likely to raise grievance processes in the council (12.2%) and be subject to disciplinaries (8.8%) compared to their representation in the workforce (6.2%).

Trans Colleagues

In 2020-21 we began including reporting of Bristol City Council employees who have answered the question "Do you consider yourself to be Trans?" on confidential HR records. At end of March 2023 58.3% of employees had not yet responded to this question (a slight improvement from 65.8% at the end of 2022), and only nine employees had answered 'yes'. From the recent availability of 2021 Census data, we know for the first time that around 0.8% of the Bristol population has a gender identity which is different from their Sex recorded at birth, and this is higher for young people. Bristol also has the second highest proportion of non-binary people out of all local authorities. The numbers of people in Britain who have obtained a gender recognition certificate are much smaller (around 6,000 in total).