



Equity and Inclusion Annual Progress Report 2023-24

Equality Objective	Our ambition	What we cover in this report	Pages
E01: Leadership	“a respected reputation for innovative best practice.”	Our governance processes, activities of our directors and senior leaders and our staff-led groups. Also includes activity of our ‘One City Approach’.	7 - 12
E02: Diverse workforce	“a diverse and inclusive workforce which reflects our communities.”	Progress towards diversifying our workforce, the annual staff survey, workforce diversity initiatives and review frameworks.	14 - 22
E03: Council Services	“Equitable, inclusive and quality services that promote wellbeing.”	Equality action plans, equality impact assessments and data and evidence. We also cover a selection of policies and strategies.	23 – 33
E04: Partnerships	“To lead and strengthen partnerships so everyone shares in the city’s success.”	Our partnership work tackling race inequalities, the Bristol Equality Network and the three mayoral commissions.	34 – 40
E05: Communities	“Tackle prejudice and promote understanding amongst communities”.	Community work comprising the community champions programme, our funding streams, support for refugees and asylum seekers and our health equity project.	42 – 47

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Executive Summary

In 2023 Full Council approved a new [Equity and Inclusion Strategic Framework](#) for the years 2023 to 2027. This is our first annual report to show the progress we have made against the five equality objectives listed in the framework from April 2023 to April 2024. 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 Bristol's success is shared, and we are committed to sharing our progress against those ambitions. Although we have been compiling annual reports on our previous strategy for several years, this is the first year when we are including such a broad range of case studies from around the Council. This shows some of the progress we are achieving in making equity and inclusion everyone's responsibility. This report captures a proportion of the work that is happening across Bristol City Council as an illustration of our cross-cutting approach and the variety of work that is taking place. Equity and Inclusion continues to be one of five building blocks in our [Corporate Strategy](#), and we take our commitment to the Public Sector Equality Duty seriously. Highlights in the last year have been around:

- Case studies covering a broad range of initiatives such as; staff working groups aimed at increasing inclusion and collaboration in our Legal & Democratic services and improving access at play facilities in Oldbury Park.
- A series of equity focused events, including a Race in the City conference in April 2024 with a range of partners organisations from across the city and 250 participants.
- Notable progress in our metrics around partnerships. There was also significant improvement and examples throughout this report of embedding equity and inclusion in policy creation.
- Increase in the quality and demand for Equality Impact Assessments (internally and externally).
- A range of new projects created, such as the Disabled Colleagues Project Board.

However, there will always be more we can achieve, and we still have notable challenges around:

- Ownership of cross-cutting issues that do not neatly sit within one service area.
- Inconsistency in the quality of Equality Impact Assessments, which some areas have less familiarity or experience in their completion.
- Reduced reporting by service areas on their Equality Action Plans.
- Less progress than hoped in some metrics, particularly general sentiment metrics from our Quality of Life surveys focused on Council services. We've highlighted where this is statistically significant. There is, however, also good evidence of targeted community development initiatives focused on some of the poor performing metrics, such as a new Antisocial Behaviour Policy.

As a result of this report we will be further examining these challenges and using our new Senior Leadership governance structure to support increased monitoring and evaluation of our actions and embedding equity and inclusion into everything that we do.

E01: Leadership

Equality Objective E01 – “a respected reputation for innovative best practice.”

This objective is about how the Council will make fair decisions and adapt to change.

Establishing a governance framework

We committed to establishing a governance structure as part of the revised strategic framework to ensure oversight and accountability of equity and inclusion work cross-organisationally. A tiered approach has now been embedded to ensure leadership are clear on their roles and functions and that we take a strategic and coordinated approach to equality work. Quarterly meetings have been scheduled with senior leaders, with the agenda formulated around core delivery for each quarter with an additional focus on progress against each of our equality objectives. The governance structure is designed to support those responsible for equity and inclusion at different levels of leadership and identify any emerging risks with achieving our aims and objectives set out in the strategic framework.

Meetings with Executive Directors (leads of our four directorates) have also taken place, with the aim of escalating any issues and ensuring solutions around equity and inclusion are tailored to each directorate. Taking a flexible approach allows us to respond effectively to any emerging issues within our services and wider society.

Monitoring progress

As part of the revised governance structure, the Equality and Inclusion team, alongside senior leaders are tracking progress against our commitments in the Equity and Inclusion strategic framework over a four-year period. This includes being realistic about our progress and benchmarking against our original agreed objectives to determine our pace of change and understand our impact.

We continue to welcome ongoing peer review and scrutiny from external organisations. Any feedback will continue to be utilised to allow us to regularly review the effectiveness of our equality work and to make changes where necessary to improve delivery (examples of this are covered in section 2).

Equality and Inclusion Champions

We continue to maintain a network of E&I Champions who represent different areas of the council. The role of Equality and Inclusion champions is to support the implementation of the strategic framework through being role models within their service areas.

The purpose of the Equality and Inclusion champions is to;

- Foster a comfortable and safe environment
- Role model positive behaviours to colleagues, partners, and service users
- Constructively challenge those who discriminate, harass, speak, or behave inappropriately

- Be a self-starter and use initiative to identify opportunities to influence change
- Raise awareness of and signpost staff to Equality and inclusion initiatives and events
- Promote the work of the Staff Led Groups
- Respect confidentiality and adhere to the Council's values
- Provide regular updates through team meetings highlighting best practice
- Read and share the documents/outputs shared by Directorate Equality & Inclusion Champions

Throughout the year, champions meet quarterly via network meetings where information and best practice is shared. Topics covered throughout the year have been a refresher on the Public Sector Equality Duty, the Equality and Inclusion strategic framework, digital accessibility and equality action plans. A quarterly newsletter has also been circulated with Equality and Inclusion champions to increase communications and provide talking points for champions to share with team members. Newsletter topics have covered religion and belief as a protected characteristic, promoting new data sources and practices around Eid.

Facilitating staff-led groups

LGBT+ Staff-led group	Young professionals' network
<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 	<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 others 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
Disabled Colleagues Network	embRACE staff network
<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 	<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

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 around activities. 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.

Director sponsor programme

The Director Sponsor programme was initially established with several key objectives; to increase awareness of various characteristics, to foster engagement among directors and senior leaders in advancing the equality and inclusion agenda and to role model positive behaviours, aligned with our objectives. Additionally, the role of the director sponsor encompasses providing visible leadership and accountability for specific characteristics. This year, we conducted a thorough review of the programme, soliciting honest feedback from senior leaders regarding its efficacy and identifying areas for improvement to ensure that staff across the council receive effective support. Our senior leadership team has acknowledged the ongoing need to continually address structural inequalities and to proactively challenge our processes to ensure a purposeful approach.

Looking ahead, the Equality and Inclusion team will prioritise upskilling senior leaders who are new to the council, addressing any gaps in director sponsorship roles, and facilitating connections between staff members and senior leaders to foster collaboration and drive meaningful change.

Visible commitment from senior leaders

As part of our city-wide work, our senior leaders represent the council on several working groups, in partnership with other equality organisations that aim to tackle city-wide inequalities and challenges (partnerships are further covered in section 4). This helps ensure that we are sharing good practice locally so excellence can be recognised, but also that we learn from local expertise to make us more effective. Examples include our Chief Executive chairing the Race Equality Strategic Leaders Group and our Director of Workforce and Change chairing the 'Tackling Disproportionately in the criminal justice system' pillar group on Workforce Representation and the Bristol Race Equality Practitioners Group.

Stephen Peacock, Chief Executive on the Race Equality Strategic Leaders Group – Race and the City 3 Conference, April 2024.

“In 2013, Dr Richard Stone convened an event for anti-racist groups. Dr Stone was an advisor to the judge on the Stephen Lawrence enquiry. That event was a key driving force leading to the Bristol Manifesto on Race Equality which then helped to bring about the creation of Bristol’s Race Equality Strategic Leaders’ Group. Thank you to all those who have stayed on this journey with us – and have stayed with us until this present day. What started as a small group has continuously grown to connect and reach all stakeholders in our city. One of our key starter points was to collate and be driven by data and evidence, there is an important connection between head, heart, instinct and action and we knew we needed to build a solid foundation. We started with a race HR data product and that has been a driver for bringing more people into the partnership. We now have 50,000 colleagues across Bristol who are captured within that data. The foundational approach to partnership should be celebrated, we have won awards for transparency and innovation, even if the truth that is revealed around the data is uncomfortable. The group remains stronger than ever and will continue to work collectively with all stakeholders across the city and beyond to tackle race inequality”.

Bristol’s One City Approach

In 2023, the fourth iteration of Bristol’s ‘One City Plan’ was published, with input from the One City Boards and other stakeholders to refine its annual goals. The One City Boards comprise a wide range of stakeholders including senior leaders from across the council. Refining the plan ensures that this iteration considers the legacy of COVID-19, the continuing impact of the cost-of-living crisis, national policy and global events. The One City Plan is supplemented with a wide range of policies and strategies that support equality work including; [Bristol Belonging Strategy for Children and Young People](#), [A One City Food Equality Strategy for Bristol](#) and a [One City Ecological Emergency Strategy](#).

Relevant One City Plan goals which reflect the Council’s equality and inclusion work include:

Goal	Summary
Goal 39	By reducing suspension, inclusion and school attendance rates are on track to be in line with the top quarter of best performing local authorities by 2028 (particularly for SEND and racially minoritised young people)
Goal 62	With support from the Economy and Skills Board and business support partners, 50% of citizens and businesses have actively made changes and are working towards a carbon neutral and nature rich city by 2030
Goal 66	Building on the partnership working during the pandemic, Bristol has a better response to mental health, particularly in children and young people, to build resilience throughout the life course

The One City Approach is also used in responding to some issues which disproportionately impact specific Protected Characteristics. This has recently been exemplified in assisting to convene partners in tackling serious youth violence in the city.

Case Study: A coordinated approach to address serious youth violence

Along with other areas of the country, serious violence, particularly the increased possession and use of knives has been a high priority for the city for a number of years. This issue effects everyone, but particularly impacts children, young people and families. The Bristol Preventing Violence strategy – Safer Options for Children, Young People and Families sets out the city’s strategic approach which sits within the remit of the Safer Bristol Partnership. The Bristol plan is informed by the Avon and Somerset Police and Crime Commissioner Prevention Violence Strategy.

In recent months, the Bristol, and the surrounding area has experienced several very distressing fatal incidents and critical incidents involving children and young people. These incidents have caused immense grief and concern among the wider community. Police, Bristol City Council and Community Partners have been working closely with local communities and with young people themselves to gain a deeper understanding of the circumstances which are contributing to the situation.

We have heard loud and clear, that longstanding and intergenerational experiences of exclusion, racism and lack of opportunity play a significant role in creating the conditions within which violence grows. Working with partners across the city, The Bristol Prevention Violence Programme has been strengthened and is now underpinned by:

- **Voice, expertise and experience** – particularly of young people and their families
- **Improved data and insights**
- **Evidence and best practice** – supported by an academic hub hosted by the University of Bristol

Building on the ‘One City Many Communities Approach’ there are three new elements to what we do:

- Building on the hyper local nature of the incidents that we have experienced we are beginning to strengthen our work with the police and community partners.
- The City Office is planning to convene a series of round tables to help unlock the untapped creativity and resource within the city by understanding the serious violence ‘eco system’ and problem-solving with fresh thinking and solutions

Measures of success outlined in our Equity and Inclusion Strategic Framework

E01: Leadership	Trend	Comment on progress 2023-24
<p>We publish information at least once a year summarising progress against our equity and inclusion objectives and outlining any challenges we are facing in moving forward.</p>	<p>Building on previous years analysis of our work, we will continue to benchmark our progress with the revised strategic framework.</p>	<p>Our <u>annual reports</u>, available externally since 2019, summarise our progress against our objectives.</p>
<p>Progress against this strategic framework is a standing item on senior leadership meeting agendas and features regularly in internal communications to colleagues.</p>	<p>-</p>	<p>Our newly embedded governance structure ensures continuing accountability in line with agreed objectives. Looking forward, the Equality and Inclusion team will facilitate upskilling new members to ensure they are aware of our equality commitments.</p>
<p>Self-assessment against external peer review frameworks and audit reports shows the organisational improvements we have made.</p>	<p>Maintained</p>	<p>Peer-review frameworks are covered in section 2 of this report and illustrate the progress we have made.</p>
<p>All Tier 3 and above managers have clear Equity and Inclusion objectives as part of their ongoing performance review.</p>	<p>-</p>	<p>This indicator was included in our strategic framework as a reminder for our managers to remain committed to developing Equity and Inclusion practice.</p>

E02: Diverse workforce

Equality Objective E02 – “a diverse and inclusive workforce which reflects our communities.”

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

Workforce diversity reporting

We have produced a Workforce Diversity Dashboard which is published on our internal intranet and is available for all managers. This provides tailored information for each team and service areas so managers can see the differences in representation and outcomes for our staff based on their protected characteristics, which can be used to inform positive action activities.

The dashboard is updated monthly, to allow for real-time data. Managers use this evidence to identify gaps and inform their Equality Action Plans. The dashboard provides anonymised data on headcount, representation, sickness and starters and leavers from our HR records. It excludes data for Locally Managed Schools/Nurseries, councillors, casual staff members, seasonal and external agency employees. The report is based on the equality monitoring information that we ask staff add to their employee profile on our HR Self-Service system, to make sure our diversity data is as complete, current, and accurate as possible. The data is anonymised and granular reporting is not available for small teams, to avoid any risks of personal identification. Senior leaders have encouraged all staff members to complete their personal information where they feel comfortable doing so, to help ensure any internal initiatives are based on evidence. A summary analysis of our workforce diversity data is available in Appendix 1.

The Council also feeds into the city-wide Bristol race equality data product that is produced in collaboration to map performance and diversity across the whole of the Bristol' public sector employers (see page 10). It also feeds into the reporting for the Workforce Representation pillar group as part of the Tackling Disproportionality in the Criminal Justice System.

Analysis of our progress

When comparing to the Bristol City Council percentage profiles from 2022-23, demographics show:

- In relation to age, there were slight increases in the number of younger aged colleagues with increases in 16-29 and 30-39 age brackets.
- The percentage of colleagues aged 50-64 was slightly lower (1.18%) than last year.
- The percentage of Disabled people within our headcount has lowered slightly (0.7%).
- The percentage of Asian or Asian British people has increased (0.3%) as has Mixed (0.1%) and other ethnicities (1.3%) and white employees (2.4%) and the percentage of senior leaders who are from minority ethnic communities is 8.98%.
- The proportion of female colleagues still remains high (61.19%) and has increased since 2022-23 (1.19% increase). This still remains higher when compared to the Bristol population of 49.1%. Data is now being collected on the percentage of senior

leaders who are women (66.47%). This was a new indicator within the strategic framework this year and so comparisons will be covered in the next report.

- The percentage of employees who are married has increased (4.1%) as has the percentage of employees who have a partner (2.32%) and who are single (3.4%).
- The percentage of Christian employees decreased by 1.7% in comparison to last year and other religions increased (1.1%).
- Those identifying as LGB had slightly increased (0.88% higher), trans people percentages had slightly increased (0.6%).

Please see appendix 1 for full figures including comparison data.

Workforce Strategy

The council's [Workforce Strategy \(2021-2022\)](#) is being refreshed to reflect how the organisation will prioritise resources to become an employer of choice. The strategy has been driven by both quantitative data (data on demographics, characteristics and pay gaps) as well as qualitative data in the form of outputs from staff focus groups. There has been an initial engagement phase with staff across the council to gather insights into staff experience to help shape the strategy, identifying priorities that reflect the lived experience of staff members. Representation and equity will form a core strand of the strategy, supporting managers and staff to meet our aims in relation to diversifying our workforce and ensuring different groups have a positive experience of the council. The strategy will be published later this year.

Learning and development

All employees engaged in mandatory learning which includes, amongst other courses, "Your Rights and Responsibilities" eLearning and "Managing Diversity", with 913 course completions online and 51 participants in face-to-face sessions. These eLearning programmes receive 4.5-star rating (out of 5) for their content and relevance.

We extended access to equality and inclusion-focused eLearning modules to our broader workforce, encompassing topics such as Trans Awareness and Combatting Hate Crime. We also build equity and inclusion awareness and skills through coaching modules on effective communication, inclusive leadership and face-to-face workshops emphasising productive dialogue.

Our proactive promotion efforts increased course completions, heightening awareness and comprehension. Over the period, an additional 591 colleagues successfully completed courses, including Equality and Inclusion, Trans Inclusion, Mental Health, and LGA (Local Government Association) Equality, Diversity, and Inclusion training.

We have expanded our offering with a new eLearning course titled 'A Guide to the Menopause'. With 883 completions, many colleagues have expressed in evaluations how this course has empowered them to initiate conversations about the menopause and increased their knowledge of how the council can support colleagues.

Cultural Intelligence (CQ)

During 2023/24, we continued to offer 'Leading with Cultural Intelligence' workshop to all colleagues across the organisation, an extending the offer to all staff and managers. As a

result, 127 colleagues successfully completed the CQ self-assessment and engaged in a two-day workshop.

Feedback from the workshop highlighted a significant increase in attendees' confidence when discussing cultural matters and their impact on interactions. Participants reported a shift from feeling "not confident" to being "confident" after attending the workshop.

Leadership and management development

There are a number of courses which are made available for managers across the organisation. These included:

- A Guide to the Menopause
- Equality Impact Assessments
- Managing Diversity
- Managing Mental Health
- Key Information for Managers

During 2023/24 we have seen a further 1,359 completions against these courses.

Our 'Leading Inclusively' module has been reviewed and is now scheduled a series of short webinars on the topic to allow for a greater capacity to attend.

Reasonable adjustment awareness and training

This year, 292 colleagues completed training on Reasonable Adjustments, an increase from the previous year (187, 2022-23). The 'Introduction to Reasonable Adjustments' e-learning is in the process of re-design, to align with a refreshed Reasonable Adjustment Policy, guidance and a flow chart to help colleagues navigate the process more easily.

The Disability and Wellbeing Advisor continues to provide practical, in-work, confidential, advice and support to employees, managers, teams and departments with workplace Reasonable Adjustments and Access to Work.

There is still work needed to improve the timeliness of some adjustments and the processes for implementing them, particularly those relating to technology. An Accessibility and Assistive Technology Support Officer is being recruited to help address this, and further work is being undertaken to improve policy and practice.

Workforce diversity initiatives

Apprenticeships

Apprenticeships serve as a pivotal mechanism for diversifying our workforce, with a significant proportion of apprentices often originating from under-represented groups. Notably, from April 2023 to January 2024, we observed a 35% surge in new apprenticeship enrolments, a substantial portion of which were internal candidates, illustrating a commitment to investing in career advancement opportunities for our employees.

To further support apprentices and cultivate a sense of community, we have established an apprenticeships network. This network provides a secure and inclusive platform for apprentices to engage in open dialogue, socialise, participate in events, and more. Its

overarching aim is to foster a welcoming environment conducive to personal and professional growth, with a focus on nurturing a sense of belonging.

Colleagues dedicated to supporting apprenticeships have actively contributed to the co-creation of our Workforce Strategy. Their input ensures that apprenticeships are seamlessly integrated throughout our organisational activities, guided by a quality-driven approach. This includes ensuring the Real Living Wage and utilising the opportunity to focus on diverse recruitment strategies into the apprenticeship recruitment scheme.

Diverse Voices

Diverse Voices is a positive action initiative designed to support under-represented groups with their career development. The programme is being refreshed for 2024 based on feedback from previous cohorts. The new programme now includes a broader range of career development opportunities including action learning sets, workshops and 2-to-1 coaching available for all participants to support with their career progression.

Stepping Up

The council has purchased places on the Stepping Up programme - a career development programme which aims to unlock potential and develop talent. The programme comprises formal leadership training for people from under-represented groups including women, Disabled people and racially minoritised colleagues. The council has 19 employees on the 23/34 cohort and is currently identifying participants for the 24/25 cohort.

Diverse Recruiters

We have identified challenges faced by under-represented applicants when applying for council positions. While there was notable interest from under-represented groups, this interest did not consistently translate into equitable shortlisting and interview rates. To address this disparity, we have undertaken a comprehensive review of our recruitment practices and have developed a diverse recruiters strategy aimed at embedding inclusivity into our hiring processes. The diverse recruiters programme comprises individuals from under-represented backgrounds who have received training in recruitment and selection processes. These individuals serve on a variety of interview panels, thereby contributing to a more inclusive and representative hiring process.

Key enhancements include an expanded offering of diversity training for interviewers, ensuring all staff have opportunities to participate in interview panels, and soliciting more comprehensive feedback from candidates to inform our continuous improvement efforts.

Project Bristol internship

Project Bristol has been running since 2012 and is an internship for young adults aged 18-24 with an Educational Health Care Plan. This includes young Disabled adults. It is a programme which aims to develop the skills required to match job opportunities within the council and help to obtain permanent roles or apprenticeships. Seven interns have completed the programme this year.

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 and racially 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. The internship will be continuing again throughout the summer months, with two internships happening with the Employment Skills and Learning team and one with the Portfolios, Programmes and Projects team.

Case study: Legal and Democratic Equality and Inclusion working group

Designed as a vehicle to leverage the aspirations of the Corporate Equality and inclusion Strategy (2018-23) into 'business as usual' work; the working group benefits from both visible leadership and vision at Director level and from representation at all officer levels in Legal and Democratic Services, who have volunteered to create a collaborative and collegiate space where every service in the division can contribute and have a voice. We are proud of our success to reconsider recruitment paperwork and processes and have delivered an Equalities Recruitment Toolkit which is a 'live' resource supporting managers with practical Equality, Diversity and Inclusion hints and tips to maximise the effectiveness and reach of their advertised roles.

We have input into the Equality Action Plan process by delivering a critical friend review, resulting in a commitment by Heads of Service to hold 6 monthly progress reviews incorporating the views of colleagues in each service area.

We have successfully piloted our divisional work experience offer which coordinated activity across the division during the summer to highlight the wealth of opportunities that we are able provide to young people as a Directorate team.

The group has a dedicated Coordinator and meets quarterly. Members have an opportunity to effect real change and influence as they come together to share and discuss their progress in delivering key workstream activities between meetings; utilising the broad knowledge, insight, and perspectives of the membership as a sounding board to identify new opportunities or for support to deconstruct any challenges or barriers to success.

Review frameworks

Stonewall Workplace Equality Index

We applied to the Stonewall Workplace Equality Index in 2023 and were awarded a Stonewall LGBTQ+ Inclusive Employer Silver Award 2023 Silver Award. The application was a collaborative effort between the LGBT+ Staff Led Group, HR, Data teams and the Equality and Inclusion team. Despite only making a partial submission, Bristol City Council ranked 18th in the Government and regulators sector and were ranked 9th amongst employers headquartered in the Southwest of England. Looking forward, a working group will be set up to review the feedback provided and, where appropriate, implement actions to improve our practices.

Disability Confident Employer

This year we maintained Level 2 status with the Disability Confident employer scheme, however we have not reached our target to achieve a Level 3 Leadership accreditation by

April 2024. This is because there is more work to do to firm up our Level 2 status and we know that the experience of Disabled colleagues is not consistently good or in line with our values, for example there are still delays with implementing reasonable adjustments.

As part of our Project Board for improving the workplace for Disabled colleagues, we have established a working group to revise our approach and create a stronger self-assessment and action planning framework.

Women in Business charter

The [Bristol Women in Business charter](#) was launched in 2019, with Bristol City Council as one of the first signatories. This charter was conceived to accelerate progress for the benefit of women within Bristol's workforce. Within this framework, we identified three primary objectives, each subject to regular reporting. Firstly, we aim to increase the representation of women in senior positions, which involves an assessment of our provisions for enabling colleagues to effectively balance work and family or caregiving duties. Secondly, we committed to empowering and supporting women occupying lower-paid and lower-skilled roles to advance within the organisation. This is supported by comprehensive training initiatives, ongoing support mechanisms, and the implementation of succession planning strategies, underpinned by measurable targets. Lastly, we are committed to narrowing the gender pay gap, with detailed reporting on this aspect provided in Appendix 3. Our engagement with the charter's organisers remains frequent, facilitating the exchange of challenges and best practices. We sponsored this year's launch event for the Women in Business impact report.

Improving the workplace for Disabled colleagues

As part of our commitment to improve the workplace experience for Disabled colleagues in response to their feedback through staff surveys, we are working with the co-chairs of the Disabled Colleagues Network to co-produce a joint action plan to improve on our corporate commitment to equity and inclusion and our statutory duties.

To help guide and keep momentum for this work, we established a project board which is co-chaired by the Director of Workforce and Change and the Chair of Bristol's Disability Equality Commission. The group includes colleagues from services who can help implement the work and includes - HR, Learning and Organisational Development, Equality and Inclusion, Safety, Health and Wellbeing, IT, Facilities Management, Trade Union reps and Disabled Colleagues Network co-chairs.

We have established sub-groups who are leading on solutions for specific workplace challenges including refreshing our Reasonable Adjustment Policy; improving the process for and implementing outstanding reasonable adjustments; refreshing our Disability Confident Employer status and developing an accessible communications policy.

This work is being pulled together into a strategic plan which will be a mechanism for monitoring our progress and ensuring sustainable impact.

Staff survey

Over 43% of staff completed the staff survey in 2023, which was 12% lower than in 2022. Overall, 61% of answers were positive and 13% were negative. The 2023 survey results show that colleagues' relationships with their teams and immediate managers continues to be strong and have improved since the 2022 survey. Colleagues' views on senior leadership

are less positive than last year despite previously increasing year on year. Indicators of employee engagement and being treated fairly have remained positive although there has been a drop in number of colleagues who feel it is a better place to work than last year.

Staff experiences by different characteristics

- The results from colleagues who identified as Disabled in the equality monitoring form has seen slight decreases in positive responses across all themes, with the most significant being 'Me and my role' with around a 10-percentage point decrease.
- Responses from colleagues who indicated they were ages 16-29 in the equalities monitoring form saw slight decreases.
- The answers from colleagues who identified their sexual orientation as Lesbian, Gay, Bisexual or other in the equalities monitoring form, shows an encouraging response with increased positive responses and decreased negative responses.
- Looking at the answers from colleagues who identified as Black or racially minoritised in the equalities monitoring form, positive responses increased, with the exception of 'senior leadership' and 'me and the organisation' which had small decreases.

Working environment and fairness – gain understanding of employees' view of their working environment in relation to their wellbeing	2020	2020	2022	2022	2023	2023
	Total positive	Total negative	Total positive	Total negative	Total positive	Total negative
I am aware of staff led employee groups and their purpose	72%	12%	76%	8%	75%	10%
I am not treated inappropriately or unfairly because of my age	85%	4%	86%	4%	87%	4%
I am not treated inappropriately or unfairly because of my ethnicity	84%	3%	77%	3%	79%	3%

I am not treated inappropriately or unfairly because of my religion or beliefs	82%	2%	67%	3%	69%	4%
I am not treated inappropriately or unfairly because of my sex	86%	3%	77%	5%	79%	4%
I am not treated inappropriately or unfairly because of my sexual orientation	85%	2%	77%	2%	78%	2%
I believe the council is committed to creating a diverse and inclusive environment	79%	5%	81%	5%	79%	5%
Overall I feel I am treated fairly as an employee of Bristol City Council	81%	7%	84%	5%	82%	7%

HR Policy development

Leave Policy

We have updated our Annual Leave policy in respect of the Carers Act 2024 which includes information on the entitlement of five days unpaid leave for carers.

Maternity and Parental Support Policy

The Maternity and Parents Support Policy has been refreshed to respect of increased flexibility around paternity leave and enhanced protections against redundancy whilst pregnant. It also includes additional information on redundancy protections following birth and adoption or shared parental leave.

Trans Inclusion and Gender Identity at Work policy

This year we introduced a 'supporting trans inclusion and gender identity at work policy' to support employees of the council. The policy provides definitions on key terms including the distinction between gender and sex and trans as an umbrella term. It provides information on

how to support an employee transitioning at work including developing a gender recognition plan, support in meetings and how to respond appropriately to a disclosure. The policy outlines the council’s approach to an employee having time off work to attend related appointments and treatments and our approach to confidentiality.

Reasonable Adjustment Policy

We have collaborated with Disabled Colleagues Network and Trade Unions on a refresh of the Reasonable Adjustment Policy, guidance document and flow chart to help employees and managers navigate the process more easily. The policy makes clear the manager’s responsibilities and the expectation to proactively implement the policy, with the assistance of support services, where appropriate.

Measures of success outlined in our Equity and Inclusion Strategic Framework

E02: Diverse workforce	Trend	Comment on progress 2023-24
Annual pay gap reporting.	-	See Appendix 3.
Annual employee survey and other staff feedback.	-	The staff survey will continue to be published on an annual basis and the outcomes are covered in this report.
Targets for representation, progression and pay and other outcomes by characteristic.	-	See Appendix 4.

E03: Council services

Equality Objective E03 – “equitable, inclusive and quality services that promote wellbeing”

This objective is about the Council’s role as a deliverer and commissioner of services.

A cross-organisational approach

Our revised strategic framework set an intention to align and coordinate many strands of equity and inclusion across the council in a consistent and strategic way. Given we are a large organisation, with over 6,000 employees, everyone has responsibility for developing our services, with the aim of achieving equality of opportunity. This also includes ensuring organisations providing services on behalf of the council have robust policies and a proper commitment to equity and inclusion.

Throughout the year, we have taken the time to promote the new strategic framework, to make sure all services are clear on our revised priorities and what we want to achieve. The newly established governance structure has allowed for better information sharing and further insights into the equity and inclusion work that is happening across the council, that provides a holistic view of our progress. Our [Corporate Strategy \(2022-2027\)](#) highlights equality and inclusion as a key building block and a commitment to embedding it in everything we do.

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. Each service is required to identify priority issues and relevant actions to address these issues. Service areas outline the outcomes that they would like to achieve, provide success measures and the timeframes in which they hope to deliver. Services are required to report twice a year on how their actions are progressing against their timescales. Equality Action Plans are linked to the five objectives, outlined in the Equity and Inclusion strategic framework to ensure a coordinated approach to delivery.

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. We report twice yearly on this KPI with different targets at different points in the years. Our first target was 88.0% which was achieved, our second target was higher at 90% which was not achieved, the actual percentage reduced slightly at 86.0%. Although our target for the second half of the reporting year was not yet, trends shows that plans reporting ‘expected progress or better’ continue to increase on an annual basis.

End of year reporting shows key developments across the council, with better equality and inclusion information sharing happening between teams, and services independently seeking training in equality and inclusion practice. However, there were still actions with less progress than expected, cited reasons were usually recruitment freezes preventing progress

on actions related to diversifying the workforce. We will be sharing these successes and challenges outlined in Equality Action Plans during governance meetings, to work collectively to identify solutions and to maximise on resources that we have at our disposal.

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 2023-24 we carried out 366 EqIAs which were completed to enable decisions, new and reviewed policies and strategies, commissioning and procurement, and to consider the potential impact of operational works. We also carried out 52 EqIA's for our annual budget setting process.

To support this process our Equality and Inclusion Team consistently provide one to one meetings with Council officers on Equality Impact Assessments, ensuring they fully understand the equality impact of their decisions and any mitigations needed to ensure equity for all.

Since the introduction of EqIA's council officers have become increasingly confident in completing them and using them to guide their decision making. We have seen the quality and standard of EqIA's increasingly improve - allowing them to be used as an effective decision-making tool. EqIA's have been referenced in high level Council meetings as a tool that has been used to ensure the correct decisions are being made. Members of the public are also increasingly aware that EqIA's are available for them as reference point to help understand the decisions Bristol City Council is making.

We also provide an e-learning module on Equality Impact Assessments with a step-by-step video guide. This e-learning was completed by 111 employees in 2023-24.

Understanding the cumulative impacts of decisions

We are increasing the amount of cumulative impact assessments we complete, in instances where we have cross-cutting decisions that are likely to have intersecting and disproportionate impact on communities. For example, for the past few years we have analysed the cumulative impacts of budget savings proposals. Assessing the impact of savings proposals on different groups allows decision makers to have due regard to any likely disproportionate or negative impact for citizens, service users or employees on the basis of their protected and other relevant characteristics. Analysing the cumulative impacts helps decisions makers to recognise the potential collective equality impacts of multiple decisions taken together as a whole to identify compounding issues that could impact disparities and identify solutions to mitigate against them.

Using data and evidence to inform decisions

We use a wide range of data sources to ensure our work is informed by evidence of the communities we serve. Identifying suitable evidence sources is a keyway in which we understand the potential impact of decision making on groups who could be most affected within the city, develop our policies and design initiatives to support equity. We have been

promoting intersectional data analysis to understand the lived experiences of people with multiple or combined characteristics.

An updated guide on [Equalities Statistics: What is available and where to get it? \(bristol.gov.uk\)](#) outlines the main sources of equalities statistics for Bristol.

Census Data 2021

This year our Strategic Intelligence and Performance Team have developed new analytic tools using Census 2021 data. This wide range of data and information about the city and its population helps us understand the changing profile of Bristol's diverse population. Headline results are in the Census 2021 Dashboard and data for areas within Bristol are in the Census Data Profiles Dashboard - both [Census 2021 \(bristol.gov.uk\)](#).

Detailed analysis by equalities group is now in a series of population profiles on the [Population of Bristol](#) web page (see "Population by Equalities Group" section). These are published for religion, trans population, sexual orientation, Somali population, ethnic groups and Disabled population. These population profiles provide significant insights into the lived experiences of different groups with a range of indicators including age, economic activity, health and wellbeing, housing and qualification data plus map population groups across the city. These profiles have been shared both internally and externally in the hope that it will influence priorities.

Quality of Life data

The [Quality of Life Survey](#) provides annual snapshots of the quality of life in Bristol using a wide range of indicators including crime and safety, health and wellbeing, community and education and skills. The data can be disaggregated by over 30 equality and demographic groups and also by geographical locations. The data is regularly used within equality impact assessments to help decision makers understand the impact of decisions on different groups by outlining the current state for different demographics of people within the city. This data is published externally and shared widely with different equality stakeholders we work with.

Deprivation and ward profile data

Being used more frequently is [deprivation](#) and [ward profile data](#). Bristol has 41 lower super output areas (LSOAs) in the most deprived 10% in England for multiple deprivation (2019). This can significantly impact life expectancy, general health and wellbeing and education. An example of this is where the Employment Skills and Learning team highlight that in Bristol, 46 lower super output areas (out of total 252) have had worklessness rates higher than the English average continually since September 2018 (further information covered in section three). Localised solutions are increasingly recognised as an essential element to tackling equality of opportunity and we will continue to encourage our services to understand the impact of geographical location on life experience.

Case study: Bristol's Anti-Racism in education engagement report promoting intersectional analysis

Bristol's [Anti-Racism in education engagement report](#) provides the evidence base to inform Bristol's Anti Racism strategy to address disproportionality of outcomes for Black and minoritised children and young people in Bristol. The report presents the results of engagement with young people and the analysis of regional and national data that illustrates significant disparities in the outcomes and experiences of children in education. This included the analysis of a wide range of data for children in Bristol, including understanding exclusion rates for Black and minoritised children and the attainment gaps between Black and minoritised children and their white counterparts.

The report also highlights the disproportionality between the intersecting characteristics of being Black and having special educational needs (SEND). Children with SEN from Black and minoritised ethnic groups score significantly lower in Reading, Writing and Maths than children from the White British ethnic group. Results also showed an over representation of Black Caribbean, Black African, Dual Heritage Black Caribbean and White, Gypsy Roma Traveller Children in exclusions.

In addition to analysing the experiences of children, the report also highlights the lack of representation of Black and minoritised senior leaders, CEOs and governors in the education system in Bristol, demonstrating the need for significant culture change. Looking forward, the BCC Education and Skills team will be looking to co-produce a strategy with partners across Bristol to address these challenges.

Using a trauma informed approach

There have been significant developments in cross Council work to embed [trauma informed practice](#). Strategic commitment to trauma informed practice is increasingly apparent in Bristol strategies and frameworks, including our Corporate Strategy, Corporate Parenting Strategy, Bristol's Belonging Strategy for Children and Young People, our Health and Wellbeing Strategy and Homelessness Prevention Strategy. The approach is supported by our [Trauma Informed Practice Framework](#), which includes an agreed set of principles. This strategic intent is following through into commissioning plans, and questions about trauma informed practice are being included in tender paperwork and form part of evaluation. The approach also forms part of internal practice guidance including housing policies such as the Housing and Landlord Services Tenancy Resilience Policy, and the Council's Anti-Social Behaviour Policy. As part of raising awareness and understanding of the potential impacts of trauma the Council have delivered a training programme open to all BCC staff and key partners agencies. Over 1000 people have attended training and learning events. This has included staff from across citizen services, HR, legal services, housing, children and education, adults and communities.

Procurement and contract management - diversifying our supply chain

The council has responsibility for an incredibly diverse range of services – including everything from caring for the most vulnerable children in our city, through to building new

transport infrastructure to keep our city moving. Everything we do relies in some way on the goods, services and works we buy. This means that procurement and contract management decisions have a direct impact on:

- The council's budget and savings proposals
- The quality and cost of services to citizens
- Corporate and service objectives

Beyond the obvious direct impacts, our decisions about what we buy, who we buy it from and the way we buy it also have significant wider environmental, economic and social impacts – both locally and globally. For example, choosing to spend money with a small local business can support local employment, help the business to grow, keep money within the local economy and may reduce our environmental impact too. This means that procurement and contract management decisions also contribute to achieving the fundamental 'building blocks' in our Corporate Strategy:

- Development and Delivery (e.g. community development)
- Environmental sustainability
- Equality and Inclusion.
- Resilience
- World Class employment

Our [Social Value Policy](#) makes strong commitments to take wider social, equality and inclusion, economic and environmental impacts into account when we make decisions – including when we procure and manage contracts.

The [Procurement And Contract Strategy 2023-2027](#) has a specific principle linked to diversifying our supply chain. **Local Communities** focusses on the positive impact we can have on Bristol. This includes supporting local suppliers and employment, building strong local partnerships and ways in which we can have a positive impact on equality and inclusion in our city.

The Procurement & Contract Management Service has also committed to delivering the following aims:

Supplier diversity: We believe it's important that the suppliers who deliver services to Bristol support our equality and diversity aims and reflect our city.

- **We will** ensure that before we procure a contract, we will meet our responsibilities to consider diversity and how we can both positively affect equalities and put plans in place to reduce or remove any risks - and we will ensure that our suppliers share our commitment to these values.
- **We will** provide suppliers who are owned by or employ people from communities who've experienced economic inequality and disadvantage with targeted support and encouragement to bid for work with the Council.
- **We will** recognise and reward suppliers who commit to recruit and employ local people to deliver our contracts – with particular focus on people who are likely to find it more difficult to find work.
- **We will** track our progress in improving supplier diversity.

Policy, research and strategy development

Equity and Inclusion is considered in all policy and strategy development across the council to ensure inclusive design and that the directions we set are founded upon evidence-based principles, informed by genuine insights into the diverse needs of our communities. Below is a selection of several key policies and strategies implemented over the past year, showing our dedication to embedding principles of equality and inclusion throughout the council's operations.

Accessible Communications Policy

The latest [Quality of Life](#) survey shows that particular people groups – particularly disabled people – are less likely to get involved in their neighbourhoods and less likely to know where to access important information. Whether it is on social media and the website, through important strategies and plans, or in letters from services to residents, the way the council communicates is central to whether people can play an active role in the city.

In recognition of this, officers from across the council have begun to develop an Accessible Communications Policy which will lay out how the council will meet its legal duty to make information accessible but will also outline its approach to making the council's communications more open, proactive and transparent. The policy will be focussed on improving the experience of accessing information for everyone but will also be focussed on key groups such as disabled people and people who speak English as a second language.

Officers are currently engaging with key organisations such as the Bristol Disability Equality Commission and are working towards publishing the policy later in 2024.

Anti-social Behaviour Policy

Our new [Corporate Anti-social Behaviour Policy](#) was adopted in April 2024 and is managed by our Safer Communities Team. The policy sets out how Bristol City Council works to prevent, intervene in and tackle incidents of Anti-social Behaviour (ASB). The aim of this policy is to prevent and minimise instances of ASB and to resolve them as early as possible through timely and appropriate interventions.

The policy outlines how we will use an evidence-based, trauma-informed and victim and child centred approach and what this means within the context of ASB. The policy recognises that, although ASB can affect anyone, people who live in urban areas with higher levels of deprivation are or more likely to witness or experience ASB. Disabled people are also statistically more likely to have experienced ASB and young people are more likely to experience a significant impact from ASB, demonstrating the need for a person-centred approach to support. Incidents of ASB can also be hate crimes if they are perceived by the victim to be motivated by hostility or prejudice based on a protected characteristic as defined by the [Equality Act \(2010\)](#). The policy illustrates our commitment to eliminating all kinds of discrimination and the steps we are taking towards tackling the root causes of ASB, with the aim of creating safer communities.

Employment, Skills and Lifelong Learning Plan

The [Employment, Skills and Lifelong Learning plan](#) provides a road map for the service and is based on extensive research and feedback from residents and stakeholders. We have identified 8 top priorities that are aligned with wider strategies and policies, including our

Equity and Inclusion strategic framework. The plan is a key example of our commitments to equality of opportunity with several of the priorities addressing root challenges including;

Priority 1: Connect the local system better to tackle employment inequality and poverty.

- Activities included in this strand include working in partnership with the integrated care partnership, NHS England and Public Health, joining up of strategic bodies and teams that oversee childcare and transport infrastructure. It involves embedding employment, skills and learning into the Bristol Family Hub model.

Priority 2: Achieve better career outcomes for young people and families being left behind.

- This priority comprises working with schools and educational settings to develop a work readiness curriculum, developing innovative parent and carer training programmes and piloting a cradle to career programme.

Priority 5: Help employers recruit diverse talent and plug skills gaps in essential job roles

- Co-ordinating a campaign to improve the reputation of the construction centre is a key commitment within this priority, as is working collaboratively with our HR service to improve diverse recruitment. We also committed to proactively ensuring our resources are targeted at individuals across a range of equalities groups.

Priority 6: Support Disabled people and those with health conditions to achieve paid employment.

- Involving Disabled people in shaping employment, skills and learning services will be central to this priority as well as ensuring partner employers have access to Disability equality training and working with educational settings such as SEND to transform policies and procedures relating to employment outcomes.

Priority 7: Enable migrants and refugees to build on their skills to settle and thrive in Bristol.

- Priority 7 comprises developing an employer toolkit to support refugees and asylum seekers, supporting access to programmes with embedded English speakers of other languages (ESOL) and strengthening ESOL conversational clubs.

Parks and Green Spaces Strategy

The [Parks and Green Spaces strategy](#) outlines a commitment to collaboration and the service engaging with a more diverse range of stakeholders, co-designing changes in partnership with communities. Central to the strategy is the overarching theme of enhancing accessibility and inclusivity within parks and green spaces, with a particular focus on addressing the needs of children and young people. This includes initiatives aimed at designing spaces to enhance feelings of safety for girls, involving children and young people in decision-making processes, and establishing regular engagement with youth representatives. The strategy acknowledges existing disparities across the city for young people while highlighting the benefits that access to quality parks and green spaces can bring. This includes educational, health, and can facilitate community-building. It defines a vision for cultural enrichment, with a commitment to reflecting the diverse cultural heritage of our local communities within parks and green spaces. This includes reviewing permission

processes for community-led initiatives and to refine our 'spirit of place' approach to ensure that cultural offerings within parks align with our communities.

The strategy outlines both short and medium-term goals, along with intended outcomes up until 2039. Through this comprehensive roadmap, we aspire to create vibrant, inclusive, and culturally rich parks and green spaces that serve as cherished community assets for generations to come.

Case study: engaging Oldbury Court Residents to shape their local park

Bristol City Council is planning to make access improvements and significantly enhance the play facility at Oldbury court, with re-landscaping and replacement of broken and missing equipment. As part of this redesign process, the parks department commissioned the Community Development team to undertake the community engagement element of the project to gather residents' views and allow them to influence the new design. The consisted of four stages: engaging with relevant stakeholder groups, door knocking, a face-to-face event, and a survey.

A Community Development Worker connected the landscape architect to the 'Friends of Oldbury Court Estate' group, a resident-led group set up to protect and enhance the park. Connections were also made with the West of England Centre for Inclusive Living ([WECIL](#)), a locally based organisation supporting disabled people. The architect met both groups to gather information and also commissioned WECIL to undertake an accessibility audit of the current play park to inform the accessibility improvements. The team also had productive conversations were had with 40-50 local residents. An event was held at The Vassall Centre which took place in early November and allowed residents to view the initial designs and discuss them with the architect. Residents were encouraged to select their preferences, including children. The designs from this event were then displayed publicly at The Vassall Centre for the next few weeks for residents to drop in to view and then fill in a survey.

Over 70% of respondents were from the local postcode area. 17% were young people, 6% were Disabled people, 19% were from ethnic minorities, 80% were female, 1.5% identified as trans/non-binary and 9% were LGBT+.

Trans Inclusion and Gender Identity policy

We launched a '[Trans Inclusion and Gender identity](#)' policy in August 2023. The policy provides 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. The policy provides definitions of key terms, outlines the legal protections of trans people and gives information on different types of discrimination, harassment and victimisation in relation to trans people. The policy outlines rights related to freedom of speech and expression in line with the Human Rights Act (1998) and the Equality Act (2010) and shares our approach in providing inclusive services.

Vehicle Dwellers – The Bristol Model

Vehicle dwellers across the UK are often isolated and unable to access services. They do not fall into the category of homeless, are not Gypsy Travellers and are not privately housed so can be overlooked.

Bristol has taken a more inclusive approach with the publication of the report: "[Vehicle Dwellers – The Bristol Model](#)". The report recognises that we may have as many as 800 people living in vehicles in our city who should be recognised as valued citizens who contribute to Bristol. The report explores the demographics and health needs of this diverse group and identifies some of the biggest challenges that they face. It outlines what work we are doing specifically with vehicle dwellers – such as: provision of sites, outreach work, welfare support and representation – and makes recommendations moving forwards. These include taking a citywide approach to include vehicle dwellers in all areas of our work, committing to providing more pitches and greater welfare support.

Bristol has taken the national lead in working with this previously overlooked group and set an example of good practice around equality that we hope others will follow.

Inclusive design

Case study: "Project Rainbow" – co-designing buildings with and for young people

Project rainbow is a collaborative project between Bristol City Council, City of Bristol College, young people with Special Educational Needs and Disabilities (SEND) and their families. The aim of Project Rainbow is to improve Bristol's offer for young people with SEND in regard to education, independence and employability post-18. In October 2023, a purpose-built centre for young people aged 18-24. Students living at the centre develop a range of skills including independent living and have opportunities to socialise with other young people.

Bristol City Council partnered with WECIL to set up a young person's advisory group. The group convened throughout the construction process to ensure the designs were accessible and met the needs of young people. The team identified inclusive building design that was included in the construction including low-level lobby lighting for neurodiverse people, adjustable kitchen counters and wider doors for wheelchair users, and communication devices fitted in bedrooms for young people to communicate with one another and staff members.

Upon completion of the construction works, the advisory group undertook an accessibility audit which highlighted further work to improve the centre. This included improving wayfinding, reorganising store cupboards and changing colours. All partners are committed to improving accessibility, and we intend to reconvene the group for future phases of the project.

Measures of success outlined in our Equity and Inclusion Strategic Framework

E03: Inclusive Services	Trend	Comment on progress 2023-24
All service areas have an annual Equality Acton plan which is approved by a director as part of the annual service planning cycle.	-	In 2023-24, 80% of services had an equality action plan, which includes shared plans across some larger directorates.
Increase % of all Equality Action Plan actions reporting expected progress or better.	Lower	In quarter two, we reached our key performance indicator, with a target of 88% and an overall result of 88%. In quarter four we, missed the target of 90%, with an actual percentage of 86.0%.
Reporting shows our progress in implementing recommendations and actions from Safeguarding Adults reviews and Serious Case reviews.	-	In 23/24 there has been 29% increase Safeguarding Adults Reviews from the previous year. We have started process of consolidating multiple action logs and implementing improvements in our communication to stakeholders regarding the recommendations and actions following these reviews.
Reduction in the gap in life expectancy between the most deprived and the least deprived areas in Bristol.	-	Awaiting data from the Department of Health.
Reduction in the proportion of young people who are not in education, employment or training.	-	4.58% of the total cohort are not in education employment or training. We have 6 career coaches who are providing guidance to these young people across multiple locations, as well as 2 young parent mentors supporting young parents across Bristol.
Increase in % of citizens satisfied with the way Bristol City Council runs things.	Lower	In 2022 the average was 38.7% and in 2023 it was 34.1%, this difference is statistically significant. Disparities exist within this indicator with some groups

		higher than the average (Black/Black British – 48.3%) and some significantly lower (10% most deprived – 23.0% and Disabled 27.4%).
Increase in % of citizens who are comfortable using digital services.	Lower	The percentage of citizens who are comfortable using digital services was lower this year (78.8%, 2023/24) in comparison to last year (80.5%, 2022/23). This is not statistically significant.
Increase in % of council tenants satisfied with their overall current accommodation.	Lower	The percentage of council tenants satisfied with their accommodation decreased slightly, in 2022 it was 84.2% and in 2023/24 it was 83.2%. This is statistically significant.

E04: Partnerships

Equality Objective E04 – “to lead and strengthen partnerships so everyone shares in the city’s success.”

This objective is about the Council’s role as a leading agency in the city.

In line with this ‘Partnerships’ focused equality objective, Bristol City Council and its Equality & Inclusion team are playing a lead role in embedding, delivering and strengthening partnerships right across the city to tackle inequalities. There are many varied specialist groups operating to ensure everyone in Bristol can share in the city’s success, with all groups working together to tackle the most prevalent issues. The below captures some of the key workstreams and partnership groups being led directly by Bristol City Council and the Equality & Inclusion team, alongside a vast array of city stakeholders.

Bristol’s Race Equality Strategic Leaders’ Group

Bristol’s Race Equality Strategic Leaders Group was established in 2015 in response to the Bristol Manifesto for Race Equality and next year will see the 10th year of the group.

During the year this group (Chaired and co-ordinated by Bristol City Council) has continued to see full attendance and representation from all (16) major Public Sector agencies in the city, as well as excellent support and scrutiny from wider strategic partners such as SARI, VOSCUR & Black Southwest Network.

The continued growth of the group has enabled us to formally agree strategic and collaborative annual work plans and projects for delivery in order to produce tangible outputs to share through our networks and with our wider city stakeholders.

This year’s priorities have been ensuring the group ‘connect the city’ through delivery of an ‘open and free to all’ programme of events titled Race & the City 3 (more information in the below section), along with upkeep and development of Bristol’s race equality eco-system tool and delivery of a large-scale recruitment and employment focused ‘Our City, Your Jobs’ event.

In addition, the group has held strategic discussions on a range of key issues and developments relating to race equity brought forward by a range of other organisations and groups to ensure joined up responses.

Supporting this group has been the Race Equality Practitioners’ Group who have helped to drive the operational responses to a range of matters including collectively looking at increasing representation of racially minoritised communities in the workplace at all levels across the public sector.

Race and the City 3 events

As mentioned above, the Race Equality Strategic Leaders’ Group have led on the delivery of a programme of events during this year titled Race and the City 3.

This has been a critical ongoing programme of ‘free of charge’ events for the city to ensure that space is created to bring together all sectors and race stakeholders together to ensure opportunity for whole system conversations and responses to Bristol’s key race challenges.

During this annual programme we have facilitated discussion and engagement to share key learnings for discussion on current / future priorities through our delivery of specialised themed events.

All city stakeholders were welcome and invited to these events, including invites to bring together the many equalities focused groups in the city to share thoughts to collaborate to achieve maximum impact. This latest year's events have focused on:

- Race and Health equity
- Criminal Justice
- Employment and Recruitment
- Education
- Whole system strategic approaches to ensuring race equity

Between that first Conference in 2019 and publication of this report, a total of 18 race and the city events and gatherings have been delivered for all partners and importantly our communities too, particularly our racially minoritised communities with extremely positive attendance and engagement at every event to date.

We have seen a total of over 2500 stakeholders attend these whole city engagement events and this has created many positive opportunities for cross sector / workstream collaboration to tackle these issues and importantly, the events have ensured that key challenges reach a very wide audience of attendees able to help engage to form part of the solutions.

Our City, Your Jobs

A further example to share this year has been the 'Our City, Your Jobs' event, a careers & recruitment event for racially minoritised communities in Bristol. Delivered in late 2023.

At this event (co-ordinated and led by Bristol City Council), we showcased a vast array of live vacancies and career opportunities to our communities, with 350 people attend in attendance from racially minoritised communities in Bristol, and 35 of the city's employing agencies presenting careers at their organisations. All of whom working in a collaborative way to help to co-design the event together. The evaluation from attendees was highly positive in terms of impact and outcomes and clearly delivered much for our partners in terms of efficiencies of co-delivery, all of whom have expressed commitment to see this being delivered on an annual basis in Bristol due to its ability to allow us all to scale up our offer and impact to the city by working together on challenges around recruitment and employment that many of our organisations are experiencing.

Some of the key points from the detailed event evaluation included:

- 94% of those attendees were likely or very likely to apply for a role in one of the organisations present as a result of the event.
- 88% of attendees want to see future events similar to this being run.
- 91% of attendees rated their experience as 4 or 5 *

Bristol's race eco system

Underpinning the above workstreams is a thriving Race Equality Eco-system in the city. During this year, we have undertaken work with partners and groups across the city to ensure the Bristol Race Eco-system tool has been updated to reflect the city's latest groups,

priorities and workstreams. This has been finalised and will now be shared with the city to broaden understanding of the many city race partnerships, groups and networks that the city benefits from.

The tool also enables networks and stakeholders to engage, share ideas and discuss greater collaboration in future.

This is an open and 'live' tool to be regularly updated to ensure its accuracy and can be accessed through the Bristol One City website here: [Bristol's Race Eco System](#).

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 moved to a model of considering all race and health inequality priorities as potential focus areas. During the first round of submissions and votes in November 2022 the group chose maternal and perinatal mortality for its first priority, establishing Project SMILE which ran a number of focus groups to listen to the experiences of Black and minoritised mothers and birthing people. The project is now transferring to the NHS Race Health Observatory, who are focusing on preterm birth optimisation in Black women.

In January 2024 the group identified two new focus areas:

- The first focus area is 'Increasing immunisations with focus on Measles, Mumps and Rubella (MMR) and Human Papillomavirus (HPV)' - due to variable immunisation coverage mortality and morbidity from vaccine preventable infections remains a significant challenge both within the UK but also internationally. Equality in

immunisation is an important way to address health inequalities. To protect the whole population of Bristol we need to have at least 95% uptake of immunisations.

- The second focus area is 'Local Race and Health Data Development' - aiming to work with partners across the city to co-create a race & health data picture accessible to all One City partners and identify gaps in ethnicity data in key health conditions in Bristol.

Bristol Race Equality Practitioners' Group

This group is the operational arm of the Bristol Race Equality Strategic Leaders' Group and throughout this year has continued to bring together all sector organisations in the city to work collaboratively on key defined topics on race. Its overarching objective is to improve the representation of racially minoritised colleagues within the Bristol workforce.

Part of the collaboration across the city has been to understand how HR is embedding best practice in E&I across each organisation, which has included an understanding of the training that has been delivered around culture change and recruitment.

The group has also been key in delivering a high profile and large-scale recruitment and employment event in-person this year (as outlined above in the Our City, Your Jobs section).

By identifying opportunities and tackling issues through a range of approaches this group has continued to provide a platform for all city partners to share best practice and to highlight cutting edge initiatives and opportunities. The group also provides bi-monthly updates to the Strategic Leaders Group on progress made highlighting any new initiatives.

Tackling Disproportionality in the Criminal Justice System

The Identifying Disproportionality in the Avon and Somerset Criminal Justice System Report, published in 2022 stated that "In order to achieve a fairer criminal justice system in which every group and every individual can have confidence, we need to work together to remove discrimination root and branch from UK society and its institutions."

The report was commissioned by the Avon and Somerset Local Criminal Justice Board. It set out 83 recommendations for all agencies involved in delivering criminal justice across Avon and Somerset, in the below areas:

- Stop and Search in policing
- Out of Court Disposals (OCCD)
- Youth Justice
- Prisons
- Human Resources – recruitment, retention and progression of employees from racially minoritised communities

The aim is to drive the cultural change required to ensure that the criminal justice system is more equitable, so people can feel and see the difference through their experiences in the future.

During this year, Bristol City Council, through the Equality & Inclusion, H.R., Data & Intelligence and Youth Offending services have ensured a growing presence and input into the established themed pillar groups that have been set up to ensure structured multi agency responses to these report recommendations. Bristol City Council is supporting the response to these recommendations and taking an active role in helping to achieve the changes the report urges. Further progress will be seen during the following year as these groups are currently in their early stages during this report year.

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 275+) and we provide 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 2023-24. 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:

- Inclusion data and creating a strategy for meaningful change
- Understanding workplace privileges
- Digital accessibility
- Understanding ADHD and developing an inclusive meeting guide

Equality commissions

Bristol's Equality Commissions reported their annual progress and findings to Full Council in November 2023. Below is a summary of their reports which can be found here:

- [Update from the Bristol Disability Equality Commission](#)
- [Update from the Women's commission](#)
- [Update from the Commission on Race Equality](#)

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. It has held bi-monthly meetings since it was formed and has agreed terms of reference. The Commission chair continues to meet with councillors and senior officers of the council and other senior leaders in the city and the Commission are seeking clarification on the future and what its role will be within the new Committee structure.

For more information, please see the [council webpage](#).

Bristol Women's Commission

Their report noted some of the issues women are facing, such as:

- Comparatively poor health data in Bristol for breast cancer, osteoporosis, smoking and mental health issues.
- Barriers to paid work for women, including earning less than the real living wage, poorly paid social care roles and needing to provide family care.
- The impact of sexual harassment and sexual violence in schools and an earnings gap following higher education.
- High rates of domestic abuse for women and sexual harassment on Bristol transport
- Poor representation in STEM and construction sectors and lack of affordable childcare

They report also highlighted progress across women and the economy and women safety, including- promotion the caring economy manifesto, the women's safety and public transport group, 16 days of activism against gender-based violence and supporting the Women in Business Charter. The Commission outlined its goals for the year and also shared the agendas of the 6 meetings it had held in the past year.

Commission on Race Equality

Museji Ahmed Takolia CBE was appointed chair of the Commission on Race Equality (CoRE) in October 2021, and formally stood down on 18th October 2023. Therefore, there is not a current Chair in place for CoRE. Margaret Simmons-Bird MBE is the Vice Chair of CoRE with a remit on education. CoRE has ten commissioners covering key themes such as Education, Health and Wellbeing and the inclusive economy.

CoRE was set up in response to the Bristol Manifesto for Race Equality, to work collaboratively with key partners in addressing systemic and structural racial discrimination and injustice in Bristol. Bristol has a long-standing history of challenging inequalities, and this

is reflected in the core principles developed in memory of Batook Pandya, a founding member in the production of the Bristol’s Manifesto for promoting Race equality. The Race Equality Manifesto underpinned the key principles of CoRE and the work stream with a focus on Education, Community and Engagement, Criminal Justice and Economy.

CoRE has played a valuable role in bringing together a wealth of experienced professionals in the areas of health, education, community engagement, economy, and enterprise across the city. They have been able to work constructively and in collaboration with key partners to address racial injustice, ensure the lived experiences and voices of black and other minoritised voices are heard and represented in policy development and decisions that directly impact on these communities. However, post-Covid and the ongoing challenges resulting from the cost-of-living crisis, there is need and an opportunity to review the effectiveness of this model, to reflect and draw on lessons learned over the last seven years of CoRE to plan a future that builds on the work of the Commission.

Measures of success outlined in our Equity and Inclusion Strategic Framework

E04: Partnerships	Trend	Comment on progress 2023-24
Successful delivery of citywide action plans and work programmes to improve performance.	Higher	Positive progress during the year with setting of agreed city priorities and delivery as agreed.
Regular progress and data reporting provided to multi-agency partnerships e.g. strategic race equality leaders group.	Higher	Progress reporting on all priorities set has continued across all above partnership groups throughout the year.
Feedback and evaluation of large-scale city-wide equity focused initiatives and events.	Higher	Evaluation has taken place on all events delivered for both race stakeholders and our city’s communities and the feedback received on events has been extremely positive.
Increase in % who are satisfied with the way BCC asks for their views.	Lower	This indicator has decreased slightly, with 29.7% as an average in 2022 and 28.7% as an average in 2023/24. This is not statistically significant.

Increase in the consultation response rate for the most deprived citizens.

Higher

This indicator has been increasing throughout the year, with the ultimate target of 1. Quarter one reported 0.82, with progress steadily increasing to quarter four at 0.99.

E05: Communities

Equality Objective E05 – “tackle prejudice and promote understanding amongst communities”.

This objective is about the Council’s role in the community.

Fostering good relations

In compliance with the Public Sector Equality Duty, we are required to foster positive relationships between individuals sharing protected characteristics and those who do not. This entails proactive measures aimed at enhancing mutual understanding among communities. Our work in this area is wide-reaching, encompassing initiatives geared towards addressing health disparities, empowering residents to take the lead in community initiatives, and mitigating inequities by facilitating access to support for citizens. Our ‘One City Many Communities’ approach defines our strategic priorities, strengthening and building on local expertise within Bristol and aligning funding to ensure we build the resilience of community-led action via Equity Hubs, based across the city.

Resourcing Community Projects

Part of our holistic approach to building communities is resourcing them via our grant’s programmes. We take a strategic approach, prioritising projects aiming to tackle inequality.

Bristol Impact Fund

This year, we ran the second round of small grants as part of [the Bristol Impact Fund](#) (BIF2) This funding prioritises support for smaller-sized organisations, projects from the top 20% most deprived wards and under-represented groups and organisations run by people of the community they work with and serve. Projects are now underway, running between January 2024 and 2025. [Black Mothers Matter](#), [Bristol Queer People of Colour Socials](#) and [Bristol Refugee festival](#) all received funding alongside other place-based community projects such as One Green Kitchen and Working Young. We are now over halfway through the medium/large grant programme which runs from October 2021- September 2025. In the last year, organisations funded through BIF2 have taken part in learning about improving equalities monitoring and we have continued working closely with Black South West Network and Voscur to support the ongoing development and capacity building of funded organisations.

Community Resilience Fund

The [Community Resilience Fund](#) is a one-off capital grant fund to support community and voluntary organisations to; recover from the pandemic and increase their sustainability, supporting organisations working with the most deprived areas of the city and city-wide equalities groups. The fund has a specific stream allocated to equalities organisations, and we worked with 100 diverse residents to make decisions about how the funding should be invested. We funded 55 projects across the city’s most deprived neighbourhoods and equalities communities, and more than half of the projects are underway. This means tangible outcomes such as more accessible community spaces, better maintained community infrastructure and inclusive technology for organisations’ staff and the

communities they work with. More than half of the projects are underway, and the funded organisations are invited to take part in capacity building activities as part of the programme. For example, we are working closely with WECIL to ensure access improvements are high quality and Black Southwest Network who are supporting Black and minoritised community organisations with their governance, planning and project management.

Community exchange meetings

Community exchange is a fortnightly meeting bringing community hubs and welcoming spaces across the city to connect, share and learn as well as plan ahead. The city-wide platform started during COVID19 response to increase communication streams between BCC and the community and voluntarily sector and continued throughout the cost of living. The focus has now shifted to proactive planning on city-wide themes. The meeting is hosted by us and is attended by the NHS, Advice Centres, mental Health services, universities and employment services and a wide range of community hubs and voluntarily organisations.

Community champions programme

In 2022, five groups were awarded £5000 each from COVID19 support funding to run a programme to support local Community Champions. This was to support them to engage with local people, build stronger connections within the communities they work and reduce the impact of social isolation imposed by the prolonged restrictions during COVID19. In summer 2023, two community champions ran an Eid celebration event for the local community in Knowle West Health Park, a group ran a diversity fun day at Filwood Community Centre and eight other champions went door knocking, to connect with neighbours, increase volunteer capacity and establish relationships to take further action within their communities. One of the successful streams worked with Disabled young people to provide events and activities to socialise. This group offered weekly wellbeing calls from a volunteer and took trips around Bristol, building connections.

Temple Quarter Regeneration project

The Bristol Temple Quarter regeneration project is a partnership between the West of England Combined Authority, Network Rail, Bristol City Council and Homes England. The partnerships aim to deliver 10,000 new homes and thousands of jobs in the area around Bristol Temple Meads Station and St Philip's Marsh over the next 20 years. The Community Development Team have been engaging local communities to ensure their voices are heard and reflections are embedded into the regeneration approach. This has compromised public engagement events, utilising creative arts methods to communicate with members, door-knocking, pop-ups and walking the streets to start conversations with local people. Walkabouts have brought the project to life, and, so far, over a hundred people have participated including youth organisations, school-aged people and Bristol Youth Council representatives.

Building resilience to the cost-of-living crisis

In November 2023, we published [a report](#) which provided an update on our approach to supporting citizens and communities impacted by the cost of living crisis. Throughout the city, 19 community hubs co-ordinated the cost-of-living response for their respective communities. Fifteen were place-based (based in geographical area of Bristol) and four were citywide equalities communities. The report highlights that the initial target of developing 20 welcoming spaces was significantly passed, with over 105 welcoming spaces across the city

in April 2023. We outline our approach to communication, information and helplines, community funding and partnership work in the report. The approach demonstrates the power of collective organising, with key partners working together to spread the message around welcoming spaces, which resulted in an estimated 4,911 people visiting welcoming spaces per week. When residents were asked what impact they felt the space had had, 93% advised socialising and building connection and 66% said it was receiving advice and information around cost of living support. The report concludes some key learning from the approach and shows a commitment to continue to work with partners to develop resilience for communities.

Welcoming asylum seekers and refugees

Community Development practitioners in Bristol City Council have been working alongside refugees and asylum seekers to continue to build welcoming communities across Bristol. We have facilitated connections with established organisations, fostering venues for communal interaction within their respective communities across Bristol. Through these initiatives, individuals have been engaged in various activities, allowing for the exchange of skills, talents, and cultural insights. These activities have provided avenues for cultural enrichment and cross-cultural learning experiences.

The community development team have supported [Brislington Welcome](#), a group of neighbours working to bring a refugee family to the area. The community development team have helped to facilitate connections and making links to support mechanisms within Bristol. Following the introduction of the government's Homes 4 Ukraine, we have facilitated a community-led welcome Hub supporting 16 newly arrived Ukrainian adults along with their families, to support integration into the local area. The hub now happens weekly, Jobcentre plus, children's centres and local restaurants have attended with offers of support.

Additionally, we hosted a workshop story session with eight local women refugees interested in community activism and volunteering. The methodologies employed encompassed a range of tools such entitled; 'Piece of Ourselves', 'Five Gifts', 'Asset Mapping', and 'Community Conversations'. These tools were instrumental in dismantling biases and stereotypes, fostering community cohesion, and encouraging dialogue on the concept of community. Our workshop also compromised an exploratory walk within the local area.

Case study: “Decolonising Museum spaces project” – a perspective from our Inclusive Community Facilitator on Race Equality

“I started my new role in the Community Development team in September 2023 and shortly after established links with our Culture department, by restarting the Community Museum Conversations. My role in the project is to encourage and bring the diverse and underrepresented communities into the museum sites and Archive.

There are still many barriers that communities face, so our aim is to minimise them by creating more meetings for our diverse representatives. During these meetings, we provide a space for the Community Champions and local residents and minorities to express any thoughts or feelings that they might have about the museum collection or simply an opportunity for them to visit the exhibition.

We see our Bristol M-shed as a ‘world museum’ and it is essential for us to be able to talk about decolonisation amongst our different ethnic minority communities. There is a need of working with museums to promote community spaces, that are free of charge, and which facilitate cultural experiences and provide a sense of belonging.

As a result of our community conversations, we are now looking into collecting stories about Ukrainian host families and the Ukrainians in Bristol”.

Promoting Health Equity

In collaboration with CaafiHealth, we have been promoting vaccine awareness within different communities. This has included the launch of a short film, [‘Let’s Talk About It’](#), commissioned by us. The film aims to address incorrect information about the Measles, Mumps and Rubella (MMR) vaccine. Within the film, we hear from members of the Somali community in Bristol about their own positive experiences receiving the vaccination. The film highlights that language barriers, misinformation and religious and cultural beliefs influence vaccination decisions. The film provides guidance on where to access accurate information on the vaccination, advice for women who may be trying to conceive on where to get the vaccine and supporting links to resources.

Building resilience

Case study: Understanding age-related vulnerabilities - the ‘Keep Bristol Cool Framework for Urban Resilience

The [Keep Bristol Cool Framework](#) sets out the challenge facing Bristol regarding increasing temperature in the city due to climate change over the coming years and decades. One of the framework’s central goals is related to protecting vulnerable people, which includes groups categorised by protected characteristics. By analysing and presenting who will feel the effects of heat, the framework sheds light on populations disproportionately exposed to physiological stress, exacerbated health issues and heightened mortality risks from prolonged heat exposure.

A key focus of vulnerability analysis within the framework is age, wherein the most vulnerable wards across the city are identified. This designation is attributed to factors amplifying the sensitivity of these populations, including a higher concentration of very young children (aged 0-1) and a larger proportion of older individuals (aged 65 and above, including those living alone). Additionally, the index of deprivation serves as a benchmarking tool to pinpoint vulnerable communities.

Identifying these groups alongside the Heat Vulnerability Index shows areas of the city where extreme heat could have the most profound impact on people’s health and wellbeing, creating an evidence base for targeted interventions. Furthermore, the framework underscores a commitment to citizen engagement and bolstering resilience within community and care settings, fostering a collective effort towards mitigating the adverse effects of climate-induced heat.

Supporting our international strategy

Our [International Strategy](#) outlines our vision for Bristol as a thriving global city, with our key strategic outcomes covering; leadership on global values, a stronger green and blue economy, our recognition of the international diaspora and global citizens linking Bristol to the world and the strengthening of the voices of cities on the global agenda.

Our Strategy was refreshed in 2022 and part of our work to support that included the commissioning of a Diaspora Discussion group, made up of local international diaspora community leaders, Honorary Consuls, faith-based leaders and others. The group sought to build a better understanding of the education, culture and business links our diaspora citizens hold; how we could grow those, and what support would be required to achieve this. The feedback gained has been fed back through the International Strategy Board partners and action includes ensuring our [Original by Bristol](#) city marketing is more reflective of our diversity to attract wider investment; work to make sure our economy and skills support is more inclusive of the needs of a diverse community, and showing strong local leadership to ensure our diaspora feel valued, recognised for their contribution and part of their city. This includes celebrations of cultural heritage such as Lunar New Year, St. Paul's Carnival and the Grand Iftar.

A key area of work in the last year, has been support to Bristol's African heritage community in relation to legacy and memorialisation and the Transatlantic Trafficking and Enslavement of Africans (TTEA) and Bristol's role. We have worked to support shared international learning and dialogue with other cities and places on the transatlantic route/or benefitting from its legacy (in UK, Europe, West Coast of Africa, Caribbean, South America and the United States) and with key agencies such as the [United Nations Working Group of Experts on People of African Descent](#). This work continues following the launch of [Bristol Legacy Foundation](#).

Additional work includes supporting opportunity for all through collaboration with our school's team, to encourage opportunities for young people who don't necessarily have international opportunities through our twinning programmes, and welcoming international interns from Berlin, Hannover and a Nigerian post-graduate student who came to Bristol through the Commonwealth Scholars programme.

We continue to work with global networks and local colleagues on inclusivity. For example, we facilitated Bristol stakeholders who work directly with refugees and migrant communities into a business planning session with Mayors Migration Council. Youth Mayors have been invited and attended events and meetings where appropriate to encourage representation from diverse age groups.

Our international ambassador's cohort has expanded this year, comprising experts from various sectors across the city. These ambassadors, whether possessing an international profile and relationships, representing Bristol's large international communities, or serving as Bristol alumni, play a crucial role in sharing Bristol's story and interests on the global stage.

Measures of success outlined in our Equity and Inclusion Strategic Framework

E05: Communities	Trend	Comment on progress 2023-24
Reduction in % of those living in the most deprived areas who feel fear of crime affects their day-to-day life.	Higher	In 2022-23 the percentage of those living in the 10% most deprived areas whose fear of crime affects their day to day lives was 32.4%. This was significantly higher in 2023-24, at 44.4%. This is statistically significant.
Increase in % of citizens who agree people from different backgrounds get on well together in their neighbourhoods.	Lower	This figure has decreased slightly, in 2022-23 the Bristol average was 73.6% and in 2023-24 the Bristol average was 72.5%. This is not statistically significant.
Increase in % of citizens who feel they belong to their neighbourhood.	Lower	In 2022-23 the Bristol average was 65.1% compared to 2023-24, 63.8%. Disparities continue to exist with the 10% most deprived reporting 42.2% and the 10% least deprived reporting 79.8% (2023-24). This is not statistically significant.
Increase in % who feel police and public services successfully tackle crime and anti-social behaviour locally.	Lower	This figure has slightly decreased, in 2022-23 the figure was 22.3% compared to 2023-24, 20.6%. This is not statistically significant.
Reduction in residents who report experiencing discrimination or harassment in the past year.	-	<p>Hate-Flagged police offences increased by 8% in 2023-24, following an 11% fall the previous year.</p> <p>Harassment offences increased significantly, by 40% in 2023-24.</p> <p>We continue to fund the Bristol Hate Crime and Discrimination fund via the Bristol Impact Fund. We will continue to review the individual data sets we have available across our stakeholders in relation to discrimination and harassment.</p>

Appendices

1. Workforce Diversity Data

Sensitive information category	23-24 Headcount	23-24 BCC Headcount %	23-24 Bristol population %	23-24 Difference to Bristol population	Trend / 2022-23 % increase or decrease
16-29	723	11.27%	32.8%	- 21.5	Higher 0.37%
30-39	1385	21.58%	20.3%	1.2	Higher 0.58%
40-49	1556	24.24%	13.6%	10.5	Higher 0.24%
50-64	2517	39.22%	17.4%	21.7	Lower 1.18%
65	245	3.82%	-	-	Higher 0.32%
Disabled	534	8.30%	12.40%	- 4.1	Lower 0.7%
Not disabled	4004	62.40%	87.60%	- 25.2	Lower 6.4%
Prefer not to say	187	2.90%	-	-	Lower 0.2%
Unknown	1703	26.50%	-	-	Higher 7.4%
Asian or Asian British	193	3.10%	5.8%	- 2.7%	Higher 0.3%
Black or Black British	319	5.20%	5.80%	- 2.7%	Lower 0.2%
Mixed	224	3.60%	5.30%	- 0.1%	Higher 0.1%
Other ethnicity	111	1.80%	1.00%	0.8%	Higher 1.3%

Prefer not to say	94	1.50%	-	-	Maintained
Unknown	473	7.70%	-	-	Higher 0.9%
White	4762	77.10%	85.10%	- 7.9	Higher 2.4%
Female	3777	61.19%	49.10%	12.1	Higher 1.19%
Male	2399	38.86%	50.90%	- 12	Lower 0.34%
Unspecified	1	0.02%	-	-	-
Civil partnership	27	0.44%	-	-	Higher 0.14%
Declared partnership	22	0.36%	-	-	Higher 0.36%
Divorced	109	1.77%	-	-	Higher 0.47%
Married	1216	19.70%	-	-	Higher 4.1%
Not recorded	3195	51.76%	-	-	-
Partner	520	8.42%	-	-	Higher 2.32%
Prefer not to say	159	2.58%	-	-	Higher 0.68%
Single	926	15.00%	-	-	Higher 3.4%
Widowed	11	0.18%	-	-	Lower 0.2%
Christian	1546	25.00%	43.50%	- 18.4	Lower 1.7%
No religion	2000	32.40%	41.50%	- 9.1	Lower 0.1%
Other religion	1175	19.00%	7.40%	11.7	Higher 1.1%

Prefer not to say	936	15.20%	7.70%	7.5	Lower 2.6%
Unknown	529	8.60%	-	-	-
Heterosexual	4372	70.82%	90.90%	- 20.0	Higher 0.52%
Lesbian, Gay or Bisexual	425	6.88%	9.10%	- 2.2	Higher 0.88%
Not recorded	485	7.86%	-	-	-
Prefer not to say	902	14.61%	-	-	-
Trans person	10	0.16	-	-	Higher 0.6%
Not trans person	3064	49.64%	-	-	Higher 9.64%
Not recorded	3019	48.91%	-	-	Lower 9.39%
Prefer not to say	83	1.34%	-	-	Higher 0.34%

2. Summary of Equality and Inclusion Learning and Development Offer

Detail is provided below for a few elements of the EDI 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 the council's intranet.

E-learning available through [Learning Hub \[internal link only\]](#)

- 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 iTrent^{\[1\]}](#)

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

3. Annual Pay Gap reporting

Measure	2022-23	2023-24	Trend
Gender pay gap (mean)	2.88%	2.76%	Lower
Race pay gap (mean)	6.18%	6.10%	Lower
Disability pay gap	3.32%	4.02%	Higher

4. Targets for representation, progression and pay and other outcomes by characteristic

Measure	2022-23	2023-24	Trend
Increase the percentage of employment offers made to people living in the 10%	4.0%	3.86% Bristol decile*	Lower

most deprived areas.		6.35% England decile*	
Increase the percentage of senior leaders who are from minority ethnic communities.	-	8.98%	We now have a reporting key performance indicator on this.
Increase the percentage of senior leaders who are women.	-	66.47%	Our key performance indicator relating to this has changed.
Year on year increases in the proportion of colleagues who self-declare their diversity characteristics.	Ethnicity: 6.7% Religion/Belief: 7.6% Sexual Orientation: 9.1% Disability: 19.5% Marital Status: 62.1% Trans: 57.5%	Ethnicity: 7.7 Religion/Belief: 8.5 Sexual Orientation: 7.9 Disability: 27.0 Marital Status: 52.4 Trans: 49.5	-
Percentage of grievances from Black, Asian and minoritised ethnic colleagues.	14.6%	10.0%	Lower
Percentage of grievances from disabled colleagues.	19.5%	20.0%	Higher
Percentage of disciplinaries involving Black, Asian and minoritised ethnic colleagues.	22.8%	25% (31.3% incl. "Other Ethnic Groups)	Higher
Percentage of disciplinaries involving disabled colleagues.	10.8%	6.30%	Lower