

Bristol's Race Equality H.R. Data Product 2021

Produced by Bristol's Race Equality
Strategic Leaders' Group



Contents

Foreword	3
Our Race Equality Strategic Leaders' Group Membership	6
Introduction	8
Participant agencies in this data product	11
Executive summary and matters arising	13
Bristol's population data	18
Bristol's race equality H.R. data	24
Bristol's race equality data - a focus on pay	33
Bristol's Board & Executive level ethnicity data findings	39
Individual agency breakdown	43
Avon and Somerset Police	44
Avon and Somerset Police & Crime Commissioner	47
Avon and Wiltshire Mental Health Partnership NHS Trust	50
Avon Fire and Rescue Service	53
Bristol City Council	56
Crown Prosecution Service	59
Environment Agency	60
HM Prison Service, Bristol	61
NHS Bristol, North Somerset & South Gloucestershire CCG	64
North Bristol NHS Trust	67
Sirona care & health	70
South Western Ambulance Service	72
University Hospitals Bristol and Weston NHS Foundation Trust	75
University of Bristol	78
University of the West of England, Bristol	81

Individual other sector agency breakdown **84**

Brentry and Henbury Children's Centre	85
Bristol Drugs Project	87
Bristol Waste Company	90
Bs3 Community Development	92
Creative Youth Network	93
Dhek Bhal	96
Freeways	99
Milestone Trust	102
Watershed	103
Wellspring Settlement - Barton Hill	105
Windmill Farm City Farm	108

Foreword



Deputy Mayor, Cllr Asher Craig

Cabinet Member for Children,
Education & Equalities

Race Equality Strategic Leaders'
group member.

I am delighted to write this foreword to Bristol's third city-wide report focusing on diversity of race across our public sector and other major employers. This report has again been delivered by [Bristol's Race Equality Strategic Leaders' Group](#). Since the production of our last report (published in late 2019) we have seen unprecedented events and demands on every one of Bristol's citizens and organisations. These hugely significant events, including COVID-19 and the national and local responses to the Black Lives Matter movement have shone a greater spotlight than even before on how we as a city tackle inequalities.

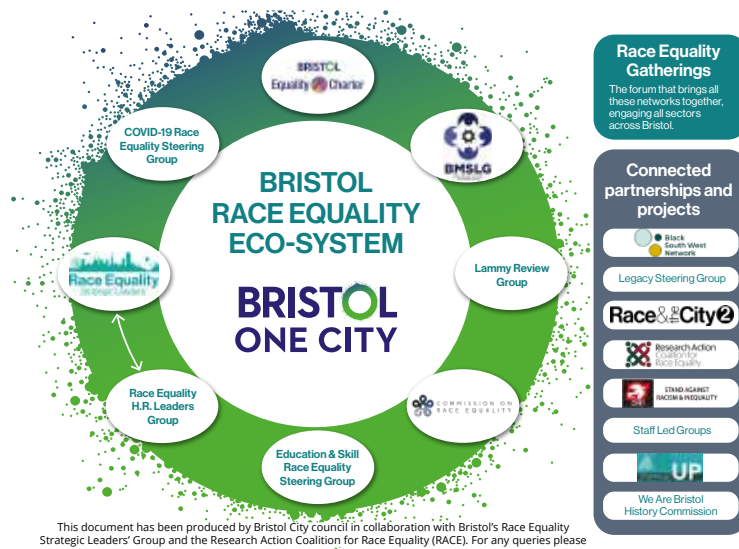
In Bristol's One City Plan (more details below), we committed to a vision of freedom from racism and prejudice by 2050. This is no straightforward task. The toppling of the statue of Edward Colston during a **Black Lives Matter protest in June 2020** was a symbolic demonstration of our city's complex relationship with race. To address these issues in a lasting and meaningful way, visible and responsible leadership matters. So too does the recognition that solving entrenched racism and inequality is a collective responsibility, no single organisation or individual can tackle this problem and achieve such visions alone.

As a collective, our Race Equality Strategic Leaders' group (RESLG) members are acutely aware of the many significant and continuing challenges representing the city and our communities in relation to race inequality.

To address these challenges we continue our drive to work as collaboratively as possible to meet our strategic priority of connecting the city in tackling race inequality through transparent approaches to help us **produce fairer, more inclusive workplaces** for our employees and potential future colleagues across the City with more representative workforces to serve the communities of Bristol.

We first launched this unique partnership commitment to data transparency in our first publication in 2017. This product saw our group win a prestigious national award, for its innovative approach in delivering something that had never been produced on a city-wide scale previously. We have since made a commitment as a group to ensure this data led approach is central to our work by producing these race data reports for the city every two years. This approach enables regular audits, scrutiny, support and challenge from wider stakeholders and also enables us to monitor trends in performance.

Foreword



In line with this ongoing commitment, 2019 saw the launch of our second city-wide Race Equality H.R. data product at our first [Race & the City Conference](#). At this event, we were joined by Lord Woolley who commended our data focused approach and supporting initiatives as [leading the way on a national level](#) with our ambition of producing a level of reporting well beyond statutory reporting requirements around race.

This 3rd report again highlights areas of concern and significant challenges, which is the exact reason for such productions, to share these challenges openly and to encourage scrutiny and support from our many city partners to tackle these issues. We will utilise the report's key findings to drive an action plan for our group, to ensure we focus our collective efforts on addressing these most prominent matters.

We have again, ensured that we improve the product during each iteration and there have been a range of very significant steps forward taking during this 3rd production. In terms of our One City Approach, I am hugely encouraged to see **our VCSE sector**

partners on board with this work and we are committed to continuously rolling out the good practice and opportunities of this work across all our sectors on an even great scale going forward.

We have also important progression in terms of the **first inclusion of a focused area around Leadership representation by ethnicity** an area that we are actively working with our partners and specialists to effect change and improvement.

I am very proud that Bristol is leading the way nationally in such outputs as this and our many other race focused initiatives. This is very much reflected in the considerable volume of requests that we are receiving from across the country and further afield to present our story and our responses to tackling race inequality in Bristol.

This product is a tangible example of our true multi-agency approach to identifying and tackling race inequality and is reflective of the **One City approach** that we are now committed to throughout Bristol when tackling our major challenges.

Foreword

On the theme of our [One City Approach](#) this group has long led on this principle and I have been very pleased to see the excellent progress made in recent years to really expand the reach of our group to other sectors and to many of our other Bristol-wide race equality networks, groups and commissions. We have aimed to bring this to life by developing the city's first '**Race Eco System**' to be shared with all our city stakeholders to be a guide and reference point for all key race focused groups and initiatives being delivered across the city to further develop our mutual understanding and joined up working.

As a group we have maintained a strategic priority to '**Connect the city**' on race equality and to this end we have now delivered established events to bring together leaders and stakeholders from all sectors to ensure we become far more joined up, inclusive and sharing of our good practice, challenges and initiatives on a scale that can help achieve real lasting impact.

Key to this ambition has been the launch of our excellently attended **Race Equality Gatherings** as well as the roll out of this year's [Race & the City 2 programme of themed events](#).

These initiatives have enabled us to regularly come together in vast numbers to learn about and discuss Bristol's most significant challenges, through input from all our city's key race equality leaders, groups and stakeholders in new and innovative forums. This shift in focus has given us a very solid city-wide basis to move forward together and to start to make more significant system and Bristol-wide change.

Finally, I would like to take this opportunity to thank all members of the group for their continued commitment, consistency and leadership throughout such a turbulent two-year period. Your work has helped to ensure the city's public sector organisations continue to commit to bringing about real change through your comprehensive and strategic approaches to tackling racial inequalities within our respective organisations. I must also highlight the invaluable support of our wider partners and contributors, particularly the Commission on Race Equality, SARI, Black South West Network and VOSCUR for their ongoing support and challenge to ensure the focus of the group continues to be firmly targeted on making a real difference to our employees and to the communities we all serve across Bristol.

Thank you for taking the time to read this report. We hope you find it of use and we very much welcome all offers of support, thoughts and feedback to help us address the challenges it presents and to achieve maximum impact in making Bristol's organisations more fair and inclusive workplaces.

With best wishes,



Deputy Mayor Asher Craig

Cabinet Member for Children,
Education & Equalities

Race Equality Strategic Leaders
group member.

Our Race Equality Strategic Leaders' Group Membership

The following agencies are all committed partners in tackling race inequality in the city, playing a key role in each of the group's meetings, as well as supporting the full range of projects undertaken by the group outside of meetings

Avon and Somerset Police



HM Prison Service, Bristol



Avon and Somerset Police & Crime Commissioner



NHS Bristol, North Somerset & South Gloucestershire CCG



Avon Fire and Rescue Service



North Bristol NHS Trust



Black South West Network



Avon and Wiltshire Mental Health Partnership NHS Trust



Bristol City Council



South Western Ambulance Service



Commission on Race Equality



University Hospitals Bristol and Weston NHS Foundation Trust



Crown Prosecution Service



One City Office



Environment Agency



Our Race Equality Strategic Leaders' Group Membership

Bristol, Gloucestershire,
Somerset and
Wiltshire Community
Rehabilitation
Company



VOSCUR



National Probation
Service – Bristol &
South Gloucestershire
LDU



SARI



University of Bristol



Sirona care & health



University of the
West of England, Bristol



West of England
Combined Authority



Introduction



Mike Jackson, Chair,

Bristol Race Equality Strategic Leaders' Group

CEO, Bristol City Council.

On behalf of Bristol's Race Equality Strategic Leaders' Group I am pleased to introduce this third version of our city-wide race equality H.R. data product. Since writing my introduction to our 2nd release only two years ago, the series of events and changes that have impacted on Bristol and across the world has been unprecedented. On reflection of this 2 year period, I have been extremely impressed with the continued commitment of all our group members to ensure we retain our focus in pursuing our priorities around tackling race inequality, despite the incredible challenges and demands faced by all organisations and stakeholders throughout the COVID-19 pandemic period to date.

Whilst we adapted our annual work plan to ensure we supported efforts in tackling race inequality relating to COVID-19, we also took the view that our strategic priorities initially set became even more important, to ensure we continue to reduce the systematic inequalities and disparities faced by many groups within the city which COVID-19 has further shone a significant spotlight on.

Background

Our group was set up in response to the Bristol Manifesto for Race Equality, which highlighted the need to bring together all public sector organisations in the city to

work collaboratively to tackle the endemic issues raised and to make a difference to our communities. We also ensure focus on continuing to improve the diversity of public sector organisations and ensuring we work together to improve the opportunities and experiences of Black, Asian and minority ethnic individuals.

Our 3rd Race Equality data report

The aim of this data led publication is to transparently display how all our agencies are performing in terms of the diversity of race within our organisations. The creation and delivery of this report was a key stated priority for our group within our current 2021 / 2022 annual work plan.

As we have found in previous years, the real value of producing this work is to facilitate partnership working through displaying and sharing our individual and collective challenges by implementing opportunities for joint initiatives, shared learning and good practice as well as developing innovative programmes to achieve greater diversity and equality within our organisations.

We are proud that Bristol was the first authority in the country to create such a data product, as our own localised version of the Race Disparity Audit. Despite this being our 3rd production, this work is still seen as a nationally leading initiative on such a city-wide

Introduction

and multi-agency scale. However, the key for our group is to ensure significant purpose to the data findings by making sure the key outcomes help to drive our action focused responses with clear target areas to focus on collectively over the coming years.

This latest report also evidences some significant developments in terms of growth and improvement of the product. Some of the key growth highlights include :-

The inclusion of **12 new agencies** included in this version widening the reach to wider sectors.

Growth from 11 of our public sector organisations in our first version **to now featuring 26 of our city's organisations** from a range of sectors, a very **promising increase of agencies engaged of 58%** between versions 1 and 3.

Perhaps the **most significant milestone** is to see this product (for the first time) **now include data on over 50,000 members of Bristol based staff** within the report. A sample of this size can help to influence real change. Key to helping us reach this milestone has been the **engagement of VOSCUR and VCSE organisations**, a welcome addition that we will work to build on further.

Expansion of remit to include **specific data on leadership levels of our organisations and diversity where formal decision making power sits in our agencies**. Again, through transparency of such data we aim to create opportunities to address our challenges, to make improvements and to learn as we recognise the importance

of ensuring diversity of thought and representation at our most senior decision-making levels.

Connecting the city

Writing pieces such as this, allows an opportunity to consider and reflect on what our group has delivered and achieved in recent times. Particular points of note have been the work of our group to establish and deliver major race equality partnership initiatives to engage all interested parties in the city, via our 'free to all' events such as our [Race & the City events programme](#), our **race equality gatherings** and also the production of **Bristol's race equality eco-system** to help to further connect all groups, networks and stakeholders.

We have received incredible interest in the first 4 events we have delivered in 2021, **where we have seen over 500 individuals and agencies attending these events**, which has significantly improved relationships and understanding across all parties in the city and has vastly increased our ability to connect with a wider range of stakeholders on a One City level. This wider city networking has also been enhanced by the regular production of our [Bristol Race Equality SLG bulletins](#) to keep the city up to date on latest developments and to share events, challenges and good practice on a wide scale.

On the subject of events, I am glad to report that we have recently been able to deliver of first post-COVID-19-1919 in person event, which was our recent Employment and Recruitment focused event, titled Our City, Your Jobs. This event was delivered by our H.R. Leaders' Group, in partnership with our group and the event itself was an extremely positive one with 25 partner organisations all

Introduction



attending to showcase their organisations and job opportunities, as well as provide advice to over 150 attendees and potential employees from members of our Black, Asian and minority ethnic communities across the City.

The production of our recent group [Annual Report](#) has helped demonstrate how far we have come as a group over recent years. This is testament to our ever-growing membership, our wider city partnerships and the consistency and commitment of our core group members who have enabled us to get to a position where we now set collective annual work plans with a shared commitment to tackle the city's key strategic challenges.

To conclude, I would like to thank all existing group members, as well as our first-time data contributors for their commitment, dedication and tenacity in delivering this key and innovative publication. I must also highlight the invaluable support of our wider partners and contributors, particularly the Commission on Race Equality, SARI, VOSCUR and Black South West network for their ongoing support and challenge to ensure the focus of the group continues to be firmly targeted on

making a real difference to our employees and to the communities we all serve across Bristol.

Should you wish to find out more about the work of your group or if you wish to access and view any of our detailed reports, data products or find out about our latest news as the year develops then you can do so by [visiting our online home here](#).

Yours sincerely,









Mike Jackson



Race Equality
Strategic Leaders'

Participant agencies in this data product

The following agencies listed have all submitted their data returns to transparently share as part of this 3rd iteration of Bristol's Race Equality H.R. data product.

Avon and Somerset Police		NHS Bristol, North Somerset & South Gloucestershire CCG	
Avon and Somerset Police & Crime Commissioner		North Bristol NHS Trust	
Avon Fire and Rescue Service		South Western Ambulance Service	
Bristol City Council		University Hospitals Bristol and Weston NHS Foundation Trust	
Crown Prosecution Service		Sirona care & health	
Environment Agency		University of Bristol	
HM Prison Service, Bristol		University of the West of England, Bristol	
Avon and Wiltshire Mental Health Partnership NHS Trust			

Participant agencies in this data product

Other sector agencies

Brentry and Henbury
Children's Centres



**Brentry & Henbury
Children's Centres**

Freeways



Bristol Drugs Project



Milestones Trust



Bristol Waste Company



Watershed



BS3 Community
Development



Wellspring Settlement –
Barton Hill



Creative Youth Network



Windmill Hill City Farm



Dhek Bhal



Executive summary and matters arising

Key findings throughout this report, as well as those within this executive summary will be considered as areas for inclusion in the associated action plan, in order to set out measures to address the prevalent issues and opportunities highlighted.

With the latest total Bristol population figure being 465,866 we have seen the sample size for this year's race equality data product surpass the 50,000 mark for the first time. The size of cohort covered by this report is therefore significant in size in comparison to Bristol's total population.

Total Bristol based workforce in this sample = 50,396 (an increase of 32% since 2017 (v1))

Total Bristol based public sector workforce in this sample = 48,490

Total agencies involved in this sample = 26 (a growth from 11 agencies involved in v1).

The group of public sector agencies that have been involved in previous versions (v1, 2017 and v2, 2019) of this data product have shown a positive direction of travel across all the ethnicity groups in making their organisations more diverse.

The trends analysis of these public sector organisations has shown that cumulatively across the sector there has been overall increases in the total % of Black, Asian and minority ethnic employees and White minority ethnic employees. In line with this improved diversity, there has been significant reductions in the total % of White British staff employed collectively across the public sector.

However, a number of areas of concern are prevalence from the research, particularly in the areas of pay and A summary analysis is listed below, with further detail, breakdown and analysis contained within the 'City-wide cumulative agency data' section of the report.

Black, Asian and Minority ethnic data key findings

Performance trends

The average agency % of Black, Asian, Minority ethnic staff in public sector agencies involved in v1 and v2 has further increased by 1% since 2019 (v2) now = 10.42%

The total cumulative % of all Black, Asian, minority ethnic staff in public sector agencies involved in v1 and 2 has increased by 1.1% since 2019 (v2) now = 13.6%

Highest agency % of Black, Asian and minority ethnic data returned = 17.16%

Lowest agency % of Black, Asian and minority ethnic data returned = 2.76%

9 of the 11 public sector agencies showed improvements in performance in terms of the % of Black, Asian and minority ethnic staff in their organisations since version 2 (2019) as opposed to only 6 of the 11 showing increases between 2017 (v1) and 2019 (v2).

Executive summary and matters arising

White minority ethnic data key findings

This production sees the first time inclusion of trends analysis for White minority ethnic staff as 2019 was the first inclusion into the data report for this group.

Performance trends

Average agency % of White minority ethnic staff in public sector agencies involved in v1 and 2 is up by 1% since 2019 (v2) to 7%

Total cumulative % of all White minority ethnic staff in public sector agencies involved in v1 and 2 is up by 0.4% since 2019 (v2) to 9%

Public sector

Highest % of White Minority Ethnic data returned = 13.4 %

Lowest % of White minority ethnic data returned = 1.97 %

10 of the 11 public sector agencies showed improvements in performance in terms of the % of White minority ethnic staff in their organisations since version 2 (2019).

White British staff data key findings

The average agency % of White British staff in public sector agencies involved in v1 and 2 has decreased by 2.6% since 2019 (v2) and is now = 76.23%

The total cumulative % of all White British staff in public sector agencies involved in v1 and 2 has decreased by 2.8% since 2-19 (v2) and is now = 71.5%

Public sector

Highest % of White British staff data returned = 92.6 %

Lowest % of White British staff data returned = 67.10 %

Unknown / not stated data sets

These should remain a priority for future focus particularly for those agencies who have contributed their data for the first time to this product.

First time contributors returned an average unknown / not stated data outcome of 12.63%, significantly higher than those previously involved who remained (at their 2019 levels) at 5.8%.

This presents an opportunity for new participating agencies to learn from the practice of existing agencies to reduce these figures significantly to present fuller more accurate submissions of their agency data in future iterations.

Executive summary and matters arising

Bristol's pay data key findings

Full detail of all pay breakdowns by bands and ethnicity are provided later in this report. Pay data is shared both in terms of collective Bristol-wide pictures and by individual agency. The below bullet points summarise the key matters prevailing from the pay analysis.

*All references here to under / over-representation here relate to comparisons against the average Bristol workforce data figures in this data product. These comparisons can be even more stark when compared against Bristol's total population data figures, as provided in this report.

£0 - £14,999

This band shows clear causes for concern including :-

White minority ethnic staff are significantly over-represented by nearly 5% in this pay band

White British staff are under-represented significant by 8.5%

Unknown data is far too high in this band at a high of 12.5%, more than double the Bristol workforce average of 6%.

£15,000 - £24,999

The most heavily populated of all pay bands set, encompassing 37% of all staff in the survey.

Over representation of Black, Asian and minority ethnic staff of 2.5%.

Under representation of White British staff of 3%.

£25,000 - £34,999 -

Very closely aligned to overall workforce averages.

£35,000 - £49,999

Black, Asian and minority ethnic staff significantly under-represented in this band by 3.5%

White British staff are significantly over-represented by over 4%

£50,000 - £74,999

Black, Asian and Minority ethnic staff are under-represented in this pay band by 2%

£75,000 - £99,999

Black, Asian and minority ethnic staff are over-represented in this pay band by 3%

White British staff are under-represented in this pay band by 7.5%

Unknown / not stated data is high in this pay bracket at over 9%.

£100,000 +

Black, Asian and minority ethnic staff are under-represented in this pay band by nearly 3%

White British members of staff are under-represented in this pay band by 4%

Unknown / not stated data is again very high in this pay bracket at over 11%

Executive summary and matters arising

In terms of pay band spread within ethnicity groups across the public sector agencies, the following findings are of note :-

£0 - £14,999

White Minority ethnic staff have the highest % prevalence in this lowest pay band.

£15,000 - £24,999

Black, Asian and minority ethnic staff have a significantly higher % of staff in this band (over 7% higher than WME and White British staff).

£25,000 - £34,999

Very similar distribution across all ethnicity groups in this band.

£35,000 - £49,999

White British staff have over 7% higher representation in this category than Black, Asian and minority ethnic colleagues, and 4% more than White minority ethnic colleagues.

£50,000 - £74,999

White minority ethnic staff distribution is over 2% higher in this pay category than Black, Asian and minority ethnic colleagues.

£75,000 - £99,999

Black, Asian and minority ethnic and White minority ethnic staff have a higher percentage in this category than White British staff.

£100,000 +

across all pay bands within individual ethnicity groups, Black, Asian and minority ethnic staff have the lowest % evidenced in this band.

Black Asian and Minority ethnic colleagues have the lowest % of distribution across each of the ethnicity groups in 3 of the 4 highest pay bands, starting at £35,000 - £49,999 up to the highest band of £100,000 +.

Board & Executive key findings

In this analysis it is notable that the VCSE agencies involved in the report evidenced greater diversity across all ethnicity groups at Board and Executive levels, presenting an opportunity for learning.

Board member data findings

Total Board members in data set = 272

Total public sector Board members = 165

Total VCSE Board members = 107

Executive officer data findings

Total Executive officers in data set = 163

Total public sector Executive officers = 124

Total VCSE Executive officers = 39

Executive summary and matters arising

Key Public Sector Board member findings

6 / 13 (46%) agencies had no Black, Asian and minority ethnic, or White minority ethnic representation on their Boards.

7 / 13 (53%) agencies had no Black, Asian and minority ethnic representation on their Board

10 / 13 (77%) agencies had no White minority ethnic representation on their Boards.

The highest Black, Asian and minority ethnic representation across any public sector Board was 5 out of 18 Board members (28%).

Board members from all public sector agencies by ethnicity

Black, Asian & minority ethnic	17 (10.3%)
White minority ethnic	3 (2%)
White British	127 (77%)
Unknown / Not Stated	18 (11%)
Total	165 (100%)

Key public sector Executive officer findings

7 / 13 (54%) agencies evidenced no Black, Asian Minority ethnic, or White minority ethnic representation at Executive officer level.

9 / 13 (69%) agencies had no Black, Asian and minority ethnic representation at executive officer level.

10 / 13 (77%) the public sector agencies had no White minority ethnic representation on their Boards.

The highest Black, Asian and minority ethnic representation across any public sector Executive officer level was 3 out of 23 officers (13%).

All public sector Executive officers by ethnicity

Black, Asian & minority ethnic	7 (5.6%)
White minority ethnic	4 (3.2%)
White British	89 (72%)
Unknown / Not Stated	124 (19.4%)
Total	124 (100%)

Further detailed public sector and VCSE sector data on Board and Executive levels, as well as on all other areas can be found in the cumulative city-wide data section of the report.

Bristol's population data

The population ethnicity data primarily used through this document relates to the 2011 Census. However, we note that the 2021 Census will provide an updated picture of our local population profile, which is expected to be published from Spring 2022. This new Census data will then form the basis of our 4th publication of Bristol's Race Equality data product, due to be published in 2023.

More general population data has also been provided from latest Office for National Statistics mid-year estimates, where available.

Since 2001 there has been a large increase in the total number of people living in Bristol which has resulted in a changing population profile. The proportion of the population who are not 'White British' has increased from 12% to 22% of the total population at the time of the last published Census in 2011. In our city, there are now at least 45 religions, at least 187 countries of birth represented and at least 91 main languages spoken by people living in Bristol.

Bristol's population

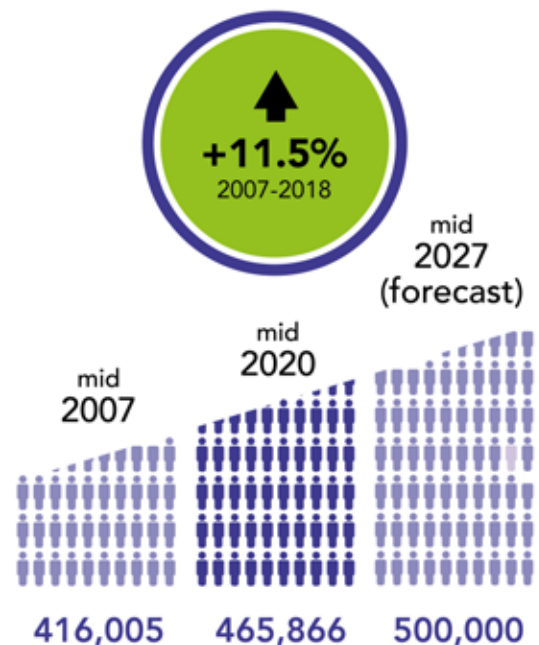
Bristol's latest total population estimate

465,866

Bristol's growing population:

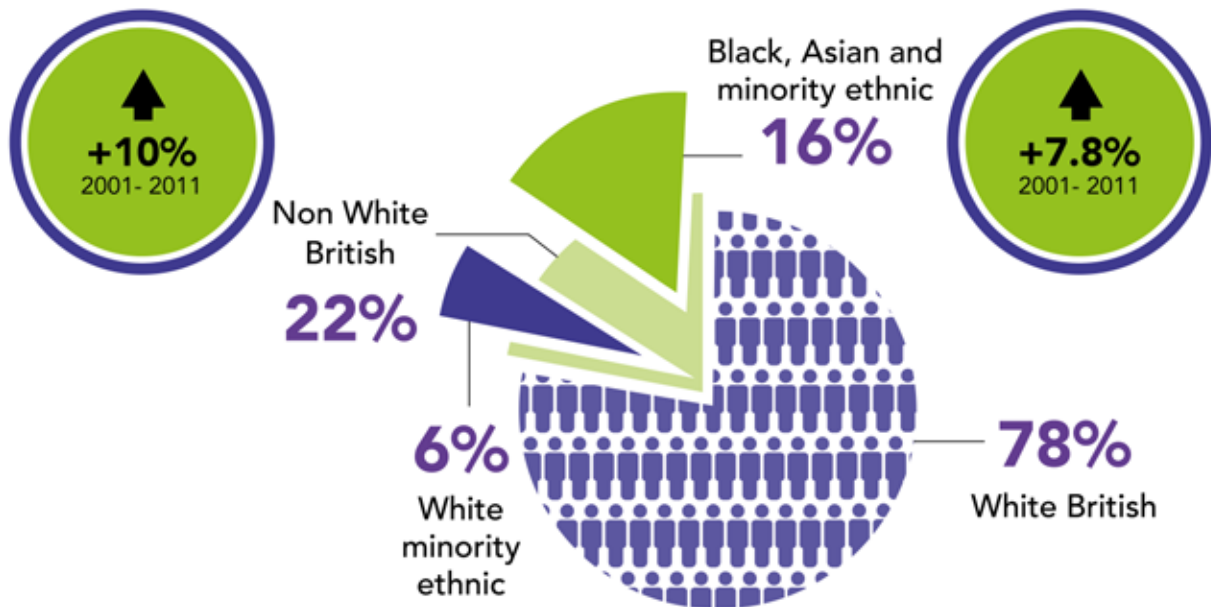
An increase of **11.5%** (47,400 people), compared to an England and Wales increase of 8%

ONS Mid-Year population estimate



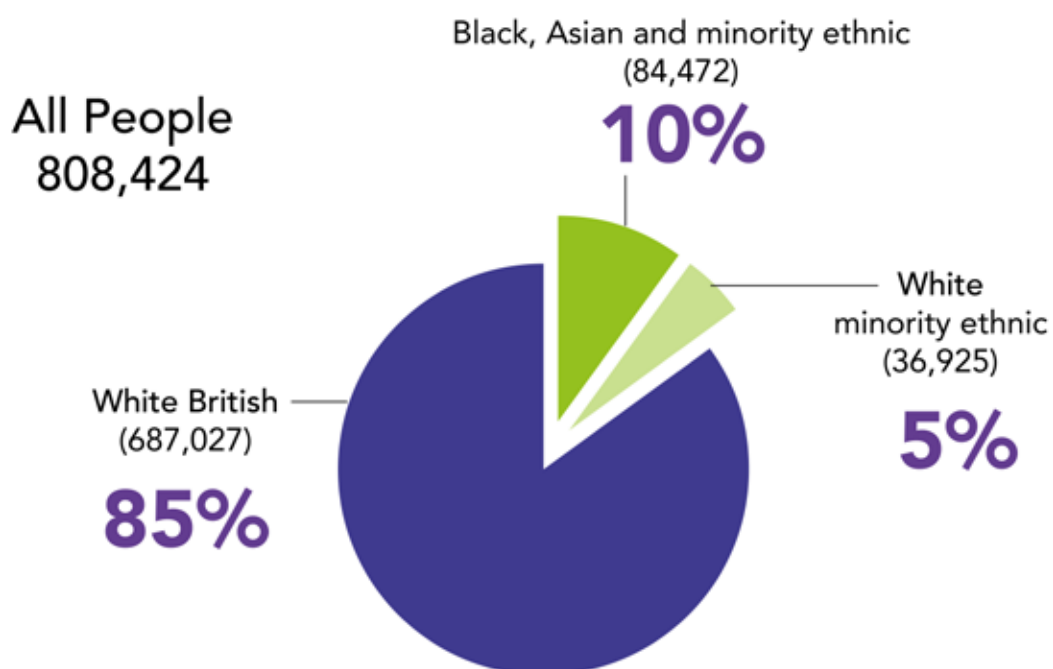
Bristol's population data

Bristol - an increasingly diverse population



The 2011 census remains the latest official publication of data by ethnic groups. The above figures show % of Bristol's total population

Bristol travel to work population by ethnic group

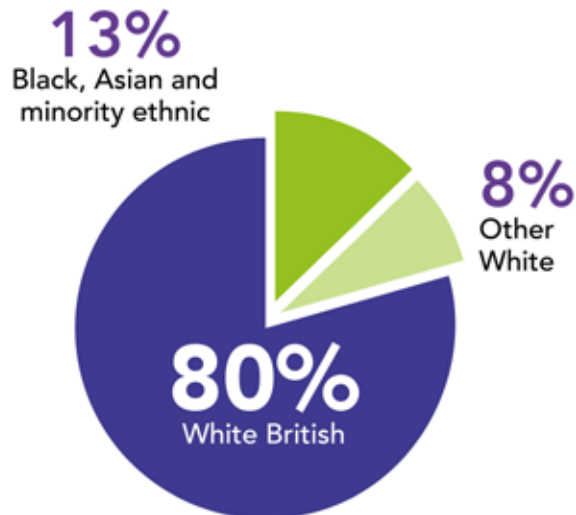


Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

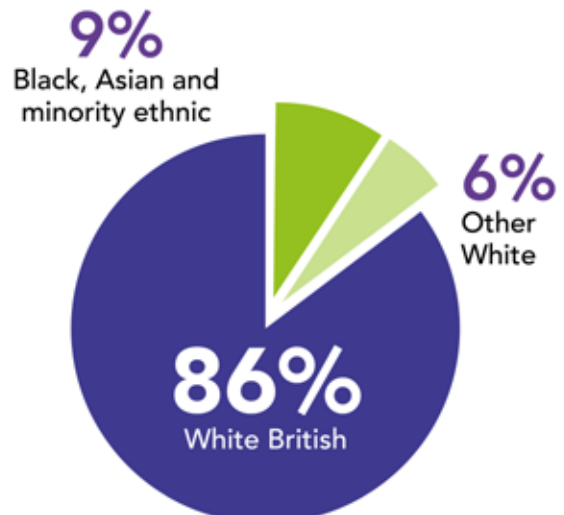
Bristol's population data

The economically active population

Bristol population
(Total sample 228,078)



Bristol TTWA
(Total sample 433,259)



Sources: Age and Sex - ONS Annual Population Survey updated quarterly Ethnicity, Region and Disability - ONS 2011 Census updates every decade

Ethnicity Data:

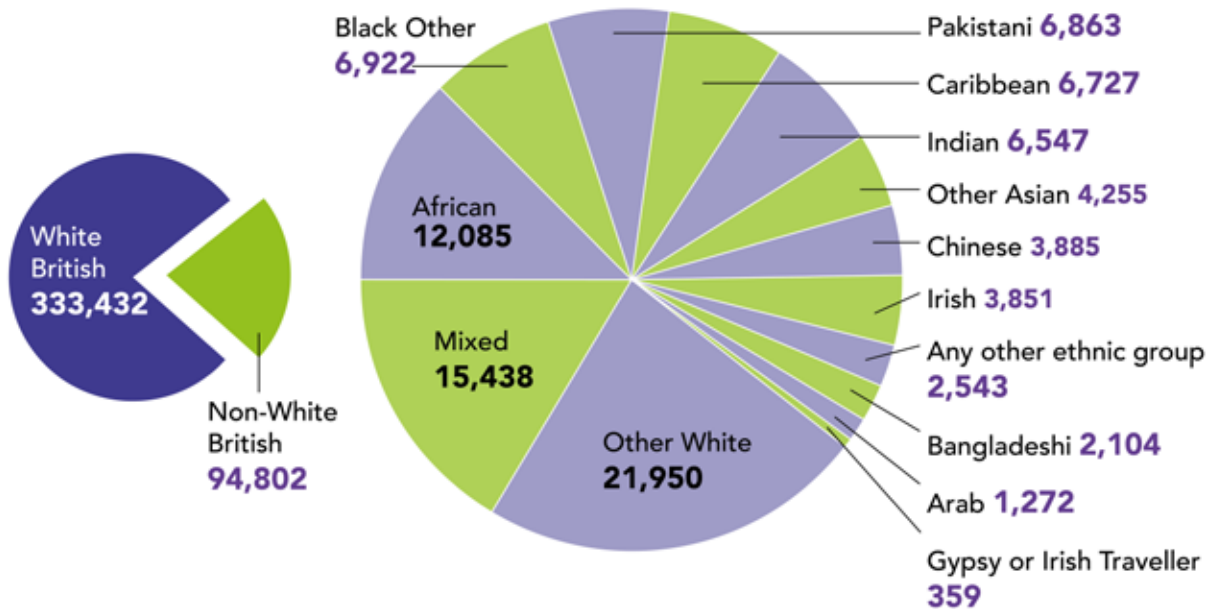
In Bristol there are now:



Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

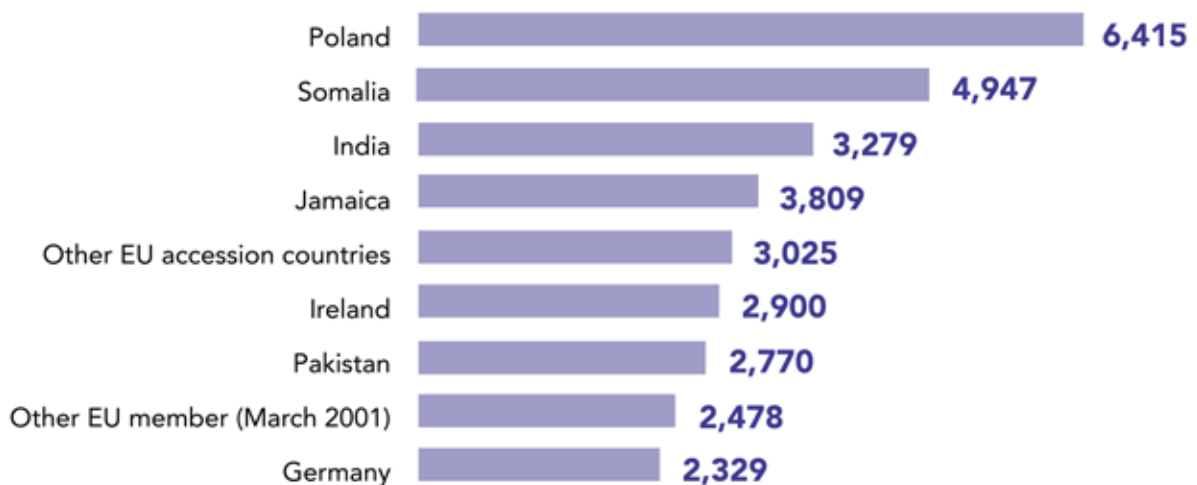
Bristol's population data

Bristol's population by ethnic group



Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

The nine most popular countries of birth of Bristol residents (other than the UK)



Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

Bristol’s population data

Illustration of numbers of speakers by main language not including English



Age Data:

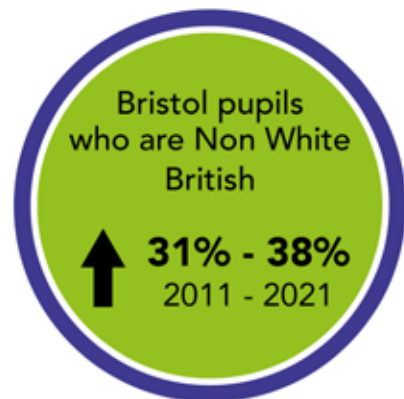
Bristol’s age profile

The age profile of the Black, Asian and minority ethnic group population in Bristol is much younger than the age profile of the Bristol population as a whole.

28% of children (aged 0-15) belong to a Black, Asian and minority ethnic group

15% of working age people (aged 16-64) belong to a Black, Asian and minority ethnic group

5% of older people (aged 65 and over) belong to a Black, Asian and minority ethnic group

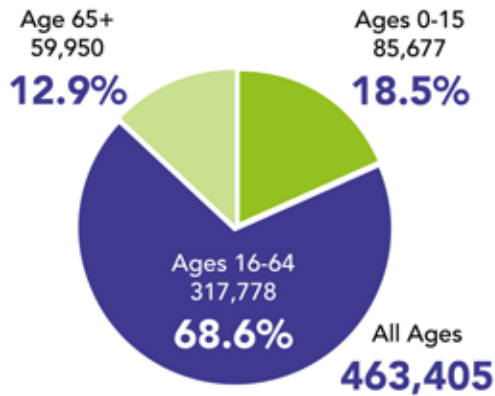


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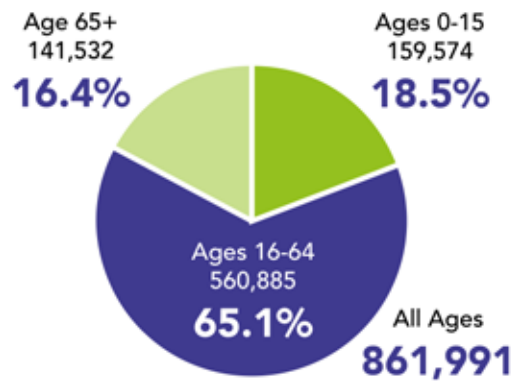
Bristol's population data

Recent total population comparisons

ONS Mid-2018
Population Estimates BRISTOL UA

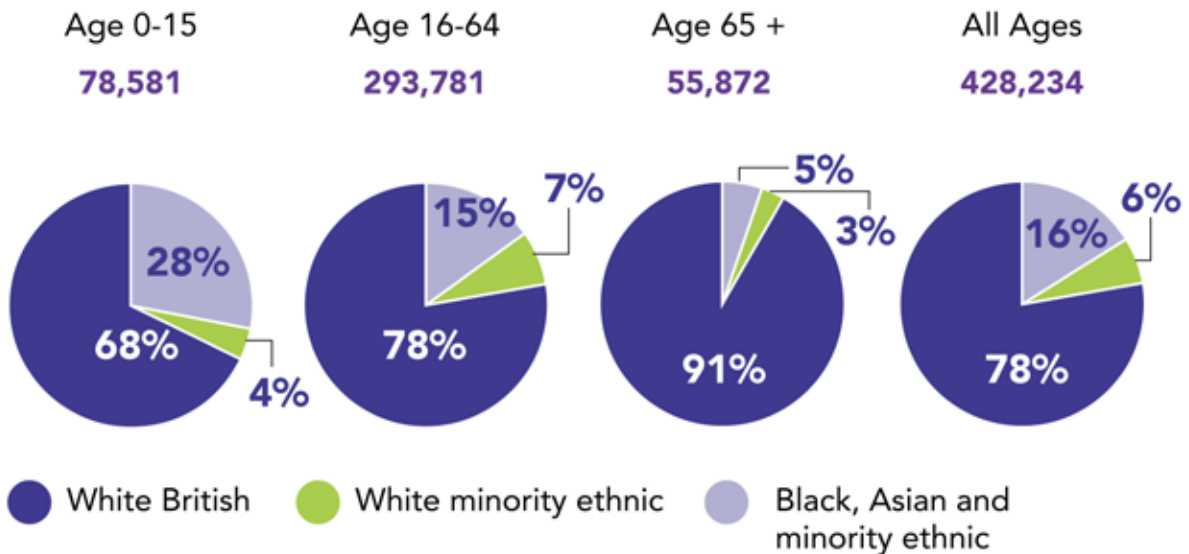


ONS Mid-2017
Population Estimates
BRISTOL TRAVEL-TO-WORK AREA



Source: Office for National Statistics

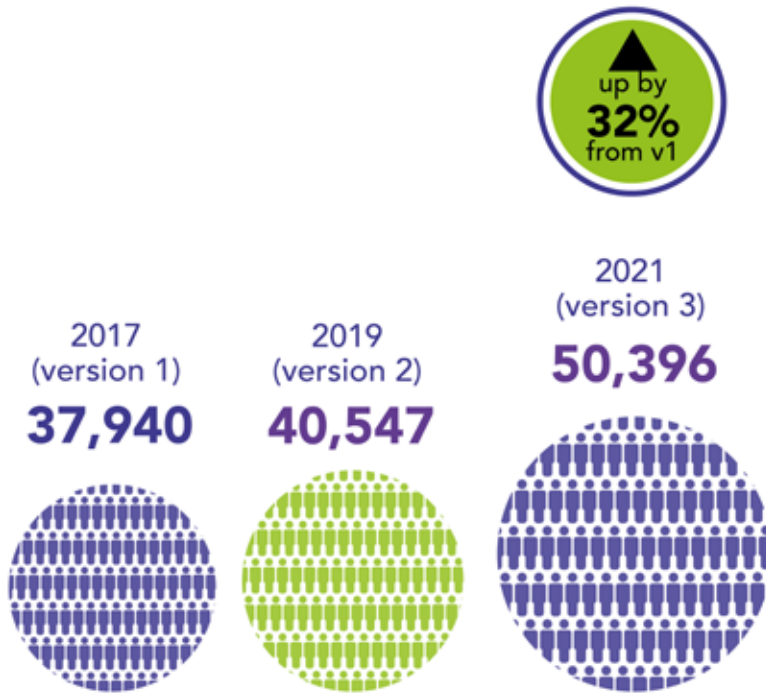
Bristol's UA population by ethnic group



Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

Bristol's race equality H.R. data

Total data sample size and trends



2021 data sample sizes

Total Agencies involved = **26**

Public Sector agencies = **16**

VCSE sector agencies = **10**

Total staff in survey = **50,396**

Total Public sector staff = **48,490**

Total VCSE sector staff = **1,906**

Average agency size of all responding agencies = **1,938**

Largest agency staff size = **12,435**

Bristol's race equality H.R. data

Black, Asian, minority ethnic staff data findings

Average agency % of Black, Asian, minority ethnic staff

10.42%

In public sector agencies involved in v1 and 2

8.38%

In all public sector agencies

21.17%

In all VCSE agencies

12.98%

In all agencies



Public sector

Highest % of Black, Asian and minority ethnic staff = 17.16%
Lowest % of Black, Asian and minority ethnic staff = 2.76%

VCSE

Highest % of Black, Asian and minority ethnic staff = 96.15%
Lowest % of Black, Asian and minority ethnic staff = 1.69%

Total cumulative % of all Black, Asian, minority ethnic staff

13.6%

In public sector agencies involved in v1 and 2

13.04%

In all public sector agencies

17%

In all VCSE agencies

13.10%

In all agencies



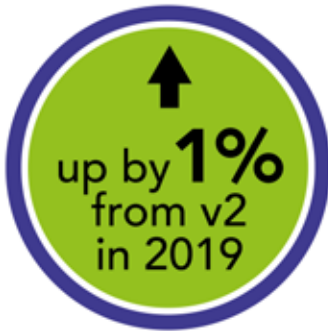
9 out of the 11 public sector agencies showed improvements in performance in terms of the % of Black, Asian and minority ethnic staff in their organisations since version 2 (2019).

This is also a significant improvement since the previous production of 2019, when only 6 of the 11 public sector agencies evidenced increases.

Bristol's race equality H.R. data

White minority ethnic staff data findings

Average agency % of White minority ethnic staff



Public sector
 Highest % of White minority ethnic staff = 13.4%
 Lowest % of White minority ethnic staff = 1.97%

VCSE
 Highest % of White minority ethnic staff = 22%
 Lowest % of White minority ethnic staff = 1.69%

Total cumulative % of all White minority ethnic staff



*This is the first time a trends analysis can be carried out for White minority ethnic staff as 2019 was the first inclusion in to the data report.

10 out of the 11 public sector agencies showed improvements in performance in terms of the % of White Minority Ethnic staff in their organisations since version 2 (2019).

Bristol's race equality H.R. data

White British staff data findings

Average agency % of White British staff

76.23%

In public sector agencies involved in v1 and 2

77.6%

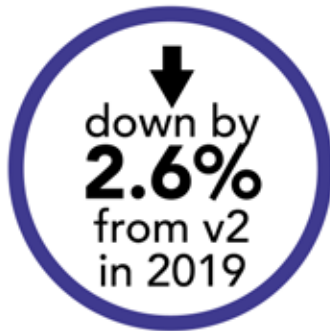
In all public sector agencies

60.46%

In all VCSE agencies

71.42%

In all agencies



Public sector

Highest % of White British staff = 92.6%

Lowest % of White British staff = 67.10%

VCSE

Highest % of White British staff = 96.62%

Lowest % of White British staff = 3.85%

Total cumulative % of White British staff.

71.5%

In public sector agencies involved in v1 and 2

72.12%

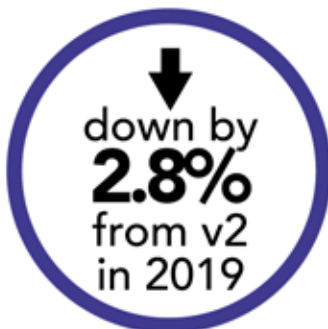
In all public sector agencies

68.56%

In all VCSE agencies

72.08%

In all agencies



Bristol's race equality H.R. data

Unknown / not stated staff data category findings

Highest % of unknown / not stated data returned = 22%

Lowest % of unknown / not stated data returned = 0 % (returned by 3 agencies)

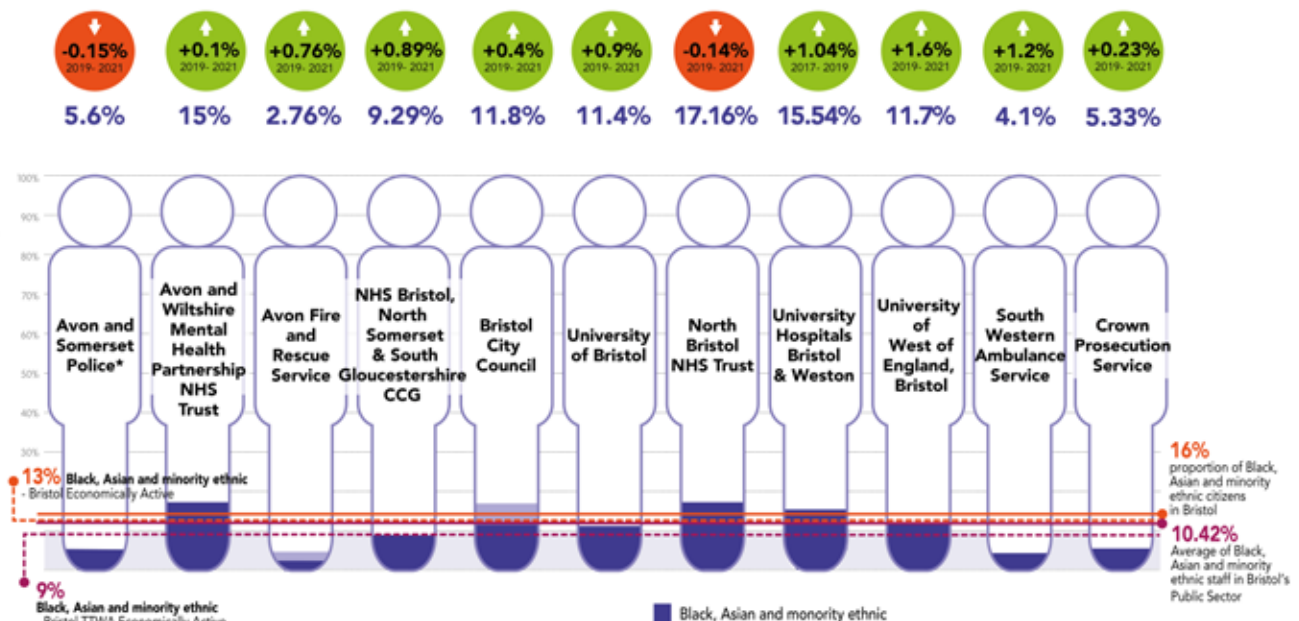
Average % of all public sector unknown / not stated returns = 7.92%

Average % of unknown / not stated returns for 11 public sector agencies involved in v1 and v2 = 5.8% - this is exactly the same level as in the 2019 return.

***Learning and action point - public sector agencies contributing to this data product for the 1st time returned an average unknown / not stated outcome of 12.63%, significantly higher than those previously involved. This presents an opportunity for new participating agencies to learn from the practice of existing agencies to reduce this figure.**

Individual public sector agency performance trends compared against 2019 performance for Black, Asian and minority ethnic staff. (*for those in V2)

Black, Asian and minority ethnic staff data findings

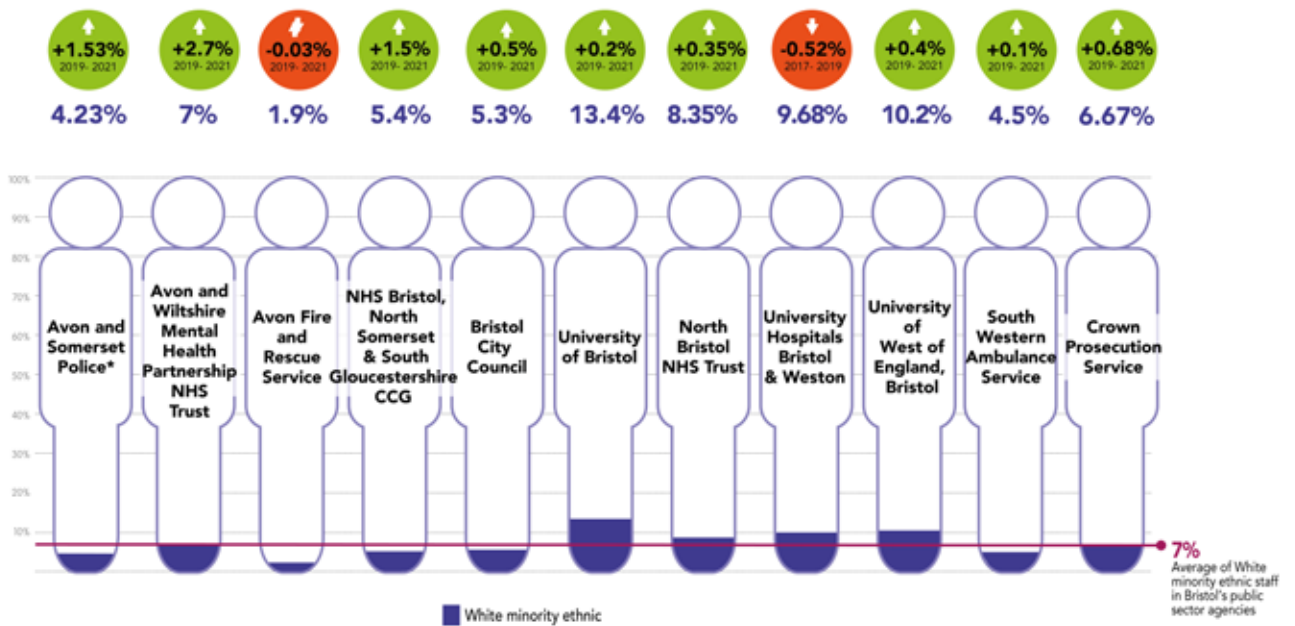


*data is captured in the following detailed ethnicity data

Bristol's race equality H.R. data

Individual public sector agency performance trends compared against 2019 performance for White minority ethnic staff. (*for those in V2)

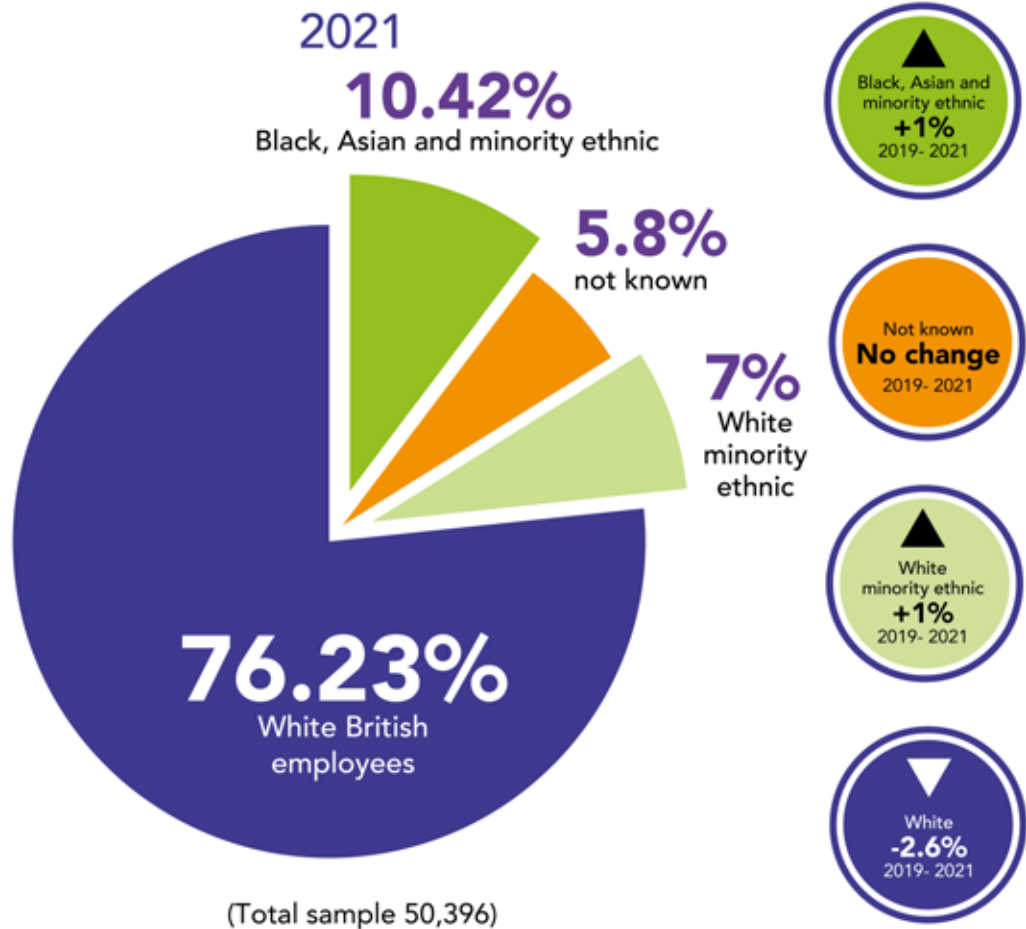
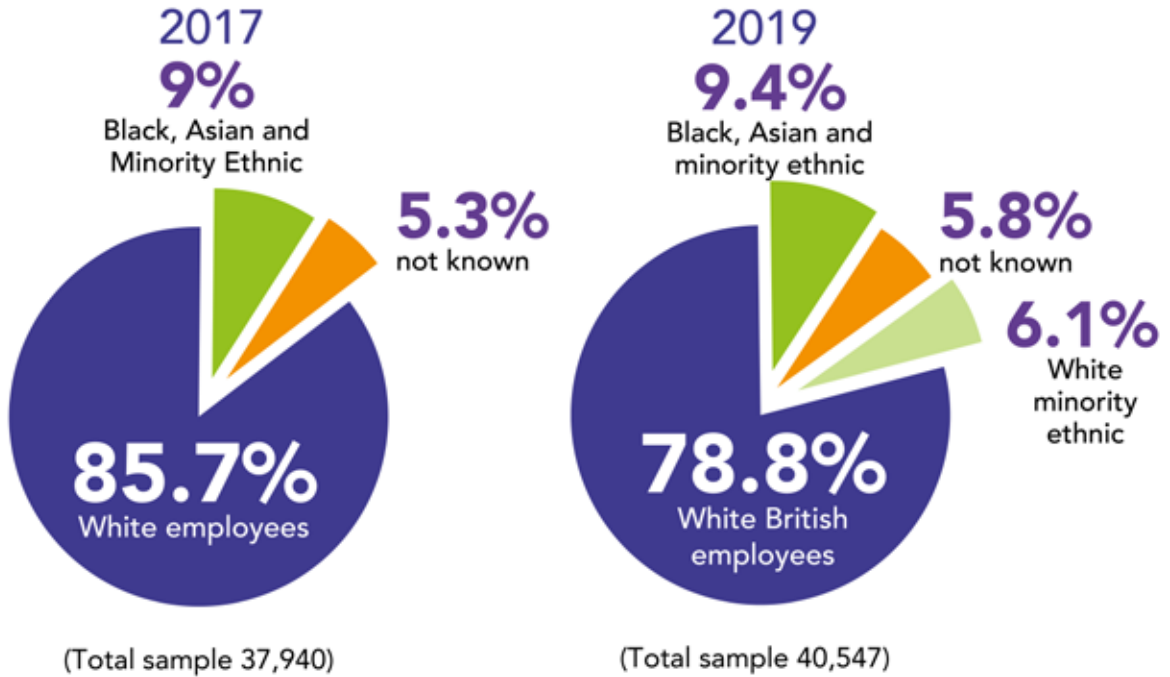
White minority ethnic staff data findings



*data is captured in the following detailed ethnicity data

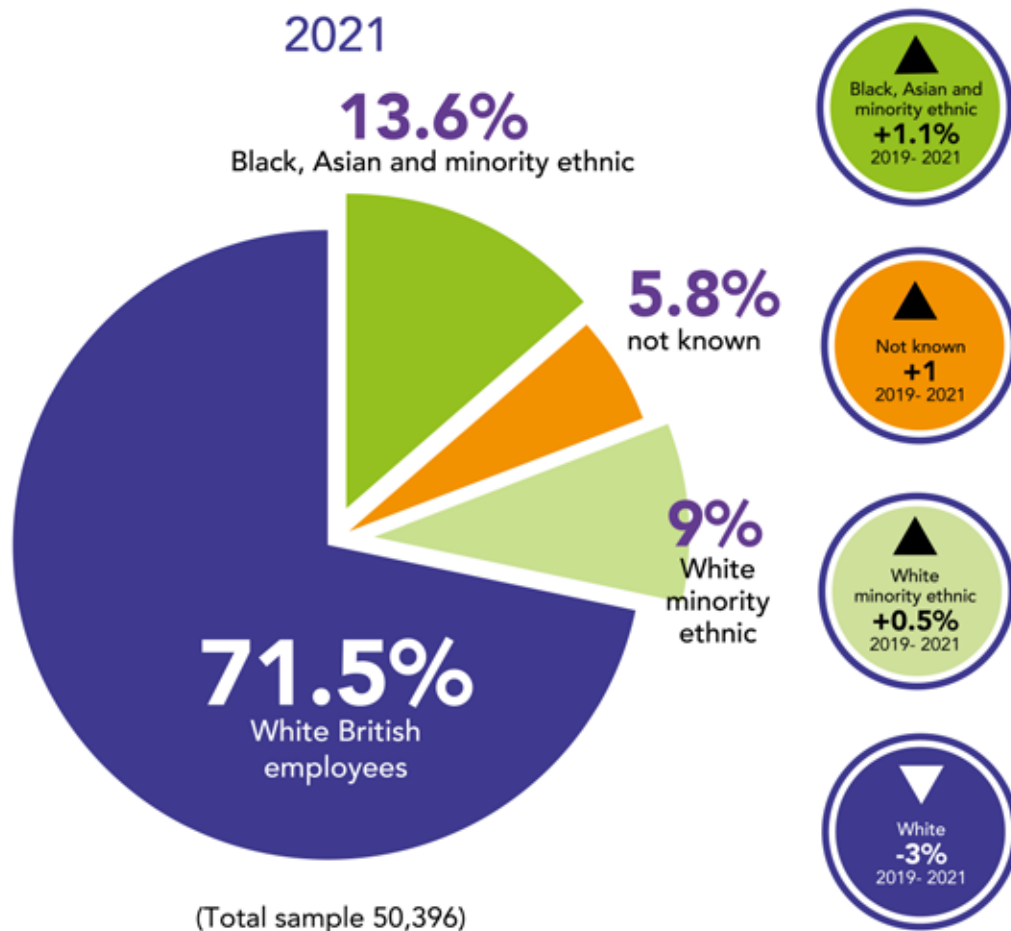
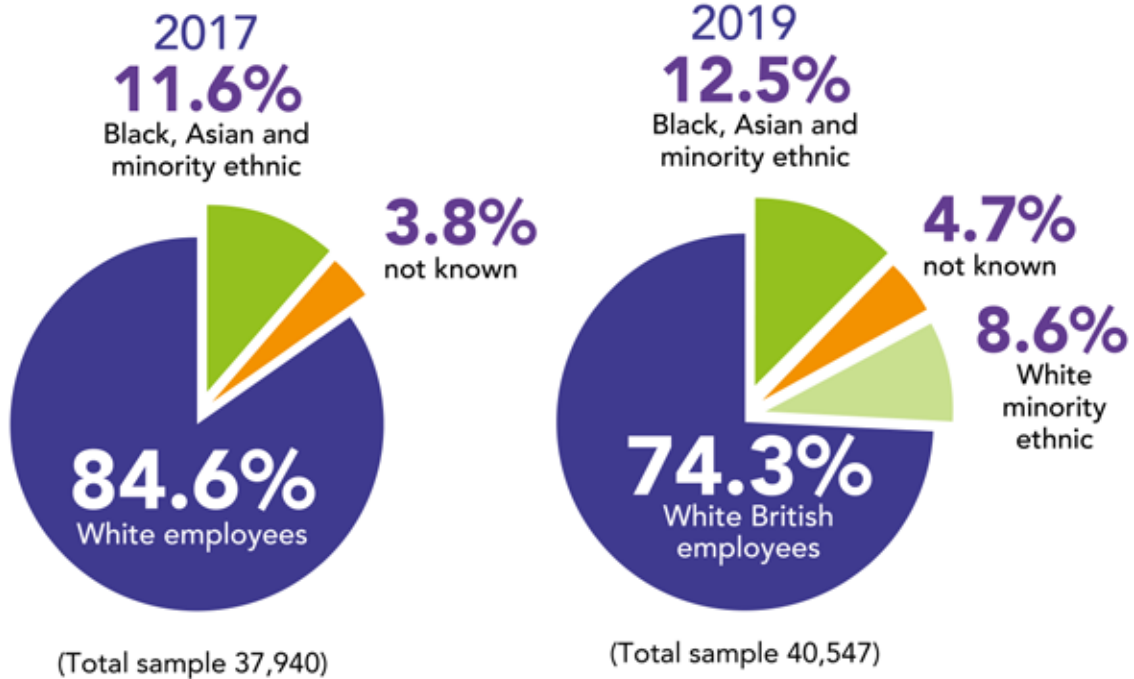
Bristol's race equality H.R. data

Bristol's Public Sector Collective Data (Average)



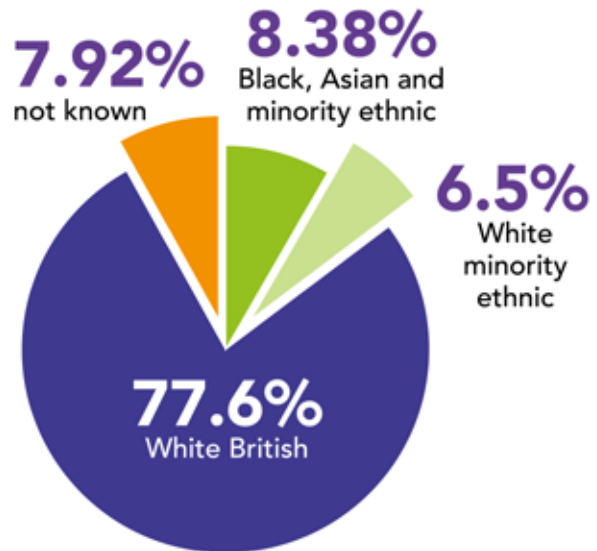
Bristol's race equality H.R. data

Bristol's Public Sector Data by cumulative figures

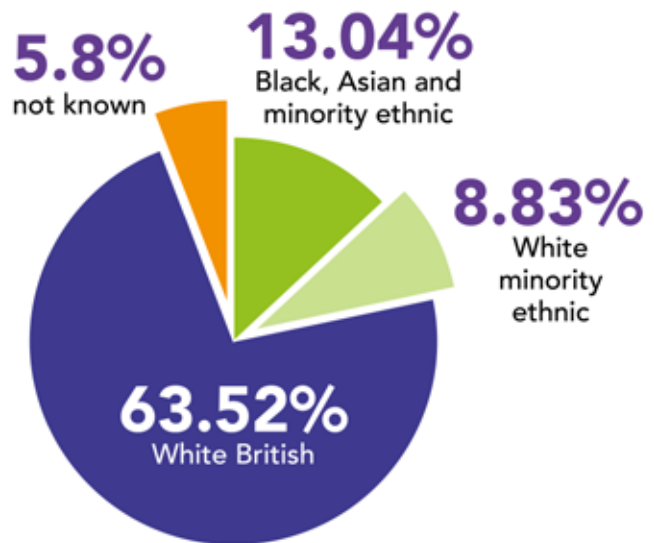


Bristol's race equality H.R. data

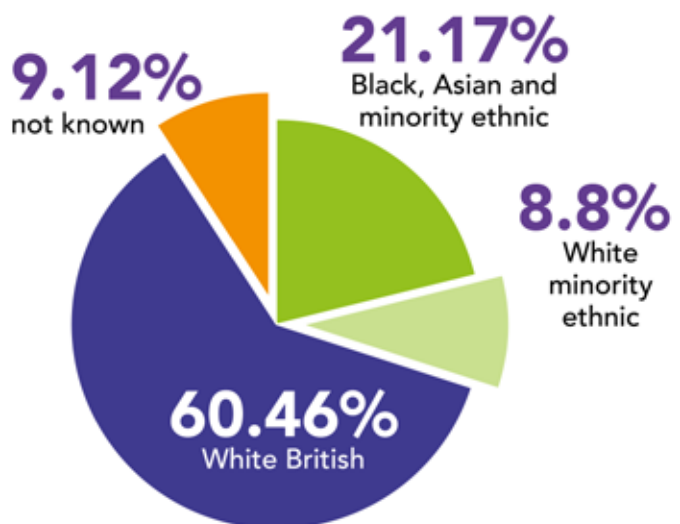
Bristol's public sector ethnicity data by Agency average % (of all public sector respondents)



Bristol's public sector data by ethnicity (cumulative) for all staff in 2021



Bristol's VCSE sector ethnicity data by Agency average % (of agencies involved)



Bristol's race equality data - a focus on pay

Collective public sector wage range per group

Total Bristol based staff: **47,388**

Agency average % of White British staff: **76.23%**

Agency average % of White minority ethnic staff: **7%**

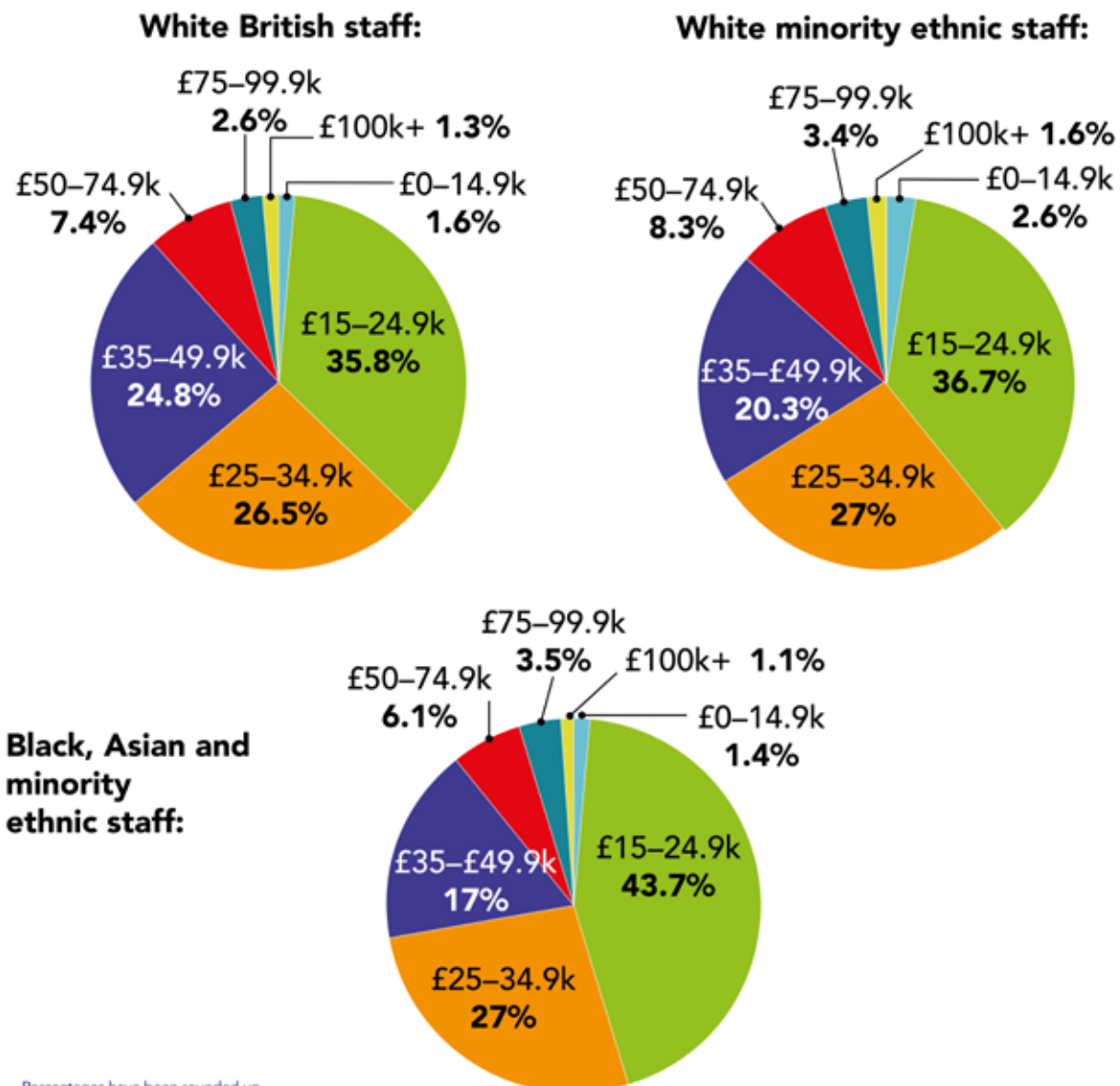
Agency average % of Black, Asian and minority ethnic staff: **10.42%**

Agency average % of Unknown: **5.8%**

Total % of White British staff: **71.5%**

Total % of White minority ethnic staff: **9%**

Total % of Black, Asian and minority ethnic staff: **13.6%**



Bristol's race equality data - a focus on pay

Lower pay band analysis

£0 - 14,999 pay band data findings.

This band is a clear cause for concern. White minority ethnic staff are significantly over-represented by nearly 5% in this pay band (compared to average Bristol workforce data) which is a point for action (nearly 7% when compared against the wider Bristol population).

White British staff are under-represented by a significant 8.5% (against total Bristol workforce averages).

Very high levels of unknown data within this pay band, which is an area for action. Unknown data here shows at a high of 12.5%, more than double the Bristol workforce average of 6%.

£15,000 - £24,999 pay band data findings.

Generally this pay band is inline with the Bristol workforce averages, although there is an over-representation of Black, Asian and Minority ethnic staff by 2.5% above the workforce average, as well as a further under-representation of white British staff of nearly 3%

This pay band is significant in terms of overall impact as it is, by some distance, the most heavily populated pay band of all staff, encompassing 37% of all staff.

Pay bands	Ethnicity			
	Black, Asian & minority ethnic	White minority ethnic	White British	Unknown / Not Stated
£0 - £14,999	10.76%	13.16%	63.52%	12.56%
£15,000 - £24,999	15.6%	8.7%	69.3%	6.4%
Comparative figure - Bristol's public sector cumulative %	13%	8.8%	72.1%	6%
Comparative figure - Bristol's total population %	16%	6%	78%	

Bristol's race equality data - a focus on pay

Middle to upper pay band analysis

Pay bands	Ethnicity			
	Black, Asian & minority ethnic	White minority ethnic	White British	Unknown / Not Stated
£25,000 - £34,999	13.55%	9%	72.2%	5.23%
£35,000 - £49,999	9.66%	7.65%	76.31%	6.4%
£50,000 - £74,999	11.2%	10%	72.7%	6.1%
Comparative figure - Bristol's public sector cumulative %	13%	8.8%	72.1%	6%
Comparative figure - Bristol's total population %	16%	6%	78%	

£25,000 to £34,999 -

This pay band is very closely aligned with the overall workforce averages across the public sector in all categories.

£35,000 - £49,999 -

Black, Asian and minority ethnic members of staff are **significantly under-represented** in this pay band by 3.5% below the workforce average.

White British staff are significantly over-represented by over 4% of the public sector workforce average for White British staff.

£50,000 - £74,999 -

Black, Asian and minority ethnic members of staff are under-represented in this pay band by 2% below the workforce average.

Bristol's race equality data - a focus on pay

Upper pay band analysis

Pay bands	Ethnicity			
	Black, Asian & minority ethnic	White minority ethnic	White British	Unknown / Not Stated
£75,000 - £99,999	16.02%	10.27%	64.46%	9.25%
£100,000 +	10.21%	10.21%	68.17%	11.41%
Comparative figure - Bristol's public sector cumulative %	13%	8.8%	72.1%	6%
Comparative figure - Bristol's total population %	16%	6%	78%	

£75,000 - £99,999 -

Black, Asian and minority ethnic members of staff are over-represented in this pay band by 3% above the workforce average.

White minority ethnic members of staff are over-represented in this pay band by 1.5% above the workforce average.

White British members of staff are under-represented in this pay band by 7.5% below the workforce average for white British staff.

Unknown / not stated data is very high in this pay bracket with over 9% of individuals in this pay bracket having ethnicity data as 'unknown or not stated'. An area to focus on to ensure this pay band data is more accurate.

£100,000 + -

Black, Asian and Minority ethnic members of staff are **under-represented** in this pay band by nearly 3% below the workforce average for this ethnicity group.

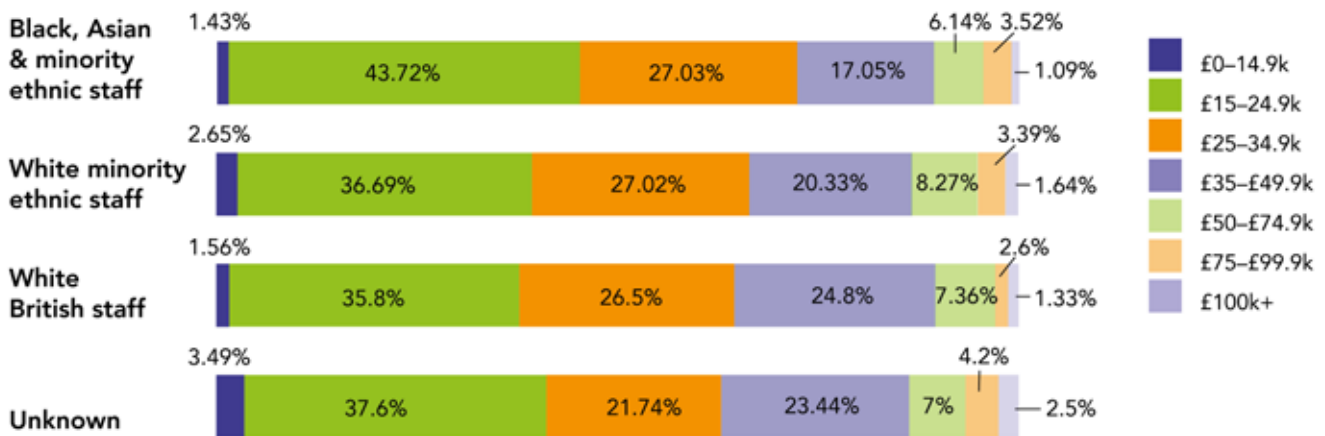
White minority ethnic members of staff are over-represented in this pay band by 1.4% above the workforce average.

white British members of staff are under-represented in this pay band by 4% below the workforce average for white British staff.

Unknown / not stated data is again very high in this pay bracket with over 11% of individuals in this pay bracket having ethnicity data as 'unknown or not stated'. An area to focus on to ensure this pay band data is more accurate.

Bristol's race equality data - a focus on pay

Distribution of pay in the Public sector amongst ethnicity groups



In terms of pay band data within ethnicity groups across the public sector agencies, the following findings are of note :-

White minority ethnic staff have the highest % in the lowest pay band of **£0 - £14,999**.

Black, Asian and minority ethnic staff have a significantly higher % of staff within the **£15,000 - £24,999** band (over 7% higher than white minority ethnic and white British staff). This evidences that Black, Asian and minority ethnic staff are 22% more likely to sit within this pay band than their White British colleagues,

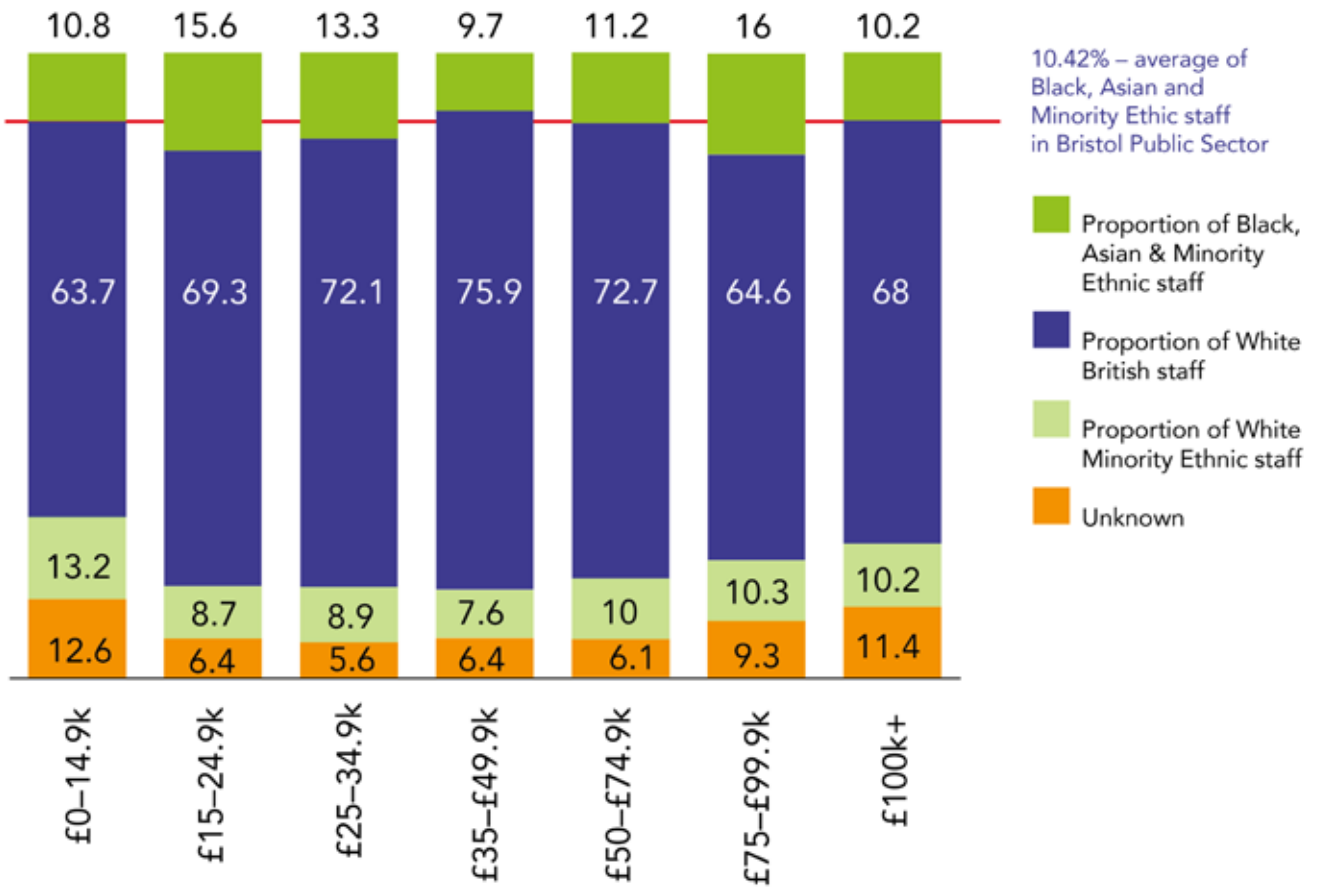
£35,000 to £49,999 - white British staff have over 7% higher representation in this category than Black, Asian and minority ethnic colleagues, and over 4% more than white minority ethnic colleagues.

£50,000 - £74,999 - white minority ethnic staff are shown as over 2% higher in this pay category than Black, Asian and minority ethnic colleagues.

£75,000 - £99,999 - Black, Asian and minority ethnic and white minority ethnic staff have a higher percentage of representation in this category than white British staff.

Bristol's race equality data - a focus on pay

Breakdown of all public sector staff by pay band and ethnicity



Bristol's Board & Executive level ethnicity data findings

Board / Executive level data findings

This is the first time that Board and Executive level ethnicity data has been included within our race equality H.R. data product, with the aim of further widening the scope and improving the transparency of the report.

The group are committed to making improvements in terms of diversity at these levels and have enlisted support and advice from Board diversity specialists to help this process, as well as helping produce the initial data ask.

In addition to this support the group are already sharing case studies of successful Board level diversity initiatives being delivered by member agencies to produce greater diversity of lived experience and thought at our most senior decision-making levels.

13 of the 16 public sector agencies were able to submit Board and Executive level data returns and all 10 of the VCSE sector agencies were able to submit their data for these levels. A total of 23 agencies therefore.

Supporting Bristol's wider race equality focused groups :

The inclusion of this data has also been adopted to support the work of Bristol's Race Equality COVID-19 Steering group as regular production and audit of data at this level is one of the key recommendations and action plan points for this city-wide group. Our group has agreed to develop the progression of this task on behalf of the COVID-19 Steering group and to feedback regular progress updates.

Qualitative findings

In addition to the data highlights listed below an excellent level qualitative data has been provided by partner agencies sharing details of initiatives and challenges in relation to

ongoing and future planned work tackling Board and Executive level diversity. With approval, sharing of this information can be of benefit in sharing good practice and joint working opportunities through the H.R. Leaders group and other forums.

Board member data findings

Total number of Board members in data set = **272**

Total number of public sector Board members = **165**

Total number of VCSE Board members = **107**

Total number of agencies who have nominated E&I Leads on their Boards = **11**

Board member findings for the public sector

6 / 13 (46%) of the public agencies involved in this research had no Black, Asian and minority ethnic, or white minority ethnic representation on their Boards.

7 / 13 (53%) of the public agencies involved in this research had no Black, Asian and minority ethnic representation on their Boards.

10 / 13 (77%) the public agencies involved in this research had no white minority ethnic representation on their Boards.

The highest Black, Asian and minority ethnic representation across any public sector Board was 5 out of 18 Board members (28%).

1 public sector agency returned a figure of 38.5% unknown / not stated data on the ethnicity of their Board members (a total of 10 Board members).

Bristol's Board & Executive level ethnicity data findings

Board member findings for the VCSE Sector agencies (involved in this research)

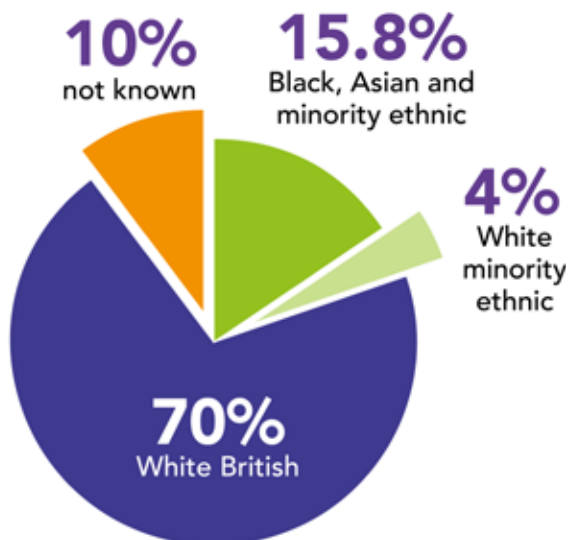
3 / 10 (30%) of the VCSE agencies had no Black, Asian and minority ethnic, or white minority ethnic representation on their Boards.

4 / 10 (40%) of the VCSE agencies had no Black, Asian and minority ethnic representation on their Boards.

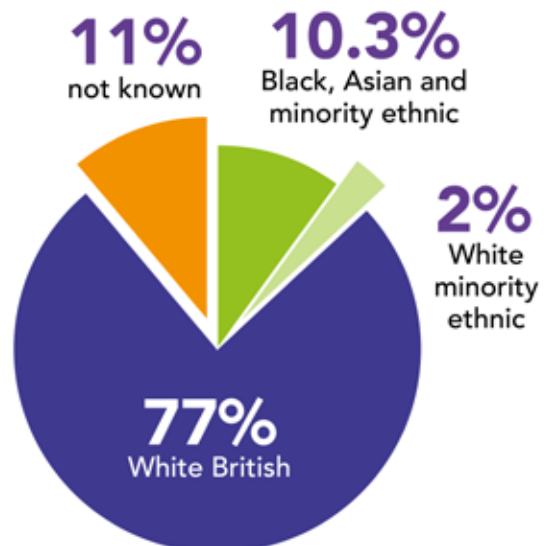
The highest Black, Asian and minority ethnic representation across any VCSE Board was 11 out of a Board of 11 members (100%).

The highest white minority ethnic representation across any VCSE Board was 3 out of a Board of 9 members (33%).

Board members from all sectors by ethnicity group



Board members from all public sector agencies by ethnicity



Board members from all VCSE agencies by ethnicity



Bristol's Board & Executive level ethnicity data findings

Executive officer data findings

Total number of Executive officers in data set = **163**

Total number of public sector Executive officers = **124**

Total number of VCSE Executive officers = **39**

Executive officer findings for the public sector

7 / 13 (54%) public sector agencies evidenced no Black, Asian minority ethnic, or white minority ethnic representation at Executive officer level.

9 / 13 (69%) of the public sector agencies had no Black, Asian and minority ethnic representation at executive officer level.

10 / 13 (77%) the public sector agencies had nowhite minority ethnic representation on their Boards.

The highest Black, Asian and minority ethnic representation across any public sector Executive officer level was 3 out of 23 officers (13%).

The highest White minority ethnic representation across any public sector Executive officer level was 1 out of 6 officers (16.7%).

Executive officer findings for the VCSE Sector

2 / 9 (22.2%) VCSE agencies evidenced no Black, Asian minority ethnic, or white minority ethnic representation at Executive officer level.

3 / 9 (33%) of the VCSE agencies involved in this research had no Black, Asian and minority ethnic representation at Executive officer level.

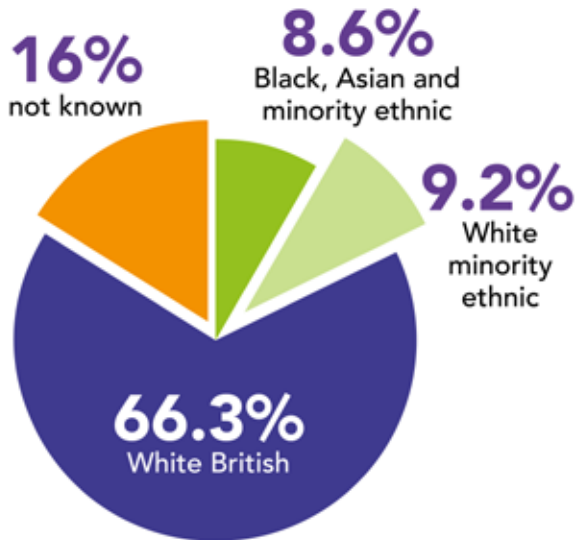
6 / 9 (67%) of the VCSE agencies involved in this research had no White minority ethnic representation at Executive officer level.

The highest Black, Asian Minority ethnic representation across any VCSE executive level was 2 out of 10 officers (20%) and also a smaller agency return showed 1 out of 1 (100%).

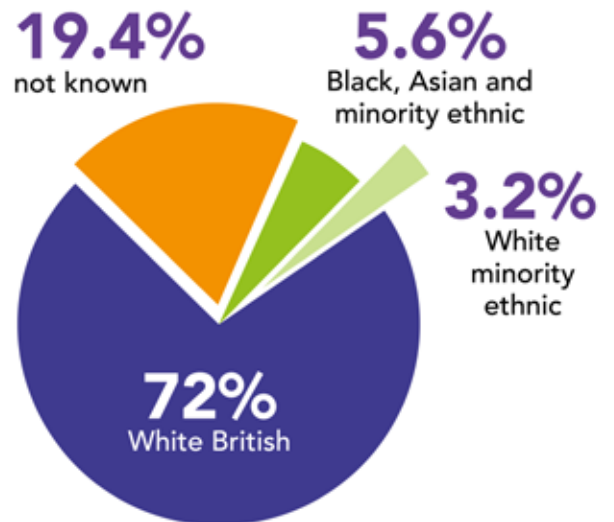
The highest White minority ethnic representation across any VCSE Board was 8 out of 10 officers (80%).

Bristol's Board & Executive level ethnicity data findings

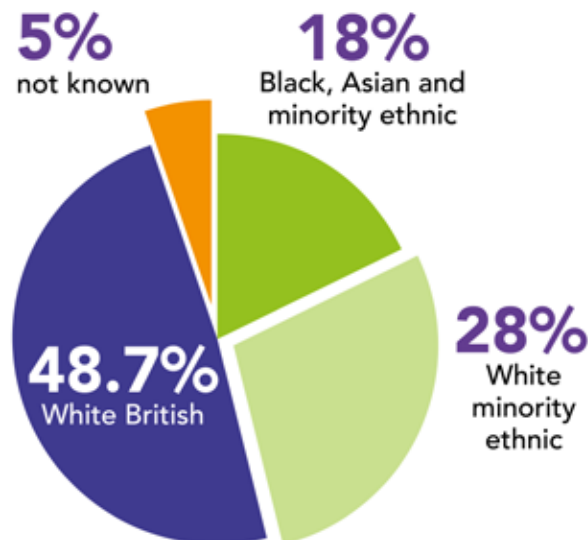
Executive officers from all sectors by ethnicity group



Executive officers from all public sector agencies by ethnicity



Executive officers from all VCSE agencies by ethnicity



Individual agency breakdown



Avon and Somerset Police

Avon and Somerset Police

ASP are committed to increasing representation from communities and backgrounds currently underrepresented in our organisation. We have recruited at a high volume and see a headcount rise of 1249 to 1467 in Bristol. Total organisation establishment has grown significantly and across ASP representation from BAME communities has risen from 2.9% in June 2019 to 3.48 % in June 2021. However, there is a slight decrease in the proportionality of those from BAME backgrounds reported for Bristol located staff and officers, from 5.6% in 2019 to 5.45% in 2021. We will address this and consider the reasons when organisation representation from BAME communities has increased.

The action we have taken to recruit from under represented backgrounds includes:

- A 'hyper local' approach focussing on job fairs and targeted campaigns.
- Recruitment of Outreach Workers to support recruitment of candidates from under represented communities.
- Focus on elimination of disproportionality in recruitment and selection processes.
- Positive action internship programme.

There has been attention to training, development, positive action and promotion processes for inclusion. The progress made is reflected in the figures presented in this report which show a decrease in proportion at the lowest pay range for those from BAME backgrounds i.e. at the pay range £15,000 - £24,999 which in 2019 was 8.1% and in 2021 is 7.55%.

The correlating rise in most of the pay ranges above this indicates the progression of those from BAME backgrounds most notably at the



pay range £50,000 - £74,999 the percentage increase from 2.7% in 2019 to 9% in 2021.

The activity which has supported this includes:

- Commitment to support candidates on the Stepping Up leadership development programme
- Positive action police officer promotion support facilitated by a specialist external agency.
- Training in Cultural Intelligence and Inclusive Leadership
- Launch of the Leadership Academy providing accessible development resources for all.

There is more transparent recording and better data collection of demographic information for disciplinary and grievances. This report will be further scrutinised to ensure an ongoing commitment to elimination of any disproportionality and support fair processes.

Data.

Bristol based staff are defined as staff shown on our internal systems as having a work location within the "Bristol City Centre boundary.

Organisational definition of long-term sickness has been applied reporting any sickness occurrence for 2020-2021 where the term was longer than 28 days.

Avon and Somerset Police

Total Bristol based staff: **1,467**

Total % of white British staff: **83.2%**

Total % of white minority ethnic staff: **4.2%**

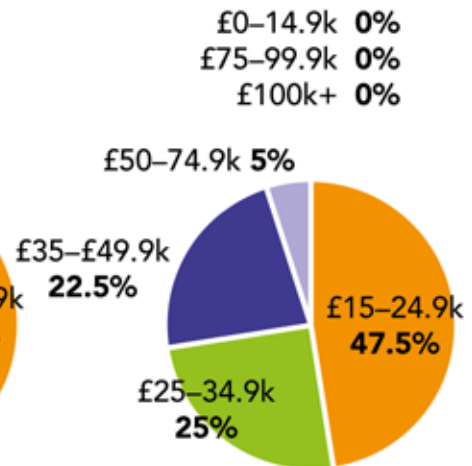
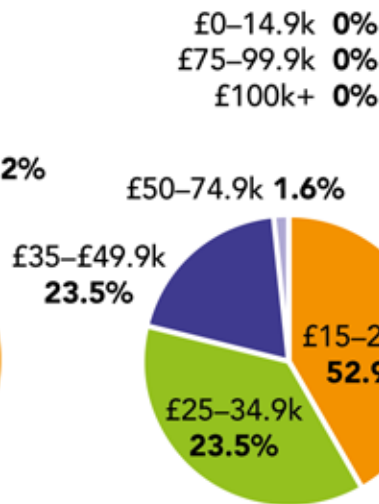
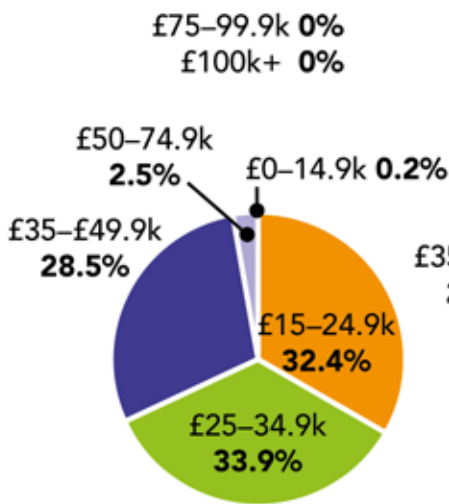
Total % of Black, Asian and minority ethnic staff: **5.5%**

Unknown: **7.2%**

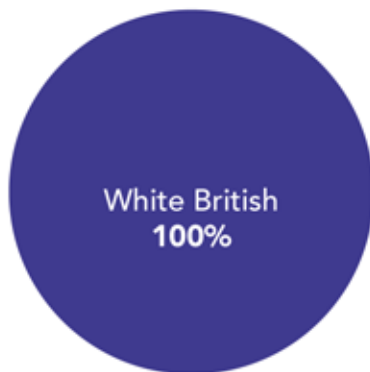
White British staff:

White minority ethnic staff:

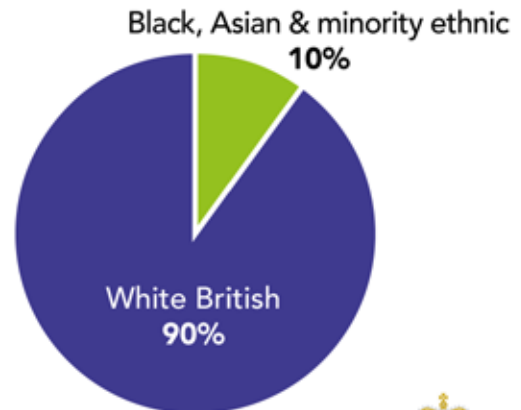
Black, Asian and minority ethnic staff:



Board members (7 total) by ethnicity group:

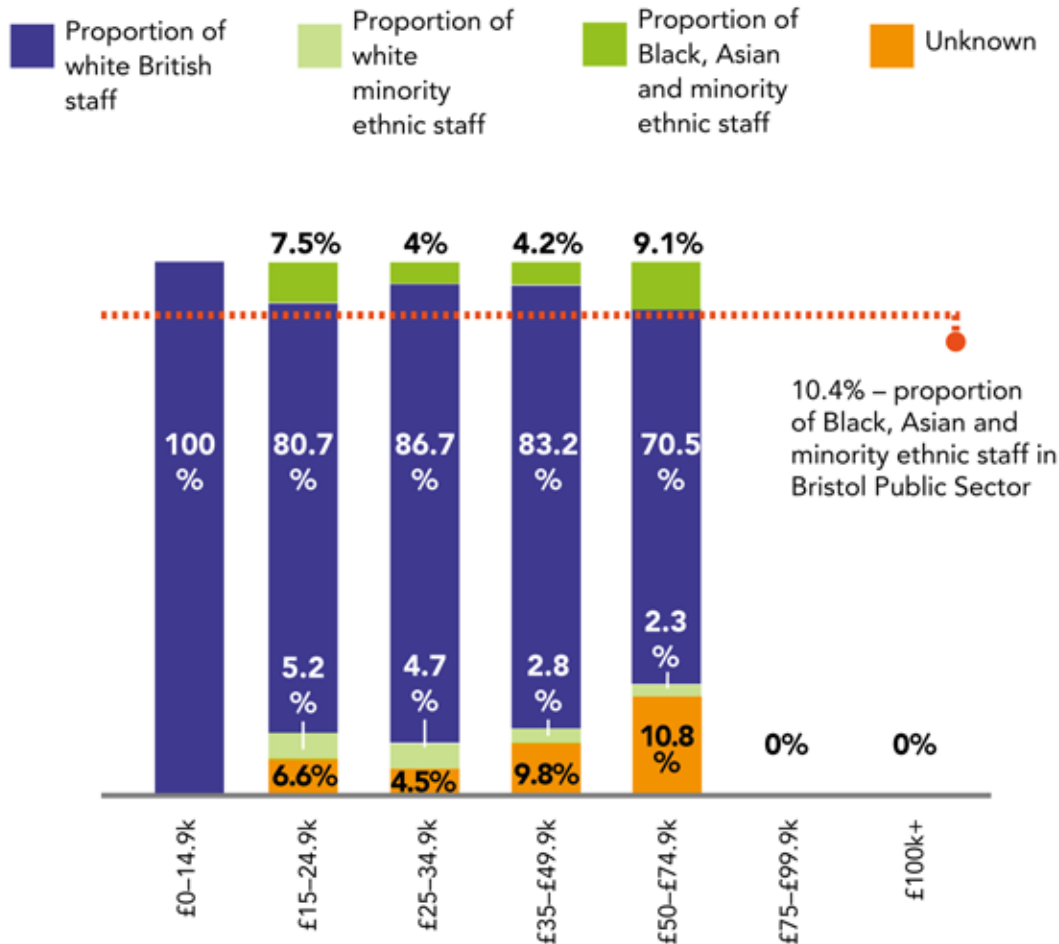


Executive members (10 total) by ethnicity group:



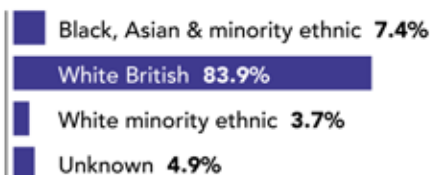
Avon and Somerset Police

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Avon and Somerset Police & Crime Commissioner

Avon and Somerset Police & Crime Commissioner



The Office of the Police and Crime Commissioner is a small agency, totalling only 26 people. This covers the whole of Avon and Somerset, including all five local authority areas.

In previous years there were long periods of time with little to no staff turnover.

In the last 18 months there has been increased turnover due to growth in the team and maternity cover appointments.

Although there have been efforts at a tactical level to target job adverts at more diverse audiences and use of different channels to widen our talent pool – e.g. sharing with Stepping Up Network, our staff support associations like the Black Police Association and new advertising channels, there have been no set targets, or any undertaking of positive action as part of a wider strategy to increase representation through recruitment.

There has been a culture shift with the creation and roll out of organisational mission, vision, values and purpose over the last 18 months. Our values are Openness, Partnership, Compassion and Courage.

Our vision is excellent victim support, accountable policing and fairer criminal justice.

We have spent time embedding these into our recruitment and HR processes including retention and progression mechanisms. We are embarking on the creation of a equality, diversity and inclusion strategy over the next term with the election of a new PCC, which will be built upon the foundation of our values.

As the OPCC provides the governance and scrutiny function over the police service, including holding the police to account for their ED&I strategy, with a particular focus on representative workforce, it is only right that we as a public service agency should hold ourselves to the same standard of accountability.

Part of that journey is our first submission for the annual data product.

Despite having sat on the on the RESLG since its inception, alongside our police partners, we have never submitted our own HR race equality data. We hope this will form part of our ED&I strategy and provide openness to public scrutiny and accountability ourselves.

Avon and Somerset Police & Crime Commissioner

Total Bristol based staff: **26**

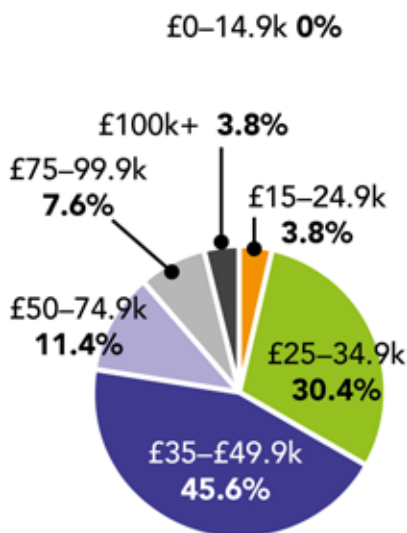
Total % of white British staff: **92.4%**

Total % of white minority ethnic staff: **3.8%**

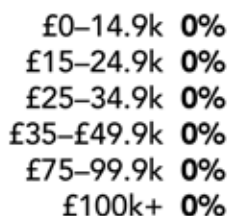
Total % of Black, Asian and minority ethnic staff: **3.8%**

Unknown: **0%**

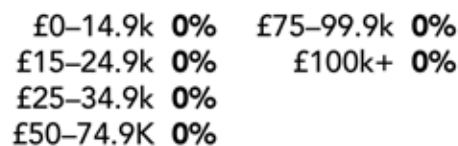
White British staff:



White minority ethnic staff:



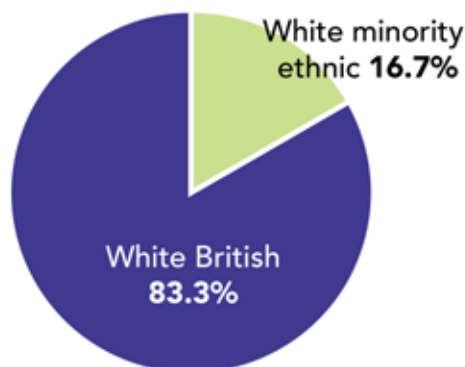
Black, Asian and minority ethnic staff:



Board members (2 total) by ethnicity group:

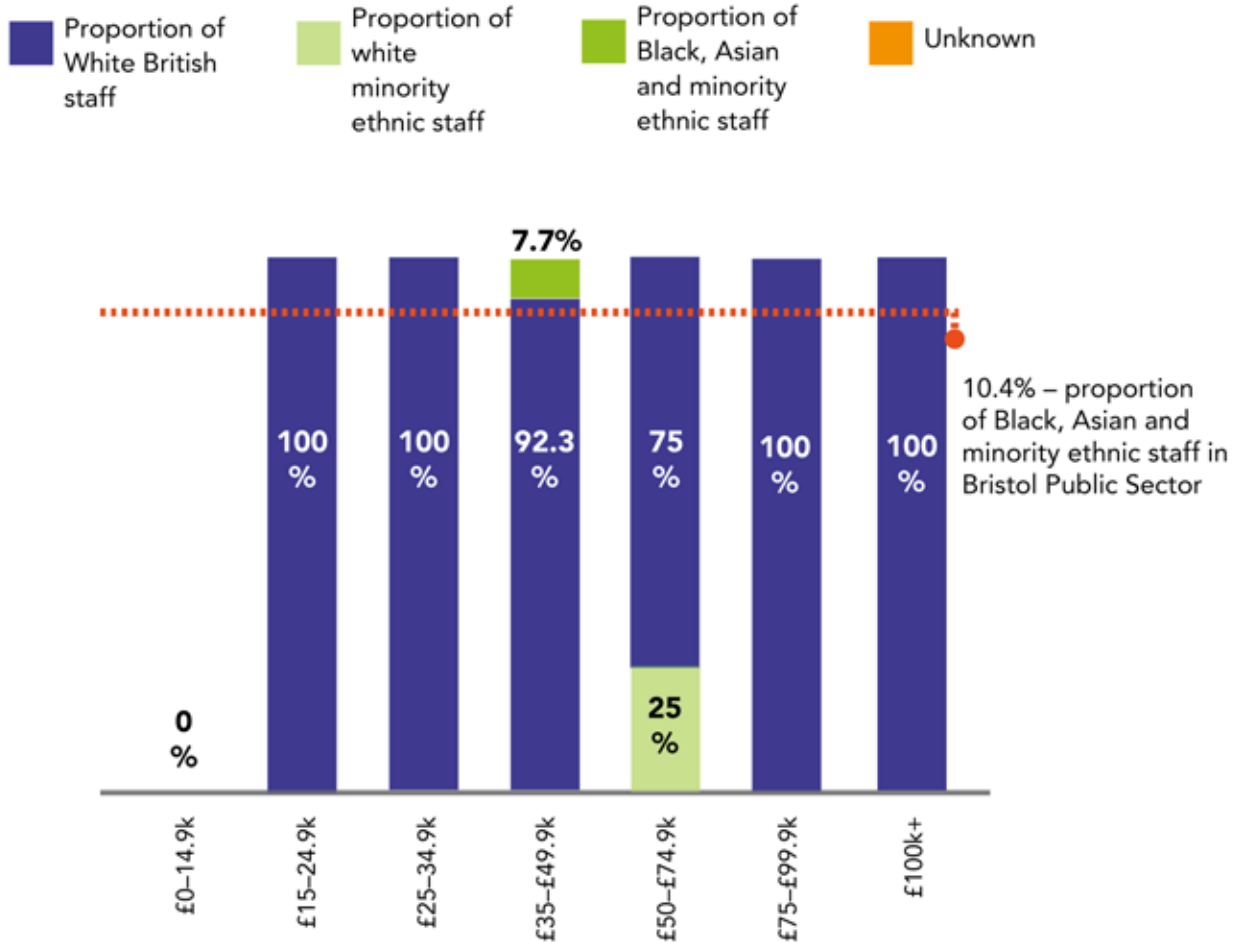


Executive members (6 total) by ethnicity group:



Avon and Somerset Police & Crime Commissioner

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 3.8%
- White minority ethnic 0%
- Unknown 0%

Formal disciplinary process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 0%
- White minority ethnic 0%
- Unknown 0%

Formal grievance process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 0%
- White minority ethnic 0%
- Unknown 0%

Avon and Wiltshire Mental Health Partnership NHS Trust

Avon and Wiltshire Mental Health Partnership NHS Trust

AWP is continuing to work hard to promote race equality, improve diversity and inclusion, and eradicate systematic race-based inequalities. We are thoroughly committed to tackling inequality and enriching our organisation through inclusive practices. Diversity will make us stronger, and we want people to bring their unique blend of experiences, backgrounds, perspectives and knowledge to AWP.

Since the last data product in 2019, we have increased diversity in the composition of our Board. We have also worked hard in our health and well-being offer to our staff across all ethnicities, and this has reduced the number of staff reaching long term sickness or persistent sickness from 297 staff in 2019 to 164 in 2021. Also, we have very few formal grievances because a lot of our focus is on 'resolution first' at an informal stage.

In cases of disciplinary action, we have introduced a new 'Independent Equality Advisors' initiative to safeguard staff with protected characteristics from unconscious bias during the processes. These trained Advisors are now present at disciplinary meetings and hearing panels.

In the interest of transparency, our disciplinary data includes ongoing investigations where there has been no formal resolution (i.e. cases upheld or otherwise) at the time of our data submission. The outstanding resolution include 2 Black, Asian and minority ethnic cases, 5 White British cases, and 1 'Not Stated'.



Our approach to race equality is being driven through our Trustwide Equality, Diversity and Inclusion Group, supported by our staff equality networks, which include our Trustwide Race Equality Advisory Network. Through support from the Network, we are focusing on increasing representation in senior roles and monitoring our progress in this area.

It's important to highlight the strong commitment from our Board members to drive equality through their strategic leadership. To support this, the Trust have embarked on a cultural intelligence programme which includes reciprocal mentoring for our all our Board members.

As a Trust covering 2,200 square miles, six local authority areas and 2 integrated care systems, we are strongly committed to the Bristol Race Equality Strategic Leaders' Group and will continue to monitor our progress.

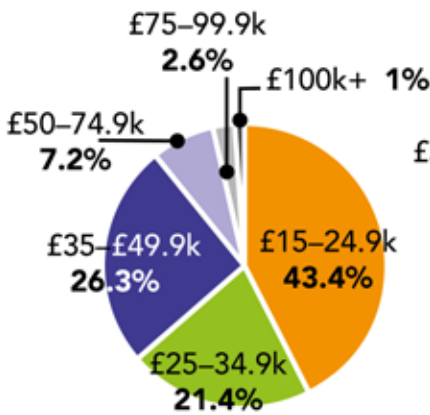
Avon and Wiltshire Mental Health Partnership NHS Trust

Total Bristol based staff: **1741**

Total % of White British staff: **73%**
 Total % of white minority ethnic staff: **7%**
 Total % of Black, Asian and minority ethnic staff: **15%**
 Unknown: **5%**

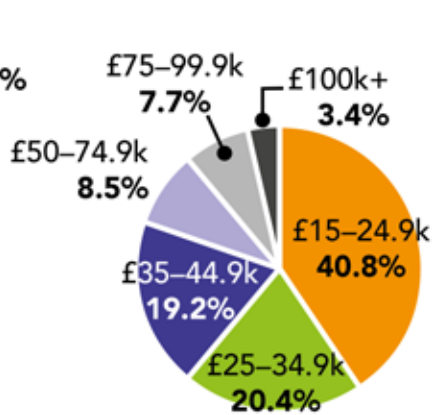
White British staff:

£0-14.9k 0%



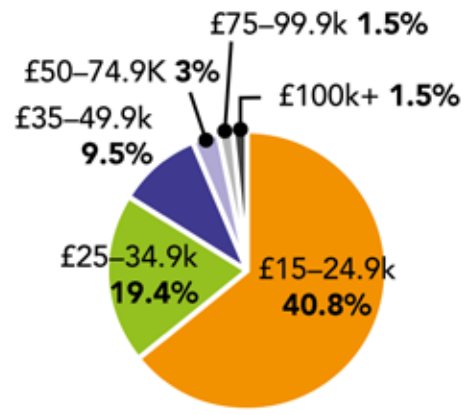
White minority ethnic staff:

£0-14.9k 0%
 £50-74.9k 0%

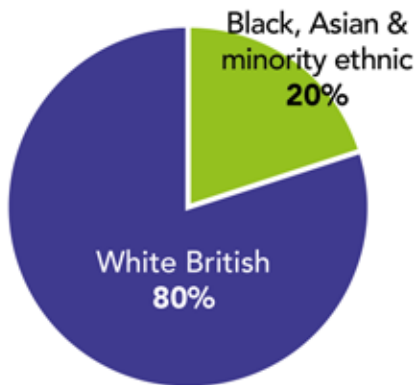


Black, Asian and minority ethnic staff:

£0-14.9k 0%



Board members (15 total) by ethnicity group:

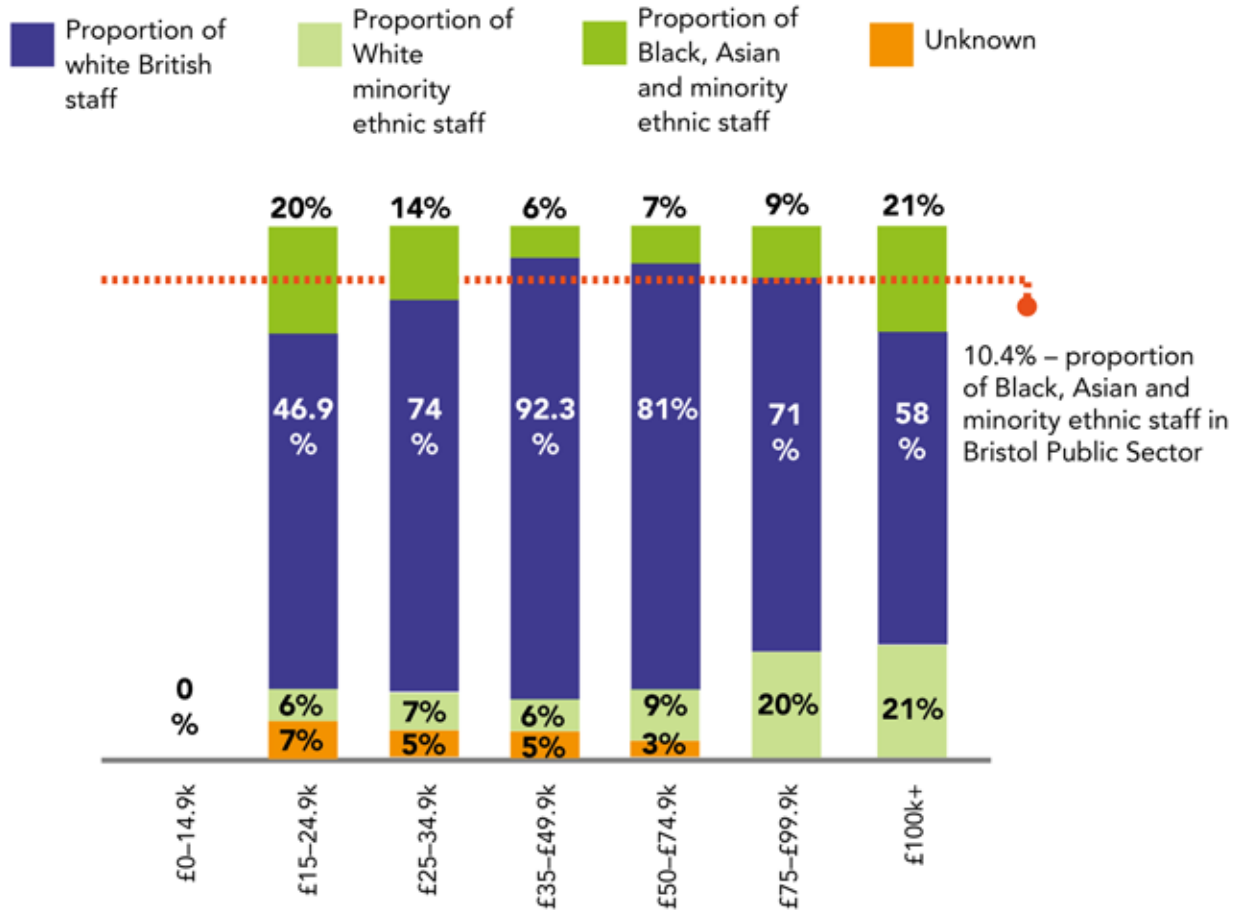


Executive members (6 total) by ethnicity group:



Avon and Wiltshire Mental Health Partnership NHS Trust

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Avon Fire and Rescue Service

Avon Fire and Rescue Service

Workforce Diversity Data

One of our aims is to increase the diversity of our workforce. Our current focus is on increasing the number of women and people from Black, Asian and minority ethnic groups who work for us. Each year we produce a report looking at the diversity of our workforce.

Declaration of commitment to equality and diversity.

“With the help of our staff we have developed a statement which describes our ‘vision’ for equalities within Avon Fire & Rescue Service. We call this statement our ‘declaration of commitment to equality and diversity’.

The statement, below, sums up in a few words our aspirations for equality, diversity and inclusion and sets the scene for everything we do:

“We will be an organisation which promotes equality and values diversity. We will strive to provide a harmonious and inclusive environment where the wellbeing, dignity and rights of all staff and service users are recognised, respected and upheld”.



Avon Fire and Rescue Service

Total Bristol based staff: **254**

Total % of white British staff: **83.4%**

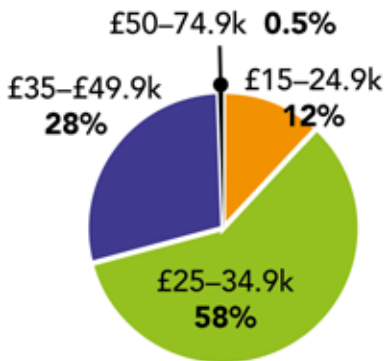
Total % of white minority ethnic staff: **2.7%**

Total % of Black, Asian and minority ethnic staff: **2.7%**

Unknown: **11%**

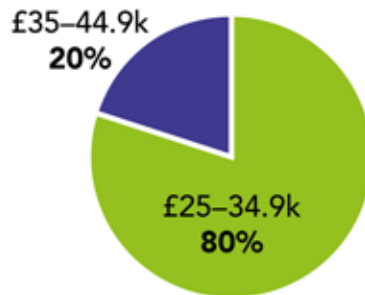
White British staff:

£0-14.9k 0%
£75-99.9k 0%
£100k+ 0%



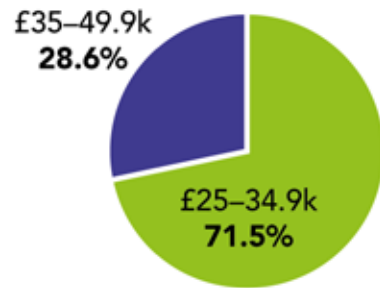
White minority ethnic staff:

£0-14.9k 0%
£15-24.9k 0%
£50-74.9K 0%
£75-99.9k 0%
£100k+ 0%

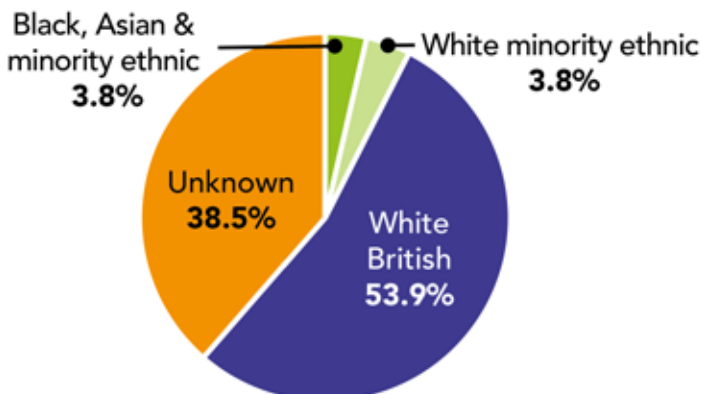


Black, Asian and minority ethnic staff:

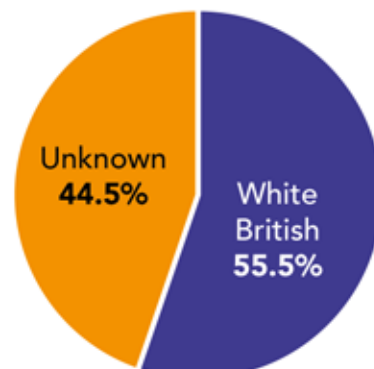
£0-14.9k 0%
£15-24.9k 0%
£50-74.9K 0%
£75-99.9k 0%
£100k+ 0%



Board members (26 total) by ethnicity group:

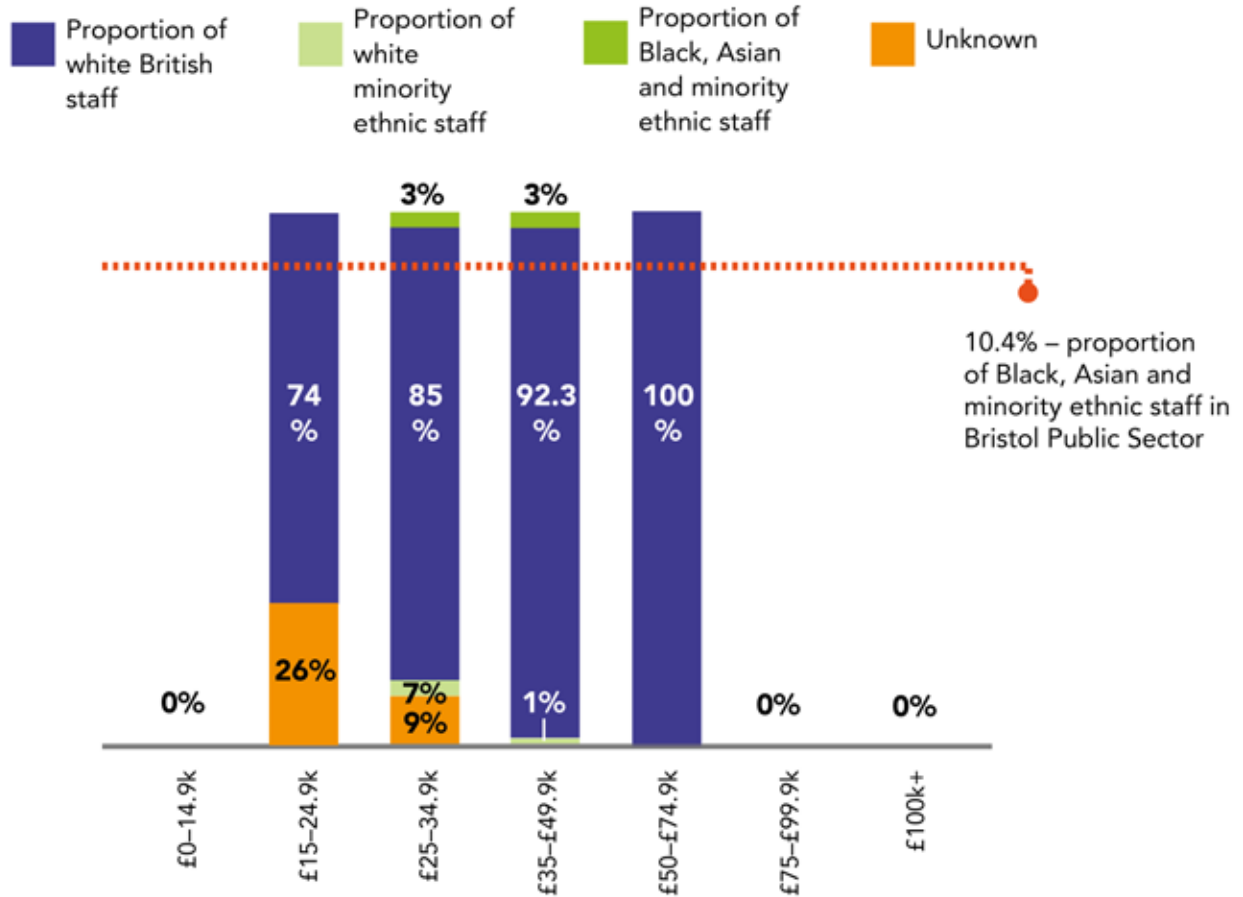


Executive members (9 total) by ethnicity group:



Avon Fire and Rescue Service

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 0%
- White minority ethnic 0%
- Unknown 0%

Formal disciplinary process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0.3%
- White British 0.7%
- White minority ethnic 0%
- Unknown 0%

Formal grievance process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 1.6%
- White minority ethnic 0%
- Unknown 0%



Bristol City Council

Bristol City Council

In 2020 the Equality and Inclusion Policy and Strategy was refreshed in the context of Covid-19, the Black Lives Matter movement and Brexit. We included the recommendations highlighted in the Transforming Race and Equality at Bristol City Council report and the associated actions in the Advancing Equality and Inclusion action plan. We also added clearer metrics and targets for our objectives.

In 2021 we established a corporate equality governance group to help senior leaders and staff representatives to collaborate with our CEO chairing a Strategic Equality and Inclusion Group. We also appointed Director level sponsors for equality groups as well 12 Directorate Champions and 42 Service Champions to embed equality led thinking across the organisation.

Our Staff Led Groups have been active across a wide range of initiatives including providing insight and support on learning and development, recruitment and selection, our disability confident status and the HR operating model.

We undertook a Local Government Association Equality Framework for Local Government Peer Review, during March 2021. A key learning is that because the council has undertaken so many new activities to promote equality and inclusion in different areas - there is now a need for a more coordinated approach to monitor progress and avoid duplication or gaps.



The city council has increased the level of detail in our diversity reporting for ethnicity, and for religion / belief, as these had historically been aggregated into broader categories. In 2020 we introduced workforce planning as part of the annual service planning cycle. This includes a requirement to review the HR diversity dashboard and identify actions to address any diversity gaps within the team.

We have been working with Health and Social Care teams to adopt the Workforce race equality standard⁶ for our health and social care workforce (adults and children and families). During 2022 we will consider extending this across the whole organisation.

231 managers completed Managing Diversity e-learning in 2020-21 bringing the total to 1,112 and we have had an extensive and growing rollout of Cultural Intelligence trainers for managers. We also launched the pilot Diverse Voices scheme to tackle the lack of under-represented groups in senior leadership positions and Stepping Up (a city-wide accelerated Black, Asian and minority ethnic leadership experience and development opportunity) had another successful year in 2020-21 winning two national awards from the prestigious Chartered Institute of Personnel Development (CIPD) for best Diversity and Inclusion Initiative and Overall Winner.

Bristol City Council

Total Bristol based staff: **6739**

Total % of white British staff: **74.1%**

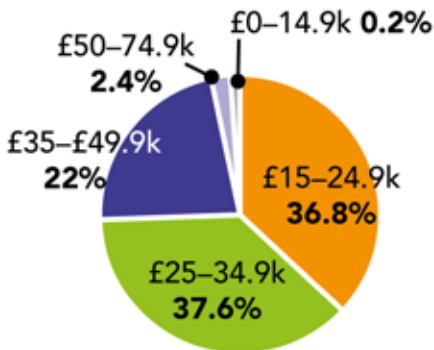
Total % of white minority ethnic staff: **5.3%**

Total % of Black, Asian and minority ethnic staff: **11.8%**

Unknown: **8.8%**

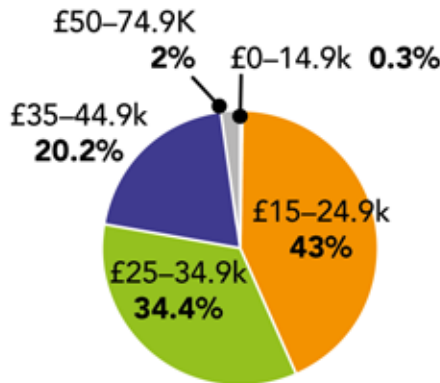
White British staff:

£75-99.9k **0.7%**
£100k+ **0.2%**

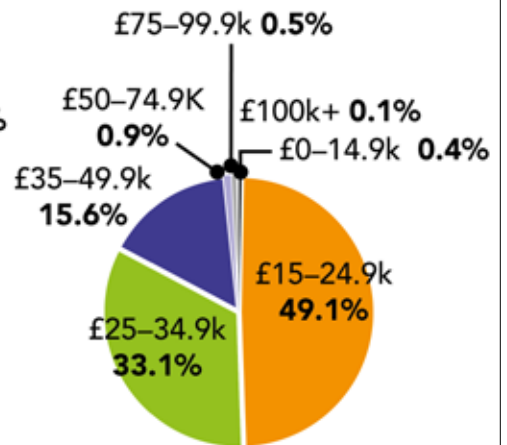


White minority ethnic staff:

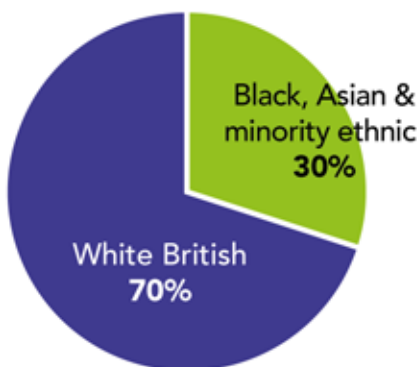
£75-99.9k **0%**
£100k+ **0%**



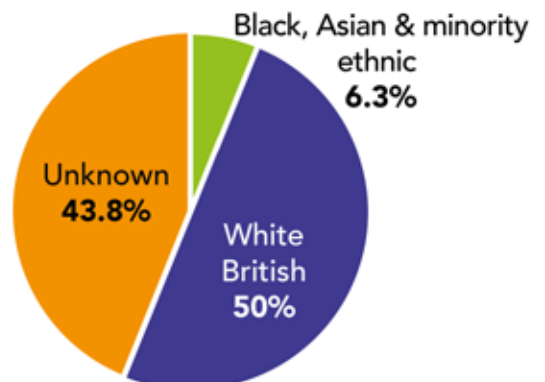
Black, Asian and minority ethnic staff:



Board members by ethnicity group:

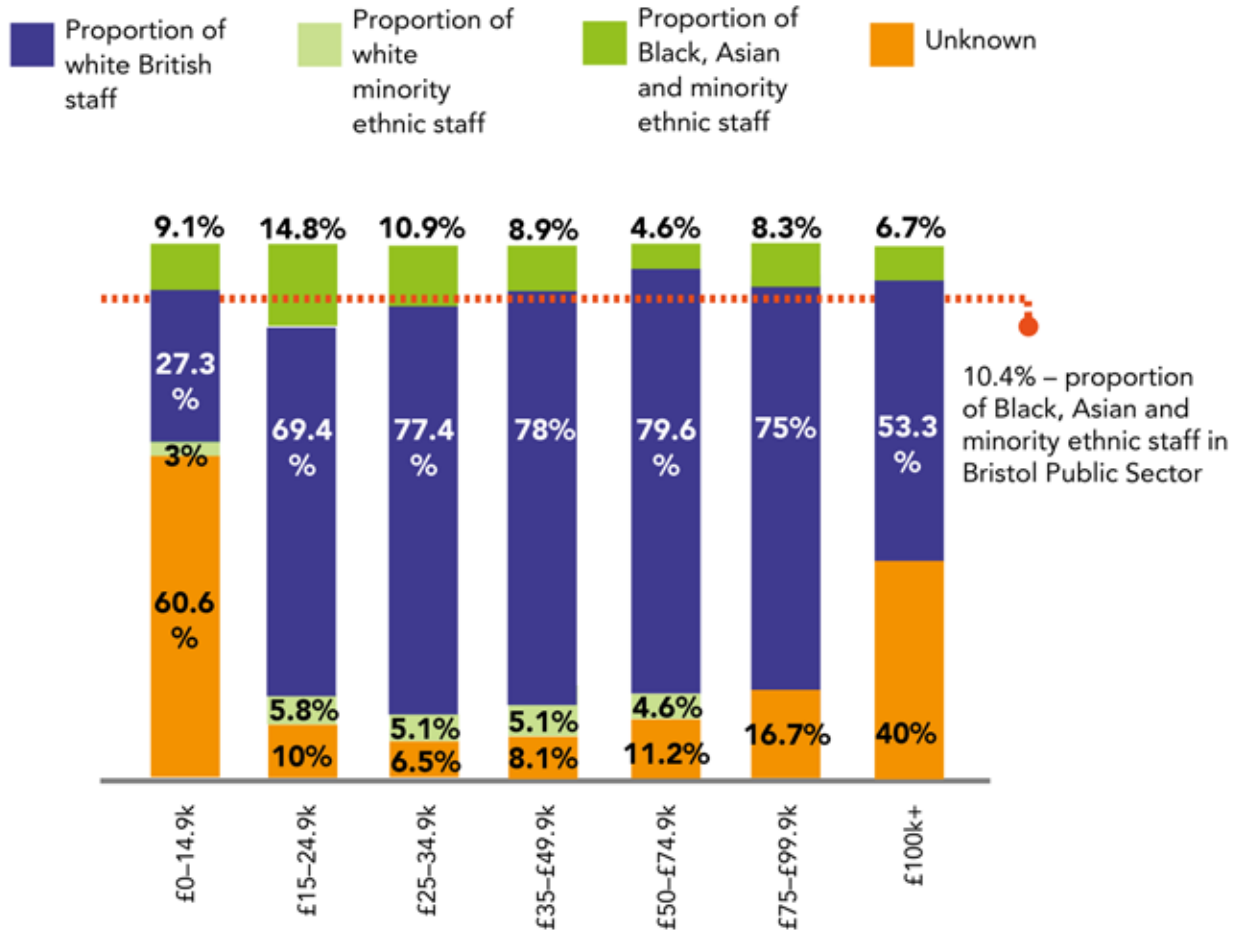


Executive members by ethnicity group:



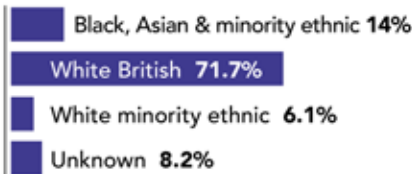
Bristol City Council

Proportion of Black, Asian & minority ethnic staff per pay bracket



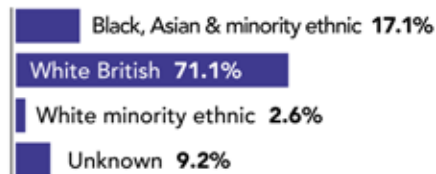
Long-term/persistent sickness

Average proportion by ethnic group



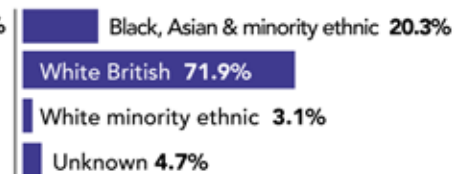
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Crown Prosecution Service

Crown Prosecution Service



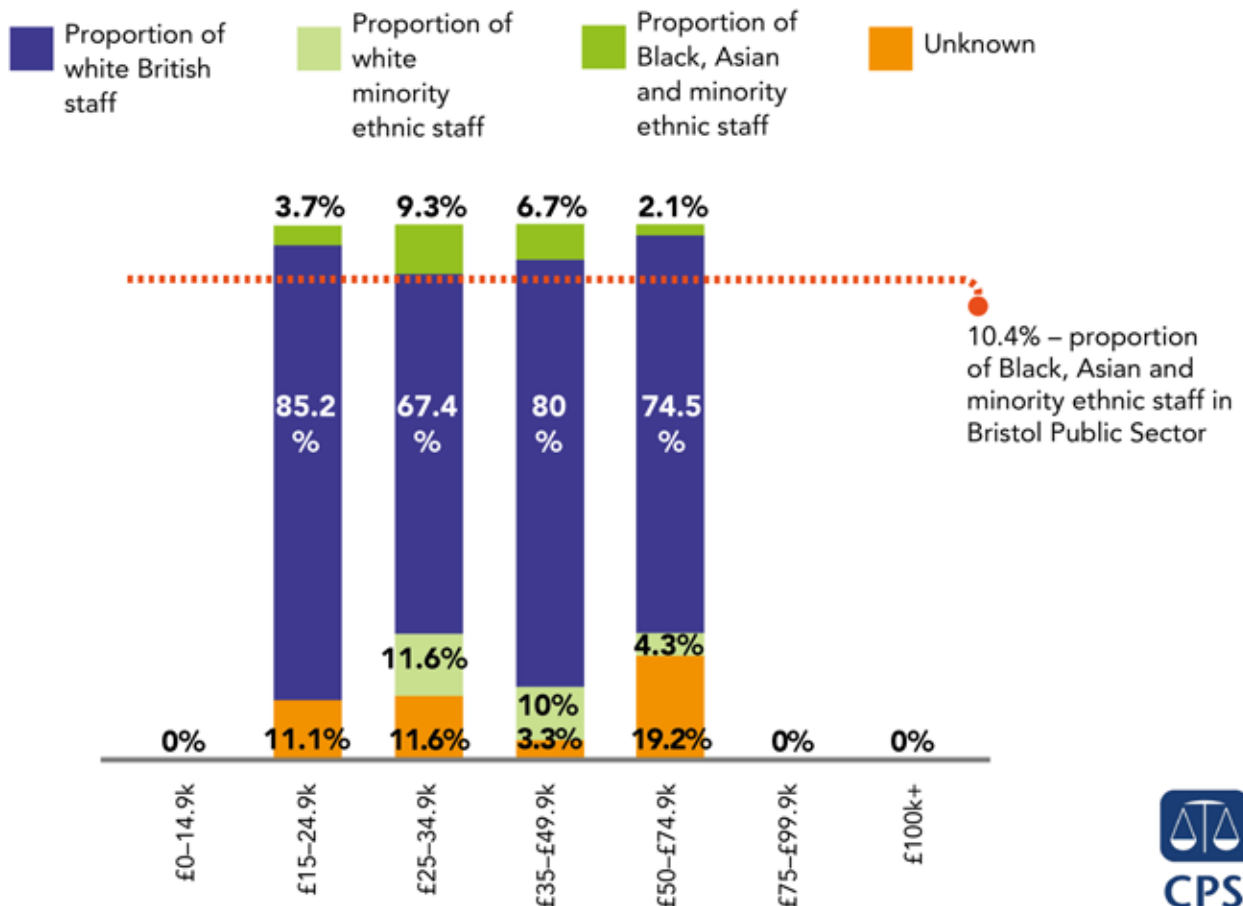
The data used to respond to this request is classed as sensitive personal data as defined by GDPR. It is a standard policy across the Civil Service, including the Office of National Statistics, on all reporting not to break down data sets of this type where the numbers are less than 10 to ensure individuals cannot be identified.

The numbers of employees in our Bristol office are such that we cannot release total headcount numbers across many of the categories requested. In addition, confirming totals for categories with results higher than 10 would generate a risk that individuals within the remaining categories could be identified.

Therefore, we have shown all data in the categories we are able to contribute to as a percentage only.

Please note, the salary ranges listed where we have no applicable staff in the Bristol office are marked as NIL for clarity.

Proportion of Black, Asian & minority ethnic staff per pay bracket



Environment Agency

Environment Agency

The Environmental sector is known to be amongst the lowest in terms of Black, Asian and minority ethnic representation, and we have historically struggled to attract and retain a workforce that represents the communities we serve. To address this, nationally over the last six months we have developed and consulted on a new Race Action Plan. It has been shaped by workforce/HR management information and a recent all-staff survey on race in which over 3000 staff participated. That plan was commissioned by, and has now been endorsed by our Executive Directors Team who, as individuals, are actively championing different elements (our CEO is ultimately accountable). Those elements relate to retention (tackling racism/bias in individuals/teams/systems and ensuring equity of opportunity in development, progression, performance, pay, etc), recruitment and the delivery of services/outcomes to ethnically diverse customers and communities.



ENVIRONMENT AGENCY

We are currently embarking on an organisation-wide "Big Conversation" on race and recruiting a network of race champions to help us establish the cultural foundations for success in the changes we are planning around these three elements. Our actions are led by our own data (on retention, resourcing, staff survey/stories, etc) and based on best practice often identified in other similar organisations - we are currently doing an extensive data discovery exercise. The data will also underpin dashboards which will help us track the progress of our plan.

Locally we have a strong Black, Asian and minority ethnic network and have taken the following action:

Recruitment: we are considering how we use language in our advertisements, where we target our advertising, and what questions we ask candidates.

Retention and enhancement: we provide a comprehensive EDI training programme and invite Black, Asian and minority ethnic speakers to our leadership team events. We provide online platforms for discussion and advice, and survey our staff to find out how we're doing.

Total Bristol based staff: **1084**

Total % of white British staff: **92.6%**

Total % of white minority ethnic staff: **0%**

Total % of Black, Asian and minority ethnic staff: **4.4%**

Unknown: **2.9%**



ENVIRONMENT AGENCY

HM Prison Service, Bristol

HM Prison Service, Bristol

The data in this submission has been eye opening. To see the facts and figures on representation, laid bare for us has given us a focus on the specific areas we need to seek to improve.

The majority of our staffing group are white, our highest earners are white and those in the highest seats of power are white. This is at odds for an establishment embedded in such a diverse city. We have a BAME prisoner population of 25% against a staff percentage of just 5%, this presents further challenges.

We have been unable to localise the data to just Bristol. However, this is probably the right thing for a national organisation. We may be rooted in the city, indeed we have a 135 year history here, but our governance for recruitment, especially amongst the lower grades is a national system. This adds complexity to tailoring recruitment locally.

We know we need to do more to attract BAME staff into our organisation and there are barriers such as trust, respect for our organisation. We like the whole of HMPPS are on a journey.



HM Prison Service, Bristol

Total Bristol based staff: **348**

Total % of white British staff: **73%**

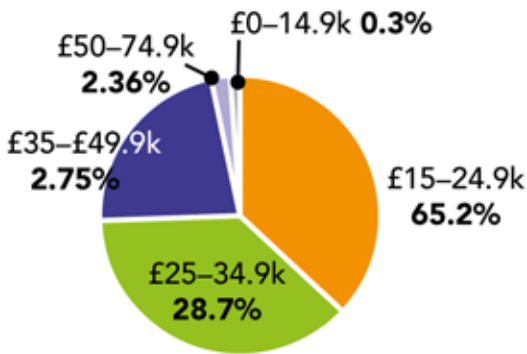
Total % of white minority ethnic staff: **N/A**

Total % of Black, Asian and minority ethnic staff: **5%**

Unknown: **22%**

White British staff:

£75–99.9k **0.3%**
£100k+ **0%**

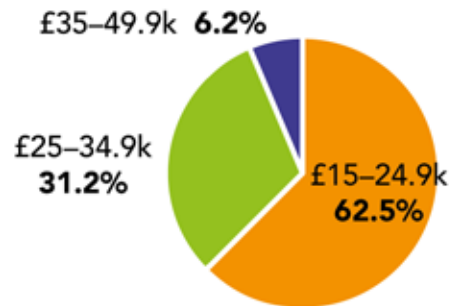


White minority ethnic staff:

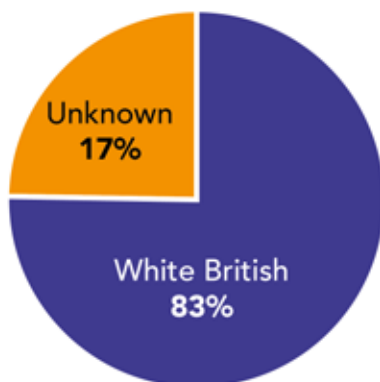
N/A

Black, Asian and minority ethnic staff:

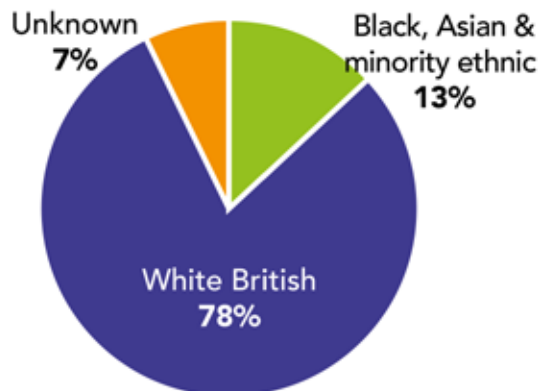
£0–14.9k **0%**
£50–74.9K **0%**
£75–99.9k **0%**
£100k+ **0%**



Board members (12 total) by ethnicity group:

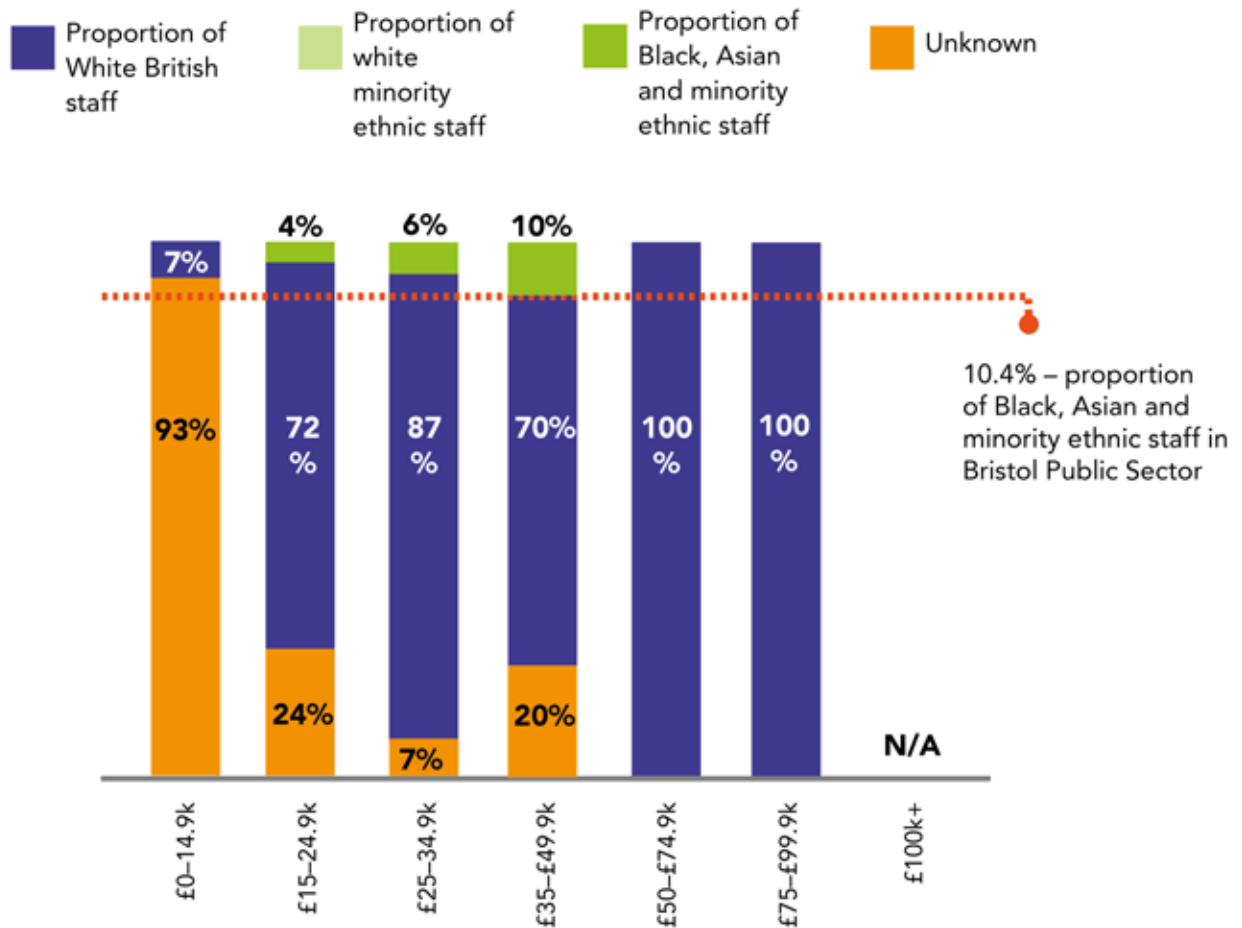


Executive members (23 total) by ethnicity group:



HM Prison Service, Bristol

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



NHS Bristol, North Somerset & South Gloucestershire CCG

NHS Bristol, North Somerset & South Gloucestershire CCG

The CCG maintains its ambition to become a leading edge employer in the inclusion arena, and to ensure our workforce reflects the communities we serve. We have developed a detailed action plan for 2021/2022 that reflects this, and which is driven by WRES data and staff insights. It forms a core part of our overall organisational People Plan and is designed to meet our ambitions as we prepare to transition to statutory Integrated Care System (ICS) status in 2022.

The CCG ethnic minority staff network (EMpowered) has representation on the organisation's Inclusion Council, the new body formed to oversee inclusive change in the CCG and Chaired by the Chief Executive. The EMpowered network has recently received funding to launch a tailored development programme for ethnic minority staff. The CCG is also doing more to diversify the talent pipeline, including participating in the South West Black Intern Pilot, and the Bristol City Council Your City, Your Job Fair; and taking new steps to ensure diverse interview panels. A series of initiatives is being put in place to support retention and to develop a compassionate and inclusive culture at the CCG.



**Bristol, North Somerset
and South Gloucestershire**
Clinical Commissioning Group

NHS Bristol, North Somerset & South Gloucestershire CCG

Total Bristol based staff: **463**

Total % of white British staff: **77.1%**

Total % of white minority ethnic staff: **5.4%**

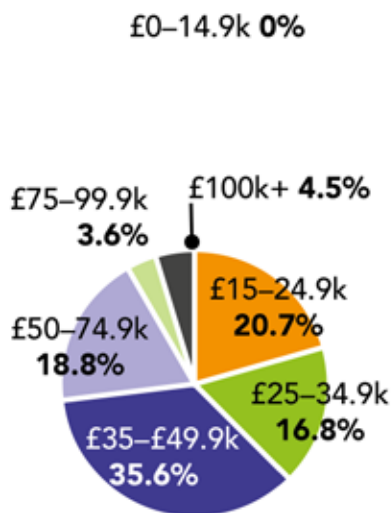
Total % of Black, Asian and minority ethnic staff: **9.2%**

Unknown: **8.2%**

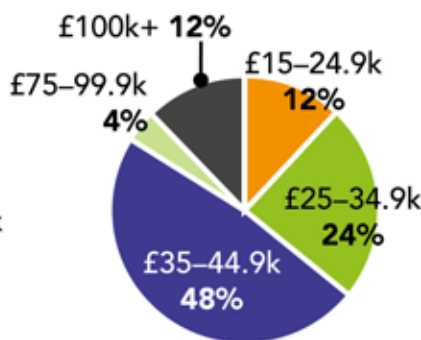
White British staff:

White minority ethnic staff:

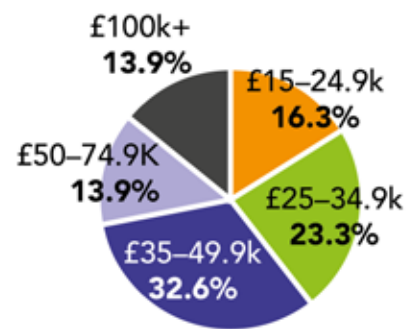
Black, Asian and minority ethnic staff:



£0-14.9k 0%
£50-74.9K 0%

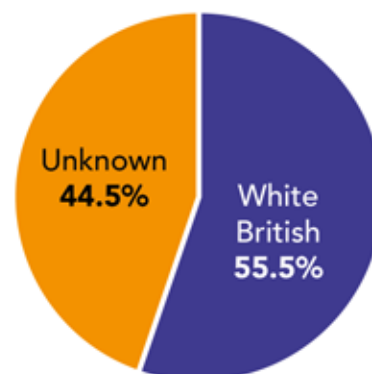
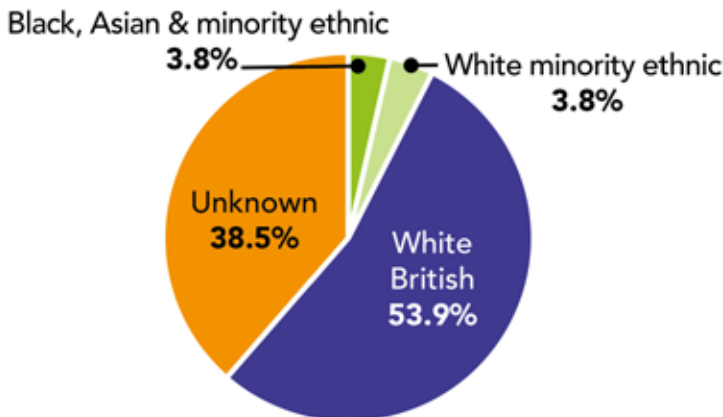


£0-14.9k 0%
£75-99.9k 0%



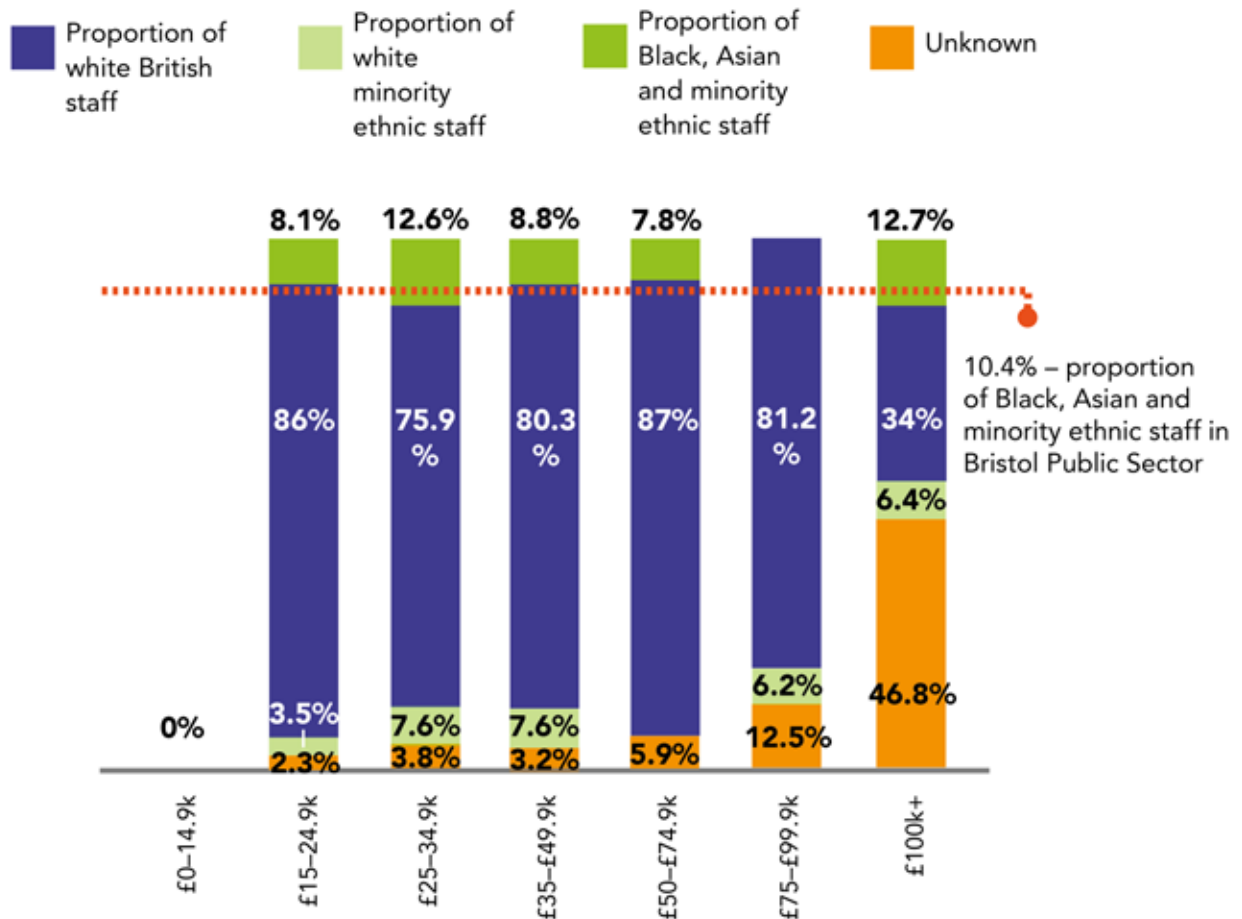
Board members (26 total) by ethnicity group:

Executive members (9 total) by ethnicity group:



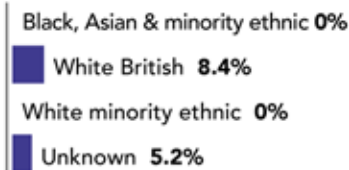
NHS Bristol, North Somerset & South Gloucestershire CCG

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



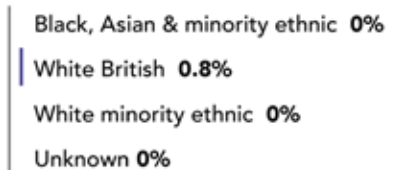
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



North Bristol NHS Trust

North Bristol NHS Trust

North Bristol Trust seeks to be a progressive organisation that leads the way to vigorously tackle inequalities, enabling us to become a more inclusive and diverse in delivering our services and as an employer. We are pro-actively working to become an anti-racist and anti-discriminatory organisation which welcomes and celebrates diversity and difference so that we promote and foster an inclusive environment.

North Bristol Trust is pleased to be the agency with the highest proportion of Black, Asian and minority ethnic staff in the city. Over the coming year we're working on a number of equality, diversity and inclusion priorities, which includes re-establishing our EDI Committee this year.

We've started a reciprocal mentoring programme between Executive Directors and Black, Asian and minority ethnic staff. We've re-launched our Red Card to Racism and Abuse which aims to mainly tackle violence and aggression from patients on staff and now extends it beyond racism to other types of abuse. We've re-launched our dedicated Harassment & Bullying Helpline and will be recruiting more Harassment & Bullying Advisors and refreshed our Cultural Ambassador scheme.

North Bristol Trust leads the Bristol North Somerset and South Gloucestershire Healthier Together Equality, Diversity and Inclusion Group. Our three key priority areas of work: fairer recruitment, race equality talent development and improved staff networks.



North Bristol NHS Trust

Total Bristol based staff: **9569**

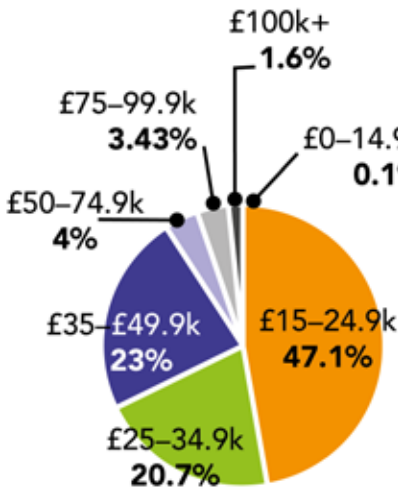
Total % of White British staff: **71%**

Total % of white minority ethnic staff: **8%**

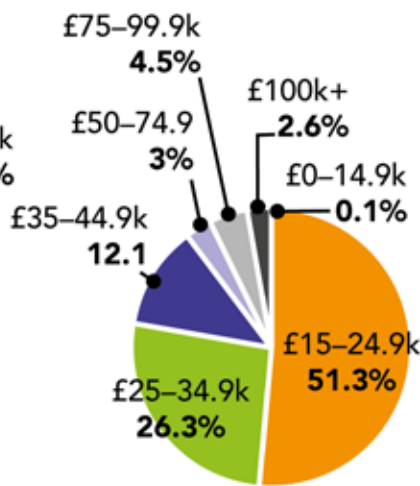
Total % of Black, Asian and minority ethnic staff: **17.2%**

Unknown: **3.5%**

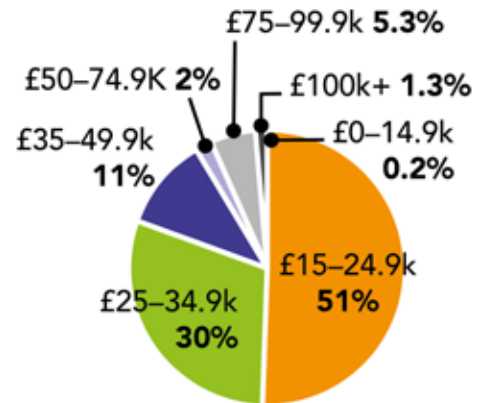
White British staff:



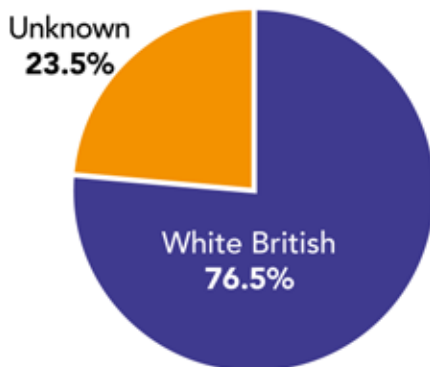
White minority ethnic staff:



Black, Asian and minority ethnic staff:



Board members (17 total) by ethnicity group:

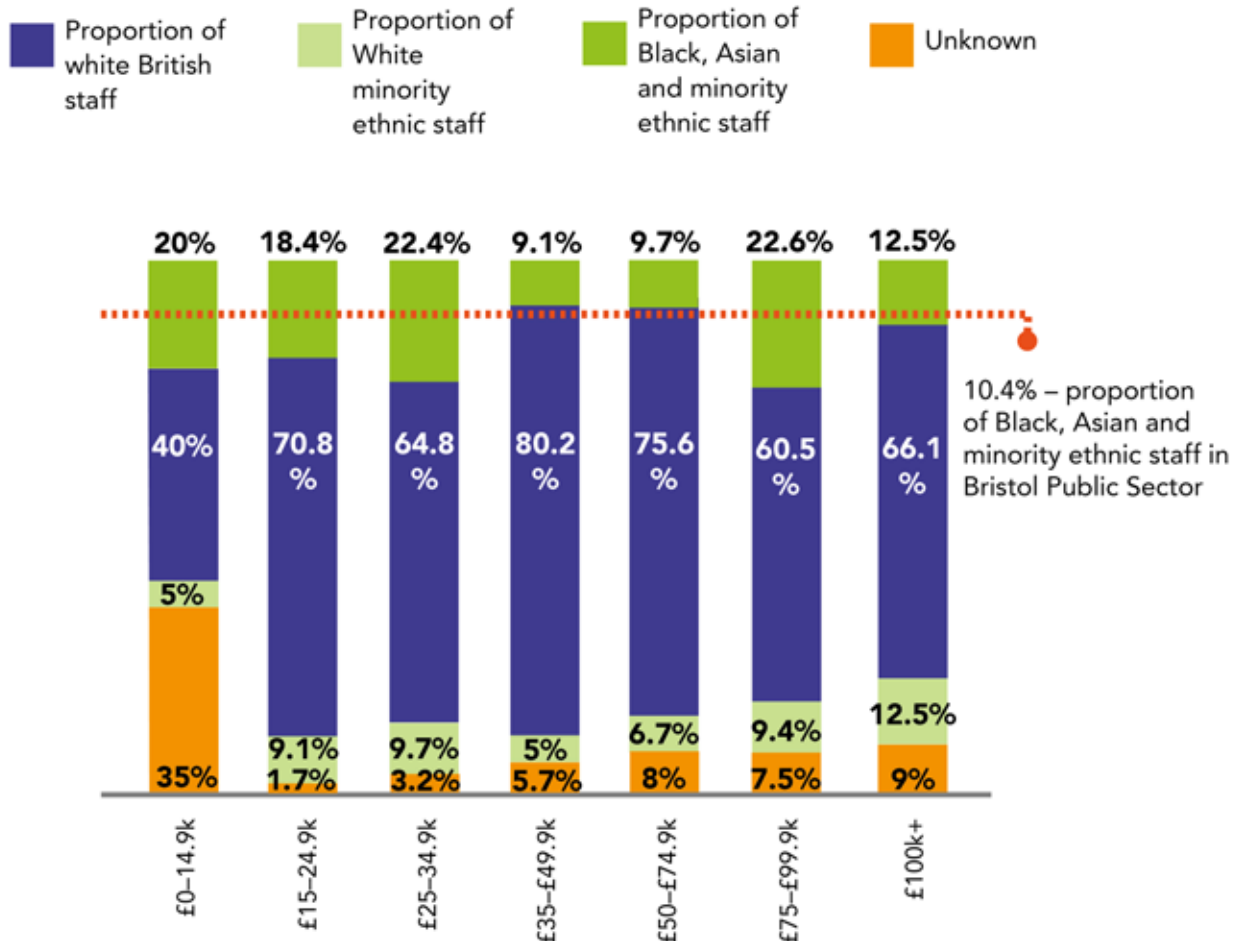


Executive members (9 total) by ethnicity group:



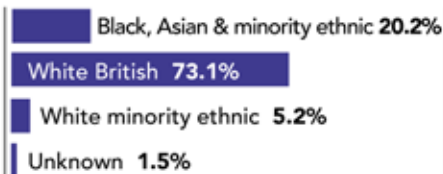
North Bristol NHS Trust

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Sirona care & health

Sirona care & health

We have a number of teams who worked across Sirona; these teams have not been included as we can't easily say if any of the team solely works in the Bristol Area. Regarding our Corporate teams, we have included all staff based out of our Bristol office.

Our Executive Team and Board are not based in Bristol (they are based out of the Registered office which is Kingswood). We do have a nominated E&I Lead on our Board.

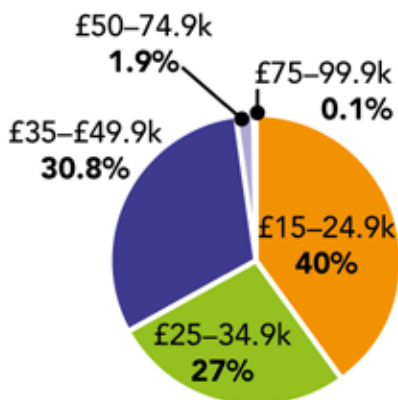


Total Bristol based staff: **1,158**

Total % of white British staff: **72.5%**
 Total % of white minority ethnic staff **3.1%**
 Total % of Black, Asian and minority ethnic staff: **4.5%**
 Unknown: **19.9%**

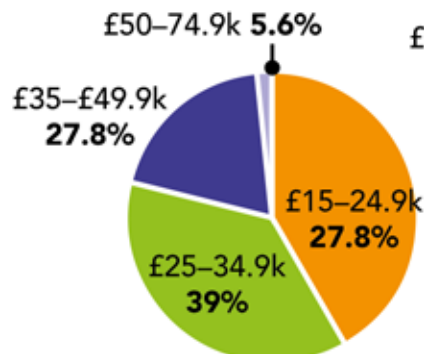
White British staff:

£0-14.9k **0%**
 £100k+ **0%**



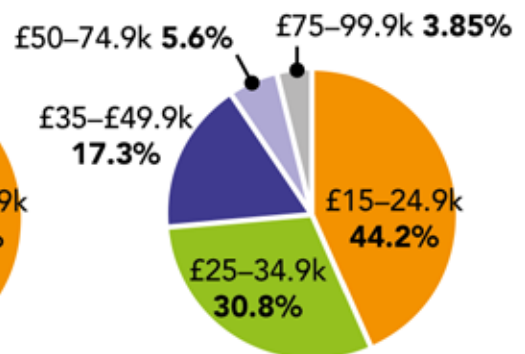
White minority ethnic staff:

£0-14.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**



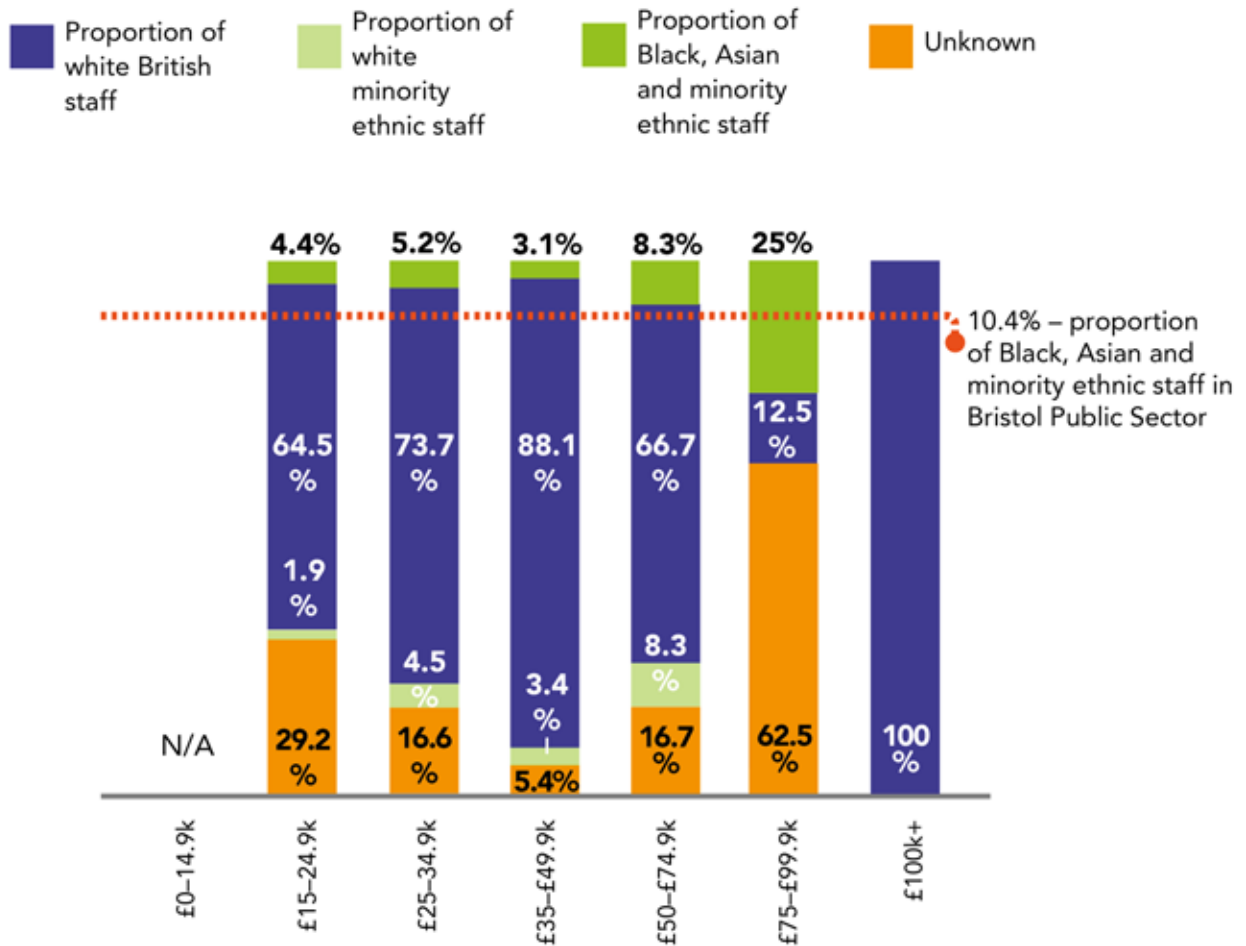
Black, Asian and minority ethnic staff:

£0-14.9k **0%**
 £100k+ **0%**



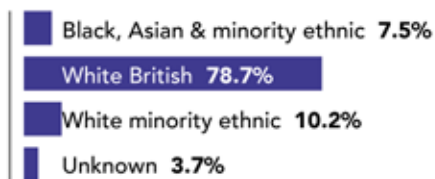
Sirona care & health

Proportion of Black, Asian & minority ethnic staff per pay bracket



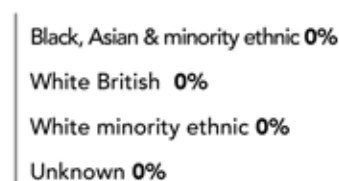
Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



South Western Ambulance Service

South Western Ambulance Service

We are currently reviewing all processes and systems to streamline our recruitment process for an improved candidate/manager experience as well as service efficiencies. As part of this work we are looking at our recruitment process to ensure that we have ED&I as a critical lens and that the process is efficient & easy to navigate. This work will include looking at our standard adverts, the interview process and questions as well as reviewing the data we hold to provide a suite of metrics for ongoing review. We are also looking to develop management training to support managers through the recruitment process.

Unfortunately Covid has impacted on our targeted recruitment campaign in Bristol, resulting in us not being able to undertake any face to face engagement events in 2020, we have engaged virtually where possible, but plan to re-engage with face to face community events as soon as we are able.



South Western Ambulance Service

Total Bristol based staff: **537**

Total % of white British staff: **89.4%**

Total % of white minority ethnic staff: **4.5%**

Total % of Black, Asian and minority ethnic staff: **41%**

Unknown: **2%**

White British staff:

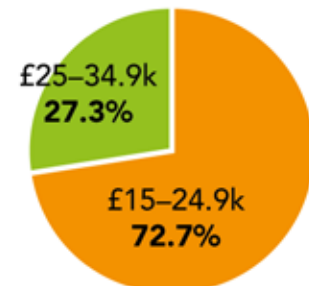
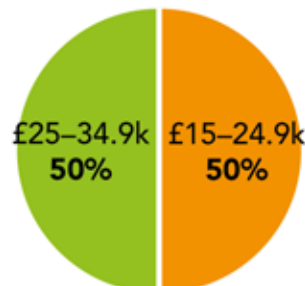
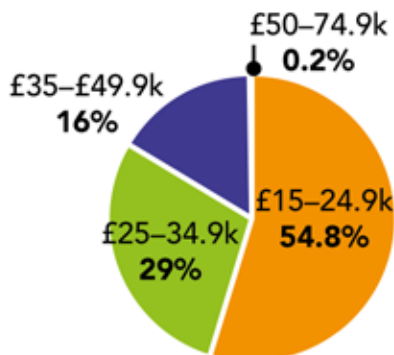
£0-14.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**

White minority ethnic staff:

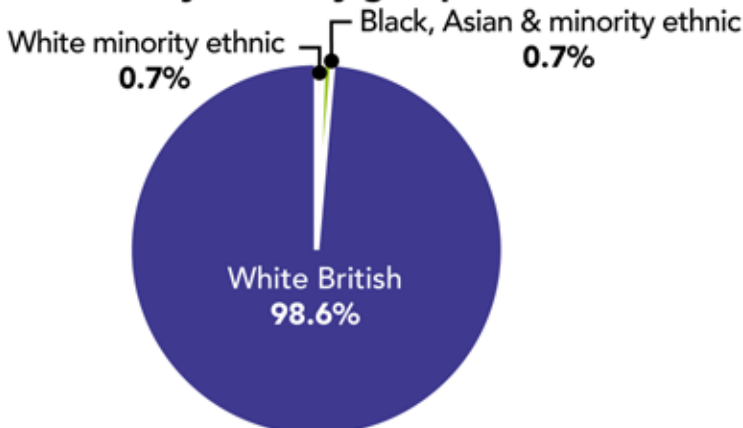
£0-14.9k **0%**
 £35-£49.9k **0%**
 £50-74.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**

Black, Asian and minority ethnic staff:

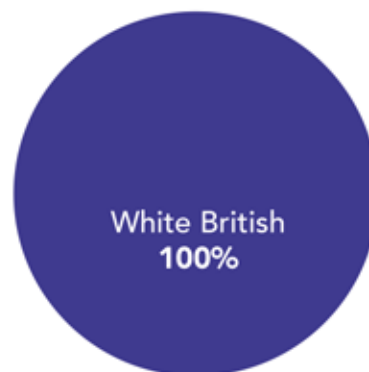
£0-14.9k **0%**
 £35-£49.9k **0%**
 £50-74.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**



Board members (14 total) by ethnicity group:

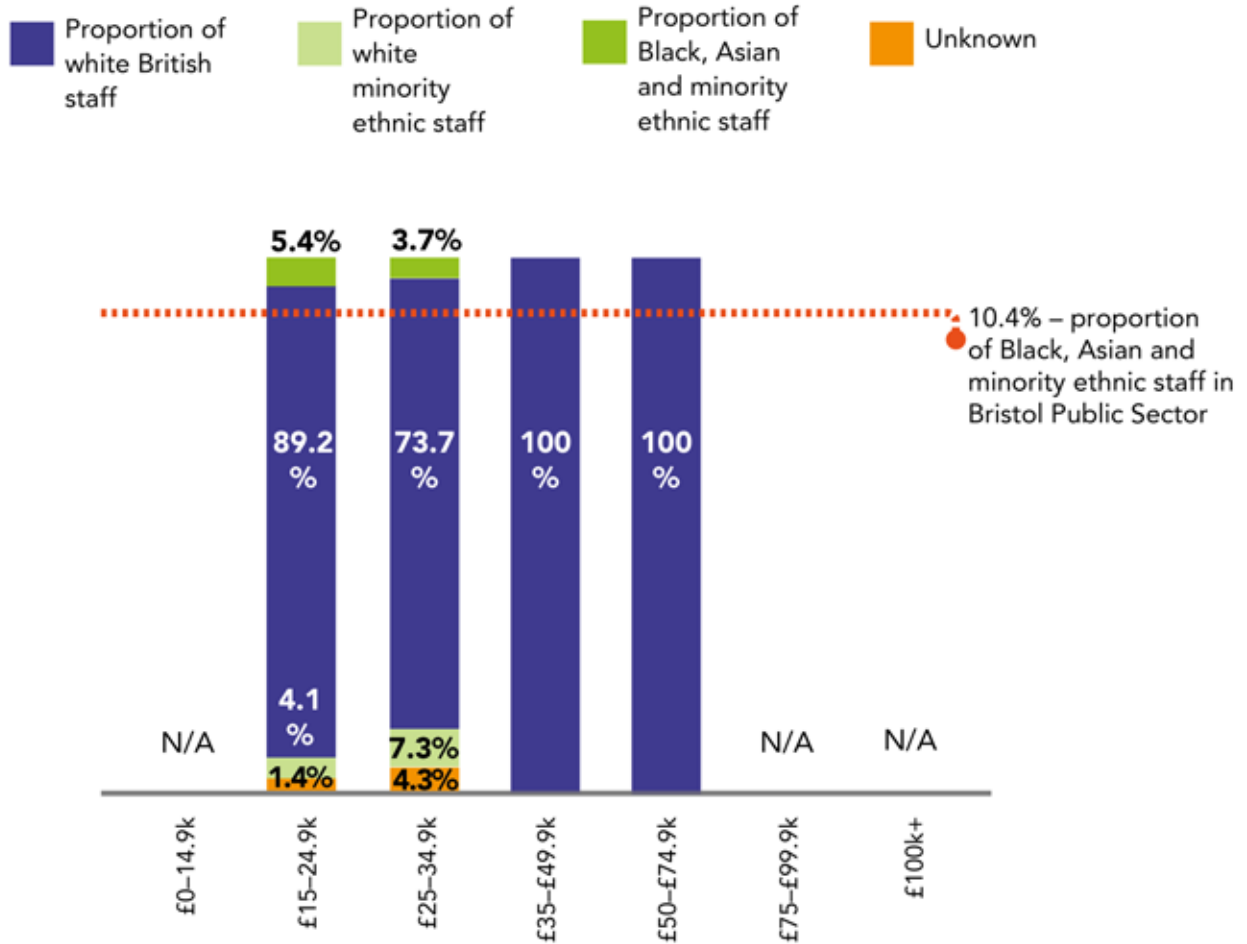


Executive members (7 total) by ethnicity group:



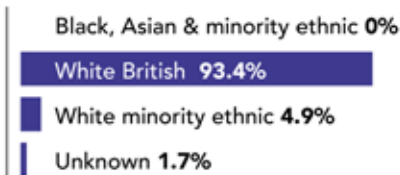
South Western Ambulance Service

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



University Hospitals Bristol and Weston NHS Foundation Trust

University Hospitals Bristol and Weston NHS Foundation Trust

University Hospitals Bristol and Weston NHS Foundation Trust is 'committed to inclusion in everything we do' which is driven through our Diversity and Inclusion strategy monitored quarterly by the Board. The Trust has recently invested in a senior Diversity and Inclusion Manager to support the existing infrastructure and to lead the delivery of the strategy in order for the organisation to increase its reputation as an inclusive employer of choice with a workforce and Board members representative of the communities we serve in Bristol and Weston. The Trust is committed to working with regional and national partners to ensure best practice models are deployed locally and to ensure effective culture change for all protected characteristics who are employed by the Trust and in support of the community we serve.



**University Hospitals
Bristol and Weston**
NHS Foundation Trust

University Hospitals Bristol and Weston NHS Foundation Trust

Total Bristol based staff: **12,435**

Total % of white British staff: **69.9%**

Total % of white minority ethnic staff: **9.7%**

Total % of Black, Asian and minority ethnic staff: **15.5%**

Unknown: **4.9%**

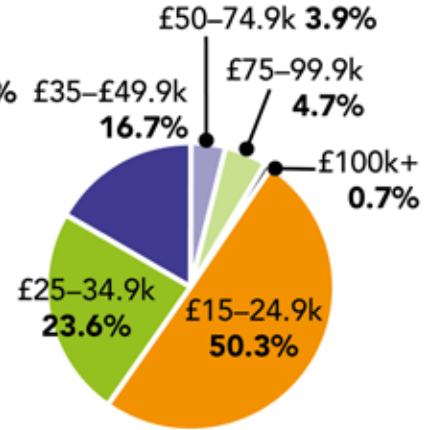
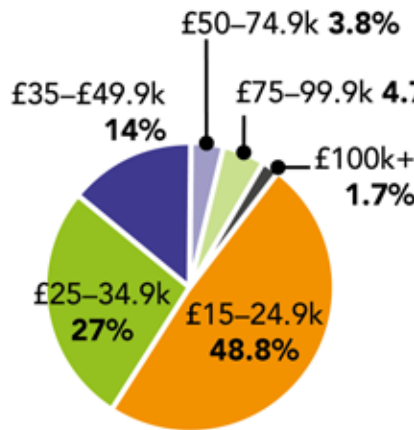
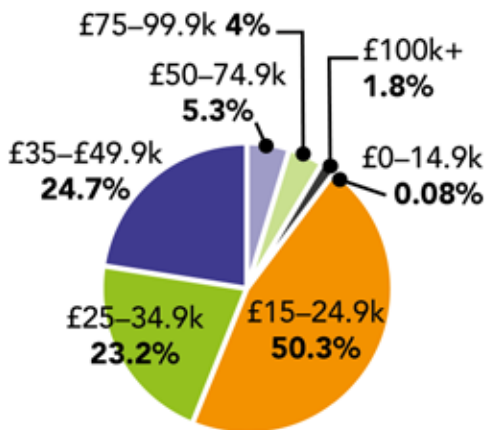
White British staff:

White minority ethnic staff:

Black, Asian and minority ethnic staff:

£0-14.9k **0%**

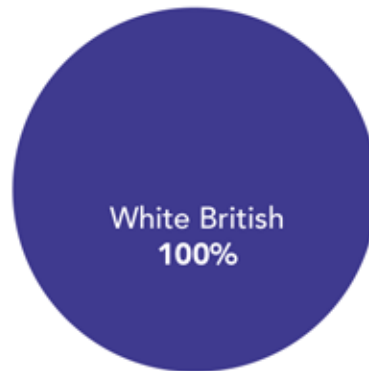
£0-14.9k **0%**



**Board members (16 total)
by ethnicity group:**

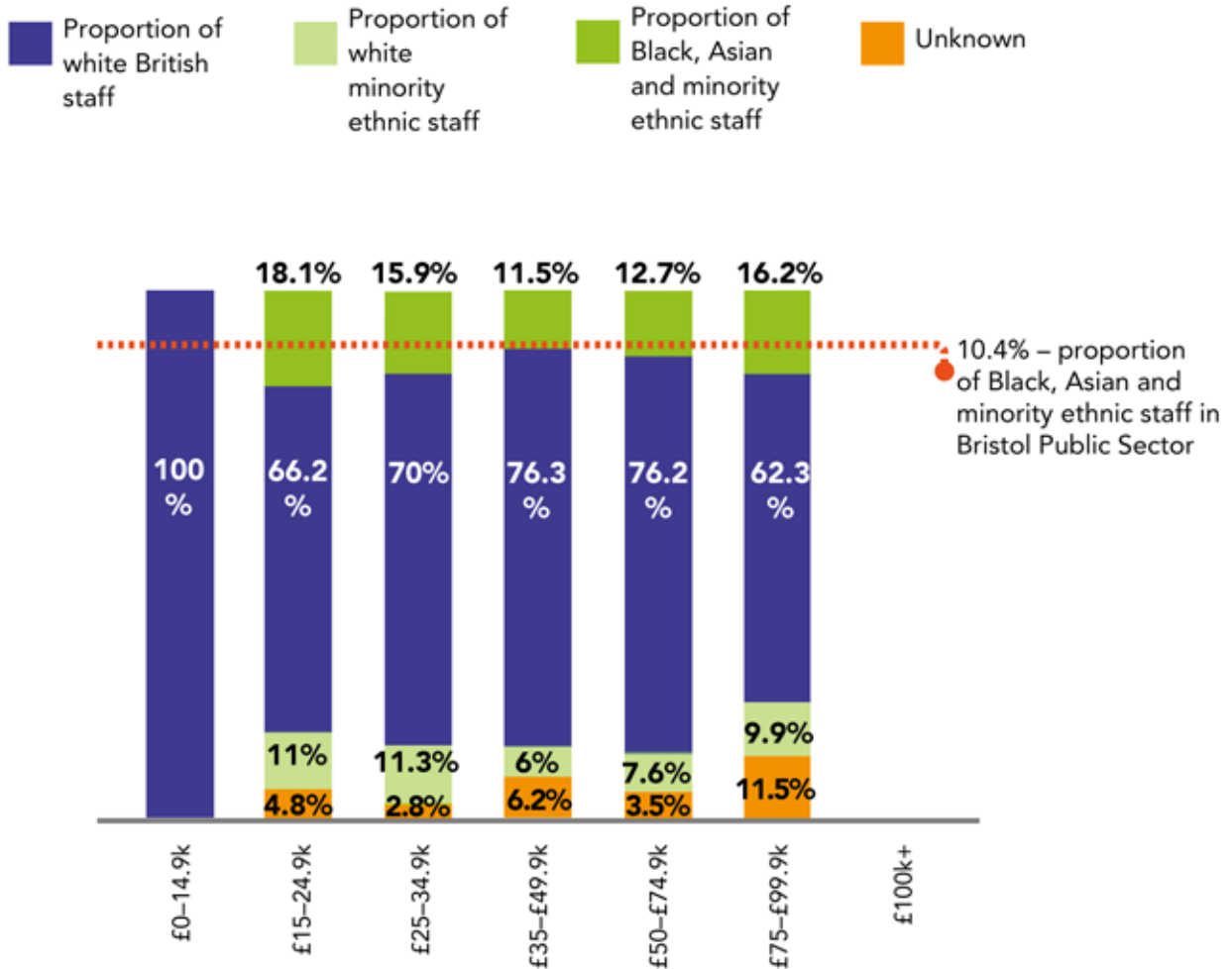


**Executive members (6 total)
by ethnicity group:**



University Hospitals Bristol and Weston NHS Foundation Trust

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



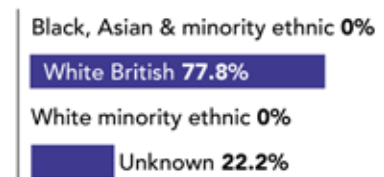
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



University of Bristol

University of Bristol

The University of Bristol remains committed to building a diverse and inclusive University community where people from the broadest possible range of backgrounds can reach their full potential and thrive at work. We strive to engage everybody in the cultural and structural change that is required to ensure our university is a place where everyone feels able to be themselves and to do their best work.

Delivering our careers outreach programme - Diversify - to a range of schools, colleges, alternative education providers and local employability organisations remains a priority. During 2020/21 we delivered sessions to a diverse range of education providers reaching over 1000 young learners, Year 8+, in seven different schools, colleges and education settings. We are committed to using apprenticeships to create career routes across a range of professional services careers at varying entry levels, including Marketing Executives, Data Analysts and Events Assistants.

The University's Anti-Racism Steering Group is the driving force behind much of our staff-facing anti-racism activity including initiating the culture change that is required to ensure we are a place where everybody belongs. Almost 1000 staff have now engaged with our Disrupting Racism programme that aims to raise awareness of how each of us must work together to dismantle individual, cultural, and institutional manifestations of racism. We have removed all personal details such as names from our applications for Professional Services roles to remove any potential for racial bias in the shortlisting process. We have launched our Bristol Counts campaign to improve staff disclosure rates, particularly in the area of ethnicity, and this will enable us to measure areas such as ethnicity pay gaps more accurately.



University of
BRISTOL

A new HR Case Management System has been introduced to enhance our ability to track complaints of racism (and other forms of discrimination) and report on outcomes.

Improving racial diversity at senior levels remains a priority and we are engaging a range of bespoke positive action activity to address this including targeted training programmes for existing staff with leadership potential. We have expanded our leadership and management programmes to deliver specific development opportunities to groups that are currently under-represented. This includes the Elevate programme that aims to address the underrepresentation of Black, Asian and minority ethnic women at more senior levels in the sector through developing their personal leadership style and influence. We also launched a Reciprocal Mentoring Programme and continue to support our staff engaging with the city's Stepping Up programme.

University of Bristol

Total Bristol based staff: **7,862**

Total % of white British staff: **67.1%**

Total % of white minority ethnic staff: **13.4%**

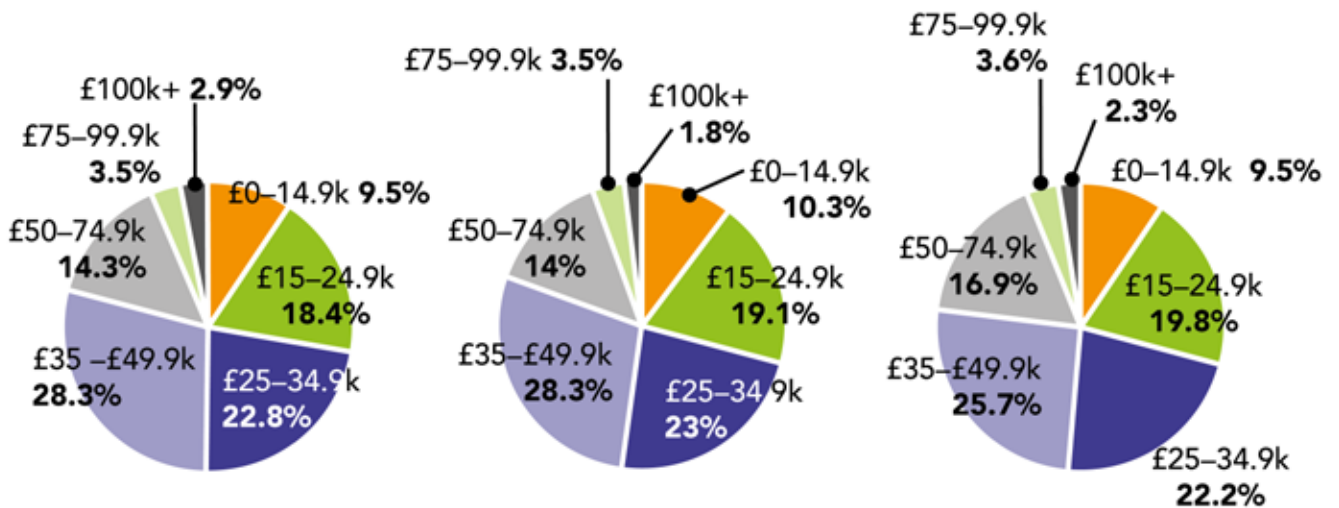
Total % of Black, Asian and minority ethnic staff: **11.4%**

Unknown: **8.2%**

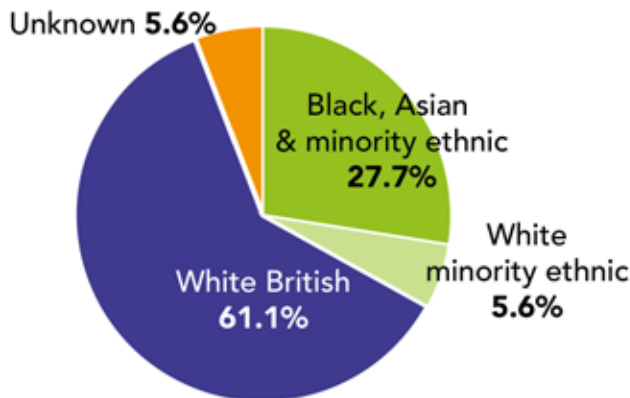
White British staff:

White minority ethnic staff:

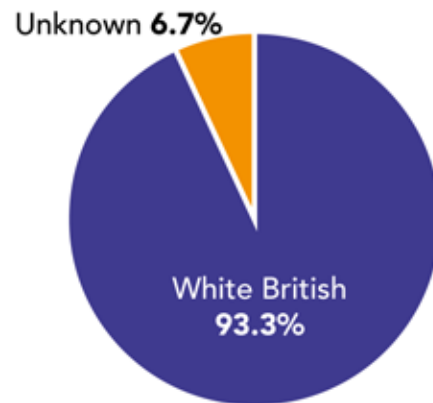
Black, Asian and minority ethnic staff:



Board members (18 total) by ethnicity group:

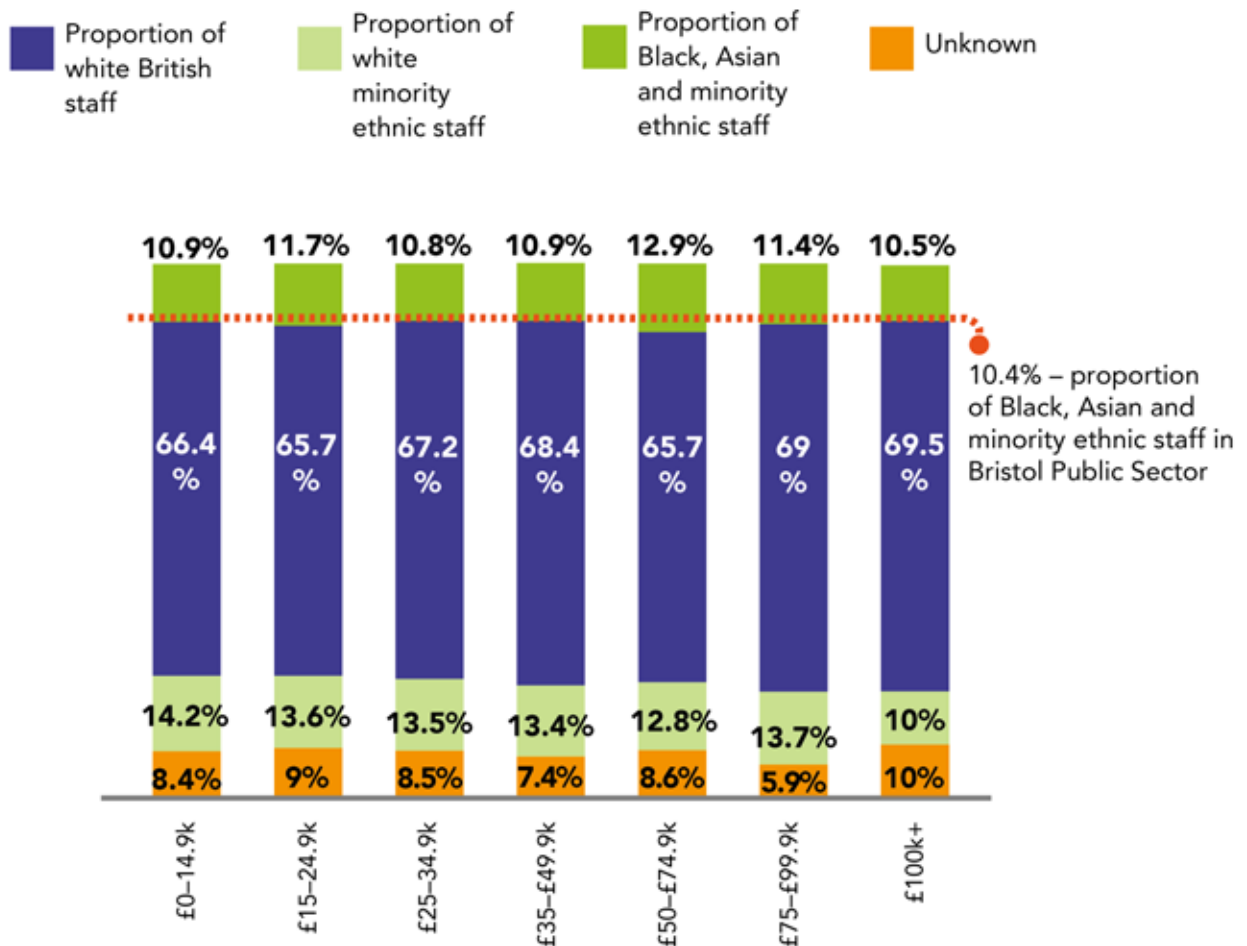


Executive members (15 total) by ethnicity group:



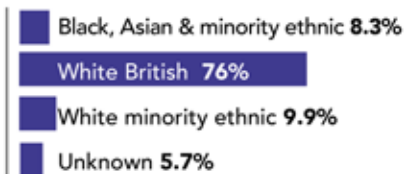
University of Bristol

Proportion of Black, Asian & minority ethnic staff per pay bracket



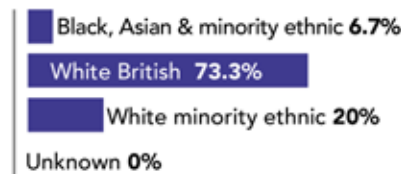
Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



University of the West of England, Bristol

University of the West of England, Bristol

Staffing data relating to this request has been generated as part of the Annual Staffing Statistics communicated to the Board and Executive Level Teams as at 31 December 2020 and for that calendar year inclusive. Therefore, this dataset has been used to complete the Race Equality Survey.

Please note that the dates used for our data will be 1st January 2020 to 31 December 2020.

Data relating to Board members is only available at 31st July each year as part of HESA therefore the data in this dataset is at 31 July 2020.



University of the West of England, Bristol

Total Bristol based staff: **4,179**

Total % of white British staff: **73.5%**

Total % of white minority ethnic staff: **10.2%**

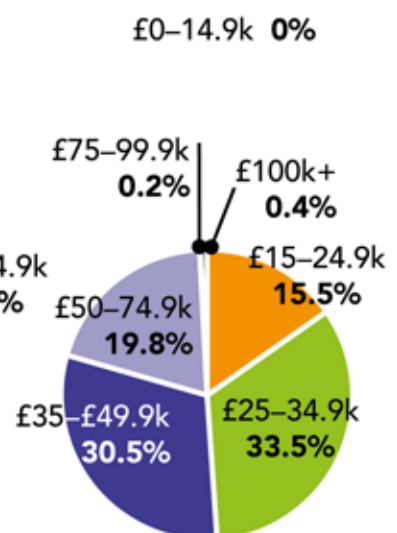
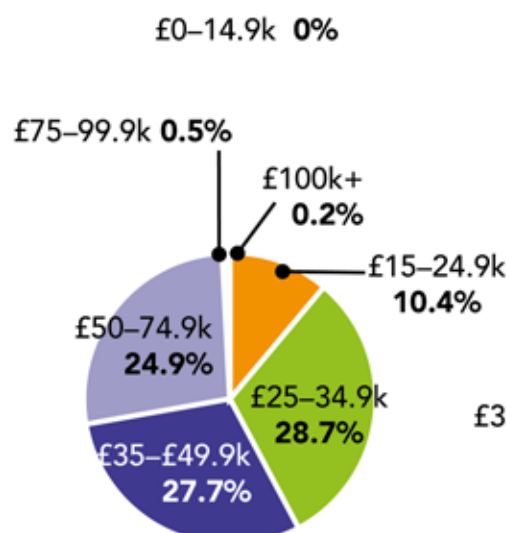
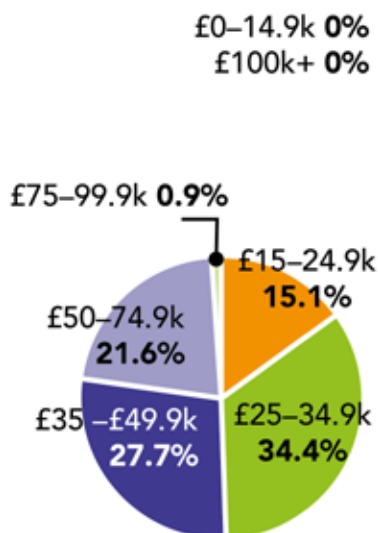
Total % of Black, Asian and minority ethnic staff: **11.7%**

Unknown: **4.7%**

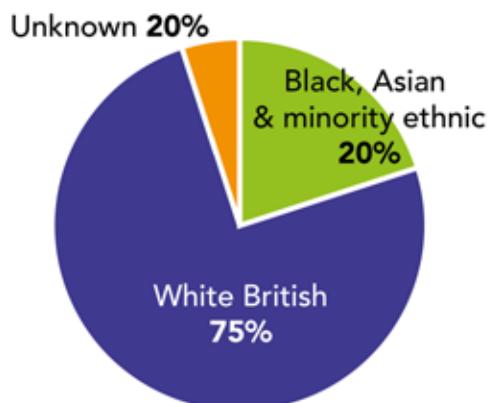
White British staff:

White minority ethnic staff:

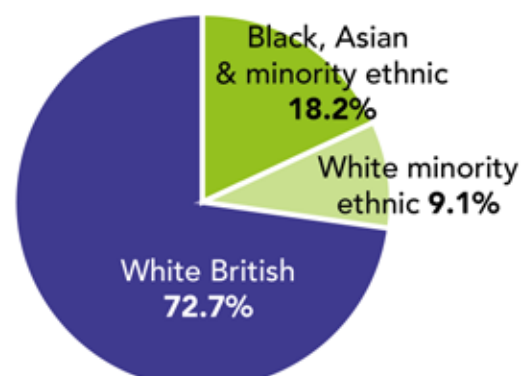
Black, Asian and minority ethnic staff:



Board members (20 total) by ethnicity group:

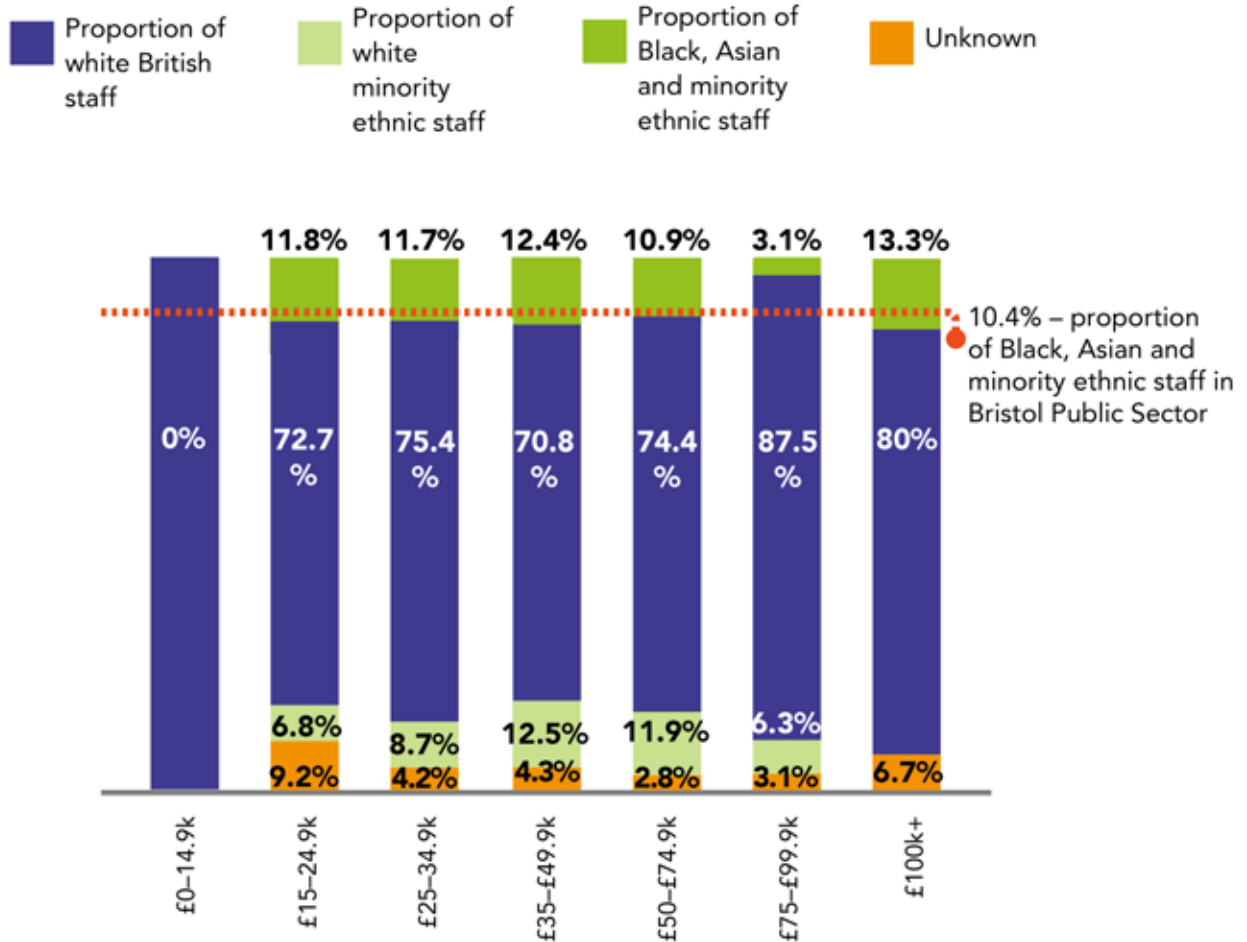


Executive members (11 total) by ethnicity group:



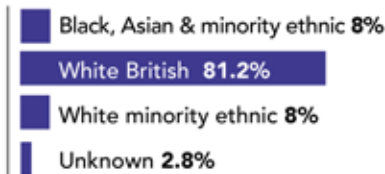
University of the West of England, Bristol

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Individual other sector agency breakdown



Brentry and Henbury Children's Centre

Total Bristol based staff: **59**

Total % of white British staff: **96.6%**

Total % of white minority ethnic staff: **1.7%**

Total % of Black, Asian and minority ethnic staff: **1.7%**

Unknown: **0%**

White British staff:

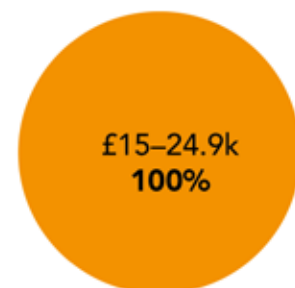
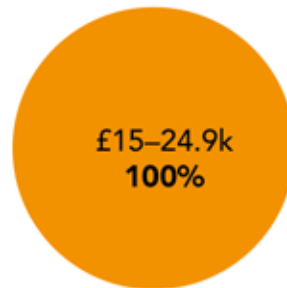
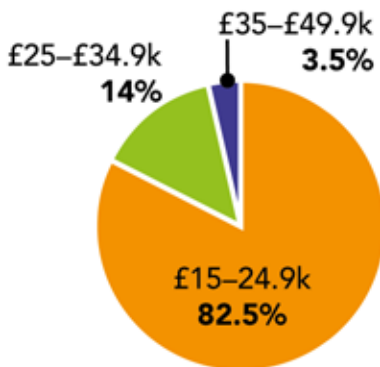
£0-14.9k **0%**
 £50-74.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**

White minority ethnic staff:

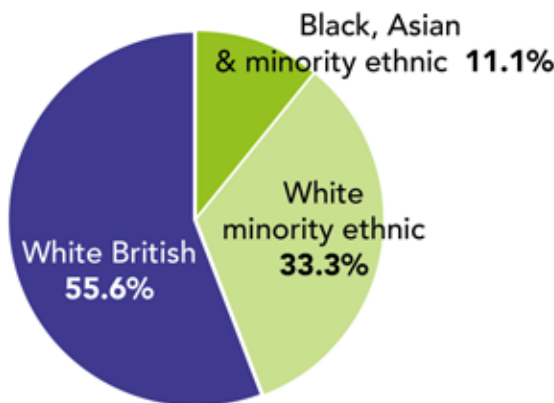
£0-14.9k **0%**
 £25-34.9k **0%**
 £35 -£49.9k **0%**
 £50-74.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**

Black, Asian and minority ethnic staff:

£0-14.9k **0%**
 £25-34.9k **0%**
 £35 -£49.9k **0%**
 £50-74.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**



Board members (9 total) by ethnicity group:



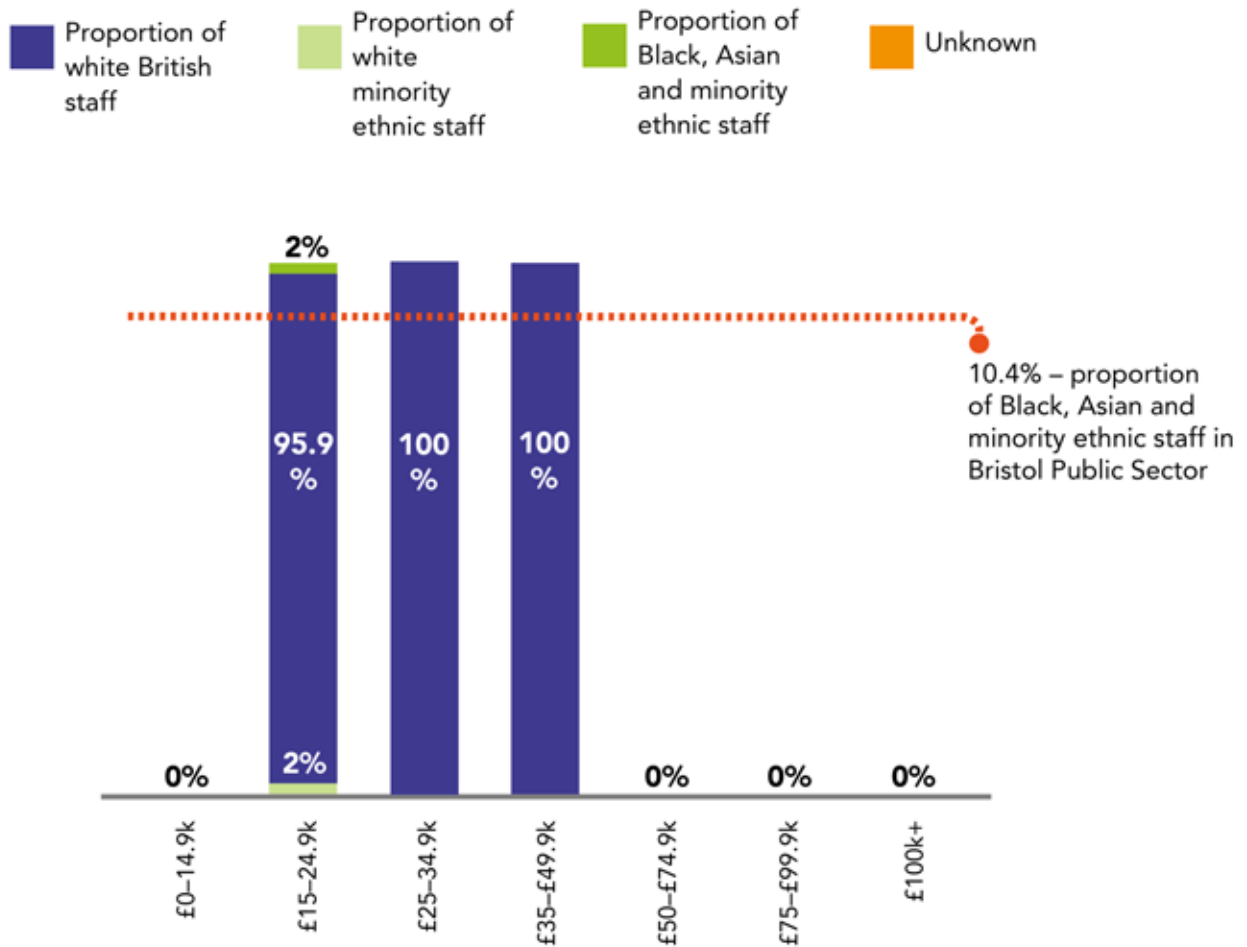
Executive members by ethnicity group:

N/A



Brentry and Henbury Children's Centre

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group

Black, Asian & minority ethnic	1.6%
White British	6.3%
White minority ethnic	0%
Unknown	0%

Formal disciplinary process

Average proportion by ethnic group

Black, Asian & minority ethnic	0%
White British	0%
White minority ethnic	0%
Unknown	0%

Formal grievance process

Average proportion by ethnic group

Black, Asian & minority ethnic	0%
White British	0%
White minority ethnic	0%
Unknown	0%



Bristol Drugs Project

Bristol Drugs Project

Challenges

Recommissioning of services in 2018 resulted in TUPE transfer of the majority of our workforce of Black, Asian and minority ethnicity - a structural issue beyond our control

Public Health funding which funds drug and alcohol treatment services has reduced in England by almost 25% and this has been reflected locally in a smaller Bristol workforce. This reduces the scale of turnover and in turn opportunities to recruit a workforce of more diverse ethnicity.

Annual incremental salary increases (in addition to public sector pay increases) ceased in 2013 with fixed term value contracts making these unaffordable. Hence there is a significant pay differential between staff of all ethnicities in all roles appointed pre and post 2013.



Bristol Drugs Project

Total Bristol based staff: **73**

Total % of white British staff: **78%**

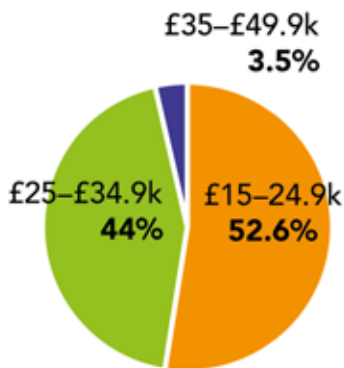
Total % of white minority ethnic staff: **6.8%**

Total % of Black, Asian and minority ethnic staff: **12.3%**

Unknown: **2.7%**

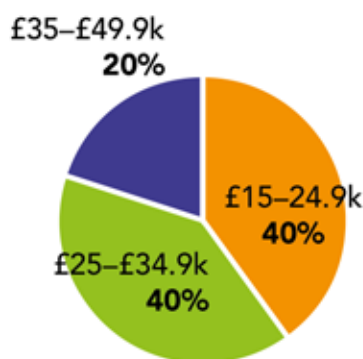
White British staff:

£0-14.9k **0%**
 £50-74.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**



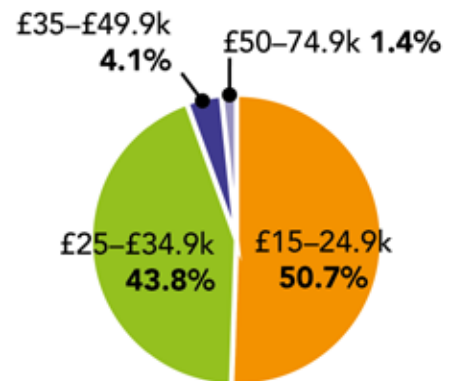
White minority ethnic staff:

£0-14.9k **0%**
 £35-£49.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**



Black, Asian and minority ethnic staff:

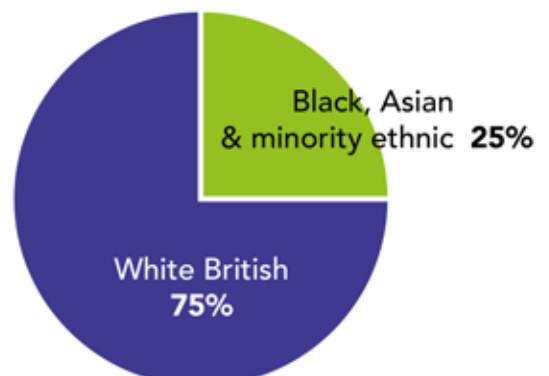
£0-14.9k **0%**
 £75-99.9k **0%**
 £100k+ **0%**



Board members (9 total) by ethnicity group:

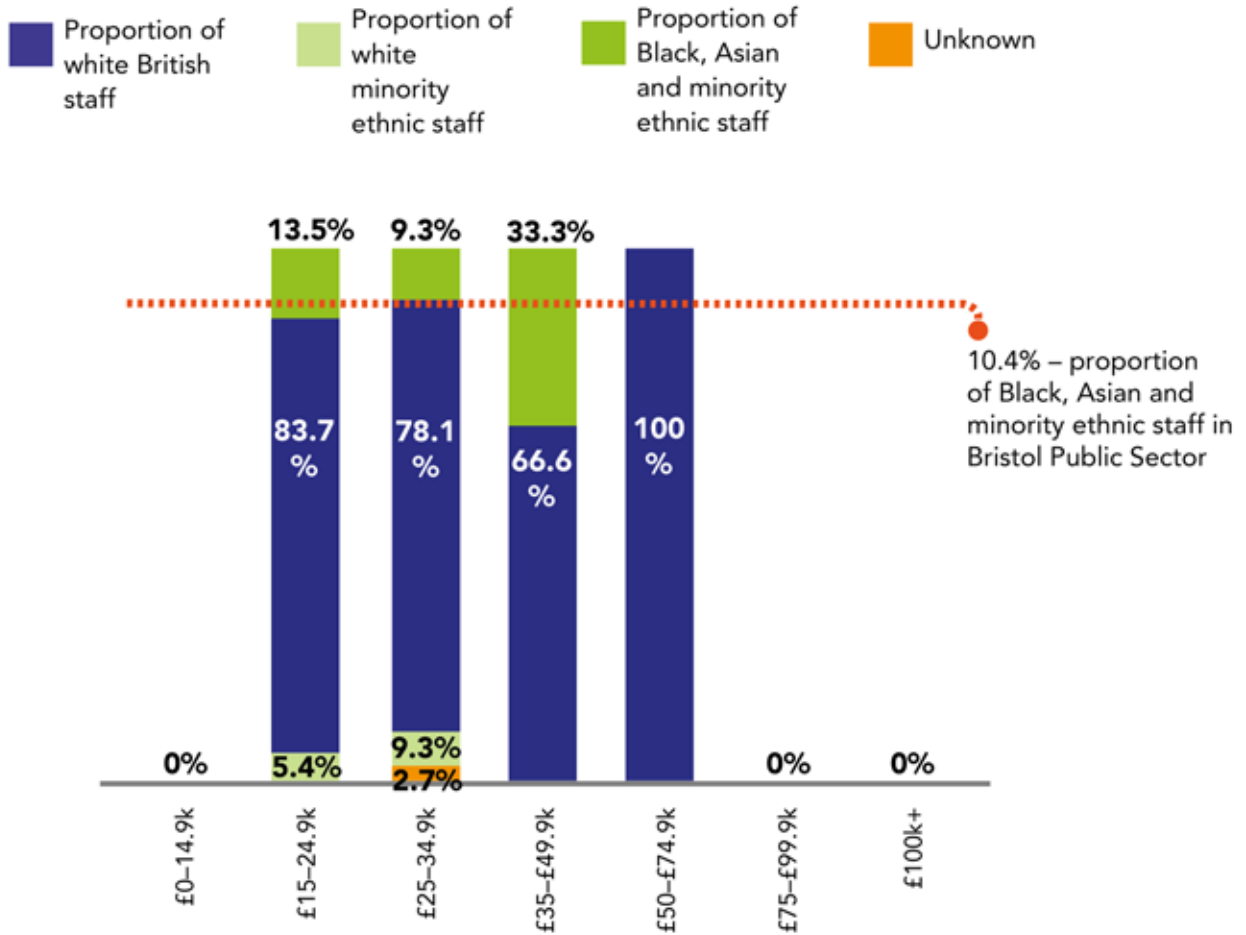


Executive members (4 total) by ethnicity group:



Bristol Drugs Project

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 2.7%
- White minority ethnic 0%
- Unknown 0%

Formal disciplinary process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 1.3%
- White minority ethnic 0%
- Unknown 0%

Formal grievance process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 0%
- White minority ethnic 0%
- Unknown 0%



Bristol Waste Company

Bristol Waste Company

We are conscious that across the company we need to have more representation from Bristol, Asian and minority ethnic groups and women. We are working through our recruitment process and ED&I working groups to tackle this underrepresentation.

During our NED recruitment we had made it a focus point to try and attract candidates that can contribute to greater representation at board level.



Total Bristol based staff: **628**

Total % of white British staff: **72.8%**

Total % of white minority ethnic staff: **7.8%**

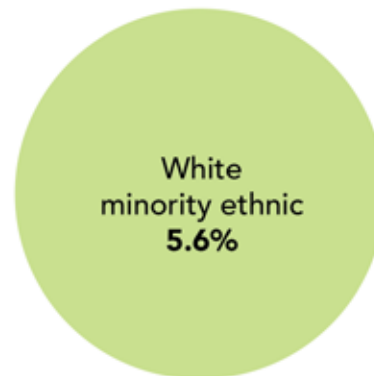
Total % of Black, Asian and minority ethnic staff: **6.7%**

Unknown: **6.4%**

**Board members (4 total)
by ethnicity group:**



**Executive members (2 total)
by ethnicity group:**



These figures need checking



Bristol Waste Company

Proportion of Black, Asian & minority ethnic staff per pay bracket



10.9% 11.7% 10.8% 10.9% 12.9% 11.4% 10.5%

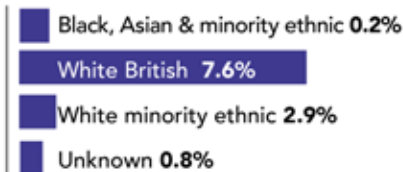
Dont have figures

10.4% – proportion of Black, Asian and minority ethnic staff in Bristol Public Sector

14.2%	13.6%	13.5%	13.4%	12.8%	13.7%	10%
8.4%	9%	8.5%	7.4%	8.6%	5.9%	10%
£0-14.9k	£15-24.9k	£25-34.9k	£35-£49.9k	£50-£74.9k	£75-£99.9k	£100k+

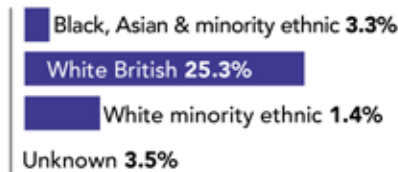
Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Bs3 Community Development

Total Bristol based staff: **83**

Total % of white British staff: **80.7%**

Total % of white minority ethnic staff: **12%**

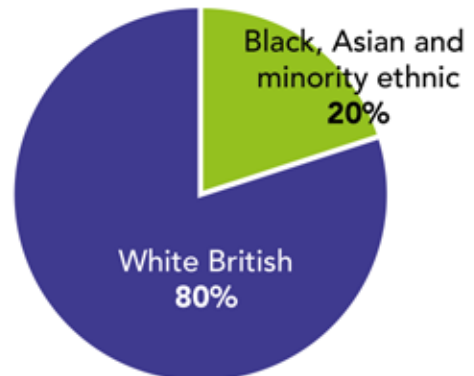
Total % of Black, Asian and minority ethnic staff: **4.8%**

Unknown: **2.4%**

**Board members (13 total)
by ethnicity group:**



**Executive members (5 total)
by ethnicity group:**



Long-term/ persistent sickness

Average proportion by ethnic group

- Black, Asian & minority ethnic **0%**
- White British **2.4%**
- White minority ethnic **0%**
- Unknown **0%**

Formal disciplinary process

Average proportion by ethnic group

- Black, Asian & minority ethnic **0%**
- White British **0%**
- White minority ethnic **0%**
- Unknown **0%**

Formal grievance process

Average proportion by ethnic group

- Asian & minority ethnic **0%**
- White British **0%**
- White minority ethnic **0%**
- Unknown **0%**



Creative Youth Network

Creative Youth Network

CYN has implemented an Equality diversity and inclusion plan over the last 18 months. It is beginning to have an impact, but we are well aware of the issues CYN faces. Key areas we are focussing on is celebrating the diversity of our staff team both internally and externally alongside improvements to our recruitment process.



Creative Youth Network

Total Bristol based staff: **137**

Total % of white British staff: **78%**

Total % of white minority ethnic staff: **9%**

Total % of Black, Asian and minority ethnic staff: **12%**

Unknown: **1%**

White British staff:

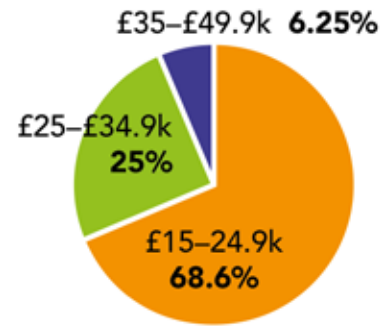
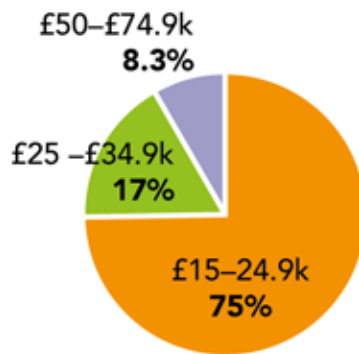
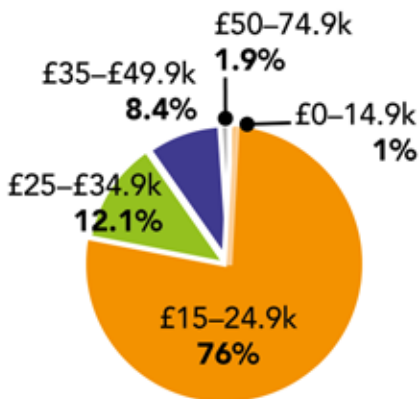
£75–99.9k **1%**
£100k+ **0%**

White minority ethnic staff:

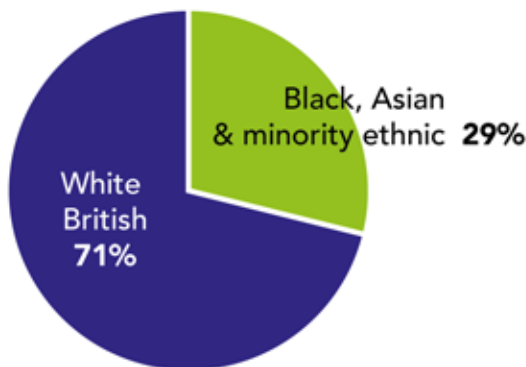
£0–14.9k **0%**
£35–£49.9k **0%**
£75–99.9k **0%**
£100k+ **0%**

Black, Asian and minority ethnic staff:

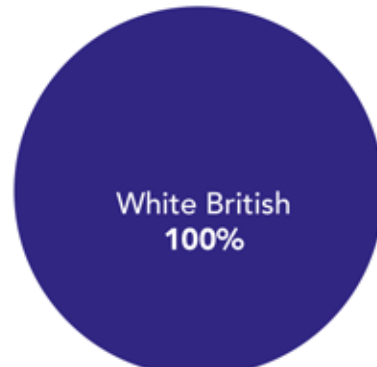
£0–14.9k **0%**
£50–74.9k **4%**
£75–99.9k **0%**
£100k+ **0%**



Board members (14 total) by ethnicity group:

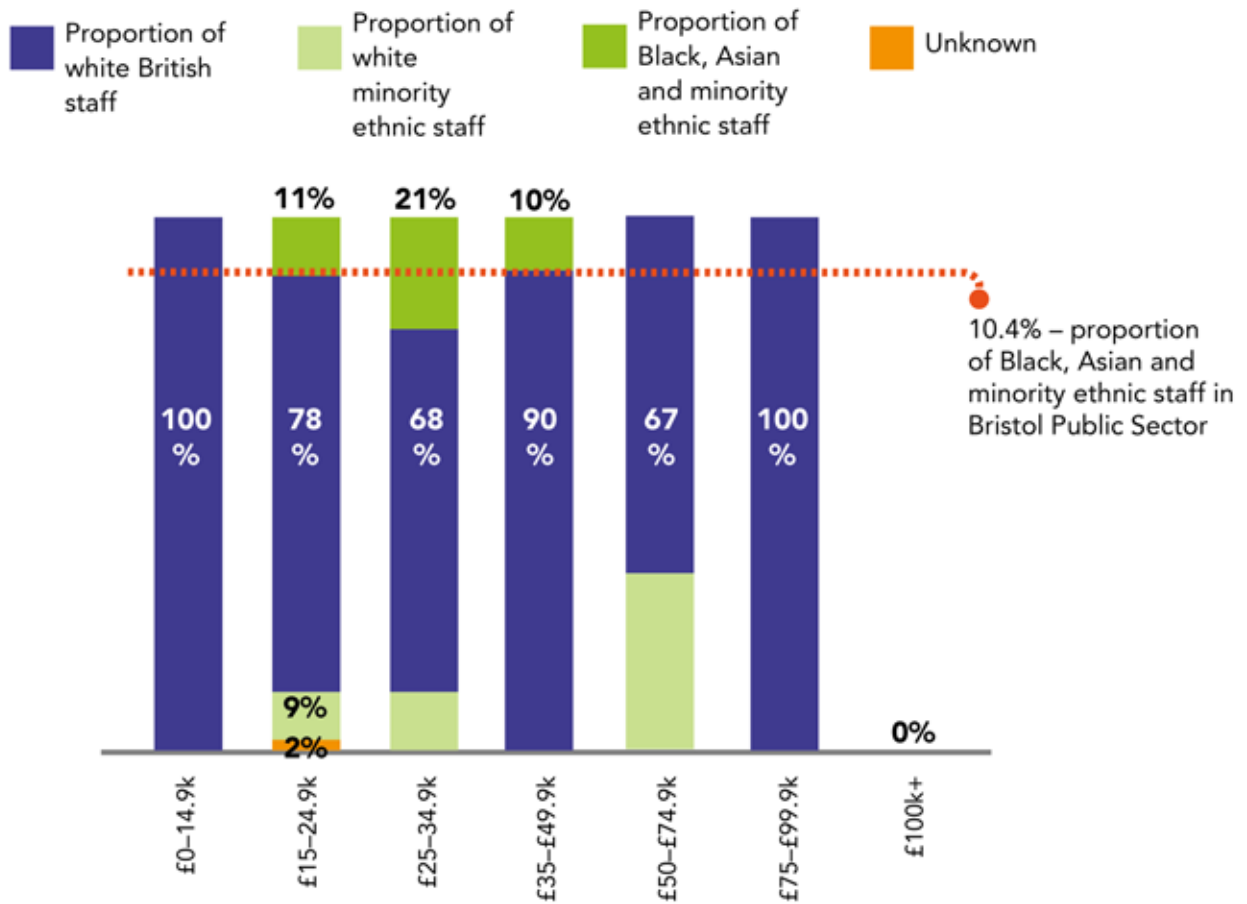


Executive members (3 total) by ethnicity group:



Creative Youth Network

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group



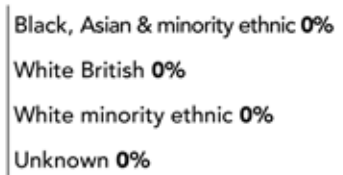
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Dhek Bhal

Dhek Bhal

Throughout the organisation we celebrate diversity to ensure that our services are inclusive to all within our community and that clients gain a person centred service. Our constitution, policies and procedures reflect these. We recruit staff locally from all South Asian backgrounds including others who are able to contribute towards our vision in service delivery.

All training organised are bilingual to ensure the workforce are able to understand and gain skills and knowledge to implement their tools within their daily practice. We encourage accredited training in care for all our staff to ensure they are given opportunities to develop.

We inspire positive changes to reflect how we can improve our services to the well-being of all our stakeholders. We provide a competitive financial package to staff (our starting pay rate is £9.36)



Dhek Bhal

Total Bristol based staff: **52**

Total % of white British staff: **96.15%**

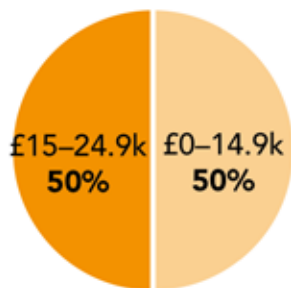
Total % of white minority ethnic staff: **6.8%**

Total % of Black, Asian and minority ethnic staff: **96.2%**

Unknown: **2.7%**

White British staff:

£25-£34.9k **0%**
£35 -£49.9k **0%**
£50-74.9k **0%**
£75-99.9k **0%**
£100k+ **0%**

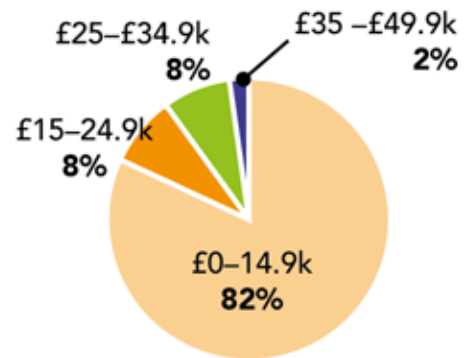


White minority ethnic staff:

£0-14.9k **0%**
£15-24.9k **0%**
£25-£34.9k **0%**
£35 -£49.9k **0%**
£50-74.9k **0%**
£75-99.9k **0%**
£100k+ **0%**

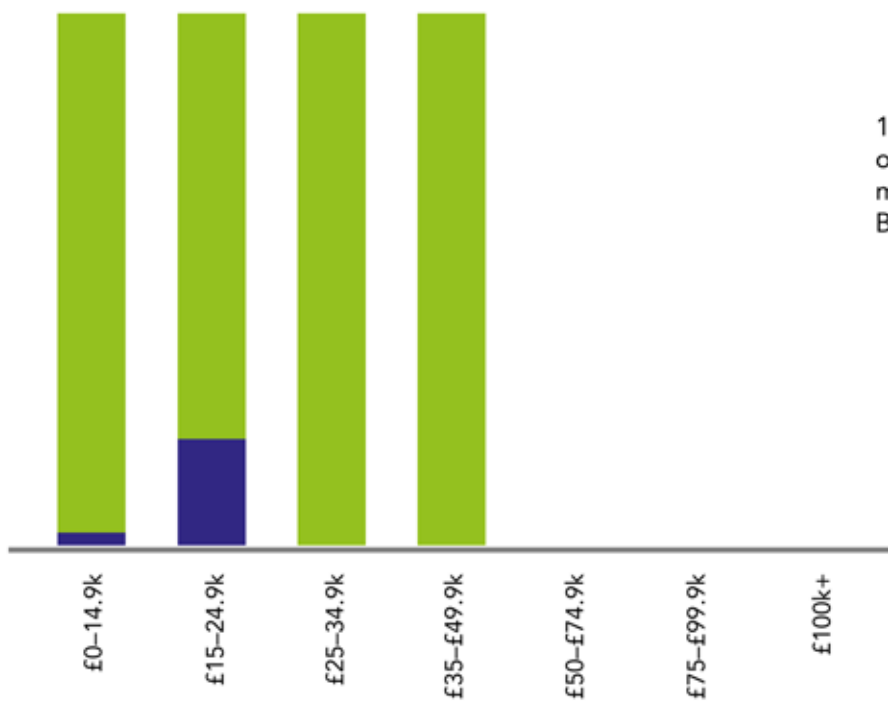
Black, Asian and minority ethnic staff:

£50-74.9k **0%**
£75-99.9k **0%**
£100k+ **0%**



Dhek Bhal

Proportion of Black, Asian & minority ethnic staff per pay bracket



10.4% – proportion of Black, Asian and minority ethnic staff in Bristol Public Sector



Freeways

Freeways

We are aware of the many competing factors when providing social care to adults with a support need in terms of race equality. In the past Freeways has worked to ensure its policies and procedures supported the people for which we provide a service to ensure they did not discriminate for any reason. We also have worked to ensure that our policies and procedures allowed for equal access to employment, training and development.

Regardless of our policies we recognise that in terms of BAME staff we are under-represented in management groups and we are in the process of creating an action plan to address and improve this.

At the same time we are actively collecting data on other under-represented groups to ensure we move forward as an inclusive organisation which challenges inequalities and champions diversity.



Freeways

Total Bristol based staff: **68**

Total % of white British staff: **48.5%**

Total % of white minority ethnic staff: **22%**

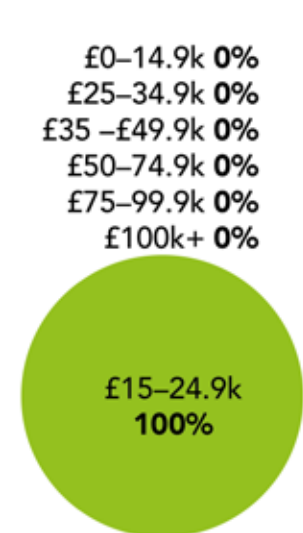
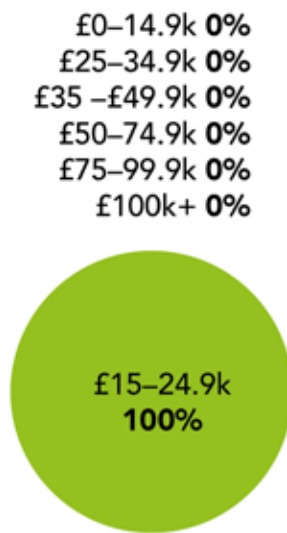
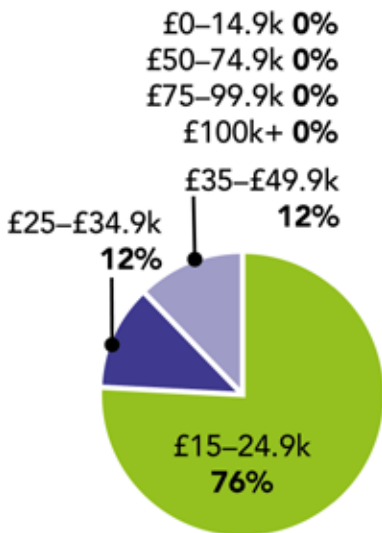
Total % of Black, Asian and minority ethnic staff: **20.5%**

Unknown: **9%**

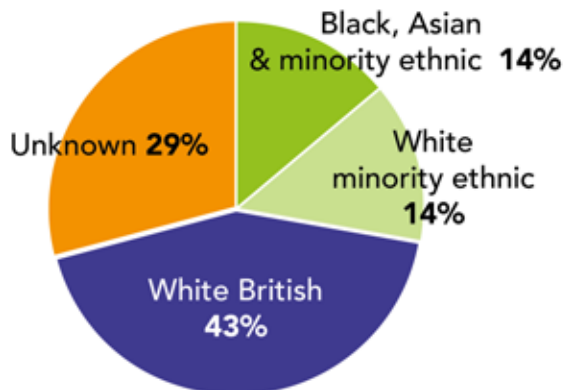
White British staff:

White minority ethnic staff:

Black, Asian and minority ethnic staff:



Board members (7 total) by ethnicity group:

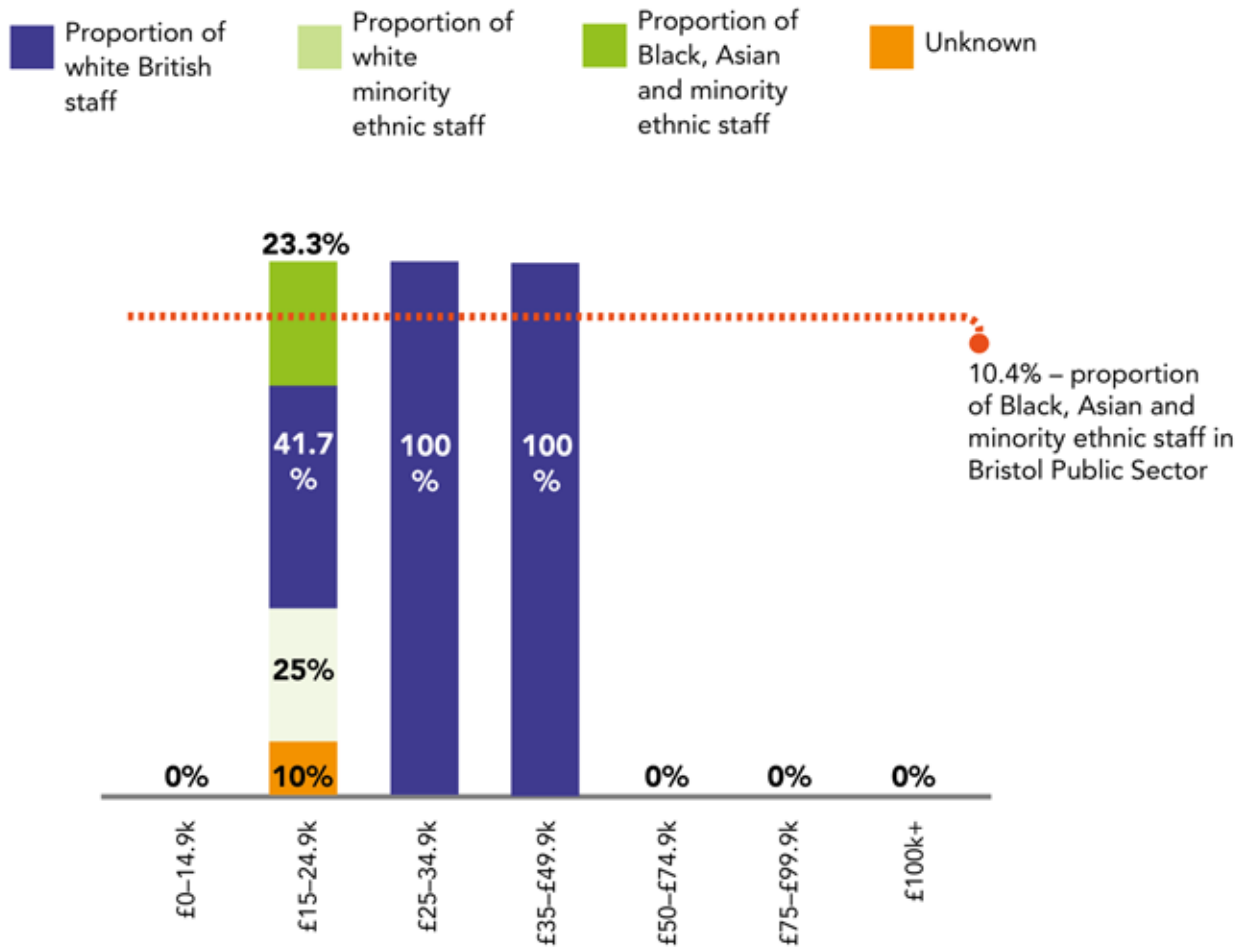


Executive members (2 total) by ethnicity group:



Freeways

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group

- Black, Asian & minority ethnic 1.6%
- White British 6.3%
- White minority ethnic 0%
- Unknown 0%

Formal disciplinary process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 0%
- White minority ethnic 0%
- Unknown 0%

Formal grievance process

Average proportion by ethnic group

- Black, Asian & minority ethnic 0%
- White British 0%
- White minority ethnic 0%
- Unknown 0%

Milestone Trust

Milestones Trust

As set out in the email of 27.05.21 the organisation is in the process of implementing a new HRIS, over an extended period owing to the pandemic. The system that is being implemented is owned by a US supplier, and they are introducing E&DI configuration into the system over the summer. This means that we currently have no accurate or reportable data.



Watershed

Watershed

The collection of our staff and board data focus on organisation-wide anonymous surveying that looks deeply and honestly at the company's demographics with a determination to keep data collection consensual and transparent.

Whilst our aim is always to approach this area in the most inclusive way we can, we also acknowledge that language and meaning is constantly changing. We are committed to, and will rely on being open to feedback and discussion to constantly develop our approach to ensure we are as up to date as possible.

In March 2021 we launched an expanded staff survey that not only focused on collecting data on representation, but also experience of inclusion. The data collection and insight is split into two key areas, which in turn will be used to inform our Equality, Diversity and Inclusion Strategy going forward:



Representation (Balance)

This data will provide insight into:

- The different identities that exist and are represented within our workforce
- How balanced our departmental and management teams are.
- What the differences are in representation between depts, and at different levels within the organisation.

Inclusion (Belonging)

This data will provide insight into:

- How employee experience is rated across the organisation
- How the employee experience differs between people with different intersectional identities.
- What are our strengths, and where are our opportunities to improve.

Watershed

Total Bristol based staff: **91**

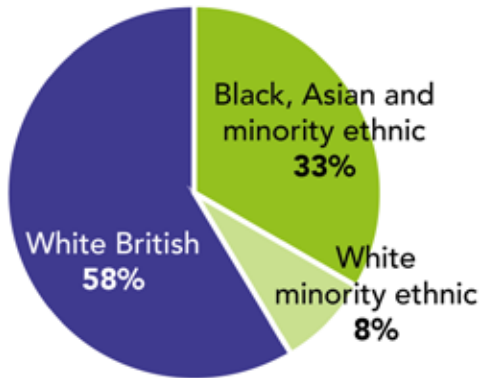
Total % of white British staff: **65%**

Total % of white minority ethnic staff: **13%**

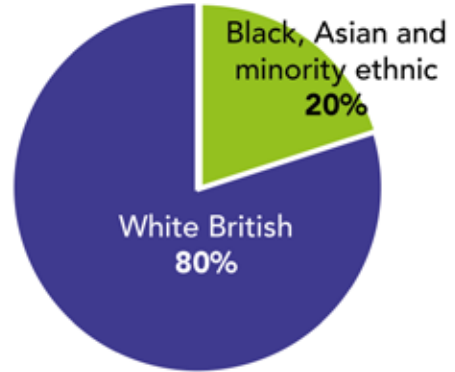
Total % of Black, Asian and minority ethnic staff: **11%**

Unknown: **11%**

**Board members (11 total)
by ethnicity group:**



**Executive members (5 total)
by ethnicity group:**



Wellspring Settlement - Barton Hill

Wellspring Settlement - Barton Hill

A programme of traineeships and internships is being planned along with improved routes from volunteering into the paid staff team to build diversity from the grassroots of the organisation which reflects the community.



Wellspring Settlement - Barton Hill

Total Bristol based staff: **73**

Total % of white British staff: **57.5%**

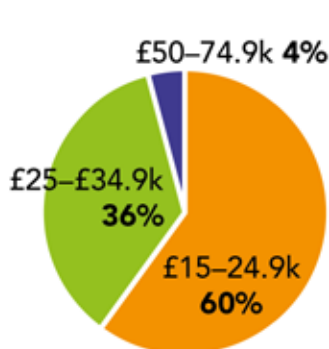
Total % of white minority ethnic staff: **10%**

Total % of Black, Asian and minority ethnic staff: **27.5%**

Unknown: **2.5%**

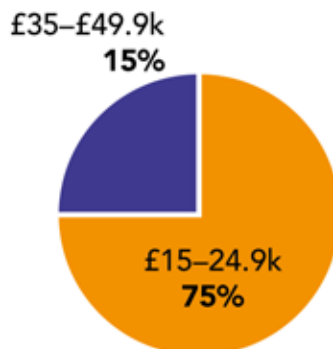
White British staff:

£0–14.9k **0%**
 £35–£49.9k **0%**
 £75–99.9k **0%**
 £100k+ **0%**



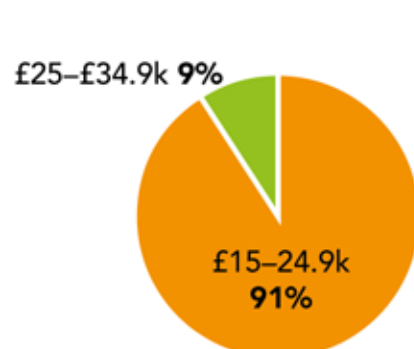
White minority ethnic staff:

£0–14.9k **0%**
 £25 –£34.9k **0%**
 £75–99.9k **0%**
 £100k+ **0%**

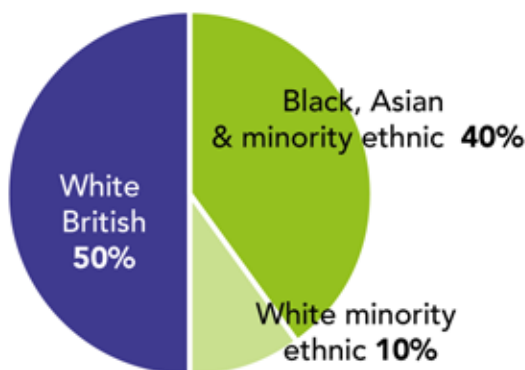


Black, Asian and minority ethnic staff:

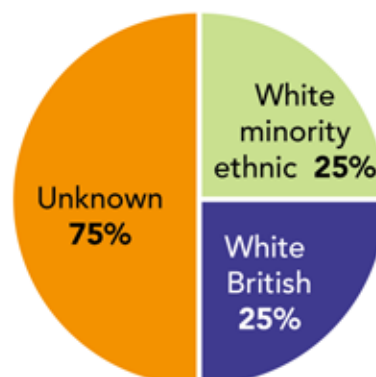
£0–14.9k **0%**
 £35–£49.9k **0%**
 £50–74.9k **4%**
 £75–99.9k **0%**
 £100k+ **0%**



Board members (10 total) by ethnicity group:

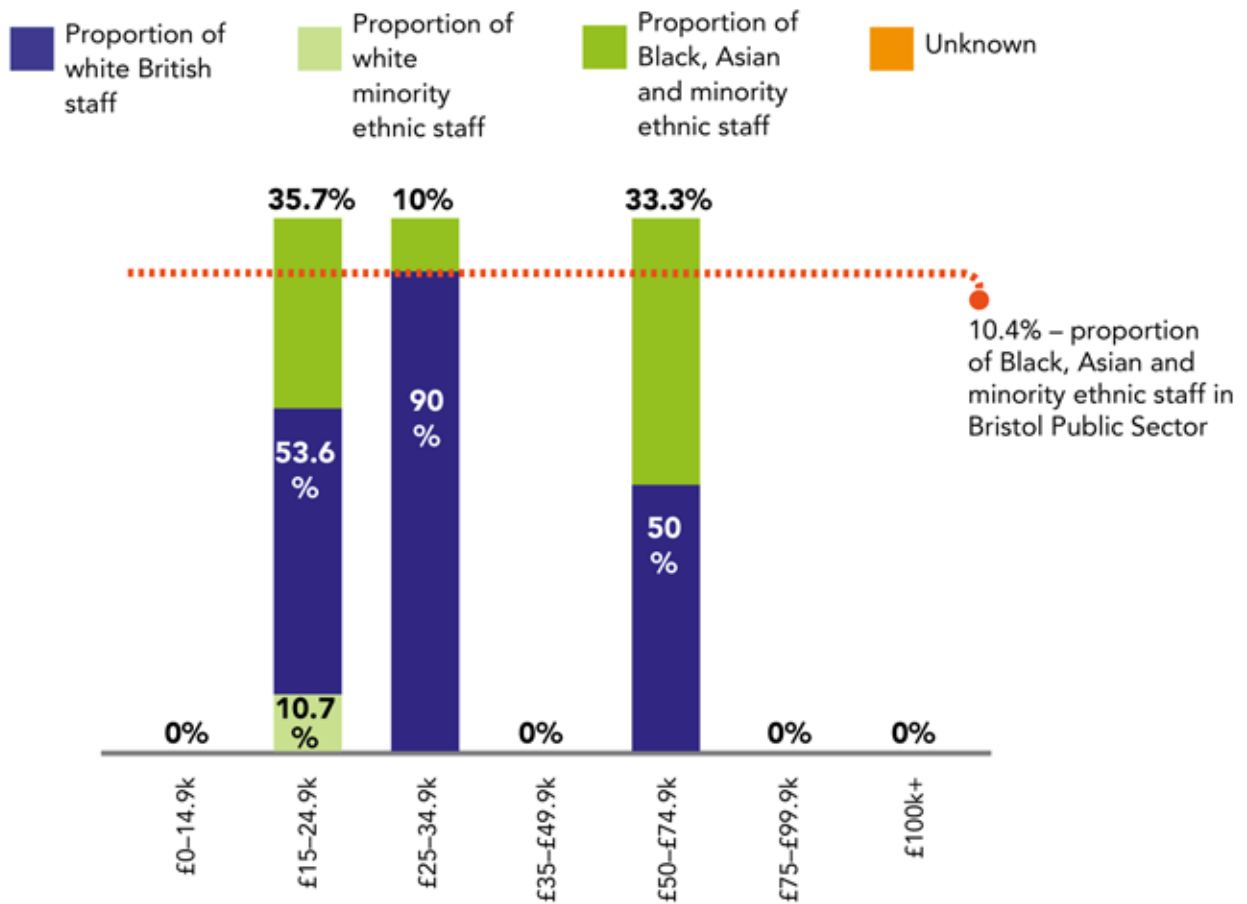


Executive members (4 total) by ethnicity group:



Wellspring Settlement - Barton Hill

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group

Black, Asian & minority ethnic	0%
White British	2.5%
White minority ethnic	0%
Unknown	0%

Formal disciplinary process

Average proportion by ethnic group

Black, Asian & minority ethnic	0%
White British	0%
White minority ethnic	0%
Unknown	0%

Formal grievance process

Average proportion by ethnic group

Black, Asian & minority ethnic	0%
White British	2.5%
White minority ethnic	0%
Unknown	0%



Windmill Farm City Farm

Total Bristol based staff: **137**

Total % of white British staff: **78%**

Total % of white minority ethnic staff: **9%**

Total % of Black, Asian and minority ethnic staff: **12%**

Unknown: **1%**

White British staff:

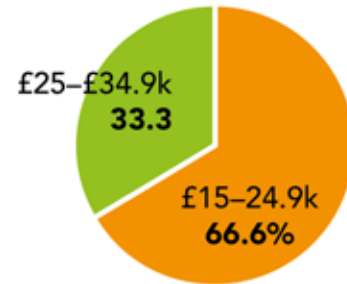
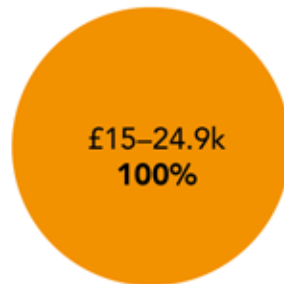
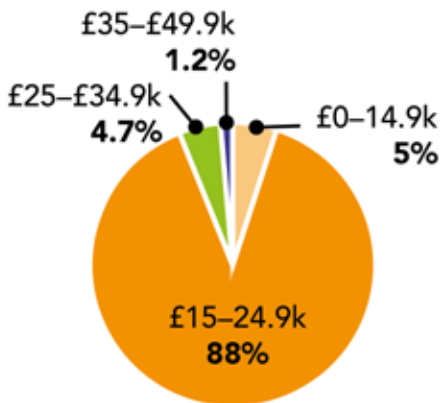
£75–99.9k **0%**
 £50–74.9k **0%**
 £100k+ **0%**

White minority ethnic staff:

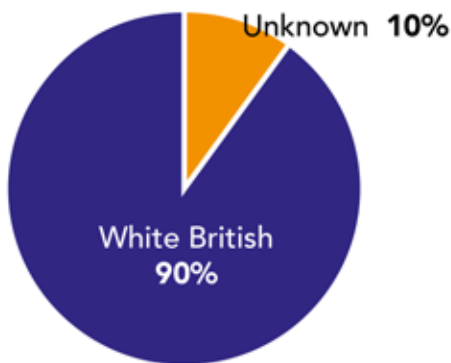
£0–14.9k **0%**
 £25 –£34.9k **0%**
 £35–£49.9k **0%**
 £50–£74.9k **0%**
 £75–99.9k **0%**
 £100k+ **0%**

Black, Asian and minority ethnic staff:

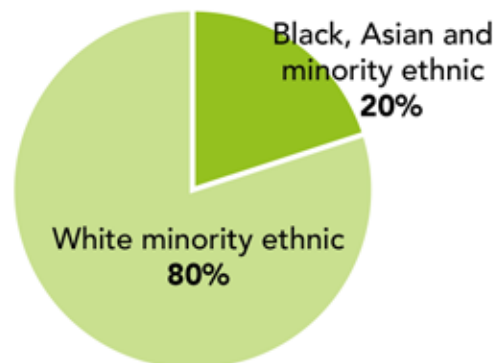
£0–14.9k **0%**
 £35–£49.9k **0%**
 £50–74.9k **0%**
 £75–99.9k **0%**
 £100k+ **0%**



Board members (10 total) by ethnicity group:

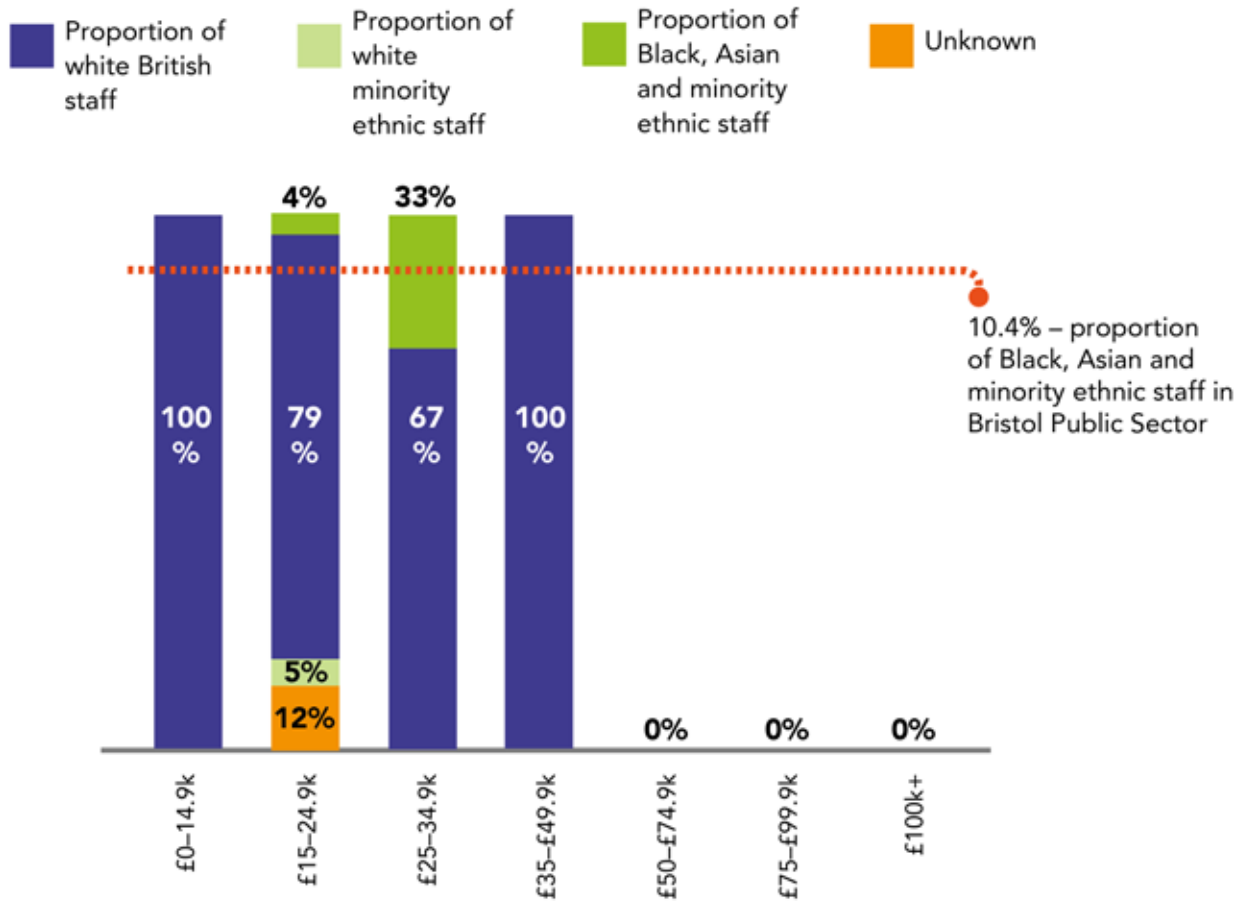


Executive members (10 total) by ethnicity group:



Windmill Farm City Farm

Proportion of Black, Asian & minority ethnic staff per pay bracket



Long-term/persistent sickness

Average proportion by ethnic group

Black, Asian & minority ethnic **0%**
 White British **10%**
 White minority ethnic **0%**
 Unknown **0%**

Formal disciplinary process

Average proportion by ethnic group

Black, Asian & minority ethnic **25%**
 White British **72%**
 White minority ethnic **0%**
 Unknown **0%**

Formal grievance process

Average proportion by ethnic group

Black, Asian & minority ethnic **0%**
 White British **0%**
 White minority ethnic **0%**
 Unknown **0%**





Contact details

You can access and download copies of this report, as well as our other reports, data products and outputs at our online home (link below).

For any queries regarding this document or the work of Bristol's Race Equality Strategic Leaders Group please visit our website at :-

<https://www.bristoloncity.com/race-equality-strategic-leaders-group/>

Or you can contact the group at either of the following e-mail addresses :- BristolRaceEqualitySLG@bristol.gov.uk or Andrew.Mallin@bristol.gov.uk