



About Bristol Equality Charter

Version 1.1

Bristol Equality
Network 2019

BRISTOL

Equality Charter

Everybody counts - a pledge for equality across Bristol

Bristol is a vibrant city with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

We are committed to making a real difference by:

- ➊ Making Bristol a welcoming city where everyone feels they belong
- ➋ Inspiring trust and confidence in all the city has to offer
- ➌ Recognising, valuing and celebrating diversity
- ➍ Building good relations and understanding between people
- ➎ Promoting inclusion, participation and equal access
- ➏ Challenging discrimination, harassment, bullying, hate crime and victimisation

As an organisation we will:

- ➊ Recognise, support and empower those responsible for promoting equality in our organisation
- ➋ Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
- ➌ Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
- ➍ Ensure that equal opportunities are integral to how we recruit and treat our workforce
- ➎ Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner
- ➏ Play our part in promoting good relations between people from different backgrounds
- ➐ Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol
- ➑ Measure and share our progress and success

What is the Bristol Equality Charter?

Bristol Equality Charter is a city-wide initiative which has been co-designed by 20+ private, public and voluntary sector organisations in conjunction with Bristol City Council¹.

Although there are other relevant charters and manifestos the Bristol Equality Charter is unique because it addresses equality in a way that is specific to Bristol and belongs to everyone in the city. The charter invites signatories to work together towards continuous improvement using a 'One City' approach².

Why sign the charter?

Being a signatory to the Bristol Equality Charter makes a clear public statement that your organisation is fully committed to the values of equality, diversity and inclusion.

Anyone can sign up to the principles of the Bristol Equality Charter for free – including individuals and any type of organisation.

Signing the charter is a voluntary action to promote and work towards equality in Bristol. Organisations are free to set their own specific priorities and goals for improvement - it is not an accreditation scheme or an award system.

Our signatories are committed to improving equality of opportunity for everyone in Bristol and to eliminating discrimination in all its forms. We acknowledge that we have a part to play in promoting equality for the city by working towards good practice and making continuous improvements.

How can we become a signatory?

When your organisation has agreed to commit to the principles of the Bristol Equality Charter, a signed and copy of the declaration form available at www.bristol.gov.uk/bristolequalitycharter should be returned to the Bristol Equality Network c/o

¹ See [Acknowledgements](#) section below

² Bristol One City Plan <https://www.bristolonecity.com/>

equality.network@bristol.gov.uk or by post to the Equalities Team, City Hall, Bristol City Council, PO Box 3399, Bristol, BS3 9FS.

Individuals can sign up to the principles of the Bristol Equality Charter too. We don't need to receive a signed declaration for you to do this. You can promote the charter by telling the people in your networks what equality in Bristol means to you using the social media hashtag #BristolEqualityCharter.

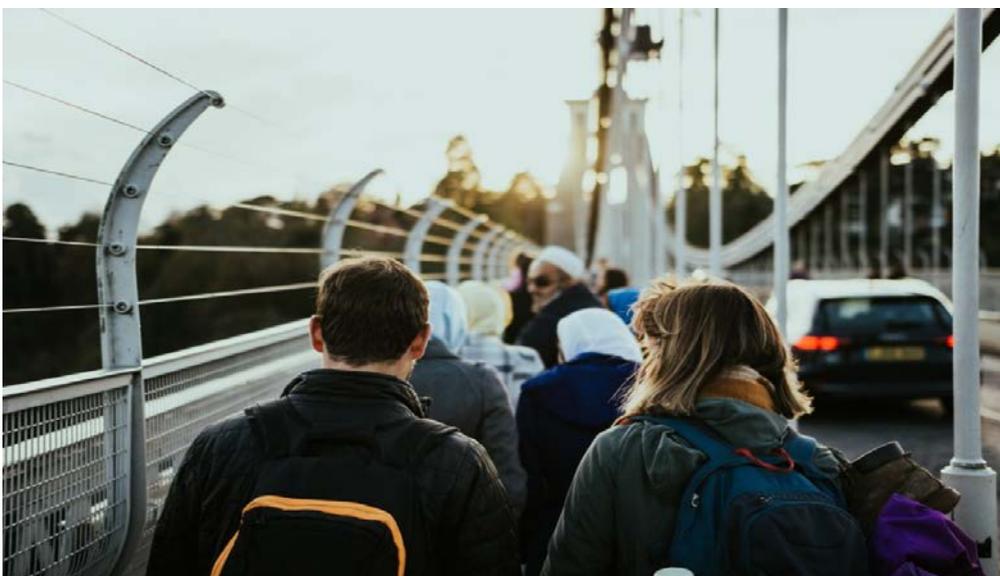
Where can we get further guidance?

We have produced a **Guidance and Toolkit** document to help organisations identify actions they can take to achieve the commitments of the Bristol Equality Charter. The latest version is available from www.bristol.gov.uk/bristolequalitycharter.

1. Bristol Equality Network

The Bristol Equality Network is open to representatives of organisations who have signed the Bristol Equality Charter. We have four main network meetings a year where we come together to promote partnership working and to share information and good practice. We also have sub-groups that focus on particular themes.

For more information about the Bristol Equality Network email equality.network@bristol.gov.uk



2. Acknowledgements

The Bristol Equality Charter was co-produced in 2018 by a working group of representatives from the following organisations:

Arcadis <https://www.arcadis.com>

Avon and Wiltshire Mental Health Partnership NHS Trust

<http://www.awp.nhs.uk/>

Bristol BME Voice <http://www.bristolbmevoice.org.uk/>

Bristol City Council <https://www.bristol.gov.uk/>

Bristol Community Health <https://briscohealth.org.uk/>

Bristol Disability Equality Forum <http://bristoldef.org.uk/>

Bristol Energy <https://www.bristol-energy.co.uk/>

Bristol Multi Faith Forum <http://bristolmultifaithforum.org.uk/>

Bristol Older People's Forum <https://bopf.org.uk/>

Bristol Physical Access Chain [BPAC info](#)

Burges Salmon <https://www.burges-salmon.com/>

Diversily <http://www.diversily.com>

Hargreaves Lansdown <http://www.hl.co.uk/>

KPMG <https://home.kpmg.com/>

LGBT Bristol <http://lgbtbristol.org.uk/>

North Bristol NHS Trust <https://www.nbt.nhs.uk/>

Oracle <https://www.oracle.com/uk/>

Stand Against Racism & Inequality (SARI)

<https://www.sariweb.org.uk/>

The Care Forum <https://www.thecareforum.org/>

University of Bristol <http://www.bristol.ac.uk/>

VOSCUR <https://www.voscur.org/>

To download the latest version of this document please visit www.bristol.gov.uk/bristolequalitycharter. If you require this document in an alternative format, such as large print or a coloured background, please contact Bristol City Council Equalities Team - equalities.team@bristol.gov.uk or 0117 922 2000 (switchboard).

An accessible video of the Bristol Equality Charter with BSL translation, subtitles and voice over is available here: YouTube:

<https://youtu.be/TRT-hTnDlyk>

HD download: <https://vimeo.com/295402791/8f71116339>