



Bristol City Council **Equality and Inclusion Policy and Strategy** 2018–2023



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If you would like this information in another language, Braille, audio, large print, easy English, BSL video or plain text please contact equalities.team@bristol.gov.uk



Foreword

When we launched the Corporate Strategy in February 2018 we set out our ambition to create an inclusive city where nobody is left behind. We want Bristol to be a place in which everyone's hopes and aspirations can be made real. We want to ensure people are not held back by poverty and that our success is shared. This Equality and Inclusion Policy and Strategy supports that journey.

Our policy sets our vision: recognising the contributions that people from different backgrounds make, actively tackling inequalities and fostering good relationships across our communities. As well as our firm commitment to the Public Sector Equality Duty our aspirations go further to include people in care, refugees and migrants, people with caring responsibilities and the inequalities resulting from socio-economic disadvantage.

We want the city to be a fair, inclusive and safe place for everyone. The number of hate crime reports has increased, and we must ensure that these crimes are addressed and everyone feels safe in our city.

We also know that measures we take to make the city easier to get around or which tackle discrimination or harassment head on make life better for everyone.

Our strategy sets out how we will deliver this ambition. It sets out the high standards we expect of ourselves. It demonstrates efforts we will undertake to build an inclusive culture within our workforce and organisation. It sets out how we will shape services which actively address inequality and exclusion and address the progressive building of good relations between different communities. It connects also to our One City Plan to ensure that we work with our partners to enhance equality and fairness.

We have launched the Bristol Equality Charter with partners from across the city. This Equality and Inclusion Policy and Strategy is the next step on our journey in creating an inclusive city, which works for all.



Marvin Rees
Mayor of Bristol



Councillor Asher Craig
Deputy Mayor of Bristol



Equality and Inclusion Policy

Valuing Bristol's diversity

Bristol has long been a diverse city and is becoming ever more diverse. This is one of its great strengths. Securing the benefits of Bristol's diversity by being a more inclusive organisation will help the council to: be more creative; make decisions that are informed by diverse points of view; know our communities well and listen to them more closely; design, commission and deliver the most effective possible services; and make the best use of our resources. A wealth of evidence from the public, private and voluntary sectors supports our view that greater equality and inclusion will benefit our citizens, our communities, our colleagues and our partners.

Our equality and inclusion ambition, shared with our Bristol Equality Charter partners, is 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. Achieving this will contribute directly to the vision set out in our Corporate Strategy of driving a city of hope and aspiration where everyone can share in its success.

Securing the benefits of Bristol's diversity

To secure the benefits of diversity we are building an inclusive organisation that actively recognises the contribution that people from different backgrounds make to all aspects of the council's work and the city's communities. The values and behaviours set out in our Corporate Strategy will help us build this inclusivity.

Being truly inclusive is not just about welcoming different contributions. Inclusion also means actively tackling inequalities and advancing greater equality, as well as fostering good relations between different people. Inclusion means removing the barriers – physical, economic or social – that hold people back, so we build a city in which everyone feels a part.

A key reason why many people in Bristol are held back is because of significant inequality, discrimination and lack of opportunity connected to one or more of the characteristics that are protected under the Equality Act 2010. These are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This policy re-states our long-held commitment to tackling inequality on these grounds, not just because it's our legal duty but also because doing so helps create a more successful city.

Bristol City Council is committed to the social model of disability which says that people are disabled by barriers in society not by their impairment or difference, whether that impairment or difference is physical, mental or cognitive. Barriers can be physical, like buildings not having accessible toilets, or they can be caused by

people's attitudes, like assuming disabled people are unable to do certain things.

As a public body we are bound by the Public Sector Equality Duty. This strategy sets out how we will meet our statutory obligations under this duty, which is defined within the Equality Act as:

“A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Our Equality and Inclusion Strategy sets out how we will fulfil these obligations, which apply to all the council's functions. Both this Equality and Inclusion Policy and its accompanying strategy apply to the council's roles as a service provider, as an employer, as a leading agency in the city and in our work with communities.

Creating a successful inclusive city also means recognising that there are other causes of inequality or exclusion, often inter-connected and mutually reinforcing. People can be excluded because they have low income, are socially isolated, live in poor housing or due to poor health. Refugees and migrants, those with caring responsibilities or who have been in care are likely to face inequality or exclusion.

Some people facing these issues also face inequality because of their Equality Act protected characteristics. As well as looking at our statutory duties, as set out under the Public Sector Equality Duty, our strategy will also consider wider aspirations, such as reducing inequalities of outcome which result from socio-economic disadvantage. As part of our annual reporting of equalities and inclusion we will identify socio-economic trends and where we can focus our future efforts to reduce socio-economic inequalities.



Issues relating to other forms of inequality or exclusion are already considered through topics, programmes and projects such as food and fuel poverty, health and life expectancy, educational outcomes, access to good quality jobs, support for refugees and fostering resilient communities. These take account of the different causes and consequences of inequality and consider the differing needs and diversity of people throughout our communities. We will continue this approach and through our strategy ensure our activities are linked to our equality and inclusion objectives.

Our commitments

We commit to fulfilling both the letter and the spirit of our legal obligations under the Equality Act 2010 and any other subsequent legislation relating to equality. We require our contractors and the organisations that we fund to abide by all the equality legislation that applies to them and to assist the council in upholding its obligations under the Public Sector Equality Duty.

We commit to being a learning organisation about equality and inclusion, always ready to improve our practice and to address new issues as they arise. We will seek to understand and address the root causes of inequality and exclusion in Bristol and to focus our efforts on tackling those root causes. If we make mistakes, we will put things right and learn from our experience.



Wherever it is possible to do so we will promote good equality and inclusion practice amongst our partners in the city and in our region and seek to learn from their best practice. We will engage with communities and voluntary sector partners, listening to their views and taking them into account when we make decisions.

As part of our commitment to equality and inclusion, we are founder signatories of the Bristol Equality Charter. All signatories of the Charter undertake to:

- Recognise, support and empower those responsible for promoting equality in our organisation
- Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
- Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals

- Ensure that equal opportunities are integral to how we recruit and treat our workforce
- Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner
- Play our part in promoting good relations between people from different backgrounds
- Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol
- Measure and share our progress and success.

We have of course been seeking to do these things for many years but in signing the Charter we have re-affirmed our commitment. Our Equality and Inclusion Strategy sets out how we will not just meet but go beyond these commitments over the next five years.

Making it happen

In the future we want people and organisations, in Bristol and beyond, to look to the council as a model of good practice in addressing equality and inclusion. We define this as meaning:

- Actively considering equality and inclusion in very practical ways in all that we do so others can readily see the difference it makes
- Leading from the top of the organisation and holding ourselves to account
- Listening to the experiences of people with lived experience of all forms of inequality and exclusion and taking what they tell us into account when we make decisions
- Embedding equality analysis into policy and strategy development so decisions are made on the basis of the deepest possible understanding of their implications for equality and inclusion
- Showing that we value diversity in how we all speak and behave every day, not just when we're talking about equality
- Being open and transparent about our progress on equality and inclusion, sharing information with our partners and our communities, celebrating successes and learning from experience, including our mistakes
- Having a workforce that is diverse in the widest possible sense and in which diversity of background and thought is valued
- Supporting a workplace where colleagues from different backgrounds work together harmoniously and productively and everyone feels valued
- Using policies and practices that demonstrably enable colleagues to fulfil their potential and progress within our organisation
- Delivering and commissioning services that actively promote equality and inclusion
- Working with communities and neighbourhoods to support equality and inclusion at local levels
- Putting equality and inclusion at the heart of our strategic work with partners to deliver the One City approach.





To help make that happen, we have agreed a corporate Equality and Inclusion Strategy with clear goals and outcomes, aligned to our Corporate Strategy and supported by annual corporate equality and inclusion action plans. Each directorate will be required to develop and implement their own equality and inclusion action plans to support the overall approach. Councillors will review implementation from time to time to ensure we are on track and we will publish details of our progress.

Everyone working for Bristol City Council has a part to play in achieving the goals of this policy. Councillors and senior officers have a particular responsibility because active, visible leadership is essential and the organisation's leaders commit themselves to give that. Staff representatives, including our staff-led groups and our trade unions, have an important role to play and we are committed to enabling them to make an effective contribution. We will also continue to engage and work with voluntary and community organisations in the city, particularly through the Voice and Influence Partnership.

We have a variety of more detailed operational policies that need to support, complement or be aligned with the goals of this Equality and Inclusion Policy. These set out specific goals and measures to address specific operational issues. These include our organisational improvement plan, human resources, learning and development policies, our strategy for welcoming asylum seekers and refugees, our policies on hate crime and violence against women and girls and our communications and engagement policies. Our Equality and Inclusion Policy also complements our approach to community development. As each of these related policies is developed or reviewed we will ensure alignment where appropriate.



Equality and Inclusion Strategy 2018 - 2023

Introduction

The council's vision of driving a city of hope and aspiration where everyone can share in its success is set out in our Corporate Strategy. We want to keep creating an inclusive organisation and an inclusive city and this Equality and Inclusion Strategy sets out how over the next five years we plan to realise our ambitions. By 2023 we want to be seen as a beacon of good practice. Over the first year we intend to put in place the foundations to deliver this strategy effectively and during the lifespan of this strategy we will achieve higher standards in all areas, ensuring that by 2023 we are modelling good practice across the organisation as a whole. This strategy is also part of a range of initiatives to tackle the growing disparity between wealth and poverty in the city.

We want people and organisations, in Bristol and beyond, to look to the council as a model of good practice in addressing equality and inclusion. We define this as meaning:

- Actively considering equality and inclusion in very practical ways in all that we do so others can readily see the difference it makes
- Leading from the top of the organisation and holding ourselves to account
- Listening to the experiences of people with lived experience of all forms of inequality and exclusion and taking what they tell us into account when we make decisions
- Embedding equality analysis into policy and strategy development so decisions are made on the basis of the deepest possible understanding of their implications for equality and inclusion
- Showing that we value diversity in how we all speak and behave every day, not just when we're talking about equality
- Being open and transparent about our progress on equality and inclusion, sharing information with our partners and our communities, celebrating successes and learning from experience, including our mistakes
- Having a workforce that is diverse in the widest possible sense and in which diversity of background and thought is valued
- Supporting a workplace where colleagues from different backgrounds work together harmoniously and productively and everyone feels valued
- Using policies and practices that demonstrably enable colleagues to fulfil their potential and progress within our organisation
- Delivering and commissioning services that actively promote equality and inclusion

- Working with communities and neighbourhoods to support equality and inclusion at local levels
- Putting equality and inclusion at the heart of our strategic work with partners to deliver the One City approach.

This strategy sets out our equality objectives for the next five years, in line with the Corporate Strategy time frame, and the objectives will be reviewed midway through.

It shows how we will apply our Equalities and Inclusion policy in practice. This document also demonstrates how we think we might best measure our progress towards these goals. Some of these measures relate to phenomena, such as life expectancy or employment levels, that are affected not just by what the council does but by many other factors too. We have nevertheless included them here because we think it is important to track these important outcomes, not just to measure what the council itself is doing. In the first year of implementing the strategy we will review our potential measures and, where appropriate, set targets to which year on year progress will be measured.

It includes some of the key organisations we will work with, though this is not an exhaustive list and we will work with partners and other organisations from across the city and beyond to make this strategy a success.

We will regularly revisit this strategy to ensure it remains relevant and in particular that it reflects an up to date understanding of the underlying cause of inequalities and exclusion in Bristol.



Who this policy and strategy is for?

Bristol Council's equality and inclusion policy strategy is concerned with all the citizens of the city. Inclusion, by definition, is about everyone.

The policy and strategy may be particularly relevant to citizens who experience discrimination or harassment because of one or more of the protected characteristics covered by the Equality Act 2010. These protected characteristics are: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Like every other organisation in the city, the council has a legal duty not to discriminate, harass or victimise anyone on any of these grounds. As a public body the council must also pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different groups of people.

This policy and strategy are also intended to contribute to tackling discrimination and exclusion that result from:

- socio-economic inequality; and
- sources of inequality that are not specifically covered by the Equality Act.

The council may not have specific legal duties in relation to discrimination in these areas but we think they must be addressed to create the inclusion we want to see in the city.

Definitions setting out what we mean by key terms can be found in the glossary.

Our Equality and Inclusion Objectives

1. Our handling of equality and inclusion will reach the high standards we expect of ourselves and others will look to us as a source of good practice.
2. To build an inclusive organisation where the workforce reflects the city we serve and the needs of all citizens, and where colleagues feel confident about being themselves at work.
3. To provide inclusive services which actively address inequality and exclusion and enable all of Bristol’s citizens to realise their potential and live safely.
4. To achieve a measurable increase in the extent to which communities facing inequality can share in and contribute to the city’s success.
5. Progressive building of good relationships between different communities in Bristol so everyone is able to participate and contribute.

Taken together these objectives relate to each aspect of the council’s roles as an employer, as a provider of services, as a facilitator of resilient communities and as a leading agency in the city.

The rest of this strategy sets out what we will do or are already doing to achieve these objectives, why we have chosen them, how we will measure progress and who we think will benefit in particular. It also explains how each objective relates to other work we are doing and who we will need to work with. We believe these five equality and inclusion objectives will help us to meet the commitments we made when we signed the Bristol Equality Charter as outlined in Annex 1.


Each year we will agree a corporate action plan setting out in more detail what we are doing to work towards each objective.

Reporting Progress

We will publish information explaining what progress we are making towards achieving these objectives. We also plan to host an equalities and inclusion annual event bringing together partners across the city, including civil society organisations and all those that have signed up to the Bristol Equality Charter, to review progress, celebrate successes and identify any new issues that we should address.



Timeline

 Annual progress report

 **2020**

2020 – Identify new and improved ways for principles and mechanisms in this strategy to be applied to socio-economic inequality and human rights in the council’s work.

..... **2019** 

2019 – Establish foundations to deliver this strategy effectively. Each service area to develop its own action plan. Equality and Inclusion Champions established. Collect baseline measures to inform and set targets.

..... **2021** 

2021 – Mid-point review of strategy and objectives. Identify gaps and issues, and review targets.

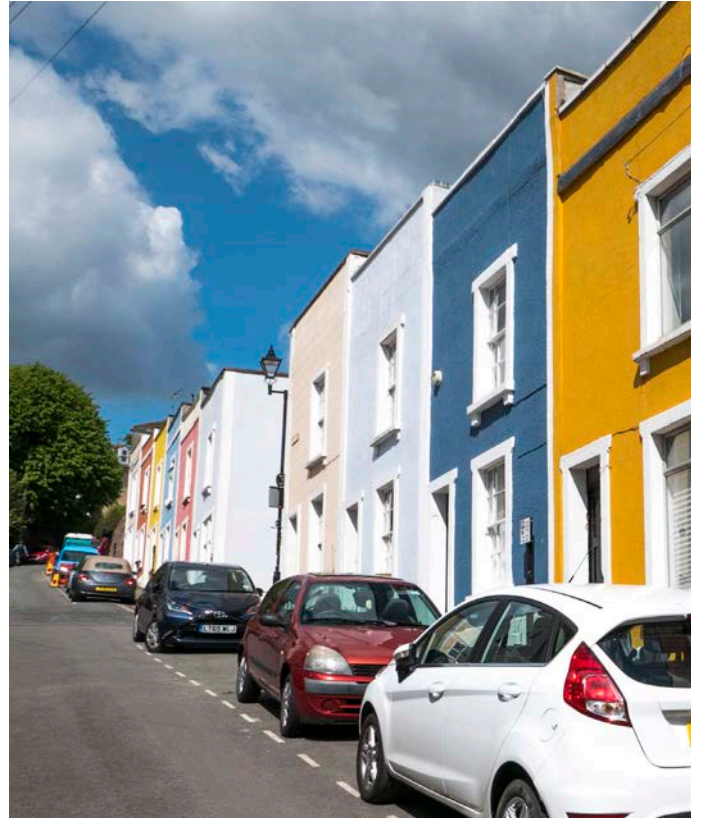
 **2022**

2022 – Ensure higher standards being met in all areas. Address challenges. Set new equality objectives.

..... **2023** 

2023 – Modelling good practice across the organisation. Self assessment against local government equality framework.

Annually report on progress and hold an equality and inclusion event with partners and civil society.





Equality Objective Key



Equality Objective



Assessing equality impacts



Related Bristol Equality Charter commitments



Human rights



Why this matters



Keeping citizens informed and tracking progress



What we are doing now and will be doing in future



Inter-action with other plans, organisations or groups includes



Responsibilities



Measures



Equality Objective 1

Our handling of equality and inclusion will reach the high standards we expect of ourselves and others will look to us as a source of good practice.

This objective is about what we will do to support the quality of decision making.



Related Bristol Equality Charter commitments

As an organisation we will

- Recognise, support and empower those responsible for promoting equality in our organisation
- Measure and share our progress and success



Why this matters

Creating the culture which embeds equality and inclusion across our activities, and adopting the right leadership model, structures and processes will enable us to achieve the high standards we have identified for ourselves.



What we are doing now and will be doing in future

Co-ordination

- Establishing a suitable core staff structure and resources to deliver this strategy
- Setting up an operational-level equalities and inclusion steering group consisting of representatives of the Equalities and Inclusion team, the Human Resources' Diversity, Inclusion and Employee Initiatives team, the Neighbourhoods and Communities Service team and the equality and inclusion champions for each directorate. The steering group's role will be to co-ordinate progress against

this strategy, share intelligence, identify upcoming issues and support the Corporate Leadership Board on equalities and inclusion.



Responsibilities

- Assigning to the Head of Paid Service the role of Senior Equality and Inclusion Champion, responsible for leading the implementation of this strategy and for senior-level sponsorship of the staff-led equalities groups
- Ensuring progress against this strategy is a regular item on Corporate Leadership Board's agenda and features regularly in internal communications to colleagues
- Identifying an equality and inclusion champion on each directorate management team who will take the lead in ensuring their directorate has equalities and inclusion action plans in place that will help deliver this strategy
- Identifying equality and inclusion champions at service level to improve robustness of Equality Impact Assessments.



Assessing equality impacts

- Regularly refining the council's understanding of the underlying causes of inequalities in the city so this can drive future strategic thinking and action.
- Establishing tighter criteria, processes and standards for equality impact assessment to:
 - Assess the equalities impacts of different policy choices/ spending options before a preferred option is identified, so equality impacts inform decisions about which option is selected
 - Assess the equalities impact of all relevant policy and service decisions
 - Ensure appropriate equalities data is available and is used to inform decision making
 - Ensure decision makers have appropriate information about equalities impacts in the lead up to decisions and at the time they are made, understand their responsibility to pay due regard to this information and exercise it in practice
 - Develop and implement a process to assess the cumulative impact of a series of connected/interdependent decisions
 - Where possible, assess the impact of decisions on socio-economic inequality as well as on the Equality Act protected characteristic groups.



Human rights

- Looking at ways to incorporate human rights commitments and approaches into the Equality and Inclusion Strategy in line with good practice



Keeping citizens informed and tracking progress

- Publishing information at least once a year summarising progress against our equality and inclusion objectives and outlining any challenges we are facing in moving forward
- Review data currently collected through an equality lens and update where required.
- Our consultation and engagement strategy will outline how our activities will adopt best practice in seeking the views of all citizens about the council's services
- Regular intelligence-gathering and liaison between representatives of the equalities and inclusion steering group and civil society groups with an interest in this agenda
- Holding an annual equality and inclusion event with partner organisations and civil society groups to discuss progress, identify upcoming issues and celebrate successes



Inter-action with other plans, organisations or groups includes

Voice and Influence Partnership
VOSCUR
Bristol Equality Network

Mayoral Commission on Race Equality
Women's Commission



Measures

- Information about Bristol's performance on equality and inclusion is published at least annually in forms that are accessible and engaging to citizens
- Self-assessment against the local government equality framework shows Bristol is returning to an excellent level of performance
- Equality impact assessments are timely and relevant and are used to inform decisions
- Improvement in the quality of equality impact assessments
- The council has a clear understanding when decisions are made about the impact on equality including socio-economic equality



Equality Objective 2

To build an inclusive organisation where the workforce reflects the city we serve and the needs of all citizens, and where colleagues feel confident about being themselves at work.

This objective is about the council's role as an employer.



Related Bristol Equality Charter commitments

As an organisation we will:

- Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
- Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
- Ensure that equal opportunities are integral to how we recruit and treat our workforce
- Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner



Why this matters

To achieve our vision we need to do more than eliminate discrimination and harassment, important though that is. We must develop a culture that has inclusion and equality at the heart of everything we do. Unless leaders and managers role model inclusive behaviours and oversee practices that support equality and inclusion, our policies will not have the impact that we need to see.

This is not just about the council's role as an employer: a genuinely inclusive organisation is the foundation for commissioning and delivering services that meet the needs of Bristol's diverse communities and treat citizens with respect. Inclusive cultures do not just happen - unconscious biases and unwitting prejudices get in the way, as do time pressures and lack of knowledge or confidence - so creating this culture will involve conscious effort and co-ordination over the whole period of this strategy.



What we are doing now and will be doing in future

Inclusive leadership

- Inclusive leadership training for senior colleagues so that all senior leaders are able consistently to role model inclusive behaviours
- Inclusive leadership training to all colleagues with line management/supervisory roles

Recruitment and progression

- Review of policies such as secondment and acting up policies to support increased mobility and career progression for staff from groups that are under-represented at middle and senior management levels
- Support targeted initiatives like ‘Stepping Up’ that enable colleagues from groups that are under-represented at senior levels to progress their careers
- Monitor the impact of positive action programmes like ‘Stepping Up’ to review how well they achieve their goals and apply our learning to future work
- Actively seeking to recruit council staff in wards with disproportionately high levels of unemployment and to raise awareness of range of roles available within the council

- Review how recruitment processes operate in practice with a view to better understanding why some groups, e.g. Black, Asian and Minority Ethnic (BAME) and disabled applicants, are proportionately less likely to succeed in getting jobs than other groups

Pay

- Continue the work of the council’s gender pay commission
- Determine whether there is a race pay gap, or a disability pay gap and plan how to tackle these gaps

Human Resources (HR) policy framework

- Expand current review of HR policies to include systematic review of potential for unconscious bias within practices and policies

Performance and staff engagement

- Ensure all colleagues, including managers, have relevant performance objectives for their role in sustaining an inclusive organisation. Link these objectives to assessments of colleagues’ learning needs within the performance review system (how we will achieve this will be determined by our current review of this area.) HR will develop a bank of model inclusive organisation performance objectives

- Explore reasons behind grievances from and disciplinary actions involving under-represented groups and take appropriate action to deal with any equalities issues identified
 - Look at ways of supporting career progression for groups who are under-represented at senior levels, including how effectively we make reasonable adjustments for disabled colleagues and how well we make it possible for colleagues to combine work and family or caring responsibilities
- Knowledge and skills**
- Build workforce knowledge and skills on equality and inclusion by
 - Expanding unconscious bias training so that, as a minimum essential requirement, all council colleagues complete an e-learning module, for which completion is tracked
 - Regularly training colleagues on good equality and inclusion practices, prioritising areas/ teams where feedback suggests there may be bias hotspots. Bias hotspots might be identified by clusters of grievances or disciplinaries or complaints or concerns from citizens
 - Ensuring information about these equality objectives and progress towards them is regularly communicated to colleagues via our cascaded communications approach
 - Developing a clear narrative about how the council’s values can be applied to support equality and inclusion and incorporating this into training on the values
 - Training all colleagues who carry out equalities impact assessment on appropriate techniques and processes.



Inter-action with other plans, organisations or groups includes

Workforce and Organisational Improvement Plan

Learning and Development Plan

Corporate Strategy

Corporate Business Plan

Staff-led equality groups

Trade unions



Measures

- Reduce the disability pay gap (if monitoring shows a gap)
- Reduce the race pay gap
- Reduce the gender pay gap
- Increase the % of employees that live in the 10% most deprived areas of the city
- Difference between progression rate of BAME and non-BAME employees
- Difference between progression rate of female and male employees
- Percentage of top earners who are women
- Percentage of top earners who are BAME
- Percentage of top earners who have a disability
- Staff survey shows high levels of engagement and wellbeing, with year on year improvement
- Staff survey — no statistically significant difference in engagement and wellbeing levels between of BAME, disabled and Lesbian, Gay, Bisexual and Transgender (LGBT+) staff and workforce as a whole
- Year on year increases in the proportion of colleagues who self-declare their diversity characteristics
- Consider taking part in Stonewall’s Workplace Equality Index
- Bristol City Council’s workforce is broadly reflective of the demographics of the working age population in the communities we serve
- Reduction in disproportionate numbers of grievances from BAME colleagues and disabled colleagues
- Reduction in disproportionate numbers of disciplinaries involving BAME colleagues and disabled colleagues
- Staff-led equality groups feel they are able to contribute effectively and help make a difference.



Equality Objective 3

To provide inclusive services which actively address inequality and exclusion and enable all of Bristol's citizens to realise their potential and live safely.

This objective is about the council's role as a deliverer and commissioner of services.



Related Bristol Equality Charter commitments

As an organisation we will:

- Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol



Why this matters

The council has duties and powers to provide a wide range of services. Many of these services can play a role in creating a more level playing field for people who face inequality or exclusion.



What we are doing now and will be doing in future

- Each service area will identify local equalities gaps, issues and priorities and create an annual action plan for addressing them
- We will develop a systematic risk-based approach to reviewing service areas to identify and address potential unconscious bias in service design or delivery arrangements
- We will review the approach to equality in the commissioning and procuring of goods, works and services set out in our Social Value policy to ensure that:
 - we design commissioned services in ways that will eliminate discrimination and harassment, advance equality, including socio-economic equality, and foster good relations wherever it is possible and relevant to do so
 - we take all possible opportunities to ensure our suppliers and contractors take an active approach to contributing to our equalities and inclusion goals, including having standard terms in contracts with external suppliers that require adherence to the Council's Equalities and Inclusion policy and equal pay and cooperation to enable the Council to comply with any of its requirements under the Equality Act 2010.

- We will review how effectively the council is currently using its powers in relation to planning, transport, housing and licencing to enable disabled and older citizens to live, work and move around safely and efficiently
- We will develop and implement an accessible communications policy that sets good practice accessibility standards for the design and content of all council communications – corporate and service specific
- We will develop and implement an accessible website policy, building on current good practice, to ensure means of requesting services or raising issues with the council are accessible to disabled people and to those at risk of being excluded because of language issues
- Our draft Consultation and Engagement Strategy (in preparation) will define how we will seek to increase participation by under-represented citizens in consultations and engagement. This will help to ensure that our services and actions are informed by the views and needs of all our citizens
- We will ensure that equalities and inclusion are fully embedded in our scrutiny arrangements



Inter-action with other plans, organisations or groups includes

Bristol Voice and Influence Partnership

VOSCUR

Race and Women’s Commissions

Bristol Manifesto for Race Equality
Strategic Leaders Group

Staff-led equality groups



Measures

We will develop a set of measures and protocols for this objective once each service area has identified its equalities priorities and created an action plan for addressing them. Further measures will be developed in alignment with the emerging Social Value policy.



Equality Objective 4

To achieve a measurable increase in the extent to which communities facing inequality can share in and contribute to the city's success.

This objective is about the council's role as a leading agency in the city.



Related Bristol Equality Charter commitments

As an organisation we will:

- Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol



Why this matters

Ensuring that all communities share in the city's success is a core part of the vision set out in our Corporate Strategy. Many of the challenges we face need action by a range of players and the council has a leading role to play in bringing together agencies across the private, public and voluntary sectors to tackle inequalities and exclusion across Bristol.



What we are doing and will be doing in future

- Working with partners to develop a new approach to city governance via the One City approach and the production of the One City Plan both of which will place inclusivity at their core
- With our partners, developing and implementing the emerging One City Plan; as the One City approach develops we will update the actions and measures against this objective
- Launching the Bristol Equality Charter and participating in the Bristol Equality Network that will support effective implementation of the Charter
- Becoming a fully accredited Living Wage Employer
- Working with the council-commissioned Voice and Influence Partnership to build mechanisms for a diversity of less well heard community voices to be more clearly heard and for their input to influence decision making
- Helping to maximise the impact of city-wide equality networks and groups; for example by helping to align the priorities of the Race Equalities Strategic Leaders Group and Commission on Race Equality
- Working with partners to ensure we continue to support Bristol as a City of Sanctuary, as set out on our strategy for welcoming refugees and asylum seekers



Inter-action with other plans, organisations or groups includes

One City Plan and partners

Equality Charter

Corporate Plan

Commission on Race Equality

Women's Commission

Bristol Manifesto for Race Equality
Strategic Leaders Group

Voice and Influence Partnership

Bristol Equality Network



Measures

- Reduction in the gap between children in the 30% most deprived 'Super Output Areas' achieving a good level of development at Early Years Foundation stage compared to those not in the most deprived areas
- An increase in the proportion of looked-after children who meet and exceed their educational achievement outcomes
- A reduction in the number of homeless households and rough sleepers
- Reduction in the gap between disadvantaged pupils (including pupils with special educational needs, disabilities and children in care) and the Bristol Average at Key Stage 4
- A reduction in the difference between high performing and poorly performing areas in the number of unemployed people
- A reduction in the proportion of young people who are not in education, employment or training
- An increase in the proportion of residents in deprived areas who have access to the internet at home via home broadband, mobile phone or mobile broadband
- A reduction in the gap in life expectancy for men and women between the most deprived and least deprived areas



Equality Objective 5

Progressive building of good relationships between different communities in Bristol so everyone is able to participate and contribute.

This objective is about the council's role in the community.



Related Bristol Equality Charter commitments

As an organisation we will:

- Play our part in promoting good relations between people from different backgrounds



Why this matters

We cannot tackle inequalities and exclusion without fostering good relations between people with different backgrounds. Empowering communities and supporting them to become more resilient and connected is a core goal of our Corporate Strategy.



What we are doing now and will be doing in future

- Develop an 'inclusive communities' approach in the way Bristol City Council and partners work in and with place based communities to build more welcoming and inclusive places to live
- Deliver and build on projects such as Everyday Integration, Inclusive Cities and City of Sanctuary
- Work with Bristol Ageing Better to help create Age Friendly Streets
- Work with partners in 10 neighbourhoods across Bristol to build communities – facilitating connections between neighbours and communities who may not otherwise come together to take action on shared interests
- Collaborate with others to create spaces for sharing knowledge, insight and experience between place based communities and communities of interest to build alliances and understanding
- Promote and celebrate Bristol's diversity and cultural heritage by supporting community-led initiatives, e.g. Black History Month, Pride, and the International Day of Disabled People
- Our actions to meet this objective will be updated and amplified once our neighbourhoods and communities' service plan has been finalised, following a significant reshaping of this area of our work.



Inter-action with other plans, organisations or groups includes

Corporate Strategy

Quality of Life Survey

Commission on Race Equality

Women's Commissions

Bristol Manifesto for Race Equality
Strategic Leaders Group

Voice and Influence Partnership

VOSCUR

Locality

Neighbourhood-level community partners



Measures

- Reduce % living in the most deprived areas who lack information to get involved in the community
- An increase in the proportion of residents who report they see friends and family as often as they like
- Reduce % living in the most deprived areas who feel 'fear of crime affects my day to day life'
- Narrowing of the gap between the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well and the proportion in the city as a whole
- Increase % satisfied (in deprived areas) with the range and quality of outdoor events
- Reduction in proportion of residents who report experiencing discrimination or harassment in the past year
- Increase % of people in the most deprived areas who are satisfied with their local area

Annex 1: Bristol Equality Charter

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:

- 1 Making Bristol a welcoming city where everyone feels they belong
- 2 Inspiring trust and confidence in all the city has to offer
- 3 Recognising, valuing and celebrating diversity
- 4 Building good relations and understanding between people
- 5 Promoting inclusion, participation and equal access
- 6 Challenging discrimination, harassment, bullying, hate crime and victimisation

As an organisation we will:

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



Annex 2: Sources of information about people and communities in Bristol

The Population of Bristol

The Population of Bristol report provides a regularly updated overview of the people living in the Bristol Local Authority area.

www.bristol.gov.uk/statistics-census-information/the-population-of-bristol

Key Facts about Bristol

A summary of major facts and infographics about Bristol, and living in the city.

www.bristol.gov.uk/documents/20182/32947/State+of+Bristol+Key+Facts+2017-18

2011 Census information

We use data and analysis from the 2011 Census to tell us about equalities groups in Bristol.

www.bristol.gov.uk/statistics-census-information/census-2011

Quality of Life in Bristol

The Quality of Life survey is a yearly survey carried out in Bristol. It gives us information about the quality of life for Bristol's residents broken down by ward, equalities groups and areas of deprivation.

www.bristol.gov.uk/statistics-census-information/the-quality-of-life-in-bristol

Open Data Bristol

The Open Data Bristol project has data and information about Bristol, including useful information about people with protected characteristics.

www.opendata.bristol.gov.uk/

Joint Strategic Needs Assessment (JSNA)

The JSNA is a profile of data about the health and wellbeing of Bristol. It aims to help with designing and delivering services, and tackling health inequalities across communities in Bristol.

www.bristol.gov.uk/policies-plans-strategies/joint-strategic-needs-assessment

Gender Pay Gap

We publish our gender pay gap every 12 months to show the pay gap between female and male Bristol City Council employees.

www.bristol.gov.uk/people-communities/measuring-equalities-success

Annex 3: Terminology

Accessible communications means communications that can be understood by all members of the community, including Deaf and disabled people and people who use English as a second language.

An **asylum seeker** is a person who has sought protection as a refugee, but whose claim for refugee status has not yet been assessed.

BAME stands for black, Asian and minority ethnic and is used to refer to members of non-white communities in the UK.

Carer is someone who provides support, unpaid, for a friend or family member who needs support owing to disability, illness, or for another reason such as an addiction.

Disability Bristol City Council is committed to the social model of disability which defines it as the effect of the barriers, discrimination and disadvantages faced by disabled people, not the impact of their specific impairment. The Equality Act 2010, defines it as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do normal daily activities.

Diversity is about recognising the many ways in which people are different from each other and the impact these differences can have on the opportunities people have. These differences go beyond the Equality Act protected characteristics and include class and family background.

Employment rate: The number in employment expressed as a percentage of everyone in that age group (in this case, all those of working age).

Equality is about recognising and respecting differences, including different needs, to ensure people can live their lives free from discrimination, know their rights will be protected, and have what they need to succeed in life. It is about ensuring equality of opportunity by tackling the barriers that some groups face, and making society fairer by narrowing the social and economic divides that separate people. The characteristics protected by equality legislation are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex and sexual orientation.

Food poverty means that an individual or household isn't able to obtain healthy, nutritious food, or can't access the food they would like to eat. It often results in people eating poor diets, which can lead to heart disease, obesity, diabetes and cancer, as well as inadequate levels of many vitamins and minerals.

Fuel poverty: Households that spend more than ten per cent of their income on fuel to maintain a satisfactory heating regime, as well as meeting their other fuel needs (lighting and appliances, cooking and water heating).

Hate crime is any crime that is targeted at a person because of hostility or prejudice towards that person's actual or perceived disability, race or ethnicity, religion or belief, sexual orientation or trans identity. This can be committed against a person or property. The Law Commission is reviewing whether the law should be amended to treat crimes caused by misogyny as hate crimes.

Homelessness is the state of lacking a place to live that is supportive, affordable, decent and secure. While rough sleepers are the most visible homeless population, most homeless people live in hostels, squats, bed and breakfasts or in temporary and insecure conditions with friends and family.

Inclusive design creates environments that everyone can use to access and benefit from the full range of opportunities available in society. It enables people to participate, confidently, independently and with choice and dignity. Inclusive design avoids separation or segregation and is made up of places and spaces meet the needs of everyone in society.

Inclusion means taking active steps to create equality, ensuring equal access and opportunity for all and tackling discrimination and injustice. It is also about ensuring that people feel they belong, and are encouraged and equipped to connect with others and to contribute to the life of the city.

LGBT+ stands for Lesbian, Gay, Bisexual and Transgender (including Genderqueer, Non Binary, Questioning, Intersex and Asexual).

Pay gap is the difference between the average hourly pay of two different groups of people, for example men and women, or groups from different ethnic backgrounds.

Protected characteristics are the nine characteristics protected under the Equality Act 2010. They are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Poverty is defined relative to the standards of living in a society at a specific time. People live in poverty when they are denied an income sufficient for their material needs and when these circumstances exclude them from taking part in activities that are an accepted part of daily life in that society.

A **refugee** is someone who ‘owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country...’ (1951 Refugee Convention).

Social integration is the extent to which people interact and connect with others who are different to themselves and is determined by the level of equality between people, the nature of their relationships, and their degree of participation in the communities in which they live.

Socio-economic duty is covered by Section 1 of the Equality Act 2010, which is not currently in force. It would require a public body ‘when making decisions of a strategic nature about how to exercise its functions, [to] have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage’.

Socio-economic status or National Socio-Economic Classification (NS-SEC) is formally defined as a proxy measure for social class, produced since 2001 by the Office for National Statistics, that is based on a person’s occupation.

