



**Bristol City Council**

# **Our plan for treating everyone equally.**

## **2018 – 2023**



Easy Read version of:  
Equality and Inclusion Policy  
and Strategy  
2018–2023



# What is in this booklet

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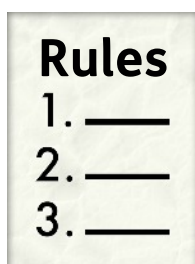
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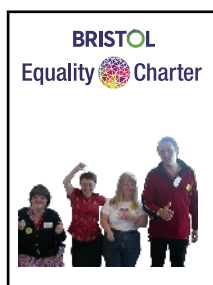
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# Some words we use

## **Accessible**

Accessible means making sure people with all sorts of needs can use something. For example, making information Easy Read.

## **Bristol Equality Charter**

The Bristol Equality Charter is an agreement we want to keep about **equality** and **inclusion**.

## **Discrimination**

Discrimination is when someone is not treated fairly.

## **Diverse**

This is a mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

## **Equality**

Equality means treating people fairly and giving people the same chances.

## **Gender reassignment**

Gender reassignment means a person changes the sex they were born with.

## **Hate crime**

Hate crime is when someone has treated someone badly because they are different. For example, because they are from a different country or background.

**Hate crime** is against the law.

**Human rights**

This means the rights all people have.

**Inclusion**

Inclusion means everyone can take part and have the same chance.

**Sexual orientation**

Sexual orientation means who someone is attracted to. Some people fancy people from a different sex. Some people fancy people from the same sex. Some people fancy men and women.

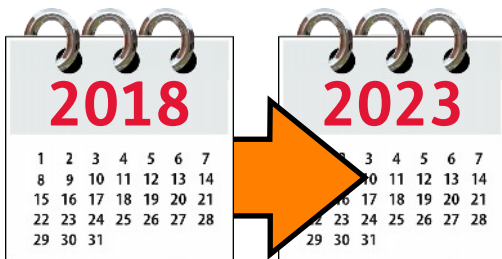


## A message from the Mayor of Bristol - Marvin Rees and the Deputy Mayor Councillor - Asher Craig



In February 2018 we made a plan to help make Bristol a place where everyone can do well and be included.

This was called the **Corporate Strategy**.



This booklet is all about what Bristol City Council will do to make sure people are treated fairly. It will run from 2018 – 2023.



Lots more people say they have experienced **hate crime**.



We don't want people to experience **hate crime**.



We want everyone to be treated fairly.



We want to make sure everyone has equal chances.



This booklet will help make these things happen.



It talks about treating people fairly and helping communities work together better.



We want Bristol to be a fair place, a safe place and an **inclusive** place.



This booklet also talks about how Bristol council will make sure we work fairly with its staff.



# Rules

1. —

2. —

3. —

## The rules we have made

We have made some rules about what we want to do. This is what we have said:



Bristol is a **diverse** city.



If Bristol council works in a more **inclusive** way with everyone it will help make it better.



It will also help the people of Bristol and its communities.





We want Bristol to be a place where:

- people are treated fairly



- people feel safe



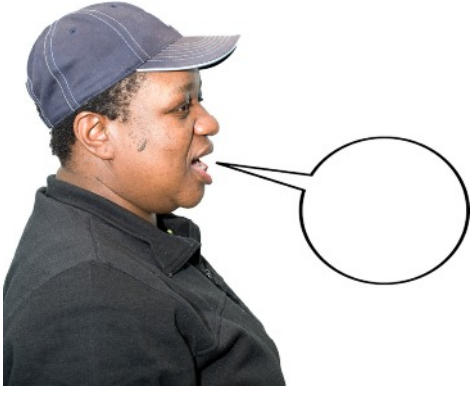
- people can get around easily (accessible)



- people feel included



- people feel they belong



- people can have a say



- people have the same chances.



## How diversity will help Bristol City Council

We are making sure people from different backgrounds are involved with the work of the Council and communities.



This also means making sure people are treated fairly and equally and making sure everyone feels involved.



A lot of people in Bristol do not have the same chances in life.



This may be because they are treated differently.

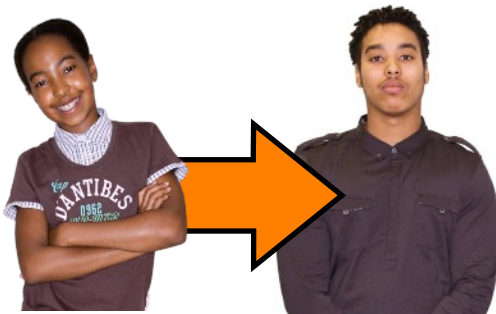


It may be because of differences like:

- age (for example they are an older person)



- disability



- gender reassignment

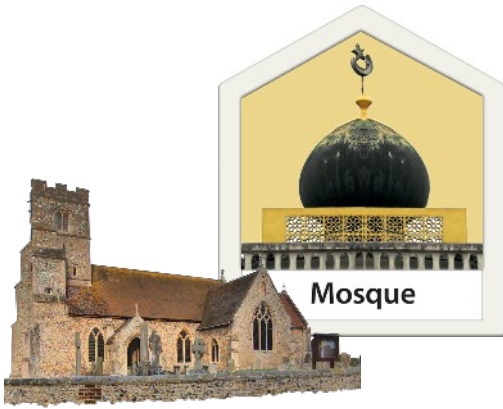


- pregnancy or recently having a baby



- race





- religion



- sex and **sexual orientation**.



People must not be treated unfairly for any of these reasons. It is against the law.



Bristol City Council believes people should be given extra support when they need it. For example, if they have a disability.

For example, making sure everyone is able to access public toilets.



It is also important that people treat each other fairly even when there are differences between them.



It is the law for Bristol City Council to make sure:

- people are not **discriminated** against



- make sure people are given the same chances, no matter what their differences or needs are



- people should be supported to work well together even when they are different



This booklet talks about how we will achieve these things.



Some people also don't have the same chances as others because of being poor or being ill.



Sometimes people who have just moved here from another country don't have the same chances as others.



Sometimes people who care for somebody else don't have the same chances as others.





We want to try and make sure everybody has the same chances.



There are already some projects that help to make sure people are treated fairly and have the same chances.



They are projects like:

- help to get food and fuel



- help with education



- help to get good jobs



- help for communities.



These projects are important and we will make sure they work with our plans for treating people fairly and giving them the same chances.



What we promise to do:

- we will make sure we work with laws about **equality**



- we will make sure that businesses who do work for us also work with these laws



- we will make sure we keep learning about **equality** and **inclusion**



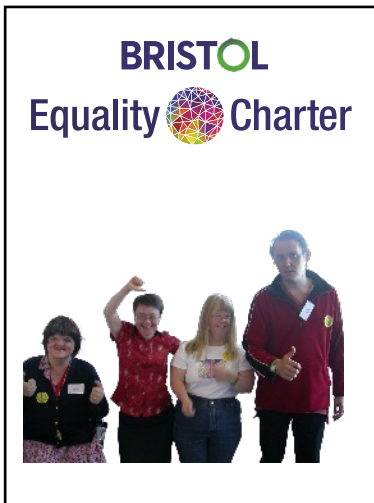
- we will make sure we deal with issues that involve **equality** and **inclusion**



- we will try and help businesses who do work for us to do the same



- we will listen to what communities and charities say about **equality** and **inclusion**.



# Bristol Equality Charter

The **Bristol Equality Charter** is an agreement we want to keep about **equality** and **inclusion**.



It says we will:

- promote **equality** in our organisation



- listen to what everyone needs and make sure what we do is **accessible** and **inclusive**

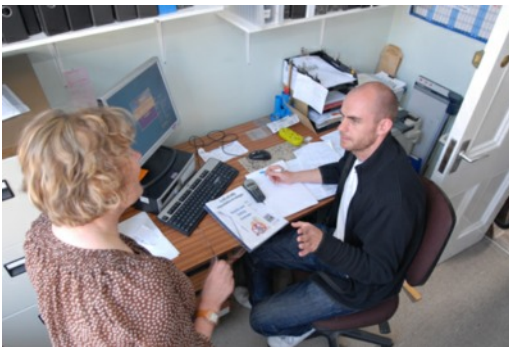


- make sure our workforce is **diverse**





- make sure people are treated equally when we try and recruit new staff



- deal with any problems or complaints about **discrimination** and people being treated unfairly



- support people from different backgrounds to work well together



- talk about what we do to promote **equality**



- help make sure everyone in Bristol has the best chances



- find out if our work is helpful.

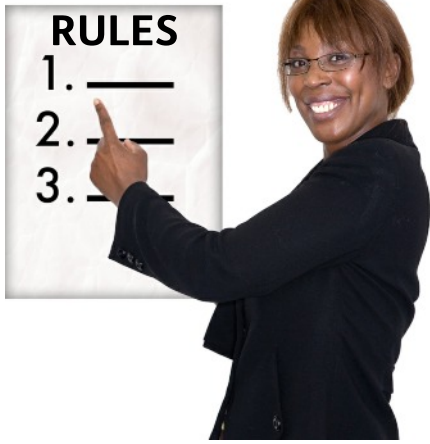


We really want other organisations to see the good work Bristol City Council does about **equality** and **inclusion**.

This means:

- the work we do about **equality** and **inclusion** and the difference it makes





- the people in charge will make sure everyone who works for the Council follows the rules



- we listen to people's experiences



- we check our policies are all about **equality** and **inclusion**



- we show how important we think **diversity** is





- we are open about the work we are doing on **equality** and **inclusion**



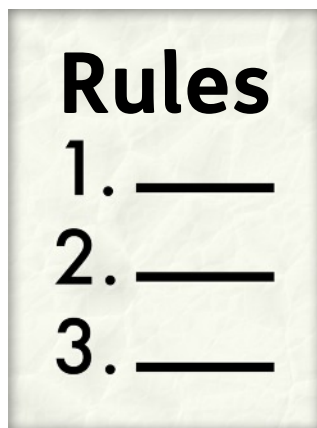
- we learn more about **equality** and **inclusion**



- we have a **diverse** workforce



- we make sure everyone we work with feel valued and work together



- have rules that help people develop their skills



- develop new services that promote **equality** and **inclusion**



- work with communities



- making sure **equality** and **inclusion** are always a really important part of the work we do.



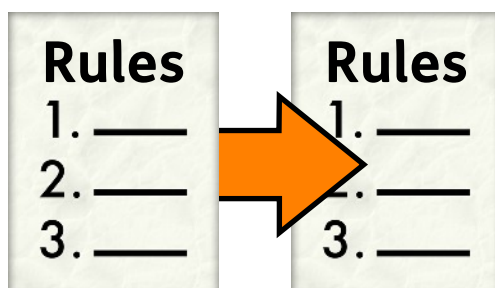
This booklet will show how we will make this happen and what our goals are.



Everyone who works for Bristol City Council will have a role to play in this work.



We will also work with community groups and charities for support.



We also have a lot of other rules in the Council that will need to be changed to make sure they fit with our goals about **equality** and **inclusion**.

# Our Plan for Equality and Inclusion



2018 - 2023

This is our plan for the next 5 years.



It shows what we will do to make sure the Council and Bristol are more **equal** and **inclusive**.



We also want to look at issues like being poor.



We want other organisations to see the good work we do.



We also talk about how we will check we are meeting our goals.



After the first year we will review the work we have done then set more goals.



We will need to work with other organisations to make sure our plan happens.



We will make sure we keep checking this plan so it stays up to date.





## Who is this Plan for?

This plan is for everybody in Bristol.



It may be the most helpful to people who are not treated fairly.

# Our Equality and Inclusion Goals



- 1. We will work to high standards and set a good example to others.**

This goal is important because it means Bristol City Council will work in the best ways.



## What we are going to do:

- we will make sure we have enough staff to work on this



- we will set up a group of people from different sections of the Council. This group will check what we're doing.





## Who will do these jobs:

- the person with the job Head of Paid Service will be given the role of **Senior Equality and Inclusion Champion**



- they will make sure this Plan is talked about at meetings



- there will be managers and staff taking on **equality** and **inclusion** roles as part of their jobs.



## How we will check what we are doing:

- we will keep checking to make sure we understand the causes of **inequality**



- we will make sure we use high standards to check our work and decisions.



**How we will let people know how we're doing:**

- we will put out information every year



- we will check the information we collect



- we will ask people what they think



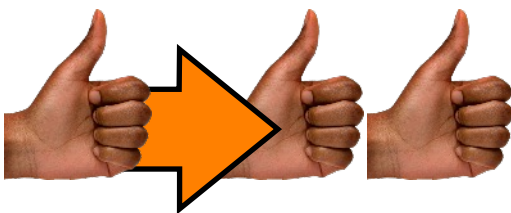
- we will have an event every year to talk about this work



- we will give people information in accessible ways



- we will make sure we check the work we do at the best times



- we will check how good our work is and make it better.



## 2. Our organisation will have staff from different backgrounds and needs, just like Bristol.

This goal is important because we want Bristol City Council to be a good employer.

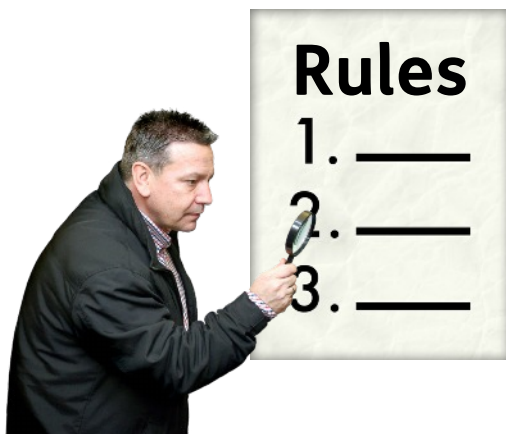


We also want to make sure we really understand **equality** and **inclusion**.



### What we will do:

- we will give training to managers



- we will check our rules





- we will help people from different backgrounds to develop in their career



- we will try and give jobs to more people from poor areas of Bristol



- we will check that we give jobs to new staff in the best ways



- we will try and make sure all people are paid fairly



- we will try to make sure all staff are treated fairly



- we will support staff to do their jobs fairly



- we will make sure complaints from staff about **inequality** are dealt with properly



- we will give staff the right support who have extra needs



- we will give training to staff



- we will give staff the information they need.

## How we will check what we are doing:



- we will check for differences in what people get paid



- we will check we give more people jobs from poor areas of Bristol



- we will check how people from different backgrounds are developing in their jobs



- we will check how men and women are developing in their jobs



- we will ask staff for their views on how they feel





- we will look to see if groups of staff feel any differently from each other. For example, if they have a disability



- we will make sure we employ staff from all working ages



- we will check all staff are treated fairly, no matter what their background or need is



- we will listen to **equality** groups run by staff.

### 3. We will help deal with problems to do with equality and inclusion.



This goal is important because the council provides a lot of services that can make a difference to **equality** and **inclusion**.



#### What we will do:

- we will check our services and make sure they are **equal** and **inclusive**



- we will find a good way to check services



- we will use this to help decide when to give work to other organisations



- we will make sure new services are **equal** and **inclusive**



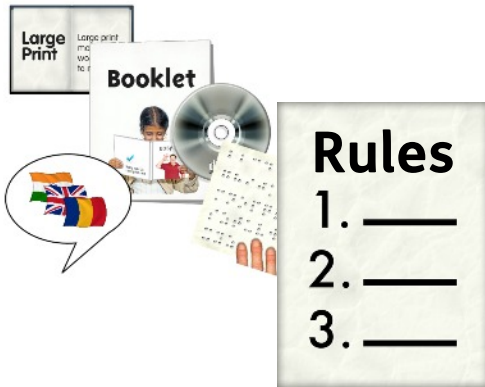
- we will check the work we give to other organisations



- we will try to make sure organisations who do work for us treat people fairly



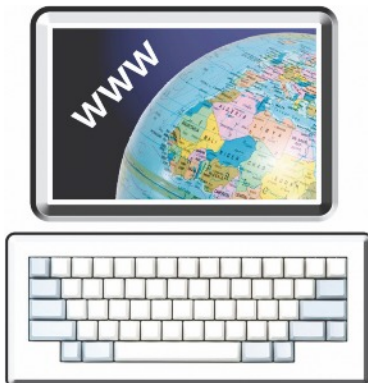
- we will check how services we run are fair for older and disabled people. For example, housing



## Rules

1. —
2. —
3. —

- we will set rules about accessible information in the council



- we will make our website more accessible



- we will try and get the views from people in Bristol who do not have a say.



## How we will check what we are doing:

- we will develop ways of checking these areas in the future.



#### 4. More communities will be involved in the success of Bristol.

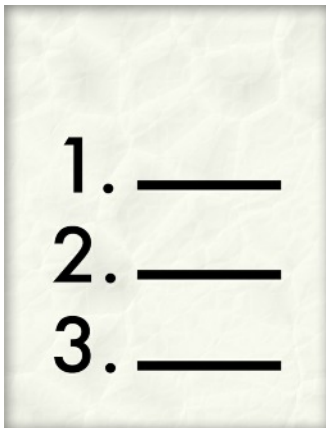


This goal is important because it means all people can make Bristol a better place.



#### What we will do:

- work with other organisations to look at how the City is run
- use the rules in the **Bristol Equality Charter**
- pay the **Living Wage**. This is paying people enough money to live well







- help more people from other backgrounds to have a say



- help groups about **equality** make a difference



- keep working with other organisations to help keep Bristol a **City of Sanctuary**. This means helping people who have come from other countries where they were in danger.



## How we will check what we are doing:

- children from the poorest areas of Bristol will do better in early years of school



- children in care will do better in school



- there will be less people without a home



- children with extra needs will do better in school. For example, disabled children



- there will be less unemployed people in poor areas of Bristol



- more young people will be in jobs, training or education



- more men and women from poor areas of Bristol will live as long as people from rich areas.

## 5. Communities will work together better.



This goal is important because when communities work together there is more **equality** and **inclusion**.



### What we will do:

- work better with communities



- develop more projects



- make Bristol better for older people



- help communities work together to make changes



- learn from other people and organisations



- support events about **diversity** in Bristol.





## How we will check what we are doing:

- more people from poor areas will get involved



- people will say they see friends and family more



- people in poor areas will feel safer



- people from different backgrounds will get on better



- there will be more events in poor areas





- less people will experience **discrimination**



- more people from poor areas will be happy with where they live.

# What we want to do each year



2019

- know how to deliver this plan



- each area of the Council will have an Action Plan



- we will have **Equality and Diversity Champions**. This means people who will take a big role in this work



- check our goals.



2020

- look at being poor and **human rights**.



2021

- check all of this work and set more goals.

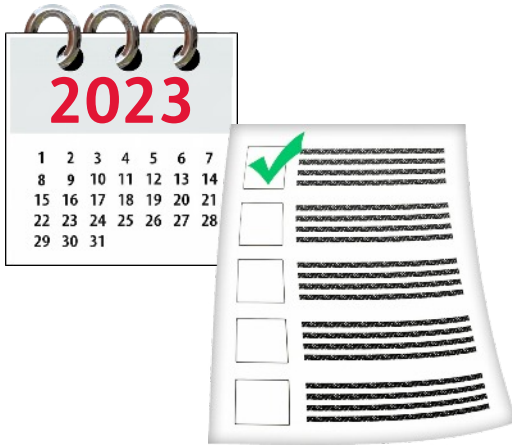


2022

- make sure high standards are being met



- look at any problems and set new goals.



## 2023

- make sure we are working in every part of the Council



- test the work we do by using an **'equality framework'**. This is a tool that will help us check our work to do with **equality** and **inclusion**.

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