

## Appendix D - Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Approval of Bristol Holding Ltd., and Bristol Waste Company (BWC) Business Plans
Please outline the proposal.	<p>The Cabinet report seeks approval of the annual business plans of Bristol City Council-owned trading companies.</p> <p>Bristol Holding Ltd.'s business plan provides the Council with a recommendation for the company to continue as a 'thin company' with governance and oversight functions being managed by BCC.</p> <p>The Bristol Waste Company Business Plan sets out its plan to deliver waste services, adding value by creating social value through engaging communities and changing attitudes to waste.</p>
What savings will this proposal achieve?	The BWC Plan includes a number of areas for investment, and driving cost efficiencies from the delivery of services.
Name of Lead Officer	Helen Wheeler, Senior Client Manager, Shareholder Function

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
<p>Please outline where there may be significant opportunities or positive impacts, and for whom.</p> <p>Since the initial set up of these companies, equalities organisations and activists have expressed concern about the lack of diversity for the new BCC companies.</p> <p>The data is as follows:</p> <p>Data for Bristol Holding Ltd. :</p> <p>The diversity data for the company's shareholders and advisors are</p> <ul style="list-style-type: none"> <li>• 2 men, 5 women</li> <li>• 3 BME, white other, 5 White British</li> <li>• Sexual orientation unknown, religion unknown, disability unknown.</li> </ul> <p>The Diversity data for the company directors are.</p> <ul style="list-style-type: none"> <li>• 3 women and 10 men</li> <li>• 11 white British, 1 non-white British, 1 white other and the ethnicity of one director is not known. Sexual orientation unknown, religion unknown, disability unknown</li> </ul> <p>Bristol Holdings Ltd. does not have a public customer base but does have oversight of the Trading</p>

Companies' activities and should look at the diversity of its Directors and advisors where it is able to. The Waste Company serves every resident in Bristol, and therefore its workforce, board and Directors should be representative of Bristol demographics. We do not have exact data on the workforce but we know it to be predominantly male and white.

Demographics for Bristol are below:

Protected characteristic	Census 2011 Demographics in Bristol %
Aged 15 and under	18.40%
16-24	15.60%
65 - 74	6.50%
75 and over	6.60%
Men	49.80%
Women	50.20%
People with a disability or long term limiting illness total	16.70%
White British	77.90%
White – non-British	6.10%
Black and minority ethnic	16%
Civil partnership	0.30%
People whose main language is not English	8.50%
% Born in the UK	85.30%
% resident in UK for less than 5 years	5.10%
Lone Parent Household	12%

**Please outline where there may be significant negative impacts, and for whom.**

Bristol Holding Ltd.'s business plan has low relevance for equalities. The holding company is not a public facing organisation, and the Cabinet Report proposes that it will continue to have a reduced function.

However, given that the holding company's remit will not be focussing on "ensuring the direction of the holding company and its subsidiaries align with the ethos of the Council and delivery of services", it is important that the shareholder function within the council, which reports into the Shareholder Group, sets out clearly the Council's expectations as shareholder that the companies which it owns should accord with the Public Sector Equality Duty, even though the companies may not be subject to this duty under law.

The key principles of this duty are:

1. That the companies should have a good understanding of the Equalities legislation.
2. That they provide equality of opportunity to staff and contractors in recruitment, selection, and in the workplace.
3. That they consider how they promote equality of opportunity, access etc. in their dealings with customers and services users.

<p align="center"><b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)</p>
<p>Please outline where there may be significant opportunities or positive impacts, and for whom.</p>
<p>Please outline where there may be negative impacts, and for whom.</p>
<p>Bristol Holding Ltd.'s business plan has low relevance for equalities. It is not a public facing organisation, and the Cabinet Report proposes that it will continue with a reduced function. Therefore the future reduced influence on company policies and business plans means the holding company has very low equalities relevance.</p>

<p align="center"><b>Is a full Equality Impact Assessment required?</b></p>	
<p>Does the proposal have the potential to impact on people with protected characteristics in the following ways:</p> <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
<p>Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.</p>	<p>No. It would be prudent to ensure that all arm's length companies the council set up in the future have a plan in place to ensure diversity of its Board, Director and workforce at inception, so that the Council's vision that everybody should share in the cities success is realised.</p> <p>A full report on progress made on diversifying its workforce should be presented to cabinet next year before a decision is made on the drawdown of funds in 2019.</p>
<p>Service Director sign-off and date:</p>	<p>Equalities Officer sign-off and date: Cherene Whitfield 14 December 2018</p>