

# Summons to attend meeting of Full Council



**Date:** Tuesday, 5 July 2022

**Time:** 6.00 pm

**Venue:** The Council Chamber - City Hall, College Green,  
Bristol, BS1 5TR

**To: All Members of Council**

**Issued by:** Oliver Harrison, Democratic Services

City Hall, PO Box 3399, Bristol, BS1 9NE

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**Date:** Friday, 24 June 2022



# Agenda

## 1. Welcome and Introductions

(Pages 12 - 14)

## 2. Apologies for Absence

## 3. Declarations of Interest

To note any declarations of interest from the Councillors. They are asked to indicate the relevant agenda item, the nature of the interest and in particular whether it is a **disclosable pecuniary interest**.

Any declarations of interest made at the meeting which is not on the register of interests should be notified to the Monitoring Officer for inclusion.

## 4. Minutes of the Previous Meeting

To agree the minutes of the following previous meetings as a correct record:

(Pages 15 - 23)

24 May 2022 Extraordinary Full Council

24 May 2022 Annual Full Council

## 5. Lord Mayor's Business

To note any announcements from the Lord Mayor

## 6. Public Petitions, Statements and Questions

Public forum items can be about any matter the Council is responsible for or which directly affects the city. Submissions will be treated in order of receipt and **as many people shall be called upon as is possible within the time allowed within the meeting (normally 30 minutes)**.

Further rules can be found within our Council Procedure Rules within the [Constitution](#).

Please note that the following deadlines apply to this meeting:

a. Public petitions and statements: Petitions and written statements



must be received by **12 noon on Friday 1 July 2022** at latest. One written statement per member of the public is permitted.

b. Public questions: Written public questions must be received by **5pm on Wednesday 29 June 2022** at latest. A maximum of 2 questions per member of the public is permitted. Questions should be addressed to the Mayor or relevant Cabinet Member.

Public forum items should be e-mailed to [democratic.services@bristol.gov.uk](mailto:democratic.services@bristol.gov.uk)

## **7. Petitions Notified by Councillors**

Please note: Up to 10 minutes is allowed for this item.

Petitions notified by Councillors can be about any matter the Council is responsible for or which directly affects the city. The deadline for the notification of petitions to this meeting is **12 noon on Monday 4 July 2022**.

## **8. Petition Debate - Residents Against the Mast in Redcatch Park**

**Recommendation: That Full Council debates the petition and refers it to the Mayor / relevant Cabinet member for a formal response** (Pages 24 - 26)

## **9. Mayoral Commission Update: Report from Youth Mayors / Youth Council on Manifesto for Year Ahead**

**Recommendation: That Full Council note the report.** (Pages 27 - 35)

## **10. Annual Report for the Equality and Inclusion Strategy**

**Recommendation: That Full Council note the Equality and Inclusion Annual Progress Report 2021-22.** (Pages 36 - 82)

## **11. Motions**

Note:

Under the Council's constitution, 30 minutes are available for the consideration of motions. In practice, this realistically means that there is usually only time for one, or possibly two motions to be considered.

(Pages 83 - 114)



With the agreement of the Lord Mayor, motion 1 below will be considered at this meeting, and motion 2 is likely to be considered, subject to time.

Details of other motions submitted, (which, due to time constraints, are very unlikely to be considered at this meeting) are also set out for information.

## **MOTIONS RECEIVED FOR FULL COUNCIL**

### **GOLDEN MOTION: COST OF LIVING**

#### **The Council notes:**

- Inflation has hit a 40-year high of 9%, with the cost of staple foods rising by 13%<sup>1</sup>
- Electricity prices are set to rise by 54%
- Rents in the South west have increased by 18% since to 2020.

The combination of these factors, as well as factors such as the rising cost of petrol, which has now reached £2 a litre, has left people struggling to make ends meeting.

Women are disproportionately affected by the rise in the cost-of-living<sup>2</sup>. Equally, research has found that people from racially diverse backgrounds are more likely to struggle paying bills, rent, or mortgages than people from white backgrounds<sup>3</sup>, and disabled people will also be disproportionately affected by the increase in the cost-of-living<sup>4</sup>. This shows the cost-of-living crisis could have a profound, negative affect on Bristol's efforts to create a more equal, fairer society.

The rising cost-of-living is exacerbated by continued cuts to benefits. The £34 billion cut from benefits spending by successive Governments has resulted in increased poverty - a figure that will likely increase due to inflation and real-terms benefits cuts.

The continued wage stagnation and rise in insecure working conditions, meaning inflation has a stronger impact on people's discretionary income. Between 1992 and 2008, real wages went up by 36%; for 2008 to 2024 a rise of just 2.4% is expected. Currently, 2.8% of all workers in the United Kingdom were on a zero-hours contract, compared with just 0.4% in the mid-2000s.

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<sup>1</sup> Linsell, Ramnarayan, Goodman. May, 2022. 'Supermarket Food Price Increase Above UK Inflation in Cost of Living Crisis'. Bloomberg.

<sup>2</sup> Living Wage Foundation. May, 2022. 'Low paid work and cost-of-living crisis disproportionately affecting women'

<sup>3</sup> People Like Us, May 2022.

<sup>4</sup> Research Institution for Disabled Consumers, 2019.



This has contributed to an increase in the use of foodbanks, with some 15% of people using food banks are thought to be in employment, with reliance on foodbanks up at least 25% compared to pre-pandemic levels.

The Labour administration has implemented a number of measures to help mitigate the impact of the cost-of-living crisis. These include suspending the eviction of council tenants, maintaining the Council Tax Reduction Scheme rate at 100%, and introducing the No Cold Homes strategy, which puts the city on track to eliminating fuel poverty by 2028 – among many other things.

**This Council believes:**

There is a cost-of-living crisis in the UK.

There is a rent crisis in the UK, which compounds the impact of the cost-of-living crisis for the 58,000 households in Bristol in private rented accommodation.

This cost-of-living crisis' effect on the worst-off has been exacerbated by a decade of austerity, first imposed by the Conservative / Liberal Democrat coalition, and continued by successive Conservative Governments.

The Government U-turn on Labour's demands for a windfall tax on energy firms is welcome, needed, and long overdue. However, further work is needed to help the worst-off during the cost-of-living crisis both in the immediate and in the long term, through work to eradicate poverty from the UK.

**Therefore, this Council resolves to:**

To develop a 'One City' regular system of partnership reporting to help track impact of the crisis at ward level to grow our evidence base for our needs analysis and so we can target our response accurately.

Work with community and voluntary organisations to develop our community response, building on what already exists and taking a social justice approach. Ideas include a network of welcoming space where people can spend time, have access to Wi-Fi, free activities and support

Work with council staff and VCSE organisations to roll out signposting training to ensure we maximise opportunities to inform and support residents in crisis and direct them towards services that can advise on saving money on heating bills, employment and skills and wellbeing support.

Support the development of a 'Pledge My Check' type scheme, where



beneficiaries of the £400 relief grant who do not need the additional financial support can donate it to organisations that do, and promote this scheme through the Council's social media and websites.

Work to expand the use of the Council's reuse shops, which provide people with cheap household items and supporting our circular economy principles.

Build on our work as a Living Wage City, by encouraging businesses throughout Bristol to end the use of zero-hour contracts and instead give employers secure, fairly paid employment.

Continue to protect the Council Tax Reduction Scheme in full, ensuring the people most affected by the cost-of-living crisis do not have to pay any Council Tax.

Continue to protect children's centres and nurseries as a priority when faced with real-terms Government funding cuts to Local Authorities.

Call on Party Group Leaders to lobby the Government to:

- Keep benefit payments in line with inflation, in a system similar to the state pension 'triple lock'.
- Continue provide free school meals during school holidays and for it to expand eligibility to include anyone in receipt of Universal Credit.

### **Golden Motion to be moved by Councillor Nicola Beech (Labour)**

**Received 22 June**

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### **SILVER MOTION: TRANS RIGHTS ARE HUMAN RIGHTS**

#### **This Council notes:**

- [Figures](#) obtained by VICE Worlds News using Freedom of Information Requests to all 45 UK Police Forces<sup>5</sup> showed there were 6,363 reports of hate crimes based on sexual orientation in 2014-15, compared to 19,679 in 2020-21 (210% increase). For reports of transphobic hate crimes, there were 598 in 2014-15 and 2,588 in 2020-21 (332% increase).
- Stonewalls ['School Report' \(2017\)](#) found:
  - 64% of trans pupils are bullied for being LGBT at school.
  - One in three trans pupils (33%) are not able to be known

<sup>5</sup> VICE World News reported only two police forces, Hampshire and West Mercia, failed to respond.



by their preferred name at school.

- More than two in five trans young people (45 per cent) have attempted to take their own life.
- **Stonewall's 2018 ['LGBT in Britain Trans Report'](#) found:**
  - 41% of trans people and 31% of non-binary people have experienced a hate crime or incident because of their gender identity in the last 12 months.
  - 12% of trans employees have been physically attacked by colleagues or customers in the last year.
  - 36% of trans university students in higher education have experienced negative comments or behaviour from staff in the last year.
  - 44% of trans people avoid certain streets because they don't feel safe there as an LGBT person. 40% of trans people adjust the way they dress because they fear discrimination or harassment - this number increases significantly 52% of non-binary people.
  - 41% of trans people said that healthcare staff lacked understanding of specific trans health needs when accessing general healthcare services in the last year.
  - 42% of trans people who would like to undergo medical intervention as part of their transition, haven't done so yet, because they fear the consequences it might have on their family life.
  - 62% of trans people who have undergone, or are currently undergoing, medical intervention for their transition are unsatisfied with the time it took to get an appointment.
- **Trans Actual UK ['Trans Lives Survey 2021: Enduring the UK's hostile environment'](#) found:**

### **Everyday Transphobia – Housing, Employment, Family and Public Transport:**

- 85% of trans people who responded have experienced transphobia from family members, with 26% experiencing it 'frequently' and 13% 'every time'.
- 85% of trans women reported being subjected to transphobic street harassment from strangers, with 71% of trans men and 73% of non-binary people saying the same.
- 80% of non-binary people reported having experienced transphobia from colleagues compared to 73% of trans men and 73% of trans women saying the same.
- 69% of Black people and people of colour (BPOC) respondents reported experiencing transphobia from their



line manager at work.

### Media Transphobia:

- 99% of trans people surveyed have experienced transphobia on social media, and 97% reported witnessing transphobia in digital and print media.
- 93% of participants reported that media transphobia had impacted their experiences of transphobia from strangers on the street.
- 85% said that transphobic rhetoric in the media has impacted how people in their family treat them, 81% said this was true of their colleagues, and 70% for friends.
- Over 70% of the individuals surveyed felt that media transphobia impacted their mental health to some extent, with nearly two-thirds reporting that it impacted them ‘moderately’ or ‘very much’.
- **Just Like Us Report [‘Growing Up LGBT+’](#)** (2021) highlighted:
  - Transgender staff are the least likely to be out in school (8%).
  - LGBT+ pupils are three times more likely to have witnessed transphobic bullying in comparison to non-LGBT+ pupils (33% vs 10%).
  - 63% of LGBT+ pupils and 57% of non-LGBT+ pupils think a staff member would be supportive of a pupil coming out as transgender, in contrast to 81% of LGBT+ pupils and 80% of non-LGBT pupils think a staff member would be supportive of a pupil coming out as LGB.
  - 84% of young people would be supportive of a friend coming out as transgender.
- **Galop’s [‘Hate Crime Report 2021’](#)** found Two-thirds (64%) of respondents had experienced anti-LGBT+ violence or abuse. Out of those who had experienced anti-LGBT+ violence and abuse:
  - 9 in 10 had experienced verbal abuse (92%).
  - 3 in 10 had been subject to physical violence (29%).
  - 2 in 10 had experienced sexual violence (17%).
- In the last 12 months, Stand Against Racism & Inequality (SARI), based in Bristol, has seen 40 referrals come from the LGBTQ+ community in Bristol alone, with concerns about the number of cases that are going unreported.
- The [National LGBT Survey \(2017\)](#), which had over 108,000 responses from people who identify as LGBTQ+ and live in the UK, showed:
  - 5% of respondents said they had been offered conversion in an attempt to “cure” them of being lesbian, gay,





- bisexual, and transgender (LGBT) in their lifetime.
- 2% said they had undergone conversion therapy.
- 4% of transgender respondents said they had undergone conversion therapy, and 8% reported having been offered it.
- The proposed plan by the Government is to ban conversion therapy in relation to sexual orientation and not gender identity, despite previous promises. In addition, the proposed ban will not now include those over 18 who “consent” to it.
- The Gender Identity Clinic serving the South West (‘The Laurels’) is the worst in the country for waiting times for a 1<sup>st</sup> appointment.

### **This Council Believes:**

- Bristol is a city that believes in gender equality and solidarity.
- Bristol has a strong history of being a progressive city connected and strengthened by diverse communities that represent it and are embedded in core values of equality, acceptance and solidarity.
- A full ban on conversion therapy is crucial to protect the entire LGBTQIA+ community, including LGBTQIA+ youth. It must extend to clearly protecting relation to sexual orientation, gender identity, and people with intersex variations, including surgical conversion therapy on intersex youth. To ensure this legislation is effective, it must clearly extend to **protecting all people** with minority sexual orientations and gender identities and who are intersex. This includes clearly stating in the terminology it includes asexual, aromantic, intersex, non-binary, and genderqueer people as well as people with other minority sexual orientations and gender identities.
- A full ban should also include practices even where consent has, nominally, been granted, recognising the disproportionate power relationships that often exist between providers and recipients of conversion therapies.
- More work can be done by the council to ensure all local services are inclusive to trans and non-binary people.

### **This Council Resolves:**

1. To recognise and affirm trans men are men, trans women are women, non-binary and genderqueer people's genders are valid, and trans rights are human rights.
2. Facilitate and strongly encourage all council staff and Councillors to attend training to learn about the challenges faced by trans people.
3. Fly the trans flag on the International Trans Day of Visibility (31st



March), International Non-Binary People's Day (14th July) and Trans Day of Remembrance (20th November)

4. Write to the Secretary of State for Health and Adult Social Care to call for the government to:

- Provide the funding and resources necessary to increase the capacity of and improve access to trans and non-binary healthcare, including expanding gender identity services and reducing waiting times.
- Develop strategies to recruit more clinicians to become gender identity specialists across all relevant disciplines and train staff across the NHS on issues affecting trans and non-binary people.
- Commit to effectively and regularly consulting trans and non-binary people and groups in the design and delivery of trans and non-binary healthcare.

5. To work with all four Bristol MPs to help coordinate joint cross-party initiatives within parliament to bring forward a full ban on conversion therapy that includes gender identity.

6. To continue supporting the improvement of services in Bristol to be fully accessible to trans and non-binary people, working with recognised trans-inclusive services and not taking advice from or awarding contracts to organisations that promote an anti-trans agenda or propaganda.

7. Conduct an audit of Council services to ensure they are as accessible as possible to trans and non-binary people.

8. Look into what we can do as a Council as an employer to support further those who identify as trans and non-binary and to protect them from transphobic harassment within their roles.

9. To ensure there are accessible gender-neutral toilet facilities throughout the City (including within Council buildings) and to ensure there are menstrual care dispensers and sanitary bins in all toilets, regardless of gender. This includes municipal-run toilets and toilet facilities under its 'Community Toilet Scheme'.

10. Encourage schools to follow expert legal guidance outlined by the [Good Law Project](#). That it will consider publishing a 'Trans Inclusion Toolkit' for our schools (as available in Brighton). That it will act on any known instances of anti-trans literature or propaganda being sent into our schools. That it recognises that beliefs such as that of 'gender critical' can be protected, however this does not provide the right to express those beliefs and will not allow this as a lever for hate speech and bullying in the school estate.



11. To write to the Home Secretary calling for:

- An action plan on tackling LGBTQIA+ Hate Crimes within the UK.
- Prevented deportation of LGBTQIA+ refugees to Rwanda and a review into applications for LGBTQIA+ refugees claiming asylum status within the UK.

**Motion to be moved by: Cllr Brown (Liberal Democrats)**

**Submitted 23<sup>rd</sup> July 2022**

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Signed



Proper Officer

Friday, 24 June 2022



# Public Information Sheet - Full Council

Public meetings include Cabinet, Full Council, regulatory meetings (where planning and licensing decisions are made) and scrutiny are held at City Hall.

Members of the press and public who plan to attend City Hall are advised that you may be asked to watch the meeting on a screen in another room should the numbers attending exceed the maximum occupancy of the meeting venue.

## Fire Safety Information

In event of alarm please calmly leave by the nearest fire exit. The assembly point is by the side of the Cathedral.

## COVID-19 Prevention Measures at City Hall (June 2022)

When attending a meeting at City Hall, the following COVID-19 prevention guidance is advised:

- promotion of good hand hygiene: washing and disinfecting hands frequently
- while face coverings are no longer mandatory, we will continue to recommend their use in venues and workplaces with limited ventilation or large groups of people.
- although legal restrictions have been removed, we should continue to be mindful of others as we navigate this next phase of the pandemic.

## COVID-19 Safety Measures for Attendance at Council Meetings (June 2022)

We request that no one attends a Council Meeting if they:

- are required to self-isolate from another country
- are suffering from symptoms of COVID-19 or
- have tested positive for COVID-19

## Public Forum – Full Council

You can find papers for all our meetings on our website at [www.bristol.gov.uk](http://www.bristol.gov.uk).

Members of the public who live or own a business in Bristol may present a petition, make a written statement or ask a question at Full Council meetings. Please submit it to [democratic.services@bristol.gov.uk](mailto:democratic.services@bristol.gov.uk).

Petitions, Statements and Questions must be about a matter the Council has responsibility for or which directly affects the city. For further information about procedure rules please refer to our Constitution <https://www.bristol.gov.uk/how-council-decisions-are-made/constitution>



### **Petitions from members of the public**

- Petitions will be presented to the Council first.
- Petitions must include name, address and details for the wording of the petition.
- The person presenting a petition will be asked to read out the objectives of the petition with one minute allowed.
- A written reply will be provided to the lead petitioner within 10 working days of the Full Council meeting.

### **Statements**

- Statements should be received no later than **12.00 noon two working days before the meeting**.
- There can be one statement per person and subject to overall time constraints, a maximum of one minute is allocated for presentation.
- Any statement submitted should be no longer than one side of A4 paper.
- For copyright reasons, we are unable to reproduce or publish newspaper or magazine articles that may be attached to statements.

### **Questions**

- Questions should be received no later than **three clear working days before the meeting**.
- A maximum of two written questions per person can be submitted.
- At the meeting, a maximum of one supplementary question per question may be asked, arising directly out of the original question or reply.

By participating in public forum business, we will assume that you have consented to your name and the details of your submission being recorded and circulated to the Committee and published within the minutes. Your statement or question will also be made available to the public via publication on the Council's website and may be provided upon request in response to Freedom of Information Act requests in the future.

We will try to remove personal and identifiable information. However, because of time constraints we cannot guarantee this, and you may therefore wish to consider if your statement contains information that you would prefer not to be in the public domain. Committee information on the council's website may be searchable on the internet.

The information contained within public forum submissions are the views of those individuals and do not reflect the views of Bristol City Council.

### **Process during the meeting:**

- The Lord Mayor will call each submission in turn. When you are invited to speak, please make sure that your presentation focuses on the key issues that you would like Members to consider. This will have the greatest impact.
- If there are a large number of submissions on one matter a representative may be requested to speak on the groups behalf.
- There will be no debate on statements or petitions.
- If you do not attend or speak at the meeting at which your public forum submission is being taken your statement will be noted by Members.
- As part of the drive to reduce single-use plastics in council-owned buildings, please bring your own water bottle in order to fill up from the water dispenser.



## Other formats and languages and assistance for those with hearing impairment

You can get committee papers in other formats (e.g. large print, audio tape, braille etc) or in community languages by contacting the Democratic Services Officer. Please give as much notice as possible. We cannot guarantee re-formatting or translation of papers before the date of a particular meeting.

Committee rooms are fitted with induction loops to assist people with hearing impairment. If you require any assistance with this please speak to the Democratic Services Officer.

## Arrangements for Full Council

The allocated public gallery for Full Council is available for members of the public to observe the Full Council meeting.

The Lord Mayor has determined:

- Attendees should please be quiet and not interrupt proceedings.
- Large bags will be left at reception.
- All loud hailers, banners, and placards must be left at the main entrance and will not be permitted to be brought into the building.
- The Council reserves the right to remove any person who disrupts the proceedings. In appropriate circumstances, the police may be called.

Under our security arrangements, all members of the public (and bags) will be searched. This applies to all members of the public attending the meeting in the interests of helping to ensure a safe meeting environment for all attending. Visitors' bags are liable to be searched prior to entry, and entry is conditional upon visitors consenting to be searched. Searches are carried out to ensure that no items which may interrupt proceedings are brought into the building. Small notices may be acceptable if they are not obstructive or offensive (no more than A4 size).

The privacy notice for Democratic Services can be viewed at [www.bristol.gov.uk/about-our-website/privacy-and-processing-notice-for-resource-services](http://www.bristol.gov.uk/about-our-website/privacy-and-processing-notice-for-resource-services)



# Bristol City Council

## Minutes of the Full Council

24 May 2022 at 2.00 pm



**Members Present:-** Mayor Marvin Rees

**Councillors:** Amal Ali, Donald Alexander, Lesley Alexander, Kerry Bailes, Jenny Bartle, Nicola Beech, Marley Bennett, Mark Bradshaw, Andrew Brown, Craig Cheney, Jos Clark, Sarah Classick, Amirah Cole, Asher Craig, Carla Denyer, Kye Dudd, Tony Dyer, Richard Eddy, Emma Edwards, Jude English, Lily Fitzgibbon, Tessa Fitzjohn, Martin Fodor, Paul Goggin, Zoe Goodman, John Goulandris, Katy Grant, Fi Hance, Alex Hartley, Tom Hathway, Helen Holland, Gary Hopkins, Katja Hornchen, Jonathan Hucker, Philippa Hulme, Farah Hussain, Chris Jackson, Hibaq Jama, Ellie King, Tim Kent, Heather Mack, Mohamed Makawi, Brenda Massey, Henry Michallat, Yassin Mohamud, Graham Morris, Paula O'Rourke, Barry Parsons, Steve Pearce, Ed Plowden, Guy Poultney, Kevin Quartley, James Scott, Sharon Scott, Steve Smith, Ani Stafford-Townsend, Lisa Stone, Christine Townsend, Andrew Varney, Mark Weston, David Wilcox, Chris Windows and Tim Wye

### 1 Welcome and Introductions

The Lord Mayor welcomed all attendees to the meeting.

### 2 Apologies for Absence

Apologies for absence were heard from: Councillor Fabian Breckels, Councillor Chris Davies, Councillor Lorraine Francis, Councillor John Geater, Councillor Geoff Gollop, Councillor Tom Renhard, Councillor Tim Rippington.

### 3 Public Forum

#### Public statements:

The Full Council received and noted the following statements (which were also referred to the Mayor for his consideration/information):

Ref No	Name	Title
PS01	Mary Page	Governance Referendum Outcome
PS02	Emma Harvey	Governance Referendum Outcome

Within the time available, statements PS01 and PS02 were presented by individuals present at the meeting.

**Public Questions:**

The Full Council noted that the following questions had been submitted:

Ref No	Name	Title
PQ01 & PQ02	Suzanne Audrey	Mayoral Referendum
PQ03 & PQ04	Mary Page	Mayoral Referendum
PQ05 & PQ06	Harriet Bradley	Mayoral Referendum

Within the time available, the Mayor responded verbally to questions PQ03 and PQ04 also responding to supplementary questions.

**4 Governance Referendum Outcome**

The Full Council considered a report which proposed actions following the Governance Referendum held on 5 May 2022.

The Lord Mayor moved the report and the recommendations contained therein.

The Deputy Lord Mayor seconded the report.

There was a debate, and it was:

**RESOLVED:**

**That Full Council**

- 1. notes the outcome of the referendum on how Bristol City Council is run;**
- 2. resolves to cease to operate a Directly Elected Mayor model of governance and start to operate a Committee model of governance with effect from 5 May 2024;**
- 3. establishes a cross-party working group to develop the Committee model of governance and which will report back to Full Council before the end of 2022.**

Meeting ended at 2.30 pm

**CHAIR** \_\_\_\_\_





**Bristol City Council**  
**Minutes of the Full Council**

**24 May 2022 at 2.30 pm**



**Members Present:-** Mayor Marvin Rees

**Councillors:** Kye Dudd, Mayor Marvin Rees, Amal Ali, Donald Alexander, Lesley Alexander, Kerry Bailes, Jenny Bartle, Nicola Beech, Marley Bennett, Mark Bradshaw, Andrew Brown, Craig Cheney, Jos Clark, Sarah Classick, Amirah Cole, Asher Craig, Carla Denyer, Tony Dyer, Richard Eddy, Emma Edwards, Jude English, Lily Fitzgibbon, Tessa Fitzjohn, Martin Fodor, Paul Goggin, Zoe Goodman, John Goulandris, Katy Grant, Fi Hance, Alex Hartley, Tom Hathway, Helen Holland, Gary Hopkins, Katja Hornchen, Jonathan Hucker, Philippa Hulme, Farah Hussain, Chris Jackson, Hibaq Jama, Ellie King, Tim Kent, Heather Mack, Mohamed Makawi, Brenda Massey, Henry Michallat, Yassin Mohamud, Graham Morris, Paula O'Rourke, Barry Parsons, Steve Pearce, Ed Plowden, Guy Poultney, Kevin Quartley, James Scott, Sharon Scott, Steve Smith, Ani Stafford-Townsend, Lisa Stone, Christine Townsend, Andrew Varney, Mark Weston, David Wilcox, Chris Windows and Tim Wye

**1 Welcome and Introductions**

The Lord Mayor welcomed all attendees to the meeting.

**2 Apologies for Absence**

Apologies for absence were heard from: Councillor Fabian Breckels, Councillor Chris Davies, Councillor Lorraine Francis, Councillor John Geater, Councillor Geoff Gollop, Councillor Tom Renhard, Councillor Tim Rippington.

**3 Election of Lord Mayor**

Councillor Katy Grant moved that Councillor Paula O'Rourke be elected as Lord Mayor for the 2022-2023 municipal year.

Councillor Jos Clark seconded the motion.

Upon being put to the vote, it was

**RESOLVED:**



**That Councillor Paula O'Rourke be elected as Lord Mayor of the City and County of Bristol for the 2022/23 municipal year.**

Councillor O'Rourke then signed the declaration of acceptance of the office of Lord Mayor of the City and County of Bristol.

The Lord Mayor then made her inaugural speech to Full Council.

Vote of thanks to the retiring Lord Mayor and retiring Lady Mayoress:

On the motion of Councillor Sharon Scott, seconded by Councillor Marley Bennett, and upon being put to the vote, it was

**RESOLVED:**

**That a vote of thanks be approved by the Full Council to the retiring Lord Mayor and retiring Lady Mayoress in recognition of their work and duties carried out during the last municipal year.**

Councillor Steve Smith, as retiring Lord Mayor, then addressed the Full Council

Vote of thanks to the retiring Deputy Lord Mayor and retiring Deputy Lord Mayor's Consort:

On the motion of Councillor Andrew Brown, seconded by Councillor David Wilcox, and upon being put to the vote, it was

**RESOLVED:**

**That a vote of thanks be approved by the Full Council to the retiring Deputy Lord Mayor and retiring Deputy Lord Mayor's Consort in recognition of their work and duties carried out during the last municipal year.**

#### **4 Election of Deputy Lord Mayor**

Councillor Henry Michallat moved that Councillor Steve Smith be elected as Deputy Lord Mayor for the 2022/23 municipal year. Councillor Ellie King seconded the motion.

Upon being put to the vote, it was

**RESOLVED:**

**That Councillor Steve Smith be elected as Deputy Lord Mayor of the City and County of Bristol for the 2022/23 municipal year.**

Councillor Smith then signed the declaration of acceptance of the office of Deputy Lord Mayor of the City and County of Bristol.



The Full Council then adjourned for 20 minutes.

## 5 Declarations of Interest

None received.

## 6 Minutes of the Previous Meeting

On the motion of the Lord Mayor, seconded by Councillor Hance, it was

### RESOLVED:

**That the minutes of the meeting of the Full Council held on the 15<sup>th</sup> March 2022 and 2<sup>nd</sup> March 2022 be confirmed as correct record and signed by the Lord Mayor.**

## 7 Lord Mayor's Business

There was none.

## 8 Public Statements

### Public statements:

The Full Council received and noted the following statements (which were also referred to the Mayor for his consideration/information):

Ref No	Name	Title
PS01	Emma Harvey	Item: 10 Establishment of Committees 2022-23 and the Recommendation: To approve the composition of Committees for the 2022-23 municipal year
PS02	Rosemary Collins	Climate Crisis

## 9 Dates and times of Full Council Meetings 2022-23

The Full Council considered a report which proposed dates and times of Full Council Meetings for the 2022/23 municipal year.

The Lord Mayor moved the report and the recommendations contained therein.

The Deputy Lord Mayor seconded the report.

It was then:



**RESOLVED:**

**Full Council approves the dates and times of Full Council meetings in 2022-2023.**

**6pm, Tuesday 5 July 2022**

**6pm, Tuesday 13 September 2022**

**6pm, Tuesday 8 November 2022**

**2pm, Tuesday 13 December 2022**

**2pm, Tuesday 10 January 2023**

**2pm, Tuesday 21 February 2023 (budget Council meeting)**

**2pm, Wednesday 1 March 2023 (reserve, additional budget meeting, if required)**

**6pm, Tuesday 14 March 2023**

**10 Establishment of Committees 2022-23**

The Full Council considered a report on the establishment of committees for 2022/23.

The Lord Mayor moved the report and the recommendations contained therein.

The Deputy Lord Mayor seconded the report.

It was then:

**RESOLVED:**

**1. That the following committees be established;**

**a. Overview and Scrutiny bodies:**

**- Overview and Scrutiny Management Board**

**- People Scrutiny Commission (Health Sub Committee of the People Scrutiny Commission)**

**- Growth and Regeneration Scrutiny Commission**

**- Communities Scrutiny Commission**

**- Resources Scrutiny Commission**

**Joint bodies:**

**- Joint Health Scrutiny Committee**

**- Joint Health Overview and Scrutiny Committee for the purpose of jointly scrutinising the Bristol, North Somerset and South Gloucestershire Sustainability and Transformation Partnerships (STP)**

**- West of England Combined Authority Overview and Scrutiny Committee ("The WECA Overview and Scrutiny Committee")**

**- Joint Overview and Scrutiny Arrangement comprising of the Constituent Councils of the West of England Combined Authority, the Mayor and North Somerset Council ("The Joint Overview and Scrutiny Arrangement")**



- West of England Combined Authority Audit Committee (“The WECA Overview and Scrutiny Committee”)

**b. Regulatory Committees:**

- Development Control Committee A
- Development Control Committee B
- Public Safety and Protection Committee
- Public Rights of Way and Greens Committee

**c. Appeals Committee**

**d. Other (non-executive) Committees:**

- Audit Committee
- Human Resources Committee
- Selection Committee
- Area Committees 1 to 6

**e. Statutory Committees:**

- To note the position in relation to the Licensing Committee.
- To note that the Health and Wellbeing Board does not need to be formally re-established as it remains extant.

## **11 Allocation of Committee Seats 2022-23**

The Full Council considered a report seeking approval of the allocation of seats on committees in accordance with the statutory requirements concerning political balance.

The Lord Mayor moved the report and the recommendations contained therein.

The Deputy Lord Mayor seconded the motion.

It was then:

**RESOLVED:**

**1. That approval be given to the allocation of committee seats as set out in the report.**

**2. That 15 members be appointed to the Licensing Committee as follows:**

- 1. Cllr Marley Bennett (Chair)**
- 2. Cllr Christine Townsend (Vice Chair)**
- 3. Cllr Sarah Classick**



4. Cllr Chris Davies
5. Cllr Richard Eddy
6. Cllr Emma Edwards
7. Cllr Paul Goggin
8. Cllr Katy Grant
9. Cllr Fi Hance
10. Cllr Jonathan Hucker
11. Cllr Philippa Hulme
12. Cllr Brenda Massey
13. Cllr Steve Pearce
14. Cllr Guy Poultney
15. Cllr Chris Windows

In confirming appointments to the Committee, the Full Council is asked to take full account of equalities duties and considerations, and to note that the political balance rules do not apply.

3. Agree that all Members of Council be appointed to serve on an Appeals Committee comprising of any 3 Members of Council, subject to them having first received the necessary training and not having been involved in the original decision which is the subject of an appeal.

4. Agree that the Council be represented (as per paragraph 14) on the following joint bodies:

- Joint Health Scrutiny Committee
- Joint Health Overview and Scrutiny Committee for the purpose of jointly scrutinising the Bristol, North Somerset and South Gloucestershire Sustainability and Transformation Partnership
- West of England Combined Authority Overview and Scrutiny Committee
- Joint Overview and Scrutiny Arrangement comprising of the Constituent Councils of the West of England Combined Authority, the Mayor and North Somerset Council (“The Joint Overview and Scrutiny Arrangement”)
- West of England Combined Authority Audit

5. To note the position in relation to the membership of the Health and Wellbeing Board as per paragraph 15 of the report.

6. To agree that named members will be provided for the Committee memberships by the party group Whips (to be sent to the Monitoring Officer). If named substitutes are not also provided, then any Councillor of the relevant group may attend a meeting as a substitute, other than in the case of:

- a Development Control Committee, where the substitute must be a member of another Development Control Committee (and be appropriately trained).
- any scrutiny commission, where the substitute may not be a member of the executive.

## 12 Mayor's Address to Full Council with Party Group Leader Responses



Mayor Marvin Rees gave his annual address to Full Council. The Party Group Leaders responded in debate.

### **13 Scrutiny Annual Report 2021/22**

The Full Council considered the Scrutiny Annual Report 2021/22.

Scrutiny Chair Councillor Tony Dyer moved the report and the recommendations contained therein.

There was a debate, and it was:

**RESOLVED:**

**That Full Council notes the Scrutiny Annual Report 2021/22.**

### **14 Statement of Licensing Policy**

The Full Council considered a report which proposed amendments to the Council's Statement of Licensing Policy.

The Chair of Licensing Councillor Marley Bennett moved the report and the recommendations contained therein.

Councillor Emma Edwards seconded the report.

There was a debate, and it was:

**RESOLVED:**

**That Full Council approve the publication of an amended Statement of Licensing Policy as set out at Appendix B in the report. This document includes the proposed additional paragraphs consulted upon between 7 July 2021 and 8 August 2021.**

Meeting ended at 5.15 pm

**CHAIR** \_\_\_\_\_



# Full Council

5 July 2022



**Report of:** Tim O’Gara, Director Legal and Democratic Services

**Title:** Petition Debate – Residents Against the Mast in Redcatch Park

## Recommendation

**That Full Council debates the petition and refers it to the Mayor / relevant Cabinet member for a formal response.**

## Summary

Under the Council’s petitions scheme, where a petition has 3,500 or more signatures from people who live, work or study in Bristol, the petition organiser can request a Full Council debate.

The Council has received a petition in relation to the Residents Against the Mast in Redcatch Park

The petition organisers have requested that Full Council debates the petition.





## Details of the petition

1. The wording of the petition is as follows:

Petition title / subject: **Residents Against the Mast in Redcatch Park**

Petition wording:

We are a group of passionate and angry residents from Knowle in Bristol. We represent hundreds of families and individuals in the area and are trying to stop the siting of a telecoms mast in our local park.

EE and Hutchinson 3G UK limited have approached Bristol City Council (BCC) via their agent Waldon to install, on a 'temporary' basis (18 months) telecommunications equipment within Redcatch Park, to be sited in an open grass area. This equipment comprises a 24.16m high mast, with a 14m x 8m footprint and a 2.5m high compound (timber faced, reinforced concrete. This compound will contain related equipment including a generator and fuel tank. To enable the erection of the mast and equipment, the Council will need to 'dispose' (by license or lease) an area of land within the Park.

Whilst the notice issued by the Council advises that 'this licence is for a temporary period to cover a temporary installation within the park' it goes on to say 'whilst a permanent position within the park, is investigated'. We believe the intent is fairly clear – that Redcatch Park is identified to be a permanent location for the mast.

This park is a public open space used by hundreds of families and individuals and their dogs, in the immediate vicinity and from further afield, due to its Community Garden and vibrant and inclusive events throughout the year. It is a very small park and so the erection of a telecoms mast would hugely impact on the beauty and facility of the park.

We are advised that the operator's proposal utilises the Electronics Communications Code ("New Code"), introduced within Part 2 of the Digital Economy Act 2017, which is now in force having been incorporated as Section 3a of the Communications Act 2003. We are advised that this new legislation gives telecoms providers much greater powers to install equipment, as the legislation was designed to speed up and streamline the abilities of the telecoms providers to install and maintain mobile phone and broadband infrastructure on third party land.

Bristol City Council (BCC) have advised that if no agreement can be reached between the landowner and the Operator, then in this case EE and Hutchinson 3G, can take BCC to court and request the courts to grant a new agreement for Redcatch Park to provide area network coverage using the above legislation - and claim these costs against BCC. To protect BCC's legal interests the Council is using an external Telecoms expert and also using an external law firm to give advice on the legal aspects of the proposal.

Bristol City Council advise that as 'landowner', their powers to prevent the installation of the mast is very limited, as the above legislation was specifically designed to give greater powers to telecoms providers due to the greater demand for digital services such as mobile phones and broadband. Both the temporary and permanent masts will require a Disposal of Public Open Space

Notice (which has been published) giving members of the public the right to object to the loss of public open space. This is what we are now doing. BCC advise that it should be noted that the above telecommunications legislation is wide ranging and gives statutory powers to the infrastructure companies to proceed without the consent of the landowner via third party proceedings.

The operator does not require Planning Approval for the ‘temporary’ installation, however, a more permanent mast will be required and this will need formal planning consent. We are advised that this has been submitted but this application is not available to review.

This petition, is therefore, to object to Bristol City Council disposing (by license) of the designated land within the park for the purposes of allowing EE and Hutchinson 3G UK limited access for the erection of the mast and all its accompanying equipment either for a temporary or permanent basis due to the impact this will have on the park and its users.

We believe by drawing attention to this situation, we can prevent this from happening here and in other precious green spaces across the UK.

Thousands of families, individuals (and dogs) will suffer, if this proposal goes ahead. We deserve to have our voices heard. Please support our cause by signing this petition.

2. The petition has been organised by “Residents Against the Mast” (Sian Ellis-Thomas)
3. The petition has secured 4334 signatures to date, 3637 from Bristol residents. Verified as of 13 March 2022.
4. The Full Council is asked to debate the petition.
5. Under the petition scheme, the petition organiser is permitted up to 5 minutes to present and speak to the petition. The petition scheme allows a further period of up to 15 minutes for discussion of the petition by councillors at the Full Council meeting.
6. The Full Council has agreed the following in relation to dealing with petitions with over 3500 signatures: The topic of the debate should be referred to the Mayor/Cabinet, or other relevant body with the petitioner’s views and Full Council’s views.

#### **RECOMMENDATION**

**Following the debate, the Full Council is recommended to refer the petition to the Mayor, in order that the Mayor can consider his response, in liaison with the relevant Cabinet member.**



## Bristol City Youth Council Manifesto Campaigns 2022 – 2024



### Introduction from Bristol City Youth Council Chair

January 2022 saw 11,290 young people across schools, colleges and youth centres in Bristol elect their Youth Council representatives for a two-year term of office. The Youth Council consists of 24 elected representatives and 5 co-optees from equalities groups and 6 area representatives totalling 35 young people, who aim to fairly represent the views and voices of the young people in Bristol. Members of the youth council worked to produce three main campaigns — carefully selected to promote and push for the issues that face those they represent in the city — which will be their focus during the next two years.

- **Inclusive Bristol**
- **yOur Health Matters**
- **Youth Safety Support**

Though separate to those of the Bristol City Youth Council, the priorities of our four United Kingdom Youth Parliament (UKYP) representatives, and our two Youth Mayors are fully supported by the Youth Council and are outlined in this document. As a united body, our first action was to elect these 6 positions of responsibility, as they provide important links to other youth councils across the country, as well as to key political figures. Moreover, the Youth Council now sits on the One City Transport Board and the Children's Board: they look forward to making change with these new positions and intend make use of the resulting connections and influence within their campaigns.

The following manifesto was created with the intent to tackle issues that young people aged 11 to 18 across Bristol are concerned about, as well as the issues the current Youth Council were elected pursue. With the help and cooperation of specialist organisations, decision makers and the young people of Bristol, we can make the changes promised in this document — aiming to improve Bristol for the young people.

**Lucy Morling**  
Chairperson  
Bristol City Youth Council 2022-24

## About This Manifesto

Over the next two years, the Bristol City Youth Council will work hard to achieve change in a number of areas that affect young people across the city. As we do this, we will seek to further embed young people at the heart of democracy in Bristol. This city can be proud of how far it has come regarding young people's involvement, but it still needs to continue to push forward to become a standard bearer for the rest of the United Kingdom and Europe.

**The priorities featured in this manifesto originated from a number of different sources:**

- Campaigns that members of the Bristol City Youth Council stood for
- Mayoral priorities
- UK Youth Parliament priorities
- Equality Forum priorities
- Issues gathered from the young people of Bristol

As well as focusing on the campaigns, Bristol City Youth Council has also committed to supporting **Equality Youth Forums** in the city. Although the equality forums will lead these campaigns, Bristol City Youth Council will also champion these priorities on their behalf:

<b>Listening Partnership</b>	Raising awareness of invisible disability and developing the understanding and need for accessibility across the city.
<b>Children in Care Council</b>	Celebrating the role of foster carers and helping to recruit new carers.
<b>Unity BAME Youth Forum</b>	Unity is a place where BAME young people can come together and express their voices and share experiences in a safe place. It is a place where young people can discuss the matters that affect them and work together to address these issues.
<b>Freedom Youth</b>	'Freedom is a gender and sexuality project for young people focussing on providing support, advice, information and signposting for LGBTQ+ young people 11-25, working together with LGBTQ+ young people to make positive change.'
<b>Young Carers Voice</b>	Raising awareness to reach hidden young carers. YCV will be developing and delivering trainings session for professionals in school and those working with young people.

Bristol City Youth Council members will also ensure young people's issues are being listened to on a local level by attending Area Youth Forum meetings throughout their term. This ensures members will be visible to local young people and hear the issues that are important to the young people of Bristol as well as being known to young people.

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## **Bristol City Youth Council Priorities**

### **Equality Campaign**

#### **Inclusive Bristol**

Our campaign's aim is that all young people feel included and accepted in Bristol. We want to do this through highlighting communities that are underrepresented and discriminated against. This will subsequently lead to a Bristol that is equal and accessible for everyone. There will be 2 sub-groups which is based on the aims of which young people were elected on. These are **Ethnic minorities issues** and **Accessibility and Inclusivity**.

Our Campaign aims are:

#### **Ethnic Equality:**

- Actively Educating people in school and raising awareness – Staff and students on Microaggressions, racial biases, racial privileges, and teaching ethnic minority history throughout curriculum.
- Pushing for equal access to opportunities for people from ethnic minority backgrounds.

Hate crime and discrimination-based crime prevention:

- Promoting a belief program – helping people hear the voices of survivors of hate crime and other discrimination-based crimes.
- Promote education and early prevention of offenders.

#### **Accessibility and Inclusivity:**

- Accessibility – ramps, lifts, handles, etc for people with physical disabilities, as well as support for people with cognitive or neurological disabilities.
  - Changing the narrative of people from certain backgrounds (people in care) or of certain groups (LGBTQIA+, Disabled people, etc)
  - Access to services – including healthcare, among other day to day services.
-

## **yOur Health Matters**

This campaign aims to improve the health and mental health of young people in a post-lockdown world. We will achieve this by working with local organisations, collecting the views of young people, and raising awareness within our local community. As a campaign group, we have decided to focus on the mental health issues caused by disabilities by promoting accessible sports and eliminating stigma through a YouTube video which will include public figures.

### **Physical activities:**

Collaboration with local organisations to:

- promote their accessible sport options for young people with disabilities.
- Cooperate with organisations providing physical activities for mental health.

### **YouTube Video:**

Aims to eliminate stigma by educating young people in:

- The mental health of men and boys; often less discussed.
- Less well-known situations, disorders or disabilities that aren't talked about enough.
- Early intervention before the mental health of young people gets to a crisis point.

### **Discussions with schools in Bristol:**

As a group we would like to achieve two goals by holding conversations with schools. These include:

- understanding the provision of sanitary products in schools, then questioning their methods and providing new suggestions
- Producing a list of young people's needs when it comes to exams and accompanying stress, and making sure schools receive and read these.

## **Youth Safety Support**

This campaign group aims to target the safety of Bristol's youth and make everyone feel safe. We aim to achieve progress through more broad actions like going into schools and youth groups to try and better support mechanisms for young people but also in more specific ways like working with other groups on certain topics. We want to make Bristol feel as safe as possible and allow everyone to be comfortable everywhere no matter their identity or how they express themselves.

Our aims are:

### **Education**

- We will do two surveys among a small group of students from schools in different areas. We will do one at the beginning of our term and one at the end. This will help us gather the information and voices we need from different viewpoints, giving us a point to begin from as well as feedback to see if we made an improvement.
- We will go into schools to talk to the students in an assembly format with professionals in different fields e.g. a youth worker, a mental health specialist and maybe even a police officer or something similar.
- We will hold a conference at the end of our term with several schools: building off of the infrastructure of a past conference around PSHE. This is currently planned to be focused on how to educate about staying safe as a young person but will be altered in different ways as our campaign grows and we gain more viewpoints.

### **Youth Groups**

- We will go into youth groups, especially those aimed around topics linked with our campaign e.g., youth violence and safety. We plan on sitting in on some sessions and watching them work as well as gathering more information and explaining what we are doing as a campaign group.
- We will work on advertising with these groups. We find a big problem with different youth networks and groups is reaching and finding the young people who need them. A social media presence would help but also more hard-copy advertising in the area like posters or leaflets. We want to help these youth groups achieve this by spreading them as much as we can, getting them into schools etc.

### **Specific Topics**

- Knife Crime - The BAME subsection of the equalities campaign group and youth Mayors have expressed a willingness to work on this together and so we would like to work closely with them to achieve progress on this topic.
- Hate Crime & Sexual Assault - The equalities group as a whole has conveyed their interest in working with us on this topic and so we again want to work

closely with them to work on this issue among young people and help everyone feel safe.

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## UK Youth Parliament

The Bristol members of UK Youth Parliament, Louis Afford and Aya Mohamed, and Deputies Alex Pope and Felix Massey were elected after the Bristol Youth Vote in February 2022. As well as championing for the BCYC's campaigns, Members of Youth Parliament support UKYP's national campaigns.

### Stop Plastic Pollution

Plastic pollution and climate change more broadly are issues with global impact. We are proud that UK Youth Parliament has a nationwide network of young people working for change. That's why we have partnered with Friends of the Earth and Greenpeace to make sure that you can take part in meaningful action to address this issue locally, nationally and globally.

### Mental Health: A movement for change

We'll be working with you to listen to young people, **creating a blueprint for children and young people's mental health, and setting up local mental health support hubs.**

Take part in our **British Youth Council x YoungMinds Movement for Change consultation.**

#### Campaign Detail

We will be partnering with YoungMinds to support their campaign actions for local mental health hubs and to create a blueprint for children and young people's mental health, which will be accountable and create a noticeable difference for young people struggling with things such as bereavement, depression, BPD, isolation

### Transforming Education

We'll be working with you to listen to young people, create a manifesto for inclusive education and campaign so that education is given the attention it deserves by decision makers locally and nationally in the coming year.

#### Campaign Detail



The NUS have developed resources to run “Transforming Education” events. You can run these in your school or town hall. At this event you’ll work with other young people to create a “Manifesto for Inclusive Education which we’ll then use to advocate for an inclusive vision of education moving forward. We’ll work with politicians from across parties to host a Parliamentary event campaigning for the vision we develop together.

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## **Bristol Youth Mayors**

The Bristol Youth Mayors Anika Mistry and Jeremiah Dom Ogbonna were also elected in February 2022. Working alongside the Mayor They have created a different manifesto to improve the lives of young people specifically focusing on youth violence.

### **Youth Violence:**

Knife crime has claimed 235 lives in the UK 2020/1 and as youth mayors we want to aim to campaign on getting children off the streets to help tackle this issue.

- Collect the opinions of students about the support they have in schools and their local institutions
- Work with the Mayor, cabinet, and councillors to create a positive campaign about reducing youth violence
- Continue the work and outcomes of the youth violence conference that took place in March 2022
- We will also be working with our fellow BCYC members on their campaigns relevant to this issue as well as the Safer Options Peer Influencers to ensure effective partnership working on this issue.
- To ensure that Bristol has a safe, inviting atmosphere where young people feel valued and respected in and around the Bristol community.

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## **Emerging Priorities**

Bristol City Youth Council will respond to emerging issues over their term in office, as they occur. Issues may emerge if decision makers from the Bristol City Council, other organisations or Bristol young people wish to consult with us or raise any concerns.

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## **Conclusion from the Bristol City Youth Council Chair**

Now that you are familiar with the priorities of the Bristol City Youth Council, we hope that you can support us in achieving these aims. If you can support us in any way, or want to get involved in our campaigns, please contact us. Any young person from Bristol or going to school in Bristol is able to join BCYC as a campaign advisor, supporting BCYC in its campaigns. Any questions, comments, or concerns regarding the manifesto or the Youth Council as a body, can be directed to the contacts below.

Thank you very much for reading our manifesto. I am excited to work with the Youth Council these coming two years, and even more so to see what we can achieve together. I hope we can represent the young people of Bristol successfully in our term of office.

**Lucy Morling**  
**Chairperson**  
**Bristol City Youth Council 2022-24**

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## **Contact Details - Bristol City Youth Council**

**Telephone:** 07795315286

**Address:** Bristol City Youth Council, The Participation and Involvement Team,  
Bristol City Council, Families in Focus, Symes House, Hartcliffe, Bristol BS13 0EE

**Email:** [ywparticipation@bristol.gov.uk](mailto:ywparticipation@bristol.gov.uk)

**Website:** [www.bristol.gov.uk/bysc](http://www.bristol.gov.uk/bysc)

**Twitter:** @BristolCYC



# Full Council

5 July 2022

**Report of:** Tim Borrett, Director: Policy, Strategy and Digital

**Title:** Equality and Inclusion Annual Progress Report 2021-22

**Ward:** City Wide

**Member Presenting Report:** Cllr. Asher Craig, Deputy Mayor; Children Services, Education and Equalities

## Recommendation

To note the Equality and Inclusion Annual Progress Report 2021-22

## Summary

Our Equality and Inclusion Policy and Strategy 2018-23 sets out our commitment to equality, diversity and inclusion, and how we will:

- tackle equalities issues
- aim to eliminate discrimination
- create good relationships between communities in Bristol
- ensure those from different backgrounds have similar life opportunities

The 'Equality and Inclusion Annual Progress Report 2021-22' shows what we have done in the period April 2021 to March 2022 to achieve these aims and the progress we have made.



## Policy

1. Equality and inclusion is at the heart of the council's overall vision (set out in the Corporate Strategy 2022 – 2027) to 'play a leading role in driving a city of hope and aspiration where everyone can share in its success'.
2. The council's Equality and Inclusion Strategy 2018 - 2023 sets out the opportunities and challenges facing Bristol (both the City and its council) and how it plans to address these. Within this is a commitment to provide an annual report on its progress against the strategy.

## Consultation

### Consultation

3. Internal
  - Staff Led Groups: embRACE Staff Network; Disabled Colleagues Network; LGBT+ Employees Group; Young Professionals Network
  - Policy, Strategy and Digital Divisional Management Team
  - Corporate Leadership Board
  - Deputy Mayor (Children Services, Education and Equalities)
4. External

For summary update on their activities: Commission on Race Equality; Bristol Women's Commission; Disability Equality Commission

## Context

1. In recent years the council has been on a substantial journey of improvement around equality and inclusion practice, investing time, money and effort to better live up to our high aspirations for inclusivity in our workplaces and our City. This annual report shows what we have done in the period April 2021 to March 2022 to achieve the objectives of our Equality and Inclusion Policy and Strategy and, more broadly, to make progress in relation to equality and inclusion work across the council and citywide.
2. The report details a wide range of equality and inclusion activities and initiatives, particularly with regard to leadership, workforce and policy influence initiatives. In 2021-22 we carried out a mapping exercise of all the strands of equality and inclusion work being carried out by the council's Equality and Inclusion Team and other service areas so that they could be embedded and mainstreamed together into a cohesive programme of work with a newly restructured and refocused team.
3. As part of a culture of openness the report also details how well the council is performing in terms of the measures and outcomes we have set for each of our equality objectives, including workforce diversity outcomes by characteristic. This reporting shows that overall the council is progressing well on activities related to improving workforce diversity and wellbeing, increased awareness of equality and inclusion issues, and to address disparities in representation and

outcomes for service users (e.g. through better data collection and links with community organisations). However the report also acknowledges that whilst our direction of travel is positive, embedding long-term change is a gradual process, and some actions were delayed due to ongoing COVID-19 related service interruptions and team staffing shortages.

4. These activities and measures sit along our partnership approach to addressing structural inequality in Bristol. This progress report details how we have continued to develop our One City approach to tackling race equality, alongside partners from other Bristol organisations, and how this model of collaborative work can be expanded for other areas, such as in the establishment of the new Disability Equality Commission, with representation from intersectional communities and cross-sector organisations working together to address the priorities of Disabled people in the city.

### Proposal

Full Council is asked to note the Equality and Inclusion Annual Progress Report 2020-2021.

**Other Options Considered** – not applicable

**Risk Assessment** – not applicable

### Summary of Equalities Impact of the Proposed Decision

We have not identified any significant equality impact from this update report, which supports our duty to comply with our duties under the Equality Act 2010 Regulations. The Equality and Inclusion Policy and Strategy 2018-23 to which it refers is subject to a separate equality impact assessment process - See [EqIA Equalities and Inclusion Policy and Strategy 12.10.18.pdf \(bristol.gov.uk\)](#) and 2020 update ([Public Pack](#))Agenda Document for Full Council, 08/12/2020 14:00 ([bristol.gov.uk](#))

### Legal and Resource Implications

#### Legal

The Equality and Inclusion Annual Report 2021-22 is prepared and published to comply with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. It sets out the specific and measurable objectives the Council should achieve in order to meet the requirements of the Public Sector Equality Duty.

(Legal advice provided by Husinara Jones, Legal Service Team Manager 15 June 2022)

#### Financial

Approval of Bristol City Council's Equality and Inclusion Annual Progress Report for 2021/22 is requested. The report is a retrospective assessment of progress against the 2018/23 strategy. There are no financial implications arising from this report which are incremental to those covered by the Equalities and Inclusion service's annual Revenue budget.

(Financial advice provided by Jemma Prince, Finance Business Partner, 23 May 2022)

#### Land

Not applicable

**Personnel**

There are no direct HR implications arising from the report because it's for information only. The review of the council's Workforce Strategy offers a good opportunity to ensure alignment in our plans, including verifying that the actions proposed/underway are the right actions moving forward taking into account where BCC is now and the views of stakeholders.

(Personnel advice provided by James Brereton, HR Business Partner, 24 May 2022)

**Appendices:**

*APPENDIX A: Equality and Inclusion Annual Progress Report 2021-22*

*APPENDIX B: Equality Impact Assessment*

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**Background Papers:** none

# Equality and Inclusion

## Annual Progress Report 2021-22



### Introduction

Our Equality and Inclusion Policy and Strategy 2018-23 sets out our commitment to equality and diversity, and how we will:

- tackle equality issues
- aim to eliminate discrimination
- create good relationships between communities in Bristol
- ensure those from different backgrounds have similar life opportunities

In recent years the Council has been on a substantial journey of improvement around equality and inclusion practice, investing time, money and effort to better live up to our high aspirations for inclusivity in our workplaces and our City. This annual report shows what we have done in the period April 2021 to March 2022 to achieve the objectives of our Equality and Inclusion Policy and Strategy and, more broadly, to make progress in relation to equality and inclusion work across the Council and citywide.

### Making fair decisions

**Equality Objective E01 – “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.

### Mapping our Equality and Inclusion Programme

In 2021-22 we carried out a mapping exercise of all the strands of equality and inclusion work being carried out by the Council’s Equality and Inclusion Team and other service areas so that they could be brought together into a cohesive programme of work.

We identified a set of updated key goals aligned to our Equality and Inclusion current policy and strategy, each with a set of intermediate outcomes and relevant activities:

#### Leadership

**Goal:** A respected reputation, nationally and internationally, for innovative best practice.

**Intermediate Outcomes:** Visible consideration of equality in decision-making \* Welcome peer review & scrutiny from external organisations \* Leaders visibly demonstrating equality values \* Delivery over and above Equality Duty \* Positive feedback on staff experience \* Regarded as a centre of excellence \* Reporting which demonstrates excellence \* Learning and Development is up to date and innovative \* Attracting good potential candidates \* Sharing good practice locally, nationally and internationally

**Relevant activities:** approximately 34 activities identified



## A diverse workforce

**Goal:** A diverse and inclusive workforce which reflects our communities

**Intermediate Outcomes:** Positive sense of health and wellbeing \* Support to develop roles and increase chances for career development \* Staff needs and reasonable adjustments met \* Improved staff representation and influence on decision-making \* Incremental and sustained improvement in representation of under-represented groups \* Improved internal pipeline of applicants to address delivery gaps \* Reduction in pay gaps \* Council is regarded as a nice place to work \* Difference is valued and utilised \* We attract good applicants \* Corporate values are demonstrated

**Relevant activities:** approximately 19 activities identified

## Council services

**Goal:** Equitable, inclusive and quality services that promote wellbeing

**Intermediate Outcomes:** Access to safe, comfortable housing for those most in need \* Increase % of all Equality Action Plans reporting expected progress or better \* Access to inclusive and representative education \* Fewer domestic violence deaths from equality groups \* Better equality standards for contracted or grant funded Voluntary and Community Sector Organisations \* Better commissioning and procurement service planning and service delivery programmes \* Effective implementation of integrated care systems \* Public transport is safe and inclusive \* Communications are accessible \* Reduction in health inequality \* Green spaces are inclusive \* Incremental reduction in inter-generational inequality

**Relevant activities:** approximately nine activities identified

## Partnerships

**Goal:** To lead and strengthen partnerships so everyone shares in the city's success

**Intermediate Outcomes:** Successful delivery of citywide action plans and work programmes to improve performance \* Improve learning and development across Bristol by sharing good practice across stakeholders throughout the city \* Driving up recording and reporting standards across the city \* A reduction in the life expectancy gap for men and women between the most deprived and least deprived areas \* Connect the city by bringing together many citywide partnerships together to share learning and resources \* Maximise impact in tackling inequalities by ensuring joined up approaches across all sectors \* Reach the widest possible audience across the city by setting Bristol wide initiatives and projects to maximise impact \* Improve diversity and representation across all partner organisations through evidence-based partnership initiatives \* Increase the percentage of people who feel they can influence local decisions

**Relevant activities:** approximately 16 activities identified

## Communities

**Goal:** Tackle prejudice and promote understanding amongst communities

**Intermediate Outcomes:** Promote and celebrate Bristol's diversity and cultural heritage \* Reduce % living in the most deprived areas who feel 'fear of crime affects my day to day life' \* Year on year reduction in victims of discrimination and harassment \* Build trust in the Council from diverse communities \* Increase in the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well \* Increase the % of people in the most deprived areas who are satisfied with their local area \* Reduce % living in the most deprived areas who say they lack information to get involved in the community

**Relevant activities:** approximately 12 activities identified

Our mapping exercise found that the majority of the Council's Equality and Inclusion Team's work was focused on leadership, workforce and policy influence initiatives. We recognised that our activities were sometimes ad-hoc or based on historic interventions, and that we needed better alignment and join-up with service-led work based on a programme approach rather than personal relationships, as there was not always a consistent approach to where impact of work lies and who it is targeted to.

We acknowledged there were some overarching systemic issues that impacted on our work including: the long-term impacts of COVID-19; the pre-existing reputation and perception of the Council's commitment to equality and inclusion; increased scrutiny of Black-led organisations; that intersectional thinking is still not embedded; an affluent and central-city bias in decision making; and a sometimes blurred boundary between Council and wider-city accountability.

We also identified some other potential gaps and issues with our existing approach including that: a large volume of initiatives does not necessarily equate to impact; that our choice and prioritisation of initiatives was not always systematic or evidence-based and was led by service areas rather than taking a cross-council or cross-city approach; and that a focus on internal improvements can dominate but be less visible and seem less relevant to service users and citizens.

## **Equality and Inclusion Team restructure**

Towards the end of 2021-22 the Equality and Inclusion Team began a restructure process to be fully implemented by early 2022-23. The purpose of the team restructure was to ensure alignment with our priorities for a new equality and inclusion programme, and to provide more investment in areas of growth (such as strategic and externally facing work) and a reduction in areas where more ownership needs to be taken across the Council (such as workforce initiatives).

This will put the newly structured Equality and Inclusion Team in a stronger position to:

- Deliver on the Council's Equality and Inclusion Strategy according to the associated metrics, with direct responsibility for:
  - external reputation and promoting innovative practice
  - external scrutiny and equality frameworks; response to Freedom of Information Requests, complaints and external enquiries as appropriate
  - management of key networks including Bristol Equality Network, Commission on Race Equality, Women's Commission, Race Equality Strategic Leaders' Group, Race Equality Covid-19 Steering Group and Race Equality H.R. Leaders' group and support for Disability Equality Commission,
- Develop and manage a new Equality and Inclusion Programme, including:
  - reviewing governance, quarterly and annual reporting, monitoring and evaluation
  - assessment of new initiatives and prioritisation of projects against programme aims
- Provide advice, guidance and organisational support for the Council including:
  - supporting business planning, budget setting and monitoring service equality plans

- overseeing Equality Impact Assessments and reviewing the process when needed
- new policies when required
- oversee support for staff led groups
- strategic overview of issues related to migration
- consultancy support for HR, Learning and Organisational Development, and other key teams

We expect that the new approach will provide a number of additional benefits including: an enhanced focus on external facing transformational work; more oversight and join-up across BCC teams; a dedicated resource to support monitoring and evaluation; better support for Staff Led Groups; encourage ownership in the rest of the Council for workforce related initiatives, support and leadership on cross-cutting migration issues ; and better alignment of related work areas that are currently split across several team members, such as oversight for networks and research.

## **Embedding our Equality and Inclusion Governance Structure**

Our corporate equality and inclusion governance structure helps to strengthen our governance and create formal opportunities for senior leaders and staff representatives to collaborate on equality and inclusion (E&I) work. As part of this structure, the Chief Executive is our senior equality and inclusion champion and Chairs the Strategic Equality and Inclusion Group.

### **Strategic Equality and Inclusion Leadership Group**

The aims of the Strategic Equality and Inclusion Leadership Group are:

- to give assurance to the Corporate Leadership Board that the council is fulfilling its legal obligations under the Equality Act 2010 and the Public Sector Equality Duty
- to ensure that ‘due regard’ is considered in all key decision-making processes
- to provide strategic leadership and direction on the implementation of the Council’s Equality and Inclusion (E&I) Policy and Strategy, to monitor and review performance against the strategic equality and inclusion objectives, and supporting Equality Action Plans to ensure meaningful change is taking place as an employer and in service delivery

Members champion, inspire and role-model behaviours that are aligned with the values of the council.

The group commissions, receives and considers reports from Council Directorates, Service Areas, Staff Led Groups, the Equality and Inclusion team, HR and Organisational Development teams to identify key strategic and operational issues relevant to equality and inclusion, and make recommendations as appropriate.

### **Directorate Equality and Inclusion Groups**

The aims of the Directorate Equality and Inclusion Groups are:

- To create a positive and supportive working environment that enables everyone to thrive and realise their maximum career potential and work-life balance, enabling directorate staff to deliver high quality services to the diverse citizens of Bristol.
- To provide a formal reporting mechanism to discuss and manage all equality and inclusion issues that relates to employment and service delivery across the Directorate and agree shared actions for improvement.
- To strategically oversee the work necessary to ensure that 'due regard' is considered in all key decision-making processes.
- To support the implementation of the Equality and Inclusion (E&I) Policy and Strategy actions, ensuring key actions are incorporated into individual E&I Service Action Plans.
- To manage and provide updates on the progress of E&I Service Action Plans, workforce metrics, Learning and Development programmes and Equality Impact Assessments/Equality Analysis; identify trends, hotspots, areas of concerns, improvements and share best practice
- To champion, inspire and role model behaviours that are aligned with the values of the council.
- To work with the Equality and Inclusion team, to ensure compliance with any legal requirements, standards, frameworks and implementation of best practice measures.
- To communicate and disseminate equality and inclusion information where relevant within their respective Directorate/ Service Areas, for example, promoting activities, learning and development programmes and raising awareness of the work of the Staff Led Groups.
- To ensure that appropriate mechanisms are in place to empower staff from all protected groups within the Directorate to achieve their full potential.
- To work with Staff Led Groups to raise their profile across the Directorate and Service Areas and work together on any joint initiatives or events relating to the Directorate/Service Areas.
- To be creative, innovative and identify best practice initiatives which will be presented and introduced into the BCC, where appropriate external individuals or organisations will be invited to share best practice and learning.

### **Directorate E+I Champions, and Service E+I Champions:**

The purpose of these roles is to:

- encourage a comfortable and safe working environment
- raise awareness of relevant equality and inclusion initiatives
- demonstrate positive behaviours to colleagues, partners and service users
- constructively challenge discrimination, harassment, and inappropriate behaviour in their setting
- signpost to new initiatives and events
- promote the Staff Led Groups' work plan across the Service Area (and Directorate for Directorate E+I Champions)
- respect confidentiality and adhere to the Council's values
- attend quarterly Directorate E&I Group meetings (Directorate E+I Champions)
- provide regular updates through team meetings highlighting best practice

- improve own and others' career and personal development
- read and share the documents/outputs from E&I Directorate meetings

### **Equality and Inclusion Director Sponsors**

We have established equality and inclusion sponsors at a senior leadership level. This provides visible leadership and helps to raise awareness by being a visible member or ally of particular equality groups, as well as to sponsor specific activities, and constructively challenge discrimination and harassment. Our senior leadership representation has since changed, however during the 2021-22 period our Director Sponsors were:

<b>Name</b>	<b>Title</b>	<b>Equality groups</b>
Nuala Gallagher	Director of Economy of Place	Age Gender
Simon Oliver	Director of Digital Transformation	Age Gender
Hugh Evans	Director of Adult Social Care	Disability
Tim O'Gara	Director of Legal and Democratic Services	Disability
Tim Borrett	Director of Policy, Strategy and Partnerships	LGBTQ+
Ann James	Director of Children and Families	LGBTQ+
Alison Hurley	Director of Education and Skills	Race
Christina Gray	Service Director Public Health	Race
Carol Slater	Health Equality Lead	Religion and belief

## Staff Led Groups

<p><b>embRACE Staff Network</b></p> <ul style="list-style-type: none"> <li>• we aim to support Bristol City Council to develop and maintain a safe and positive working environment for Black, Asian and minoritised staff and the elimination of racial discrimination for employees and citizens</li> <li>• we work in collaboration with and on behalf of our embRACE members in partnership with council teams on our top priorities: HR Operating Model; Leaving a Legacy; The Black Pound; Communication, Marketing &amp; Events; Workforce Development; Equality and Inclusion; Learning and Development</li> <li>• a platform for Black, Asian and minoritised staff to ensure their voices are heard and to help shape and develop a leadership approach that is more inclusive</li> <li>• be part of a wider community through the Members channel on Teams</li> <li>• ongoing events throughout the year covering the following themes: social, cultural, wellbeing, learning &amp; development</li> </ul>	<p><b>Disabled Colleagues Network</b></p> <ul style="list-style-type: none"> <li>• work with the council to improve the recruitment, retention, training and career developmental opportunities for colleagues with disabilities</li> <li>• ensure that disabled colleagues have a voice and are fully involved in helping shape and improve how Bristol City Council operates</li> <li>• maintain a network for Bristol City Council colleagues who have disabilities</li> <li>• provide a safe space in which issues can be raised with other Staff Led Groups to promote and champion diversity and equality issues</li> </ul>
<p><b>LGBT+ Employees Group</b></p> <ul style="list-style-type: none"> <li>• support and advise Bristol City Council in raising awareness on equality and diversity issues within the workplace</li> <li>• maintain a network for Bristol City Council employees from a Lesbian, Gay, Bisexual and Transgender (including Genderqueer, Non-Binary, Questioning, Intersex and Asexual) background to support one another on work related issues</li> <li>• continue to develop a working relationship with other Staff Led Groups (Staff Led Groups) including the Promoting Diversity in the Workforce Group</li> <li>• ensure that Staff Led Group staff have a voice and are fully involved in helping shape and improve how Bristol City Council operates</li> </ul>	<p><b>Young Professionals Network</b></p> <ul style="list-style-type: none"> <li>• support young staff working for the council with their development and wellbeing</li> <li>• promote a more diverse and younger workforce</li> <li>• provide training opportunities to staff: both to young people for their personal development, and to not-young people on how to support and encourage the young people they work with</li> <li>• provide a space for young employees to network and socialise with colleagues their own age</li> <li>• work with senior leaders on policies and programmes that support and promote young staff in the council and get more young people working with us</li> </ul>

Our Staff Led Groups act as ambassadors to the Council and help to make sure that decisions are properly informed by diverse and representative points of view. The groups are run by a committee of members who are employees that share a particular characteristic. Staff Led Groups work together to support the Council to have more inclusive policies, process and training. They support their members and facilitate initiatives and events to bring about organisational improvement and raise awareness.

Members elect a Chair, or Co-chairs, and organise steering groups for particular strands of work. This core team takes responsibility for leading the Staff Led Groups' agenda and delivery. Staff Led Groups hold a budget, and Chairs are given one day a week protected time to carry out their role. Our Staff Led Groups also have regular meetings with Equality and Inclusion, HR and Learning & Development teams to discuss work programmes.

## **Grievance resolution policy**

We drafted and consulted on a new Grievance Resolution Policy which was launched with effect from 1 April 2021. The new policy includes a survey to be completed by the employee when their grievance is concluded, which will provide a greater insight into how well grievances are being resolved. This information will be incorporated into our reporting moving forward.

## **Ethical and Equitable Investment Policy**

In 2021-22 we refreshed our Ethical and Equitable Investment Policy through co-design with key stakeholders to align with the Council's values and other ethical policies, to ensure it is equitable with regards to inclusive access to finance and addressing economic inequalities. The refreshed policy goes beyond applying exclusions and also sets out investment principles based on:

- being proactive in seeking out investments and investees that are ethical and equitable and provide a positive social and/or environmental impact alongside financial return
- incorporating equitable investment principles into the policy, which is a pioneering concept for local authority investments

Equitable investment principles have been developed and incorporated for the first time, to enable investments to be used as a lever to help address inequalities affecting disadvantaged groups and communities in Bristol, as well as groups under-represented when it comes to receiving investment. The principles are:

- a. Engaging with local groups – to ensure awareness of investment opportunities by local disadvantaged and under-represented group and improve their chances for successful application.
- b. Targeting investment – to empower communities that experience the greatest inequity. We will place greater weighting on investments which invest in communities and enable greater self-determination. Priority will also be given to investments that achieve positive impact on equalities issues affecting Bristol.
- c. Improving success – by identifying and removing barriers that prevent disadvantaged groups from applying and successfully securing investments.



- d. Collecting and monitoring equalities data – collecting equalities data specifically around investments to improve our intelligence and monitor and track progress and inform our targeted approach

## **Equality Impact Assessments**

The council uses Equality Impact Assessments (EqIAs) to examine the potential impact of our proposals on equality communities and make sure we meet our legal duties as defined by the Public Sector Equality Duty.

During 2021-22 we carried out 519 equality impact assessments – a significant increase from the 106 impact assessments and 98 equality relevance checks completed in the previous year. This was due in part to the success of our new equality impact assessment template and guidance which has been well received by Council staff with positive feedback from EqIA authors and managers.

Another contributing factor to the significant increase in EqIAs has been a new requirement in our procurement process for any contract with a value of £25,000+ to have an EqIA that covers the goods, services or works being procured. The purpose of these EqIAs is to influence service specifications, and to ensure that any potential issues such as disruption during works which might reduce accessibility or quality of life for particular groups are considered on a case-by-case basis and addressed in advance. Whilst for many proposals there may already be an existing EqIA for an overarching project or commissioning plan – this process helps to embed equalities thinking at an operational level as part of the planning and implementation of works, and to ensure that appointed contractors fully meet the differing requirements of Bristol's diverse citizens.

To streamline this process our Equality and Inclusion Team supported service areas who carry out a lot of works (such as Planned Maintenance and Responsive Repairs) to create template EqIAs that cover common considerations for broadly similar procurements. These templates are used as a starting point but need to be tailored to address any unique aspects of a specific procurement, and then reviewed in the usual way so that they do not become a 'tick box exercise'.

To support the roll out of our new EqIA process our Equality and Inclusion Team have continued to provide monthly face-to-face training for 68 officers in 2021-22. Feedback from this training has been positive with participants reporting a significant increase in their confidence in carrying out EqIAs; understanding of equalities groups in Bristol; knowledge of where to find equalities evidence and data; and insight into how proposals can affect different groups.

In addition to providing face-to-face training we have updated our e-learning module on Equality Impact Assessments with a new step-by-step video guide. This e-learning was completed by 916 employees in 2021-22.

## **Stonewall Workplace Equality Index**

As a public body we welcome ongoing peer review and scrutiny from a range of external organisations who provide unique perspectives and expertise. Our Equality and Inclusion Policy and Strategy 2018-2023 includes a commitment to work towards year on year improvement in the [Stonewall UK Workplace Equality Index](#) ranking.



However due to COVID-19 Stonewall changed the normal annual submission and benchmarking index for a year and replaced it with a comprehensive series of Workplace Equality Index Support sessions, which we engaged with. In 2021-22 the Council did not submit a Workplace Equality Index application, and instead focused on implementing the advice and support we have received about how we can develop and work in different areas of employment policy and practice.

## Disability Confident employer

The Disability Confident project team is working on three streams of work as laid out in the Disability Confident Action Plan. The action plan is a roadmap to help the Council to progress from Level 2 to Level 3 of the Disability Confident employer scheme. The process is based on a self-assessment model.

We are moving towards achieving the main requirements of the scheme which is about encouraging long term behavioural change and empowering employers to take action to improve how they attract, recruit, retain and develop disabled people in the workplace. The scheme has 3 levels designed to support employees on their disability confident journey these are:

- Level 1 signing up and showing your commitment
- Level 2 Being a disability confident employer
- Level 3 Being a leader and advising other businesses

Having signed up to show our commitment we have Progressed to 'Level 2 Disability Confident Employer'. This means we are further increasing our understanding of disability and building a reputation of an inclusive employer and helping new and existing disabled employees fulfil their true potential. The Council aspires to demonstrate that we have reached Level 3 of the Disability Confident employer scheme in 2022-23.

## Our workforce

**Equality Objective E02 – “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.

## Workforce diversity reporting

We produce a Workforce Diversity Dashboard on our intranet which is available to all managers so they can see differences in representation and outcomes for our staff based on their protected characteristics, which can be used to inform e.g. positive action and other initiatives to promote diversity. This is updated monthly and provides statistics for Headcount, Sickness, Starters and Leavers etc. from our HR records. It excludes data for Locally Managed Schools/Nurseries, Councillors, Casual, Seasonal and External Agency employees.

This workplace diversity report is based on the sensitive information that staff add to their employee profile on our HR Self-Service system, which we ask staff to add and update to

make sure our report is as complete, current and accurate as possible. It is anonymised, and granular reporting is not available for smaller teams, to avoid any risks of personal identification.

Please see [Workforce Diversity Data – Summary Analysis](#) below for more information about what this data shows us.

## **Workforce Strategy**

We have begun a refresh of the Workforce Strategy and action plan which is informed by: our new Corporate Strategy priorities; findings from our 2021 pulse survey results and 2022 staff survey; emerging workforce needs as we learn to live with Covid; and our new programme approach to equality and inclusion.

Our Workforce Strategy (last updated in 2020) provides the framework for our transformational journey to become a council that people are proud to work for, which delivers the corporate strategy priorities to high standards. This helps us to proactively meet the future challenges and requirements of the organisation through the six themes of the strategy: An empowering organisation; equality and inclusion; performance and talent development; health and wellbeing; structure, pay and policy; brand and recruitment.

## **Learning and Development**

See [Summary of our E&I Learning and Development Offer](#) section.

As part of the COVID-19 pandemic response we continued to ensure colleagues had full access to the learning and development programme and put in place new products to support them adapt to new ways of working.

A planned review of the Learning and Development programme took place with new elements being introduced. An example of these is a deaf awareness course which has initially been targeted at Housing and Landlord Services with 73 people trained so far. Positive feedback includes improved interactions and conversations between hearing and non-hearing colleagues.

Development sessions have been arranged for Diverse Recruiters to reflect on and share their experiences, skills and knowledge; network and access peer support; and build their influencing skills ensuring their voices are heard.

In addition to new courses, work has started on developing a diversity dashboard for Learning and Development which will be available to employees via The Source (council intranet) by summer 2022. This will provide information about take-up of courses across the diverse demographic of the council's workforce.

The review has also resulted in modifications to some courses, but many elements of the Learning and Development programme have been retained e.g. an equality and inclusion dedicated session within corporate induction which 216 new starters have participated in during 2021-22.

Other elements of the Learning and Development programme continue to be mandatory for particular groups of the workforce such as Equality Impact Assessment online learning where 916 completions were achieved during 2021-22. Managing Diversity is mandatory for managers and 642 leaders completed this eLearning during 2021-22.

All staff undertake mandatory “Your Rights and Responsibilities” eLearning with 1,548 eLearning course completions and 201 participants on the face-to-face course bringing the total number of the workforce to 5,990 and 404 respectively, (COVID-19 and the associated restrictions impacted on what was possible in terms of face-to-face development).

In addition, equality and inclusion related eLearning is available and accessible to the wider workforce covering subjects such as trans awareness and hate crime. Many key skills for inclusion are covered by coaching modules on subjects such as communication and through our face-to-face workshops on effective conversations.

### **Staff Led Group Support**

A range of support has been made available to Staff Led Groups including mentoring workshops for the Disabled Colleagues Network and Young Professionals Network, and a mentors’ toolkit was developed. Staff Led Group Chairs can also have regular one-to-one support meetings with their Director Sponsors and the Head of Equality and Inclusion.

An induction pack was produced for the newly elected Staff Led Group Chairs containing information on the corporate strategy, values and behaviours, leadership development etc. In collaboration with Staff Led Groups a workshop has been scheduled for July 2022 to boost confidence in meetings for new chairs.

### **Cultural Intelligence**

190 colleagues attended the 2 day Leading with Cultural Intelligence workshop with a 30% increase in confidence reported following this. Due to the positive feedback, with colleagues starting to engage in more open discussions with their teams to ensure that cultural values are understood and respected, this programme will continue throughout 2022-23.

### **Talent Development Programme**

As part of the talent development strategy which was created in collaboration with staff led groups and trades unions the steering group continues to shape the work in this area. The programme is designed to provide opportunities for colleagues to develop their careers, develop positive action initiatives, and create a ‘talent pipeline’. Focus groups have helped develop initiatives including Grow Your Career hub and Diverse Voices, (more detail under Workforce Diversity Initiatives section).

### **Leadership and Management Development**

We have continued emphasizing equality and inclusion in leadership development and the leadership pipeline<sup>8</sup> which helps colleagues with their career development planning has been refreshed. This shows the expected leadership behaviours at each level, and

the learning and development opportunities to support their personal development plans.

39 colleagues have participated in the Leading Inclusively module of our Leadership Programme. This explores ways to embrace inclusion, acknowledging how bias/prejudices impact the workplace, preparing managers for difficult conversations and exploring approaches to challenge using non-violent communication. The Programme was refreshed to create more space for learning, reflection and time to practice as well as offering protected time with peers to share learning and experiences, (more detail on the Programme is available within the summary).

We also offer leadership development for new and aspiring managers with a manager toolkit 'key information for managers' which includes guidance on promoting equality and inclusion.

During 2021-22 Housing and Landlord Services commissioned specialist external equality and inclusion training for operational staff in our Planned Maintenance Service and Responsive Repairs teams. Attendees reported feeling more confident in how to challenge inappropriate behaviours, and how to have open conversations about equality and inclusion issues. Positive feedback included:

*"Tone was relaxed and engaging to those who might normally be defensive. Explaining banter good. Good conversations which encourage change to culture."*

*"I learnt a lot and how my role can make inclusivity better within BCC"*

*"Putting terms/names to things I've had feelings about. Understanding things from other people's perspective...was dreading coming if I'm honest as thought it would be boring but wasn't"*

*"Not lectured but discussions and thought provoking and has made me think about my role and how I conduct myself and me as a person - an excellent course"*

## Workforce diversity initiatives

### Diverse Voices

Diverse Voices – Director Experience was piloted. This positive action scheme was designed to increase the diversity of the council's senior leadership. 10 people participated in cohort one, 11 in cohort two. The scheme involves a package of coaching and development for existing managers as well as the opportunity for participants to take part in leadership forums such as Corporate Leadership Board each week for one month. This helps provide diverse perspectives in Council decision making, whilst offering a development opportunity for the participants.

A stakeholder group, involving Staff Led Groups and trade union representatives agreed that the next priority area is 'Diverse Voices – Team Leader Experience'. This is to give the cohort valuable experience of leading a team, which might not otherwise be available. A programme has been designed in collaboration with the stakeholder group and will launch in June 2022 with 16 participants.

## **Reverse Mentoring**

The Reverse Mentoring programme is open to all staff. It is an opportunity for our managers to learn from a diverse range of staff. This is through developing an understanding of viewpoints from under-represented groups within the Council.

For example, a manager may have little or no engagement with members of the LGBTQ+ community and seeks to expand on their understanding of issues and requests a mentor. It provides managers with the lived experiences of staff from diverse groups. Reverse Mentors will have an opportunity to mentor senior leaders to develop their equality and inclusion skills and receive advice or learn new skills in return.

Each pair meets for at least one hour a month for six months or has 6 meetings over a longer time period. They meet to talk about issues that affect colleagues from a diverse background or equality group such as race, ethnicity, gender, disability or sexual orientation.

### **Reverse Mentoring Experiences:**

'I joined the scheme because I wanted to understand how a particular diversity issue impacted someone with that characteristic in the workplace. Whilst ultimately you can never 'walk in someone else's shoes', I found my mentor to be really good at describing the issues they found in the workplace, and helping me understand discrimination, which is as both real and often unintended, from their perspective. In terms of turning my sensitivity to discrimination up, the scheme definitely worked for me.' Mentee – ICT Project Manager

'I really enjoyed taking part in reverse mentoring and would recommend it to any manager or employee to take part in. It was a great opportunity to speak to a manager that I wouldn't normally have come in to contact with and to learn from her. More to the point, it was a great opportunity for her to learn from me about LGBT issues in the workplace. I feel that we were able to have frank and open discussions and she has told me that it has changed the way that she will see and do things which is great news!' Mentor - Estate Management Supervisor

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## **Diverse Recruiters**

The Diverse Recruiters scheme is designed and managed by the Equalities and Inclusion Team to help us recruit the best talent for roles within the Council. The objective is to help managers and candidates get the best possible outcome from a job interview. Diverse Recruiters also help to ensure interview panels are aware of potential bias and have sufficient diversity of thought and experience. Our Diverse Recruiters scheme has a wide range of participants to ensure recruitment panels include members from under-represented groups in our workplace.

## **Project Bristol Internship**

Our Project Bristol Internship has been running for eight years and provides young people aged 18-24 years who have learning disabilities with a programme which aims to develop the skills required to match job opportunities within the council and help to obtain permanent roles or apprenticeships.

## **The Strive Internship**

We worked alongside Hargreaves Lansdown to establish the Strive Internship scheme which aims to offer at least 50 paid internships annually to Black, Asian and minority ethnic university students and graduates living or studying in the West of England. Internships last for a minimum of four and up to 12 weeks and are available across a range of organisations and sectors in the West of England.

In 2021-22 we hosted five interns at Bristol City Council in Finance; Mayor's Office; Communications; and Energy Service teams. At least one intern has gone on to secure employment with the Council, and we aim to expand these opportunities as the scheme continues.

For more information on what we achieved in 2021 please see the West of England Black Interns Impact Report.

## **Stepping Up Programme**

Stepping Up Bristol is an award-winning program for excellence in diversity and mentoring. The programme aims to unlock potential and develop talent while ensuring a fair representation of Black, Asian and minoritised ethnic, disabled people and women in positions of leadership.

It was launched in January 2018 as a city-wide accelerated Black, Asian and minoritised ethnic leadership experience and development opportunity - to create a diverse talent pool in Bristol and supply a ready flow of individuals with aspiration and skills to reach the more senior roles. The design of the talent pipeline and pool has been co-created with employers, and the programme has since been expanded to include women, and disabled participants (whether they are also of Black, Asian or minoritised ethnicity).

As a spin-off from the main Stepping Up programme, Horumar is a community-based project for Somali women. The programme provides Somali women with the right tools to increase their skills and knowledge to obtain meaningful, professional, well-paid self-employment or employment.

The programme has achieved positive outcomes in the acceleration of career development and enhancing civic leadership. In 2021-22 there were 80 participants. There have been 300+ participants since 2017; 100+ partnership organisations; 300+ paired mentors. Participants get the support of a dedicated virtual mentor during the duration of their training; join workshops online (or in person) and develop new leadership skills; access a dedicated e-learning account; undertake a stretch assignment; and get the support of a professional tutor.

For the next steps of Stepping Up it will change its name to Stepping Up Learning Academy, offer more tailored support to businesses - There'll also be another Stepping Up funded by WECA targeted at minoritized groups like the GRT community.

For more information see <https://www.stepsupbristol.com/>



## Workforce health and wellbeing

Supporting our colleagues' health and wellbeing is one of the top priorities in our Workforce Strategy. To address this priority we have:

- Delivered a range of workshops, webinars and resources to support mental health, wellbeing and resilience
- Introduced health and wellbeing plans – for colleagues to discuss and agree individual support arrangements
- Promoted the Mental Health First Aider scheme
- Procurement of a new Employee Assistance provider
- Launched a replacement corporate safety flagging system

### Reasonable adjustments for disabled colleagues

We have continued to undertake a range of activities to meet the needs of disabled colleagues including:

- providing day to day Disability Advisor Casework and reasonable adjustments support to Council staff and teams regarding disability and long-term condition related adjustments.
- leading and initiating activities relating to the Disability Confident Scheme working groups alongside the Disabled Colleagues Network and colleagues, as the organisation works towards Disability Leader status.
- informing the return to the workplace planning.
- providing up to date DSE assessments and advice adapting to meet the new ways of agile working.
- working collaboratively with the Disabled Colleagues Network to promote disability awareness events.

## Staff engagement

### Pulse Surveys

Because of the Covid-19 pandemic, we didn't carry out a full staff survey in 2021. Instead, we asked colleagues to complete a series of short pulse surveys to get their views on current issues in a way we could analyse and respond to quickly.

Our first pulse survey focussed on colleagues' mental and physical wellbeing, how useful our support for these has been during the pandemic and how we can continue to develop what we do in future. We heard from 1,750 employees who told us that being able to hold virtual meetings with colleagues was the most beneficial change, but that resources including self-service resources for setting up Display Screen Equipment at home and online wellbeing webinar sessions proved useful too. The top recommendation for the future was to provide additional guidance for colleagues working in a virtual world.

Another pulse survey focused on the quality of the conversations employees have with their line manager about performance and development, including what resources would make regular 1:1s more useful. The results gave us some encouraging news, including the fact that more than three quarters of respondents had a performance review/appraisal with their line manager in the past 12 months (despite the disruption of COVID-19 lockdowns). Similarly, just short of three quarters said that their line manager provided them with the right amount of feedback on how they are doing in their job. The responses also showed us that one area which can improve is the quality and content of these conversations. For example, nearly a third of respondents say they don't discuss and plan their learning and development needs with their line manager, and over half of respondents had not created a plan with their line manager for their career development and progression. In line with this, respondents' top option for the future was more online resources focused on helping them to develop their career – which we have now produced and shared.

### **Young Professionals Network survey**

In June 2021 our Young Professional Network's (YPN) staff led group carried out a survey for all those working at the council aged under 31, including apprentices and temporary staff.

The biggest concerns for young employees at the Council were:

- Career progression: a perceived lack of specific routes of progression with existing senior staff staying in role / not moving on, as well as stretches in the level of experience expected between grades, making it harder for staff at lower grades to gain promotion.
- Lack of personal development opportunities: few options to shadow other roles, and limited investment in young people's personal development, including difficulty accessing leadership training.
- Not being taken seriously: including not having skills recognised, ideas not being considered, and not being 'heard'.
- Working from home: young people disproportionately impacted due to shared accommodation and lack of space, as well as increased isolation and lack of opportunity to communicate with and learn from teams in person.

27% respondents said they joined because they wanted to make a difference or have a positive impact on the city. Other reasons for joining included there being the right role at the right time, people wanting a specific public sector role, and the benefits such as pensions, annual leave, and flexi-time. This shows that the organisation has a lot of reasons for young people to be attracted to it, and that young people's reasons for joining are not different from older colleagues' reasons.

43% of the respondents wanted to stay at the council in the future, 42% might want to stay and 15% do not expect themselves to be working for the organisation in three years' time. Reasons to continue working for the Council included being happy in current role and/or enjoying the work, having a team, long-term Bristol City Council plans, utilising opportunities for career progression, and having a fixed-term contract. Some respondents said that they would not stay at the Council as they did not see career progression options. Some said they said they would pursue changing a role/specialism or relocate to a different place.



In general young people were supportive of returning to the office so long as there was sufficient flexibility and choice, and they mostly felt supported by the Council throughout the lockdowns. Comments emphasised the importance of seeing colleagues face-to-face, and being around teams to gain experience and knowledge, as well as the social element.

A range of things to help apprentices feel supported were also suggested including meeting up with other apprentices, development opportunities and mentoring.

The results have informed a workplan for the Young Professionals Network, as well as some actions which have been passed on to other teams in the Council.

### **Developing a new gender identity and transitioning Policy**

Bristol City Council is considering its approach to gender identity and transitioning, aiming to develop a new policy to provide clarity on how best to support trans and gender diverse employees and service users, as well as ensuring other characteristics including sex-based protections are also correctly and lawfully accounted for in any approach we take.

In 2021-22 we sought colleagues' feedback on workforce related aspects of our proposed approach to ensure we were hearing all voices and that our workforce had the chance to identify and rectify any gaps, issues, or ambiguities. We had 55 responses to an online survey. Most respondents agreed with our overall approach, with helpful feedback and recommendations. We also held a workshop with members of the Council's LGBT+ Employee Group, with a follow on session for a small group of staff with relevant lived experience who gave us more specific advice on meeting the needs of non-binary and gender-fluid people, and people with variations in sex characteristics etc.

We plan to consult more widely on those aspects of the proposed policy approach which may impact on service users and citizens in 2022-23 which will inform a new policy.

### **Other staff engagement**

We have developed a transparent communication approach to ensure we reach staff with regular and timely updates about COVID-19; help them understand corporate priorities such as the budget position; provide wellbeing support; and celebrate success.

We have also introduced more engagement opportunities for colleagues to meet with senior leaders to discuss cross-cutting issues – such as corporate strategy workshops, budget drop-in sessions, and post COVID-19 working arrangements.

### **Social Care Workforce Race Equality Standard**

The Social Care Workforce Race Equality Standard (WRES) was developed by Skills for Care, as a tool to measure improvements in the workforce with respect to the experiences of Black & minority ethnic staff<sup>1</sup>. This initiative is run DHSC with Skills for Care having been rolled out in the NHS five year ago. Bristol applied to be one of 18 initial local

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<sup>11</sup> [Social Care Workforce Race Equality Standard \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)

authority sites implementing WRES in social care and our own Social Care WRES project was launched in April 2021.

The Social Care WRES creates a framework for progressing workforce race equality and promoting anti-racism. It requires local authorities to collect data on an annual basis on nine key metrics which highlight differences in experience of minority ethnic staff. Findings from these metrics are taken into account in subsequent action planning:

1. Percentage of employees from a minority ethnic background in each of the Council pay bands compared with the percentage of staff in the rest of the workforce
2. Comparative rate of employees from a minority ethnic background being appointed from shortlisting
3. Comparative rate of employees from a minority ethnic background entering the formal disciplinary process
4. Comparative rate of employees from a minority ethnic background entering the fitness to practice process
5. Comparative rate of employees from a minority ethnic background accessing funded non-mandatory CPD as compared to White staff
6. Percentage of employees from a minority ethnic background experiencing harassment, bullying or abuse from people who use social care, relatives or the public in last 12 months
7. Percentage of employees from a minority ethnic background experiencing harassment, bullying or abuse in the last 12 months from a) Colleague b) Manager
8. Comparative rate of employees from a minority ethnic background leaving the organisation during the last year
9. Percentage difference between organisations' senior management membership and its overall workforce and population

Our WRES Action Plan has been developed through a period of engagement and consultation with minority ethnic staff groups and through the involvement of staff representatives in the WRES Project Group. Consultation included a survey of social care staff in September 2021 - findings of which have been used to inform the Action Plan. The Action Plan has approval from Council leadership and progress will be monitored through our wider Equality and Inclusion governance structure.

## Equality Objective 2 - measures and outcomes

Measure	2020-21	Target	2021-22	Rating	Trend	Comment on Progress
Reduction in the gender, race and disability pay gaps:						
Gender pay gap (mean)	4.55%	3.75%	4.41%	Worse than target	↓ lower	See pay gap reports <a href="https://www.bristol.gov.uk/equality/equalities-success">Measuring equalities success - bristol.gov.uk</a> and Workforce Diversity Data – Summary Analysis section below for more details
Race pay gap (mean)	8.74%	7.5%	7.33%	Better than target	↓ lower	

Disability pay gap	2.82%	-	2.99%	-	↑ higher	Although below our target of 0% difference this is an improvement in performance compared to last year
Increase the percentage of employment offers made to people living in the 10% most deprived areas.	4.7%	6.5%	3.0%	Worse than target	↓ lower	
Difference between progression rate of Black, Asian and minoritised ethnic employees, and non-Black, Asian and minoritised ethnic employees.	0.55%	0.00%	0.08%	Worse than target	↓ lower	
Difference between progression rate of female and male employees.	-0.5%	0.0%	-0.3%	Worse than target	↓ lower	
Percentage of top earners who are women.	54%	56%	56%	On target	↑ Higher	
Year on year increases in the proportion of colleagues who self-declare their diversity characteristics.	Comparing end March 2021 diversity reports to the previous year our proportion of 'Unknown' diversity data has reduced for Ethnicity 6.4% (was 7.1%); Religion/Belief 7.7% (was 8.3%); and Sexual Orientation 6.6% (was 7.3%). However the proportion of 'Unknown' for Disability status has increased to 14.7% from 11.3%. Where we have recently included diversity monitoring for Marital Status and Trans Colleagues the proportion of unknowns is still high, although it is gradually improving as more colleagues provide this confidential information on our HR system					
Year on year improvement in the Stonewall Workplace Equality Index ranking.	Due to the challenges many employers faced in immediate response to the COVID-19 pandemic, Stonewall decided not to run the 2021 Workplace Equality Index <sup>12</sup> .					
Bristol City Council's workforce is broadly reflective of the demographics of the working age population in the communities we serve.			see Workforce Diversity Data – Summary Analysis section below for details			
Percentage of <u>grievances</u> from Black, Asian and minoritised ethnic colleagues	20.6%	-	15.6%	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details

Percentage of <u>grievances</u> from disabled colleagues	15.9%	-	19.3%	-	↑ Higher	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving Black, Asian and minoritised ethnic colleagues	17.1%	-	35.5%	-	↑ Higher	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving disabled colleagues.	13.3%	-	11.8%	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details

## Providing inclusive services

### Equality Objective E03 – “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.

## Equality Action Plans

As part of the annual business planning cycle all Council service areas carry out review of their functions to produce an updated Equality Action Plan. These plans prioritise relevant equality issues for their area of work, including addressing any under-representation and identifying ways to address them with measurable targets to track progress.

The actions in these plans link to the five objectives in the BCC Equality and Inclusion Policy and Strategy 2018-2023. Updated plans for 2021-22 were required to include specific actions and targets in relation to race equality, as part of our organisational response to the findings of an independent report by DWC Consulting<sup>2</sup>.

The Council has a key performance indicator (KPI) to “increase % of all Equality Action Plan actions reporting expected progress (or better)”, which acts as an aggregate to help us understand overall progress. Our target for this KPI is 80% and in 2021-22 the overall percentage of equality actions with expected or better progress was 84.5%.

End of year reporting indicates that overall the Council is progressing well on activities related to improving workforce diversity and wellbeing, increased awareness of equality and inclusion issues, and to address disparities in representation and outcomes for service users (e.g. through better data collection and links with community organisations). Some actions were delayed due to COVID-19 related service interruptions and team staffing shortages.

<sup>2</sup> Advancing Equality and Inclusion Action Plan Closure Report ([bristol.gov.uk](http://bristol.gov.uk))

*Legal & Democratic Services has agreed three divisional equality & inclusion objectives to pursue in the coming year. These focus on ensuring that our division represents the diversity of the city, that each of us feels empowered to act as confident allies to colleagues, and to promote greater equality and inclusion in democratic processes in the city. To support the implementation of these objectives, we have set up a Working Group with members of staff from the division, which meets quarterly. Members of this group lead on developing particular workstreams in support of these objectives, for example holding focus groups with younger colleagues to understand their experience of our recruitment processes and how we can improve them, identifying best practice in recruitment and how to ensure managers are following it, and running events on E&I topics of interest to our colleagues. The Working Group is still in its first year, but we hope that it supports tangible change and improvements in our division over time.*

*As an example of action being taken by a particular service area, Legal Services has a rolling programme of Solicitor apprenticeships as an alternative route to qualification over 6 years. The service also offers paralegal apprenticeships over 2 years. Both are focussed on young people from disadvantaged communities in Bristol. Legal Services has also created a permanent paralegal training post to enable a successful apprentice to gain permanent employment and progress their qualifications. The Council supports training at both levels.*

## **Race Equality COVID-19 Steering Group**

The Race Equality COVID-19 Steering Group was set up with representation from a wide range of organisations to address policy recommendations from a rapid review on the impact of Covid-19 on people from Black, Asian and minoritised ethnic backgrounds, along with recommendations in the Public Health England 'Understanding the impacts on BAME communities' report. We continue to support the steering group to meet monthly and ensure the policy recommendations are adopted and implemented across Bristol.

Some of the outcomes of the group have been:

- Working with the Race Equality Strategic Leaders Group & HR Leaders group to develop work around representation in leadership
- Working across the health system to increase the data that is available to us
- Working with the community and partners to offer mobile community vaccination centres
- Developing culturally appropriate public health communications for communities about the vaccines.

During 2021-22 the steering group also facilitated events attended by nearly 600 people which were designed to help people make more informed decisions about the COVID19 vaccination. Speakers and panellists included doctors, consultants, scientists, public health and community leaders answering key questions about the vaccines. The events urged people to consider ensuring information received about the vaccine are genuine and to seek advice from medical experts about particular issues.

As COVID-19 restrictions ease across the city, the group will now be taking a collective view on also focusing on other health inequalities prevalent in Bristol which could benefit from multi agency initiatives through this group.

## Equality Objective 3 - measures and outcomes

Measure	2020-21	Target	2021-22	Rating	Trend	Comment on Progress
Increase % of all Equality Action Plan actions reporting expected progress (or better)	76%	80%	84.5%	Better than target	↑ Higher	End of year reporting indicates that overall the Council is progressing well on activities related to improving workforce diversity and wellbeing, increased awareness of equality and inclusion issues, and to address disparities in representation and outcomes for service users (e.g. through better data collection and links with community organisations). Some actions were delayed due to COVID-19 related service interruptions and team staffing shortages.

## Our Role as a Leading Agency

**Equality Objective E04 – “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.

## Supporting our Mayoral Commissions

### Bristol Disability Equality Commission

The new Disability Equality Commission will work with Disabled people and organisations and city partners to help improve the lives and opportunities for those living in the city.

The commission is Chaired by Alun Davies who was appointed in September 2021. Alun has 40 years of experience as a national and local activist for equal rights and opportunities for Disabled people.

The commission has 11 commissioners who are Disabled people from intersectional communities, with organisational representation from Centre for Deaf and Hard of Hearing People; Bristol Disability Equality Forum; West of England Centre for Inclusive Living; and Bristol Reclaiming Independent Living.

The first task of the commission will be to listen to Disabled people about their experiences and priorities, which will inform action plan setting out what the commissions wants to focus on in the first four years.

### Bristol Women’s Commission

Bristol Women’s Commission was formed in 2013 as a partnership of key agencies across the city to meet Bristol’s obligations as a signatory to the European Charter for Equality between Women and Men in Public Life.

The Women's Commission has established multi-agency task groups to address Women's Safety; Women's Representation in Public Life (not currently active); Women and Girls' Education; Women's Health; Women and Economy; and Women in Business.

Since the report to Full Council in November 2021 the Women's Commission has provided strong responses to Government consultations on Women's Health which have been recognised and included in Government's vision for Women's Health the precursor to a national strategy. Penny Gane (Chair) was keynote speaker at the Department for Communities and Levelling Up International Women's Day celebrations which was attended by all government departments. She spoke about the work of the Women's Commission and One City's initiative to tackle period poverty, women's health and other priorities areas. The commission have worked with Mark Shelford and CC Sarah Crewe in setting up a regional Summit to tackle violence against women and girls.

For information about the commission's successes and reports please see their annual report to Full Council summarising the work undertaken by the commission during 2021 in areas of; Safety, Health, Education, Economy and Business: [Women's Commission - Full Council Report \(bristol.gov.uk\)](#)

<https://www.bristol.gov.uk/mayor/womens-commission>

### **Commission on Race Equality**

The Commission on Race Equality (CORE) was formed in 2018 and works in partnership with cross-sector networks to advance and prioritise race equality, influence local leaders, and increase the power and influence of Black, Asian and minoritized people in Bristol.

CORE has recruited a new chair Museji Takolia CBE, along with the recruitment of three new commissioners. Black South West Network (BSWN) continue to provide the secretariat function.

In November 2021, CoRE presented a progress report to Full Council detailing the contribution of the commission to policy locally and nationally, and the activities undertaken in the past year to tackle systemic racial inequality – including work streams for education, criminal justice, health and wellbeing, community engagement, and economy [Commission on Race Equality - Full Council Report 2021.pdf \(bristol.gov.uk\)](#)

For more information please see [bristolcore.co.uk](http://bristolcore.co.uk)

### **We Are Bristol History Commission**

Following the removal of the Colston statue in June 2020 the Mayor of Bristol, Marvin Rees, established the city's first ever History Commission. The Commission posed a series of questions to help us tell our full history and how we have become the city we are today. As we learn this fuller history and the key topics such as wars, protests, the harbour and the docks, manufacturing and industry, research and innovation, transport, slum clearances, housing, modern gentrification, migration and faith in the development of the city, we will be in a better position to understand who we are, how we got here and who we wish to commemorate.



The History Commission worked with the Culture & Creative Industries' museum team and created a temporary display of the statue in M Shed museum alongside a record-breaking public consultation exercise to engage the city and beyond in a conversation as to what should happen to the statue and the plinth. After the display closed the Commission prepared an in-depth report which considered perspectives shared by Bristolians and beyond. The report set out six recommendations as to the next steps for Bristol City Council to consider including what to do with the statue. This work will help us to manage our journey in building our city according to our commitment to equality, diversity and inclusion and finding a way to live with our differences. It is important that all perspectives continue to find a home in Bristol, and we live with our collective difference and go on a journey together.

For more information and access to the report please see: [We Are Bristol History Commission - bristol.gov.uk](https://www.bristol.gov.uk/we-are-bristol-history-commission)

### **Mayoral Commission on Domestic Abuse**

The Mayoral Commission on Domestic Abuse first formed in 2020. Twenty-eight local and national organisations took part in five themed workshops. These workshops produced the series of principles in a report to help prevent domestic abuse.

For more information please see [Mayoral Commission on Domestic Abuse Report - bristol.gov.uk](https://www.bristol.gov.uk/mayoral-commission-on-domestic-abuse-report)

### **Bristol Equality Charter and Bristol Equality Network**

In November 2018 we launched the [Bristol Equality Charter](https://www.bristol.gov.uk/bristol-equality-charter) - a city-wide initiative co-produced by 20+ private, public and voluntary sector organisations in conjunction with Bristol City Council. The charter sets out several commitments to help with the aim of making Bristol a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

The Bristol Equality Charter continues to have a growing number of signatories (now 190+) and our Equality and Inclusion Team provides ongoing support to the Bristol Equality Network, which is open to representatives of organisations who have signed the Bristol Equality Charter.

The purpose of the Bristol Equality Network is to support network members to achieve the aims and commitments of the Bristol Equality Charter, Develop excellent equality practice through cross-sector partnership working and knowledge sharing, and encourage more organisations to sign the Bristol Equality Charter and participate in the network. The network is chaired on a rotating basis and has four main meetings a year where members come together to promote partnership working and to share information and good practice.

The Bristol Equality Network continued to meet digitally throughout 2021-22. As well as working collaboratively on priority actions such as collaborating to provide meaningful work, apprenticeships and volunteering opportunities; promoting positive action activities; and improving city wide data on diversity to support the case for making changes, the Network held member sessions focusing on themes such as:



- Positive action initiatives
- Volunteering opportunities
- Neurodiversity and accessibility
- Muslims in Bristol and Britain

## **Bristol's Race Equality Strategic Leaders' Group**

The city-wide Race Equality Strategic Leaders' Group was first established in August 2015, in response to the Manifesto for Race Equality, to bring together all public sector organisations in the city to work collaboratively to tackle the endemic issues that the Manifesto raised and to make a difference to our communities. The aim of the group is to ensure we collectively tackle race inequality across Bristol by identifying opportunities and tackling issues through transparent approaches.

The group is a city-wide forum (currently Chaired by Bristol City Council) which now has full attendance and representation from 16 major public sector agencies in the City (all Health trusts, Universities, Criminal Justice agencies and the City Council), as well as excellent support and scrutiny from wider strategic partners such as SARI, Commission on Race Equality, VOSCUR & Black South West Network. To help deliver the strategies set by the group there is also support from the Bristol H.R. Leaders Group.

The group meets on a bi-monthly basis to discuss how all public sector city partners can work together to improve the opportunities and experiences of Black, Asian and minoritised ethnic individuals and take an action-centred approach to making a difference for Bristol communities.

Over the past years the momentum behind the group has grown significantly with ever increasing group membership and attendance at strategic levels. This has enabled the group to formally agree strategic and collaborative annual work plans and projects for delivery to produce tangible outputs to share through networks and with wider city stakeholders.

Some of the projects delivered by the group recently have included:

### **Race Equality Data Product Update 2021**

This 3<sup>rd</sup> iteration of one of the group's key strategic projects transparently presents how all major public sector agencies (and now other sector partners) in the City are performing in terms of race equality data, including detail on key H.R. indicators such as representation, pay, grievance, disciplinary and sickness data for over 50,000 employees within Bristol. This detailed work goes way beyond statutory guidelines for race data reporting with the aim of ensuring we achieve greater diversity and equality within our organisations.

This report again highlights areas of concern and significant challenges, as well detailing progress - 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 update. We have also included a focused area around Leadership

representation by ethnicity to align and support the Covid-19 race equality steering group action plan. We are now closely working with partners and specialists to effect change and improvement.

### **Launching Bristol's Race Eco System**



Bristol's Race Eco System is a simple visual display of the many groups, networks and partnerships that exist across Bristol in tackling race inequality. The aim being to produce a high level overview and directory for all interested parties to try and explain what a complex landscape in a clear and concise manner, to help facilitate even greater understanding and collaboration across stakeholders throughout the region. The document enables all users to easily find out more about many of the city's key groups, their priorities and make-up, as well as signposting to all websites where greater detail such as work plans, reports, terms of reference and membership can be found.

There has been a commitment throughout this process to ensure this is a 'living' document and we will continue to ensure the document adapts and grows to enable inclusion of wider race focused groups / projects or organisations as they request.

For more information please see [Bristol's Race Eco System - Bristol One City](#)

### **Race and the City 2 Events**

In 2021-22 the Race Equality Strategic Leaders' group launched Race & the City 2, a free programme of events open to the public, to explore ideas and answers. This programme followed the previous Race & the City Conference held by Bristol City Council in late 2019. This series of events was run in collaboration between Bristol City Council and race

focused partnerships and groups throughout the city and beyond. To date more than 500 stakeholders and community group members have attended these events.

At these five themed events, Bristol City Council and partner organisations facilitated discussion and engagement, as well as sharing key learnings and current and future priorities. The Race & the City 2 events were a mixture of webinars and in-person with a focus on tackling race inequality in five key areas:

- A spotlight on Health & Covid-19
- A spotlight on Recruitment and Employment
- A spotlight on Muslims in Bristol and their diversity
- A spotlight on Education
- A spotlight on Criminal Justice

For more information please see <https://www.bristolonecity.com/race-equality-strategic-leaders-group/>

## **Bristol Black Pound and Diverse Supplier Workstream**

We know that COVID-19 has had a disproportionate impact on small businesses, and local research has highlighted how long-term underinvestment and lack of equity in funding and procurement has eroded the local voluntary and community sector – in particular for Black and minority ethnic led organisations<sup>3</sup>. During 2021-22 we carried out a range of activities to directly address the economic inequalities and imbalances affecting Black businesses and entrepreneurs in the UK and global diasporic communities.

The Bristol Black Pound project, which ended in March 2022 was instigated to address growing concerns that the council was not doing enough to support Black-led businesses, and to help assist adjusting economic inequalities that have affected the Black community historically (which have been exacerbated by COVID-19). The project has led to specific actions to improve access to procurement advice and guidance for diverse suppliers; to improve communication of available tenders and low value contracts to diverse suppliers; to increase data mapping and review through tender evaluation; and to clarify and standardise procurement policies.

We held a number of engagement workshops supported by Black South West Network and VOSCOUR aimed at improving opportunities for local communities to bid for tendered opportunities. These will continue with future workshops aimed at local diverse SME's from Black and under-represented backgrounds, aimed at improving supplier access to procurement information, as well as gaining feedback to shape future sessions. Future workshops will include practical advice for providers such as procurement sustainability, access to tenders and e-tendering, details of upcoming tender opportunities etc.

### **Diversification of the Supply Chain**

In addition to the Social Value Policy and assessment of Modern-Day Slavery risks, we will:

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<sup>3</sup> [Designing a new social reality -](#)

[Research on the impact of covid-19 on Bristol's VCSE sector and what the future should be – Black South West Network 2020](#)

- Establish a supplier diversity lead officer, dedicated to making a significant economic impact in the Black business community, assessing opportunities and leading on actions.
- Ensure that Black-owned and other diverse businesses have sustainable opportunities to work with the Council
- Improve the supplier diversity data we hold in our contract database and develop monitoring and reporting to focus action and measure success
- Promote use of known Black-owned and other diverse businesses to the extent of our powers within procurement rules (e.g. through requests for quotes)
- Actively encourage and provide training for Black-owned and other diverse businesses on how to register as potential suppliers to the Council and on how our tender processes work.
- Ensure greater engagement with and use of Black-owned and other diverse businesses (e.g. through co-design, research & stakeholder engagement, and finding other opportunities to promote use of Black businesses by other individuals and organisations)

## Equality Objective 4 - Measures and Outcomes

Measure	2020-22	Target <sup>19</sup>	2021-22	Rating	Trend	Comment on Progress
Ratio of consultation response rate for the most and least deprived 20% of Bristol citizens.	1.91%	1.7%	1.07%	Better than target	↓ lower	The end of year actual is much lower (better) than target and continues an improving trend towards parity in response rates (target value of 1) between people in the most deprived 20% and least deprived 20% areas of the city. The end of year figure is affected (positively) by a very high response rate to paper surveys targeting deprived communities with a survey on advertising of alcohol, gambling and unhealthy food.
Increase the percentage of people who feel they can influence local decisions.	21.1%	22.6%	20.6%	Worse than target	↓ lower	The 2021-22 figure is two percentage points worse than target and is 0.5 percentage points below the 2020-21 outturn, however, is still 3 percentage points higher than the low-point value in 2018/19. This PI is likely to be influenced by a wide range of factors, and the reduction in 2021/22 mirrors trends in other PIs observed in the Quality of Life survey. The positive response in 2020/21 was tentatively attributed to the council's work with communities in its response to the COVID-19 pandemic, plus the 'Your City Our Future' programme leading to Bristol's first citizens' assembly. The worsened perception in 2021/22 may reflect the return to more 'business as usual' conditions with the negative legacy of COVID-19 still impacting many people.

An increase in the proportion of Children in Care who meet and exceed their educational achievement outcomes.	Various measures					Bristol City Council has updated its <a href="#">Corporate Parenting Strategy and Pledge to our young people in care and care leavers</a> . Education, training and employment all feature in the documents
Reduce the number of people sleeping rough on a single night (BCC Quarterly Count)	43	60	45	Better than target	↑ Higher	The end of year figure is the lowest number reported for some time; likely to have been positively affected by winter pressure funding and "protect and vaccinate" programme
A reduction in the difference between high performing and poorly performing areas in the number of unemployed people.	7.5 (2019)	-	7.8%	-	↑ Higher	For people in full time work (QoL) the deprivation gap has increased from 7.5% in 2019 to 7.8% in 2021 (2020 results were skewed because of COVID-19). However, the actual percentage of people living in deprived areas in full time work has increased slightly from 66.7% to 69.7%. In terms of relative deprivation Bristol has seen its relative ranking improve (on six measures) and stay the same overall in income and employment scale <sup>20</sup> .
A reduction in the proportion of young people who are not in education, employment, or training (including destination unknown)	15%	4.9%	5.9%	Worse than target	↓ lower	Since improved data reporting figures remain steady reflecting activities in the Participation team to track and improve employment, education and training (EET) figures. Throughout the year we have seen an increase in the number of year 13's who have dropped out of education and the Council is working hard to get them re-engaged back into EET. Those that are year 12 and NEET we are making contact now to ensure that they have a place secured for Sept or if they need additional help and support. The % of unknown has been the lowest it has been due to the data clean work the teams have done. Currently this rests at 1.33%.
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.	92%	92%	91.3%	Worse than target	↓ lower	This forms part of the Digital Inclusion agenda set by the One City Digital Board and will be delivered through large-scale Digital Place and smaller-scale Council initiatives. Currently, we have delivered a pilot project broadband into high-rise buildings, and we actively promote discount schemes currently available via broadband/mobile providers to our citizens. We are looking longer-term for potential opportunities/partnerships to provide subsidised access to broadband using



						Council assets to our tenants and the wider communities
A reduction in the gap in life expectancy for men and women between the most deprived and least deprived areas.	9.6 years (M) 7.2 years (F)	9.6 years (M) 7.2 years (F)	9.9 years (M) 6.9 years (F)	Worse than target (M) Better than target (F)	↓ lower	The data for this indicator is released annually by Public Health England. A comprehensive programme of work is being led by public health to address health inequalities and improve life expectancy.

## Our role in the community

### Equality Objective E05 – “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.

### Fostering good relations

Part of our Public Sector Equality Duty is to foster good relations between people who share a relevant protected characteristic and people who do not share it. This includes community activities to tackle prejudice (a stereotypical opinion or feeling about individuals who share a particular protected characteristic) and promote understanding (a proper knowledge of the real nature and circumstances of individuals who share a particular protected characteristic).

#### Examples of what we are doing now and will be doing in future

It is the diversity of our life experience and our personal understanding of inequity which enables us to connect with citizens with whom we have shared experience. We have colleagues who speak Arabic, Sudanese, Somali, Bangladeshi and Kurdish; born and bred in the places where we work; who identify as working class; women, young people, older people, Disabled people and LGBTQ+. This is what makes it possible to do our job well.

As with last year responding to the pandemic has been a significant part of our work with citizens and communities. We have continued to work with over 50 community hubs and community organisations focused on equity to get practical help and support to Bristolians wherever they live. This work is coordinated through the Community Exchange.

A freephone helpline 'We Are Bristol' continued to provide a single point of access to anyone who needed help. They were matched with a volunteer from one of the community hubs who was able to give them practical help e.g. with shopping or dog-walking, but also social connection and contact over the phone.

We have continued to build a network of Community Champions which has proved very effective in connecting more meaningfully with Black and minoritised communities. Champions are trusted and deeply rooted in their communities. They act as a bridge,

taking information into their communities in ways that are relevant and accessible and relaying information back. These roles have proved invaluable in building trust - reducing COVID-19 transmission and increasing vaccine take up.

This work was given a real boost in January 2021 when we appointed two Inclusive Community Facilitators focusing on Race Equality and Disability Equality which also adds to the diversity of our team which is so important for our work.

We have been learning learn from and building on what we have been able to achieve together in the way we work with communities.

We continue working with partners in ten neighbourhoods across Bristol to build communities – facilitating connections between neighbours and communities who may not otherwise come together to take action on shared interests including:

- one to one conversations with focus on residents who are not involved in their neighbourhood
- facilitating residents to take action in their neighbourhood
- connecting residents into opportunities within their neighbourhood and the city such as learning, education employment and wellbeing activities
- place based social action to foster good relations and promote understanding where hate crime and anti-social behaviour is impacting on citizens

We are developing 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.

We have continued to develop the 'Growing the Power of Communities' initiative with two learning sites where Council, police and health services work together using a community development ethos.

We are facilitating the co-design and co-development of Frome Gate and Victoria Gardens regeneration work using the principle of place-making to engage residents and equalities communities in the process of planning and design.

Future Parks - we are working alongside five voluntary sector organisations who work with equality groups to make sure everyone has an opportunity to take action in their local park.

We will continue to 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 such as:

- community conversations and play events, linking residents of different areas of Bristol e.g. Hartcliffe with St Pauls and Easton areas
- working alongside residents to host people power events where community activists and communities of interest across the city meet to share knowledge and expertise
- delivering training workshops on the tools and principles of asset-based community development
- community conversations focussing on children and young people leading to re-opening of a youth centre and youth provision with local people leading the change

In March 2021 we invited applications from the community and voluntary organisations to the Bristol Impact Fund which has the overall purpose of addressing inequity and build our resilience as a city. Through this we have increased our investment in Black-led and Disabled people-led groups. A commitment was also made to explore setting up a group run by and for people with learning difficulties which is being progressed by a group of partners.

In March we awarded the Enabling the Community and Voluntary Sector grant to both Voscur and Black South-West Network which is about building the capacity and infrastructure of the sector and to working towards a strategic collaboration with equity at the heart of the approach.

## Equality Objective 5 - measures and outcomes

Measure	2020-21	Target <sup>21</sup>	2021-22	Rating	Trend	Comment on Progress
Reduce % living in the most deprived areas who say they lack information to get involved in the community.	34.3%	34%	27.7%	Better than target	↓ Lower	During the first phase of the pandemic there was an impressive community led response and neighbourly connections with a real drive to communicate and reach out. Bristol has a strong network of community and voluntary organisations working really hard to support their communities whilst also grappling with the ongoing challenge of COVID 19 and all that comes with it.
An increase in the proportion of residents who report they see friends and family as often as they like.	73.20%	76%	77.0%	Better than target	↑ higher	Vaccines and end of restrictions will have led to more face to face connectivity. This should lead to an increase. However, it is also possible face to face is happening but less often than online or that face to face is happening in addition to online.
Reduce % living in the most deprived areas who feel 'fear of crime affects my day to day life'.	33.2	-	35.5%	-	↑ higher	This percentage has returned to 2019 levels after a slight improvement in 2020, which may have been related to COVID-19 lockdown measures leading to a significant overall reduction in crime and antisocial behaviour.
Increase in the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well.	51.6%	-	56.7%	-	↑ higher	Whilst the proportion of residents in the most deprived areas who say people in their area from different backgrounds get on, the 'deprivation gap' between this and the average for Bristol overall is slightly worse than in 2020 at 5.8%



Increase % satisfied (in deprived areas) with the range and quality of outdoor events.	40.3%	50%	39.6%	Worse than target	↓ lower	There has been a slight reduction in satisfaction from residents in the 10% most deprived areas of the city with the range and quality of outdoor events. However across the whole city there was a greater drop overall (51.6% down from 57%.) Outdoor events were gradually being re-established with the easing of restrictions from July 2021 although the usual big scale events for the city, such as Harbour Festival and the Balloon Fiesta were either not held or took place with a revised offer. Work continued with events organisers to encourage them to broaden the events offer beyond the city centre to the wider city to enable more people to feel able to participate.
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Reduction in proportion of residents who report experiencing discrimination or harassment in the past year:

% pregnant women or women who have given birth in past 6 months, who have suffered discrimination or harassment	21.2%	-	14.7%	-	↓ lower	<p>The Quality of Life in Bristol Survey shows that overall there has been a reduction in the proportion of Bristol residents who report experiencing discrimination or harassment in the past year, although over 1 in 10 people said they were a victim of sex or gender discrimination or harassment in the last year, and this was higher for young people aged 16-24, LGBTQ+ people, and those living in private rented accommodation.</p> <p>Interpreting this data can be complex because we want to see an increase in people recognising (and reporting) problematic behaviour, but at the same time we also want the overall level of incidents to reduce.</p>
% victim of age discrimination or harassment in last year	7%	-	5.2%	-	↓ lower	
% victim of disability discrimination or harassment in last year	3.2%	-	3.3%	-	↓ lower	
% victim of discrimination or harassment in last year due to sexual orientation	2.6%	-	2.3%	-	↓ lower	
% victim of racial discrimination or harassment in last year	6.8%	-	4.9%	-	↓ lower	

% victim of religious discrimination or harassment in last year	2.3%	-	1.7%	-	↓ lower	
% victim of sex or gender discrimination or harassment in last year	9.9%	-	12%	-	↑ Higher	
Increase the % of people in the most deprived areas who are satisfied with their local area	49.1	49.0%	50.6%	Better than target	↑ Higher	Although there has been small improvement, and this measure is Better than target, it is possible the deprivation gap will widen as the long term impact of the COVID-19 pandemic is felt in terms of poverty, access to jobs and wellbeing – as in some areas with high there has been anti-social behaviour and criminal activity including violence and hate crime.

## Summary of E&I Learning and Development Offer

Detail is provided below for a few elements of the E&I related training and development. Further information is contained in other sections of this report, e.g. under Workforce Diversity Initiatives and/or on the Source in "Time to Learn", the council's catalogue.

### E-learning available through Learning Hub

- A Guide to the Menopause
- Equality and Diversity – Your Rights and Responsibilities
- Equality Impact Assessments
- Hybrid Working
- Introduction to Reasonable Adjustments
- Managing Diversity
- Managing Mental Health at Work
- Managing Stress and Anxiety
- Navigating Change
- Recruitment and Selection refresher
- Trans Inclusive Guidance

### Trainer Facilitated Courses available through ESS – Employee Self Service - on iTrent<sup>4</sup>

- Autism Spectrum Conditions
- Corporate Induction which includes an equality and inclusion session
- Cultural Intelligence

<sup>4</sup> Internal link only

- Deaf Awareness
- Diverse Recruiters (continuing development/refresher)
- Equality Impact Assessment
- Giving Constructive Feedback
- Leading Inclusively
- Mental Health First Aid
- Recruitment and Selection
- Rights and Responsibilities
- Stepping Up
- Supporting Attendance with Effective Conversations

## **Cultural Intelligence**

This 2-day workshop encourages participants to explore their ability in working and relating effectively in culturally diverse situations. Participants reflect on their CQ self-assessment results and review methods to raise:

- self-awareness of how culture influences interactions with others
- understanding of how to develop and apply CQ
- effectiveness in working with multicultural colleagues and customers

## **Leadership Programme**

There are 5 modules:

- Working Smarter – helping build skills and confidence to feel more in control of workloads and make space for thinking, (with an e-learning module on how to avoid burn-out)
- Working Together
- Leading Inclusively – exploring ways to embrace inclusion, acknowledging how bias/prejudices impact the workplace, preparing managers for difficult conversations, exploring approaches to challenge using non-violent communication
- Developing Talent – empowering managers to have good career conversations and build the talent and skills in their team.
- Leading Sustainably - acknowledging and addressing the climate and ecological emergencies that we are in, and through doing so, focus on team building and personal development

## **Rights and Responsibilities Training**

This is for teams who have identified that there is some learning required around equalities, unconscious bias and microaggressions/ inclusive attitudes. The 2-hour course is designed to explore individual/ societal attitudes to equality & diversity inclusion with a focus on unconscious biases, explaining micro-aggressive behaviours. Attendees review Bristol City Council's organisational values and behaviours and discuss their importance in building a safe and inclusive place of work. Other learning outcomes include gaining an understanding of our legal duty under the Equality Act 2010 and demonstrating how to challenge inappropriate/ unacceptable language and behaviours and microaggression.

## Workforce Diversity Data – summary analysis

Data in this section is a snapshot of workforce diversity on 31<sup>st</sup> March 2022 – the end of the 2021-22 time period for this report.

### Bristol City Council's overall workforce representation by characteristic

Characteristic Category	Headcount	BCC Headcount %	Bristol population (16-64) %
16 - 29	778	11.9%	39%
30 - 39	1413	21.6%	24%
40 - 49	1551	23.7%	16%
50 - 64	2588	39.6%	21%
65 +	210	3.2%	-
Disabled	593	9.1%	12%
Not Disabled	4808	73.5%	88%
Prefer not to state Disability	208	3.2%	-
Unknown Disability	931	14.3%	-
Asian or Asian British	173	2.6%	5.8%
Black or Black British	336	5.1%	5.3%
Mixed Ethnicity	224	3.4%	2.9%
Other Ethnic Groups	28	0.4%	1.0%
White	5266	80.5%	85%
Prefer not to state Ethnicity	97	1.5%	-
Unknown Ethnicity	416	6.4%	-
Female	3946	60.3%	49%
Male	2567	39.3%	51%
I use another term	7	0.1%	-
Prefer not to say	20	0.3%	-
Civil Partnership	12	0.2%	-
Declared Partnership	16	0.2%	-
Divorced	48	0.7%	-
Married	681	10.4%	-
Partner	217	3.3%	-
Single	566	8.7%	-
Widowed	4	0.1%	-
Prefer not to state Marital Status	85	1.3%	-
Unknown Marital Status	4911	75.1%	-

Characteristic Category	Headcount	BCC Headcount %	Bristol population (16-64) %
Christian	1759	26.9%	43.5%
Other religion or belief	426	6.5%	7.3%
No religion or belief	2615	40.0%	41.5%
Prefer not to state Religion	1244	19.0%	7.7%
Unknown Religion	496	7.6%	-
LGB	371	5.7%	9.1%
Heterosexual	4559	69.7%	90.9%
Prefer not to state Sexual Orientation	1178	18.0%	-
Unknown Sexual Orientation	432	6.6%	-
Trans Person	5	0.1%	-
Not Trans Person	2059	31.5%	-
Prefer not to state Trans	55	0.8%	-
Unknown Trans	4421	67.6%	-

## Age

### Recruitment and representation

The number of employees aged 16 to 29 as a proportion of our entire workforce has been slowly increasing over the past few years, but this increase has somewhat plateaued from 12% in March 2021 to 12.6% in March 2022. There remains a considerable under-representation of young people working for the Council in comparison with the 39% Bristol working age population in this age band.

The proportion of council starters who are aged 16-29 was 31.5%. Younger employees are more likely to be employed on fixed term contracts and go on a secondment than older employees, and 27.1% of leavers were aged under 30.

Numbers of employees aged 50+ plus as a proportion of the entire workforce has been slowly increasing over the last five years.

### Pay

13.9% of employees aged 16-29, and 21.2% of employees aged 65+ were paid less than £20,000 per year, compared to 8.8% of the Council workforce overall.

### Grievance and disciplinary

Employees in the 50-64 years age range were more likely to submit a grievance than other age groups, and younger employees were less likely to submit a grievance. The proportion of disciplinaries by age band was slightly higher for employees are aged 50+.

## Disabled people

### Recruitment and representation

Over the previous five years the overall proportion of Disabled employees has been stable and slowly increasing, with some variance between the directorates in the proportion of Disabled employees. At end of March 2021 there were 581 (9.1%) employees who said they were Disabled, compared to 12% for the Bristol working age population. There was an increase from 6.5% to 9.3% of candidates who considered themselves to be Disabled being offered a job.

### Pay

The council's disability pay gap at end March 2022 indicates that the mean pay for non-Disabled staff was 2.99% higher than that of Disabled staff (slightly higher than 2.89% at the end of March 2021).

### Grievance and disciplinary

Disabled employees were over-represented in those submitting grievances (19.3%), and subject to disciplinaries (11.8%).

## Ethnicity

### Recruitment and representation

The overall percentage of the council's Black, Asian and minoritised ethnic workforce has decreased slightly from 11.9% to 11.7%, which is somewhat less than the official working age population comparison for Bristol of 13% (based on 2011 Census proportions which are likely to be higher now). Within this comparison there was a significant underrepresentation of Asian or Asian British employees (2.5% compared to the Bristol working age population of 5.8%).

The difference between progression rate of Black, Asian and minoritised ethnic employees, and non-Black, Asian and minoritised ethnic employees has improved significantly compared to 2021 (0.55%) and is minimal for 2022 at 0.08%.

### Pay

Black, Asian and minoritised ethnic employees were proportionally under-represented on higher salary bands. The council's race pay gap analysis indicates that mean pay for White British employees is 7.33% higher than that of Black, Asian and minoritised ethnic staff (this has been reducing year on year and was 15.38% in 2017). 11.1% of Asian/Asian British; 19.6% of Black/Black British; and 14.3% of Mixed Ethnicity employees were paid less than £20,000 per year, compared to 8.8% of the Council workforce overall.

### Grievance and disciplinary

	Subject to Disciplinary #	Subject to Disciplinary %	Raised a Grievance #	Raised a Grievance %	Proportion of Workforce %
Asian or Asian British	4	5.3%	2	3.4%	2.7%
Black or Black British	12	17.6%	6	10.2%	5.1%
Mixed	7	10.3%	1	1.7%	3.5%

Other Ethnic Groups	1	1.5%	0	0.0%	0.4%
White	40	58.8%	40	67.8%	80.3%
Prefer not to say	0	0.0%	6	10.2%	1.4%
Unknown	4	5.9%	4	6.8%	6.6%
Total	68	100%	59	100%	100%

Overall case number are small and equate to 0.01% of the Council's workforce. Black, Asian and minoritised ethnic employees were statistically more likely to raise formal grievances (11.9%) and be subject to disciplinaries (34.7%). The number of grievances has fallen compared to the same time in 2021 (13 cases). We have seen a fall in the number of disciplinary cases compared to the same time in 2021 (75 cases). In relation to White employees, there has been a reduction of 14.5% reduction in the number of disciplinary cases and a 6.8% decrease in the number of grievances.

## Sex

### Recruitment and representation

Men were somewhat under-represented in our workforce (39.3%) however there was wide variance between the directorates in the proportion of female and male employees, and in some service areas women are under-represented.

There was a disparity between male and female employees working full time and part time. The full-time working ratio split was 52:48 in favour of males, whereas part time workers were 81% female. This was influenced by the far higher proportion of women tending to seek a home life balance for family commitments compared to men and therefore tend to be attracted to part time roles that can fit around childcare provision. The council has a Flexible Working Policy<sup>25</sup> and is committed to helping all its employees achieve a balance between their working life and other priorities such as parental and caring responsibilities etc.

### Pay

We publish our gender pay gap every 12 months. The gender pay gap report shows the pay gap between female and male Bristol City Council employees. In March 2022 the mean average pay for men was 4.41% higher than that of women, and the median average for men was 11.05% higher than that of women. The difference between the mean and median figures is due to the high proportion of women in the top quartiles of employees, whilst female employees are still over-represented on the lowest salary bands. The median gender pay gap is also significantly lower than the national average of 15.5% (2021).

Bristol City Council will continue to address the ongoing difference in both mean and median percentages through further analysis of the reasons for disparity at a service level, and our Workforce Strategy will set out measures to make the Council a fairer and more representative employer.

### Grievance and disciplinary

Men are over-represented in those raising grievances (47.0%) and subject to disciplinary measures (52.6%) compared to their overall representation in the council workforce).

## Religion and Belief

### Recruitment and representation

The proportion of employees from Other (non-Christian) faith groups is 6.5%, slightly lower than 7.3% for Bristol working age population. The proportion of employees declaring themselves as having no religion or belief has been increasing over the last five years and is now 41% which is representative of the local working age population.

### Pay

The proportion of employees from non-Christian faith groups who were paid less than £20,000 per year was 15.4% compared to 8.8% for the Council workforce overall.

### Grievance and disciplinary

Christian employees are over-represented in disciplinaries (40.8%), and grievances (34.9%) compared to their representation in the workforce (25.8%).

## Sexual Orientation

### Recruitment and representation

The overall proportion of council employees who have told us in confidential diversity monitoring they are lesbian, gay or bisexual (LGB) is 5.8%. The proportion of LGB starters is 10%, and the proportion of leavers is 7.1% however 8.4% of employees prefer not to declare this information.

### Grievance and disciplinary

LGB employees are somewhat less likely to be raise grievance processes in the council, and Heterosexual employees are slightly over-represented in those who are subject to disciplinaries (75% compared to being 69.9% of overall workforce).

## Trans Colleagues

In 2020-21 we began including reporting of Bristol City Council employees who have answered the question "Do you consider yourself to be Trans?" on confidential HR records. At end of March 2022 65.8% of employees had not yet responded to this question (an improvement from 80.5% at the end of 2021) and only six employees had answered 'yes'.

There is no local economically active comparison to benchmark the number of trans employees, and we do not have an accurate picture of how many trans people there are in the UK or locally. The best estimate currently is that around one per cent of the UK population might identify as trans, including people who identify as non-binary. That would mean about 600,000 trans and non-binary people in Britain, out of a population of over 60 million<sup>27</sup>.

On the same basis there may be over 4,600 trans and non-binary people living in Bristol<sup>28</sup>. The numbers of people in Britain who have obtained a gender recognition certificate are much smaller (less than 5,000 people in 2018).



# Equality Impact Assessment [version 2.9]



Title: Equality and Inclusion Annual Progress Report 2021-22	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Resources	Lead Officer name: Rebecca Baldwin-Cantello
Service Area: Equality and Inclusion	Lead Officer role: Head of Equality and Inclusion

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Equality and Inclusion Annual Progress Report 2021-22 shows what we have done in the period April 2021 to March 2022 to achieve the aims of our Equality and Inclusion Policy and Strategy 2018-23.
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### 1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: We have selected all options because of the wide-ranging activities covered in this report, rather than the potential impact of the report itself.		

### 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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We have not identified any significant equality impact from this update report, which supports our duty to comply with our duties under the Equality Act 2010 Regulations. The Equality and Inclusion Policy and Strategy 2018-23 to
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which it refers is subject to a separate equality impact assessment process<sup>1</sup>.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>2</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> Tim Borrett, Director: Policy, Strategy and Digital
Date: 17/6/2022	Date: 17.6.2022

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<sup>1</sup> See [Appendix B 7 - E EqIA Equalities and Inclusion Policy and Strategy 12.10.18.pdf \(bristol.gov.uk\)](#) and 2020 update [\(Public Pack\)Agenda Document for Full Council, 08/12/2020 14:00 \(bristol.gov.uk\)](#)

<sup>2</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

## Motions received for 5 July Full Council

### Cost-of-living motion

#### The Council notes:

- Inflation has hit a 40-year high of 9%, with the cost of staple foods rising by 13%<sup>1</sup>
- Electricity prices are set to rise by 54%
- Rents in the South west have increased by 18% since to 2020.

The combination of these factors, as well as factors such as the rising cost of petrol, which has now reached £2 a litre, has left people struggling to make ends meeting.

Women are disproportionately affected by the rise in the cost-of-living<sup>2</sup>. Equally, research has found that people from racially diverse backgrounds are more likely to struggle paying bills, rent, or mortgages than people from white backgrounds<sup>3</sup>, and disabled people will also be disproportionately affected by the increase in the cost-of-living<sup>4</sup>. This shows the cost-of-living crisis could have a profound, negative affect on Bristol's efforts to create a more equal, fairer society.

The rising cost-of-living is exacerbated by continued cuts to benefits. The £34 billion cut from benefits spending by successive Governments has resulted in increased poverty - a figure that will likely increase due to inflation and real-terms benefits cuts.

The continued wage stagnation and rise in insecure working conditions, meaning inflation has a stronger impact on people's discretionary income. Between 1992 and 2008, real wages went up by 36%; for 2008 to 2024 a rise of just 2.4% is expected. Currently, 2.8% of all workers in the United Kingdom were on a zero-hours contract, compared with just 0.4% in the mid-2000s.

This has contributed to in an increase in the use of foodbanks, with some 15% of people using food banks are thought to be in employment, with reliance on foodbanks up at least 25% compared to pre-pandemic levels.

The Labour administration has implemented a number of measures to help mitigate the impact of the cost-of-living crisis. These include suspending the eviction of council tenants, maintaining the Council Tax Reduction Scheme rate at 100%, and introducing the No Cold Homes strategy, which puts the city on track to eliminating fuel poverty by 2028 – among many other things.

#### This Council believes:

There is a cost-of-living crisis in the UK.

There is a rent crisis in the UK, which compounds the impact of the cost-of-living crisis for the 58,000 households in Bristol in private rented accommodation.

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<sup>1</sup> Linsell, Ramnarayan, Goodman. May, 2022. 'Supermarket Food Price Increase Above UK Inflation in Cost of Living Crisis'. Bloomberg.

<sup>2</sup> Living Wage Foundation. May, 2022. 'Low paid work and cost-of-living crisis disproportionately affecting women'

<sup>3</sup> People Like Us, May 2022.

<sup>4</sup> Research Institution for Disabled Consumers, 2019.

This cost-of-living crisis' effect on the worst-off has been exacerbated by a decade of austerity, first imposed by the Conservative / Liberal Democrat coalition, and continued by successive Conservative Governments.

The Government U-turn on Labour's demands for a windfall tax on energy firms is welcome, needed, and long overdue. However, further work is needed to help the worst-off during the cost-of-living crisis both in the immediate and in the long term, through work to eradicate poverty from the UK.

**Therefore, this Council resolves to:**

To develop a 'One City' regular system of partnership reporting to help track impact of the crisis at ward level to grow our evidence base for our needs analysis and so we can target our response accurately.

Work with community and voluntary organisations to develop our community response, building on what already exists and taking a social justice approach. Ideas include a network of welcoming space where people can spend time, have access to Wi-Fi, free activities and support

Work with council staff and VCSE organisations to roll out signposting training to ensure we maximise opportunities to inform and support residents in crisis and direct them towards services that can advise on saving money on heating bills, employment and skills and wellbeing support.

Support the development of a 'Pledge My Check' type scheme, where beneficiaries of the £400 relief grant who do not need the additional financial support can donate it to organisations that do, and promote this scheme through the Council's social media and websites.

Work to expand the use of the Council's reuse shops, which provide people with cheap household items and supporting our circular economy principles.

Build on our work as a Living Wage City, by encouraging businesses throughout Bristol to end the use of zero-hour contracts and instead give employers secure, fairly paid employment.

Continue to protect the Council Tax Reduction Scheme in full, ensuring the people most affected by the cost-of-living crisis do not have to pay any Council Tax.

Continue to protect children's centres and nurseries as a priority when faced with real-terms Government funding cuts to Local Authorities.

Call on Party Group Leaders to lobby the Government to:

- Keep benefit payments in line with inflation, in a system similar to the state pension 'triple lock'.
- Continue provide free school meals during school holidays and for it to expand eligibility to include anyone in receipt of Universal Credit.

**Golden Motion to be moved by Councillor Nicola Beech (Labour)**

**Received 22 June**

## Democracy Motion

This Council notes that the Conservative Government's Elections Act replaced the Supplementary Vote system used to elect Metro Mayors and Police and Crime Commissioners with First Past The Post.

First Past the Post (FPTP) originated when land-owning aristocrats dominated parliament and voting was restricted to property-owning men.

In Europe, only the UK and authoritarian Belarus still use archaic single-round FPTP for general elections. Meanwhile, internationally, Proportional Representation (PR) is used to elect parliaments in more than 80 countries. Those countries tend to be more equal, freer, and greener.

PR ensures all votes count, have equal value, and that those seats won match votes cast. Under PR, MPs, Parliaments, and other bodies better reflect the age, gender mix and protected characteristics of local communities and the nation.

MPs (and other representatives) better reflecting their communities leads to improved decision-making, wider participation, and increased levels of ownership of decisions taken.

PR would also end minority rule. In 2019, 43.6% of the vote produced a government with 56.2% of the seats and 100% of the power. PR also prevents 'wrong winner' elections such as occurred in 1951 and February 1974.

PR is already used to elect the parliaments and assemblies of Scotland, Wales, and Northern Ireland. So why not English Local Government or Westminster?

The Elections Act also brought in compulsory photo ID for people wanting to vote, despite the fact that three and a half million people in this country do not have any photo ID, while those forms of ID that are acceptable have been rigged to disadvantage and deter younger voters.

In contrast the Welsh Senedd passed the Local Government and Elections (Wales) Bill on 21 January this year which delivered the following:

- The right of Local Councils to scrap First Past the Post and instead elect Councillors using the Single Transferable Vote
- Votes at 16 - extending the franchise to 16 and 17 year olds and to all foreign citizens legally resident in Wales.
- Automatic Voter Registration - The bill also paves the way for an overhaul of Wales' outdated and ineffective system of voter registration. The bill could lead to a new system where registration officers can identify people missing from the register and let them know they'll be added.

English voters are already disadvantaged compared to voters in Northern Ireland, where STV has been used to elect Councils for decades, Scotland, where the same move was made in 2007, and now Wales is making the same changes.

This Council agrees to join the campaign by the Electoral Reform Society to demand the same rights for English voters that are already enjoyed by voters in Northern Ireland where STV has been used for years, Scotland, where STV came in for Council elections in 2007 and in Wales where Councils will, inevitably, make the move to fair voting.

This Council also commits to working with other Councils, Core Cities, and others to amend and if necessary repeal the Elections Act in order to:

- Reverse the scrapping of the Supplementary Vote system that ensures more votes count in Metro Mayor and PCC elections;
- Demand the list of acceptable photo ID for voters in the Elections Act is amended so younger and poorer voters are not excluded; including fully funding the cost of providing voter ID cards for voters with no other valid forms of ID
- Allow:
  - English Councils to switch to STV if they so chose
  - Votes at 16 for all UK elections
  - Automatic Voter Registration enabling registration officers to identify people missing from the register and let them know they'll be added.

Finally this Council acknowledges that British democracy is broken and calls on all UK political parties to embrace electoral reform for all elections so everyone can vote for the candidates or parties they truly believe in, safe in the knowledge that their vote will always count. Council therefore resolves to write to H.M. Government calling for a change in our outdated electoral laws to enable Proportional Representation to be used for all UK elections.

**Proposed by Councillor Fabian Breckles (Labour)**

**Received 22 June**

## Trans Rights Are Human Rights

### This Council notes:

- [Figures](#) obtained by VICE Worlds News using Freedom of Information Requests to all 45 UK Police Forces<sup>5</sup> showed there were 6,363 reports of hate crimes based on sexual orientation in 2014-15, compared to 19,679 in 2020-21 (210% increase). For reports of transphobic hate crimes, there were 598 in 2014-15 and 2,588 in 2020-21 (332% increase).
- Stonewalls [‘School Report’ \(2017\)](#) found:
  - 64% of trans pupils are bullied for being LGBT at school.
  - One in three trans pupils (33%) are not able to be known by their preferred name at school.
  - More than two in five trans young people (45 per cent) have attempted to take their own life.
- Stonewall’s 2018 [‘LGBT in Britain Trans Report’](#) found:
  - 41% of trans people and 31% of non-binary people have experienced a hate crime or incident because of their gender identity in the last 12 months.
  - 12% of trans employees have been physically attacked by colleagues or customers in the last year.
  - 36% of trans university students in higher education have experienced negative comments or behaviour from staff in the last year.
  - 44% of trans people avoid certain streets because they don’t feel safe there as an LGBT person. 40% of trans people adjust the way they dress because they fear discrimination or harassment - this number increases significantly 52% of non-binary people.
  - 41% of trans people said that healthcare staff lacked understanding of specific trans health needs when accessing general healthcare services in the last year.
  - 42% of trans people who would like to undergo medical intervention as part of their transition, haven’t done so yet, because they fear the consequences it might have on their family life.
  - 62% of trans people who have undergone, or are currently undergoing, medical intervention for their transition are unsatisfied with the time it took to get an appointment.
- Trans Actual UK [‘Trans Lives Survey 2021: Enduring the UK’s hostile environment’](#) found:

### Everyday Transphobia – Housing, Employment, Family and Public Transport:

- 85% of trans people who responded have experienced transphobia from family members, with 26% experiencing it ‘frequently’ and 13% ‘every time’.
- 85% of trans women reported being subjected to transphobic street harassment from strangers, with 71% of trans men and 73% of non-binary people saying the same.
- 80% of non-binary people reported having experienced transphobia from colleagues compared to 73% of trans men and 73% of trans women saying the same.
- 69% of Black people and people of colour (BPOC) respondents reported experiencing transphobia from their line manager at work.

### Media Transphobia:

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<sup>5</sup> VICE World News reported only two police forces, Hampshire and West Mercia, failed to respond.

- 99% of trans people surveyed have experienced transphobia on social media, and 97% reported witnessing transphobia in digital and print media.
- 93% of participants reported that media transphobia had impacted their experiences of transphobia from strangers on the street.
- 85% said that transphobic rhetoric in the media has impacted how people in their family treat them, 81% said this was true of their colleagues, and 70% for friends.
- Over 70% of the individuals surveyed felt that media transphobia impacted their mental health to some extent, with nearly two-thirds reporting that it impacted them 'moderately' or 'very much'.
- **Just Like Us Report 'Growing Up LGBT+' (2021) highlighted:**
  - Transgender staff are the least likely to be out in school (8%).
  - LGBT+ pupils are three times more likely to have witnessed transphobic bullying in comparison to non-LGBT+ pupils (33% vs 10%).
  - 63% of LGBT+ pupils and 57% of non-LGBT+ pupils think a staff member would be supportive of a pupil coming out as transgender, in contrast to 81% of LGBT+ pupils and 80% of non-LGBT pupils think a staff member would be supportive of a pupil coming out as LGB.
  - 84% of young people would be supportive of a friend coming out as transgender.
- **Galop's 'Hate Crime Report 2021'** found Two-thirds (64%) of respondents had experienced anti-LGBT+ violence or abuse. Out of those who had experienced anti-LGBT+ violence and abuse:
  - 9 in 10 had experienced verbal abuse (92%).
  - 3 in 10 had been subject to physical violence (29%).
  - 2 in 10 had experienced sexual violence (17%).
- In the last 12 months, Stand Against Racism & Inequality (SARI), based in Bristol, has seen 40 referrals come from the LGBTQIA+ community in Bristol alone, with concerns about the number of cases that are going unreported.
- The [National LGBT Survey \(2017\)](#), which had over 108,000 responses from people who identify as LGBTQ+ and live in the UK, showed:
  - 5% of respondents said they had been offered conversion in an attempt to "cure" them of being lesbian, gay, bisexual, and transgender (LGBT) in their lifetime.
  - 2% said they had undergone conversion therapy.
  - 4% of transgender respondents said they had undergone conversion therapy, and 8% reported having been offered it.
- The proposed plan by the Government is to ban conversion therapy in relation to sexual orientation and not gender identity, despite previous promises. In addition, the proposed ban will not now include those over 18 who "consent" to it.
- The Gender Identity Clinic serving the South West ('The Laurels') is the [worst](#) in the country for waiting times for a 1<sup>st</sup> appointment.

**This Council Believes:**

- Bristol is a city that believes in gender equality and solidarity.
- Bristol has a strong history of being a progressive city connected and strengthened by diverse communities that represent it and are embedded in core values of equality, acceptance and solidarity.
- A full ban on conversion therapy is crucial to protecting the entire LGBTQIA+ community, including LGBTQIA+ youth. It must extend to clearly protecting relation to sexual orientation,



gender identity, and people with intersex variations, including surgical conversion therapy on intersex youth. To ensure this legislation is effective, it must clearly extend to **protecting all people** with minority sexual orientations and gender identities and who are intersex. This includes clearly stating in the terminology it includes asexual, aromantic, intersex, non-binary, and genderqueer people and people with other minority sexual orientations and gender identities.

- A full ban should also include practices even where consent has, nominally, been granted, recognising the disproportionate power relationships that often exist between providers and recipients of conversion therapies.
- More work can be done by the council to ensure all local services are inclusive to trans and non-binary people.

### **This Council Resolves:**

1. To recognise and affirm trans men are men, trans women are women, non-binary and genderqueer people's genders are valid, and trans rights are human rights.
2. Facilitate and strongly encourage all Council Staff and Councillors to attend training to learn about the challenges faced by trans people.
3. To continue to fly the trans flag on the International Trans Day of Visibility (31st March), International Non-Binary People's Day (14th July) and Trans Day of Remembrance (20th November)
4. For the Mayor and responsible cabinet member to write the Secretary of State for Health and Social Care to call for the government to:
  - Provide the funding and resources necessary to increase the capacity of and improve access to trans and non-binary healthcare, including expanding gender identity services and reducing waiting times.
  - Develop strategies to recruit more clinicians to become gender identity specialists across all relevant disciplines and train staff across the NHS on issues affecting trans and non-binary people.
  - Commit to effectively and regularly consulting trans and non-binary people and groups in the design and delivery of trans and non-binary healthcare.
5. To work with all four Bristol MPs to help coordinate joint cross-party initiatives within parliament to bring forward a full ban on conversion therapy that includes gender identity.
6. To continue supporting the improvement of services in Bristol to be fully accessible to trans and non-binary people, working with recognised trans-inclusive services and not taking advice from or awarding contracts to organisations that promote an anti-trans agenda or propaganda.
7. Conduct an audit of Council services to ensure they are as accessible as possible to trans and non-binary people.
8. Look into what we can do as a Council as an employer to support further those who identify as trans and non-binary and to protect them from transphobic harassment within their roles.
9. To ensure there are accessible gender-neutral toilet facilities throughout the Council's property estate and to ensure there are menstrual care dispensers and sanitary bins in all toilets, regardless of gender, and to encourage best practices amongst its Community Toilet Scheme partners.

10. Encourage schools to follow expert legal guidance outlined by the [Good Law Project](#). That it will consider publishing a 'Trans Inclusion Toolkit' for our schools (as available in Brighton). That it will act on any known instances of anti-trans literature or propaganda being sent into our schools.

11. For the Mayor and Party Group Leaders to write to the Home Secretary calling for:

- An action plan on tackling LGBTQIA+ Hate Crimes within the UK.
- Prevented deportation of LGBTQIA+ refugees to Rwanda and a review into applications for LGBTQIA+ refugees claiming asylum status within the UK.

**To be moved by Councillor Zoe Goodman**

**Received 22 June**

## **A FAIRER DEAL FOR INVESTING IN BRISTOL'S SUBURBS**

“This Council welcomes the Conservative Government’s ‘Levelling Up’ initiative which seeks to address long-standing economic and social disparities across communities, counties and within cities.

Council further endorses the two schemes for inclusion in the latest round of the Levelling Up Fund (LUF) concerning the commercial regeneration of Filwood (South Bristol) and the bid to build the Bristol Cycling Centre (Bristol North West). Locating a major sporting facility in a part of the city (Avonmouth/Lawrence Weston) will raise the status of a very deprived area and reverses a trend in recent years to divest these places of important public amenities.

However, Council believes that much more needs to be done to invest in the city’s suburban Wards. To this end, Council calls on the Mayor to give a commitment that for the remainder of his term in Office, he will seek to prioritise future national, regional and local funding applications for more projects based in and around the periphery of the city.

Council recognises that real change and the delivery of thriving, local neighbourhoods is dependent upon greater capital investment in our secondary retail centres. Echoing the primary objective of the Levelling Up agenda, if we are to ensure that all Bristolians live healthier, happier lives and are enabled to fulfil their potential, there must be a genuine, more equitable or fairer distribution of resources than has previously been the case under the current Labour Administration.”

**To be moved by Councillor Graham Morris (Conservative)**

**Received 23 June**

## **PROMOTING BETTER FINANCIAL EDUCATION**

“This Council notes the concern which has been expressed by many professionals and finance institutions over the standard of financial education given under the National Curriculum or through Academy schools.

Critics of the existing system of training have argued that much more comprehensive, ‘bespoke’ and relevant material needs to be given to all age ranges. They maintain that children and young people should be taught more than the basic mathematics involved in understanding different forms of credit and debt.

As citizens of a highly competitive consumer society, with easy access to all kinds of complicated investment and saving instruments, the next generation must also be equipped with the tools or methodologies required to evaluate risk.

Council is aware that various schemes for teaching these essential skills have been run by individuals like the moneysaving expert Martin Lewis and some of the high street banks. However, much more systematic work is required.

Accordingly, the Mayor is asked to liaise with his Director of Education & Skills to establish, examine, and evaluate the current level of financial literacy being taught in state-funded schools. Following such an audit, Headteachers should be consulted on how this provision can be improved and built upon.”

**To be moved by Councillor John Geater (Conservative)**

**Received 23 June**

## **RE-INVENTING THE PUBLIC REALM THROUGH TRANSPORT INITIATIVES**

“Council is disappointed by the way the Mayor is choosing to unveil controversial and potentially damaging transport proposals. The current Administration seems intent on provoking a hostile political reaction rather than seeking to engage constructively with opposition parties to achieve consensus and positive change.

Council is particularly concerned at the radical plan to close off Park Street (a major thoroughfare) to private vehicles, Queens Road (at the Victoria Rooms) and North View (at White Tree roundabout). Such a move would inevitably harm the various remaining businesses on each of those roads. Making access to the city centre and North View much more difficult for shoppers will continue to reduce the attractiveness of Broadmead as a retail destination and thereby accelerate its continuing economic decline and will also jeopardise the businesses in Westbury Park.

Council fully understands that changes need to be made to improve air quality and reduce carbon emissions but following a unilaterally determined policy that puts many more jobs at risk without proper consideration of alternative strategies is not acceptable.

Accordingly, Council asks for the Mayor to give a commitment that there will be a genuine chance of changing any finalised scheme now that the ‘Have Your Say’ public engagement exercise on the proposed designs to improve the A37/A4018 (no.2 bus route) has closed. For consultation to be meaningful, the Mayor and his transport planners should be prepared to take notice of the public’s views and act on them.”

**To be moved by Councillor Mark Weston (Conservative)**

**Received 23 June**

## Trans Rights Are Human Rights

### This Council notes:

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**This Council Believes:**

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- Bristol has a strong history of being a progressive city connected and strengthened by diverse communities that represent it and are embedded in core values of equality, acceptance and solidarity.
- A full ban on conversion therapy is crucial to protect the entire LGBTQIA+ community, including LGBTQIA+ youth. It must extend to clearly protecting relation to sexual orientation,

gender identity, and people with intersex variations, including surgical conversion therapy on intersex youth. To ensure this legislation is effective, it must clearly extend to **protecting all people** with minority sexual orientations and gender identities and who are intersex. This includes clearly stating in the terminology it includes asexual, aromantic, intersex, non-binary, and genderqueer people as well as people with other minority sexual orientations and gender identities.

- A full ban should also include practices even where consent has, nominally, been granted, recognising the disproportionate power relationships that often exist between providers and recipients of conversion therapies.
- More work can be done by the council to ensure all local services are inclusive to trans and non-binary people.

**This Council Resolves:**

1. To recognise and affirm trans men are men, trans women are women, non-binary and genderqueer people's genders are valid, and trans rights are human rights.
2. Facilitate and strongly encourage all council staff and Councillors to attend training to learn about the challenges faced by trans people.
3. Fly the trans flag on the International Trans Day of Visibility (31st March), International Non-Binary People's Day (14th July) and Trans Day of Remembrance (20th November)
4. Write to the Secretary of State for Health and Adult Social Care to call for the government to:
  - Provide the funding and resources necessary to increase the capacity of and improve access to trans and non-binary healthcare, including expanding gender identity services and reducing waiting times.
  - Develop strategies to recruit more clinicians to become gender identity specialists across all relevant disciplines and train staff across the NHS on issues affecting trans and non-binary people.
  - Commit to effectively and regularly consulting trans and non-binary people and groups in the design and delivery of trans and non-binary healthcare.
5. To work with all four Bristol MPs to help coordinate joint cross-party initiatives within parliament to bring forward a full ban on conversion therapy that includes gender identity.
6. To continue supporting the improvement of services in Bristol to be fully accessible to trans and non-binary people, working with recognised trans-inclusive services and not taking advice from or awarding contracts to organisations that promote an anti-trans agenda or propaganda.
7. Conduct an audit of Council services to ensure they are as accessible as possible to trans and non-binary people.
8. Look into what we can do as a Council as an employer to support further those who identify as trans and non-binary and to protect them from transphobic harassment within their roles.
9. To ensure there are accessible gender-neutral toilet facilities throughout the City (including within Council buildings) and to ensure there are menstrual care dispensers and sanitary bins in all toilets, regardless of gender. This includes municipal-run toilets and toilet facilities under its 'Community Toilet Scheme'.



10. Encourage schools to follow expert legal guidance outlined by the [Good Law Project](#). That it will consider publishing a 'Trans Inclusion Toolkit' for our schools (as available in Brighton). That it will act on any known instances of anti-trans literature or propaganda being sent into our schools. That it recognises that beliefs such as that of 'gender critical' can be protected, however this does not provide the right to express those beliefs and will not allow this as a lever for hate speech and bullying in the school estate.

11. To write to the Home Secretary calling for:

- An action plan on tackling LGBTQIA+ Hate Crimes within the UK.
- Prevented deportation of LGBTQIA+ refugees to Rwanda and a review into applications for LGBTQIA+ refugees claiming asylum status within the UK.

**Motion to be moved by: Cllr Brown (Liberal Democrats)**

**Submitted 23<sup>rd</sup> July 2022**

## **Ban Conversion Therapy**

This Council opposes the harm caused to our LGBT+ community in the past through the denial of rights and equal treatment, and further recognises that discrimination still occurs today.

This Council recognises and opposes the ongoing harm that the practice of so-called conversion therapy does to LGBT+ people.

This Council notes that the Government has brought forward proposals for a partial ban on conversion therapies but that these will not apply to trans conversion therapies, or where the recipient is over 18 and grants “consent”.

This Council calls on the Government to follow through on previous promises to effect a comprehensive ban which both protects trans people and recognises the complex factors which compromise the concept of informed consent in relation to conversion therapies.

Furthermore this Council will highlight and promote the continued support, counselling, and advocacy that local groups provide for members of the LGBT+ Community in Bristol.

**Motion to be moved by: Cllr Brown (Liberal Democrats)**  
**Submitted 23rd July 2022**

## Electronic Waste and Rare Earth Mineral Recycling

### Full Council Notes:

- The current global efforts for developed economies to decarbonise is leading to increased electrification and digitisation within those economies.
- A consequence of this is the growth in the production of electronic devices, many of which eventually become Electronic Waste.
- This type of waste poses a more significant challenge in terms of recycling compared to simpler materials such as plastic and metal recycling. This is due to the presence of potentially harmful substances within Electronic Waste, many of which are from Rare Earth Elements (REEs).
- Extracting and refining REEs as well as the challenge of addressing Electronic Waste presents logistical problems for national and local governments globally. There are also significant carbon costs associated with these.
- The development of a Circular Economy where waste is minimised and, where possible, completely eliminated, necessitates bold advances both in REE and Electronic Waste recycling.
- REE recycling in particular is in its infancy globally and significant advances need to be made in order to keep pace with the electrification and digitisation of the global economy.
- Market manipulation practices in the REE market by the government of the People's Republic of China (PRC), including price hiking, is a source of strategic concern internationally. The PRC Government is able to do this due to years of investment in REE mining development and acquiring REE mining rights on an unprecedented scale internationally.

### Full Council Believes:

- Bristol, as a city with a demonstrated environmental ethos, has a responsibility to do its part to tackle the growing problems of Electronic Waste and the wastage of REE.
- That efforts need to be made to reduce the carbon cost of producing more electronic devices with utilise REEs. Ultimately REEs recycling processes will need to be researched, developed, and tested to stop this exacerbating the Climate Emergency.
- Electronic Waste, and that related to REEs, needs to be dealt with in a way that is environmentally sustainable and keeps those individuals processing such waste safe from harm.
- Bristol, and the country, have a moral responsibility in terms of environmental justice to increase the capacity for Electronic Waste and REE related waste to be processed domestically. This should be done with a particular view to ultimately putting an end to the environmental injustice of sending such waste to be processed in questionable conditions abroad, including in developing countries.
- Mutual support and aid groups that promote the sharing and donating of Electronic Devices are an unacknowledged source of community support. Their efforts during recent lockdowns have helped keep many Bristolian citizens, educated, connected and supported.
- Enforcement of the "Right to Repair" in principle is ultimately beneficial to: consumers, the environment, the wider community, and the economy (local and national), as well as promoting innovation.
- The UK Government's current goal to ban the sale of petroleum fuelled vehicles by 2030 will likely lead to an increase in electric vehicle purchases. Because of this REE use and wastage is likely to increase exponentially as this deadline gets closer.

Full Council Resolves that:

The Mayor and Council Leadership should:

- Engage with Bristol Waste, our local Universities, and other relevant bodies with a view to establishing electronic waste recycling services that will be able to recycle certain REEs from electronic devices and electric vehicles in a way which is safe to refuse workers and the environment and allows for the expansion of the range of electronic devices eligible for recycling on the BCC list for “small electrical items recycling”.
- Explore best practice, and monitor ongoing research and technological advances in the area, including the University of Birmingham’s developing SUSMAGPRO (Sustainable Recovery, Reprocessing and Reuse of Rare-Earth Magnets in a Circular Economy) project with regard to the above efforts. More advanced programmes and systems for REE recycling in other countries including but not exclusively those in the Asia-Pacific region should be carefully researched.
- Establish a reporting mechanism to allow for regular updates on the above actions to be made to Council through the relevant Scrutiny bodies.
- Lobby the UK Government, in co-operation with other concerned local authorities, to enhance the “Right to Repair” law passed 8th July 2021. This should be expanded to specifically include laptops and Smart Phones in particular within its remit, and to make repair services and resources more affordable and accessible. The law should also enhance end-user “Right to Repair” and provide protection from “planned obsolescence” in electronic devices.

Bristol City Council should:

- Help to promote, publicise (including via the BCC website), and encourage community mutual aid schemes that help recycle electronic devices between users and including those on low incomes.

**Motion to be moved by: Cllr Brown (Liberal Democrats)  
Submitted 23rd July 2022**

## **Support for BillyChip**

Full Council notes that:

1. There has been an increase in street-homelessness following the withdrawal of temporary measures put in place to protect people during the various phases of Covid-19 lockdown.
2. The move towards a cashless society, which has been accelerated by the Covid-19 pandemic, makes life even harder for those forced to resort to begging to survive.
3. Many people have concerns about how any change given to those forced to beg may be spent.
4. The city has a number of schemes and organisations dedicated to helping the homeless, and that there are a number of contactless donation points allowing for indirect electronic donations to be made, by those who wish to do so.
5. BillyChip is a system designed to provide a mechanism for direct donations to homeless people whilst addressing both people's reluctance to give cash and the reduction in use of physical money.
  - a. Donors can purchase the ceramic chips which can then be used by the recipients as payment for a hot drink or something to eat at a participating retailer.
  - b. A proportion of the cost of the chips is also donated to the BillyChip Foundation which aims to support other charities and organisations supporting homeless people.
  - c. The chips are already available in numerous outlets across Bristol (and the UK) and has already had significant success with thousands of chips bought and exchanged, and participants have included both local and national outlets.
  - d. The name is a tribute to the originator of the idea - Billy Abernethy-Hope – who was based in Bristol prior to his early death.

Full Council believes that:

1. BillyChip represents a simple, innovative, and more secure way for members of the public to give financial support to homeless people.

Full Council resolves to:

1. Work with BillyChip CIC and the BillyChip Foundation to increase its profile in City
2. Facilitate the use of Council premises for public information meetings and events.
3. Promote the BillyChip scheme on the Council's website and social media feeds – including a listing of all participating venues
4. Ensure that all appropriate Council-operated venues participate in the scheme and encourage those operating relevant concessions – for example, park café and coffee outlets - within Bristol to do so.
5. Work with relevant partner agencies to further promote the chip across our area.

**Motion to be moved by: Cllr Brown (Liberal Democrats)**  
**Submitted 23rd July 2022**

## A citywide ban on Digital Billboards

### **This Council notes:**

- There is a growing pressure from commercial advertisers for new digital advertising screens across the city alongside highways, on footpaths, and on walls of prominent or vacant sites.
- There is also a switch to digital advertising on phone boxes (advertising is their main source of income - not the phone calls in the age of mobile phones) and bus shelters.
- Despite the revenue provided by Bus Shelter advertising in providing a public amenity in support of sustainable transport, the impact of illuminated and digital adverts on bus shelters is out of place in residential streets.
- Existing billboards may not have planning permission but there has been no consistent approach to removing them via enforcement.
- Many advertising companies are switching to digital billboards which allow them to sell many more advertising slots and increase profits as well as reducing the cost of changing advertising. These digital screens show static but alternating digital adverts which can be updated remotely.
- The law governing display advertising restricts objections to ground of highway safety and amenity only.
- Recent planning appeals have been made in response to rejection of digital advertising on some sites, and with stronger declared policies the planning response could be clearer and some of the initial applications and appeals could be avoided.
- That the Council adopted a new Advertising & Sponsorship Policy in 2021 for advertising sites it controls which restricts ads for High Fat Sugar Salt products, gambling, alcohol and payday loans. (1)
- The high energy consumption of digital billboards adds a growing impact to the city's carbon footprint, (2) The Council's One City Climate Strategy from February 2020 resolved to "[Develop] a citywide shared understanding and commitment to responsible consumption (including lower carbon food and reduced flying), which acknowledges the generally lower impact of lower income households; and [Create] advertising standards and restrictions to support responsible consumption."
- The bright illumination from digital billboards at all hours can also affect local wildlife and local residents, including severe mental health impacts. (3)
- Billboards are subject to objections and controversy every time an application is made, local residents do not want such billboards in their neighbourhoods"
- That many outdoor advertising spaces (both council-controlled and private) contain adverts for high carbon industries such as airlines, airports, SUVs and fossil fuel companies.
- That the French city of Grenoble removed over 326 advertising spaces from its city from 2015 onwards. (4)

### **This council believes:**

- New digital advertising screens are unpopular with Bristol residents as evidenced by the high volume of objections received to planning applications for new digital advertising screens. (5)

- Advertising drives consumption and predominantly represents major consumer goods companies; most adverts are for national and international brands not local businesses so this is limited benefit to the local economy.
- Billboard advertising is a danger to road safety; its purpose is to distract attention. (6)
- Envy and body shame are a phenomenon associated with the prevalence of corporate advertising
- Mental health issues relating to body image are a growing and persistent issue affecting many young people and adults. (7)
- The greatest climate impact in our city is the impact on consumption of goods and services; constant pressure to consume is driven by continuous, pervasive advertising. Extra emissions resulting from advertising products is calculated to have added 186million tonnes of CO2e in 2019 (8)
- When travelling or relaxing outdoors residents have no choice if confronted by digital billboards; the council does not have to enable this negative experience
- There are unequal standards of amenity across the city and some areas have traditionally been better protected than others; the council could set a uniform, high standard of amenity to redress this unequal amenity and ensure fairer standards across the whole city.
- While there are pressures for commercialising council assets the council need not be either a driver of digital advertising through its own walls and structures, nor an enabler through weak policies.

**This council therefore calls on the Mayor:**

- To introduce a new, high standard of amenity across the whole city, excluding digital billboards and taking enforcement action against unlawful billboard sites.
- To set the highest road safety standards across the city with a declared presumption against distracting digital billboards on the whole road network.
- To end council-initiated billboard sites on walls or other structures.
- To introduce these changes through the local plan and public announcements on property policies.
- To enforce existing restrictions in its Advertising & Sponsorship Policy regarding excludes on ads for junk food, alcohol, payday loans and gambling across council-owned advertising sites.
- To update the Council's Advertising & Sponsorship Policy to include restrictions on highly polluting products including as airlines, airports, fossil fuel companies, SUVs, petrol diesel and hybrid vehicles.
- To work towards Bristol becoming a billboard free city, with space left purely for local noticeboards, signage or public information and creative arts and flags.
- Until that time, commit to ensuring the use of renewable energy in all City Council contracts.
- To report back on progress within a year.

**Motion to be moved by: Cllr Martin Fodor, Green Group**

**Date of submission: 23 June 2022**

**Notes:**

1. <https://democracy.bristol.gov.uk/documents/s58004/Appendix%20Ai%20-%20Advertising%20and%20Sponsorship%20Policy.pdf>

2. A large digital advertising screen requires the same electricity as 32 average UK households. A double sided bus stop advertising screen requires the same electricity as three UK households (Source: Energy Consumption in the UK 2021 <https://www.gov.uk/government/statistics/energy-consumption-in-the-uk-2021>)

3. Living Next to Digital Billboards report, 2021: <https://adfrecities.org.uk/wp-content/uploads/2021/09/living-next-to-digital-billboards-M32.pdf>)

4. The Daily Telegraph:

<https://www.telegraph.co.uk/news/worldnews/europe/france/11250670/Grenoble-to-replace-street-advertising-with-trees-and-community-spaces.html>

5. A 2021 survey of residents living or commuting past the new large advertising screens on the M32 in Eastville show a high level of concerns with the advertising screens including degradation of their neighbourhood and social cohesion, a feeling that the commercial interests of advertisers were being prioritised over residents' mental health and wellbeing, impacts of light pollution from the digital screens including through people's bedroom windows, climate impacts of the consumerism model promoted on billboards and distractions to drivers with road safety implications. (Adblock Bristol (2021) Living Next to Digital Billboards report, <https://adfrecities.org.uk/wp-content/uploads/2021/09/living-next-to-digital-billboards-M32.pdf>)

6. Oviedo-Trespalacios et al. (2019), The impact of road advertising signs on driver behaviour and implications for road safety: A critical systematic review. <https://doi.org/10.1016/j.tra.2019.01.012>)

7. How outdoor advertising impacts health and wellbeing, Adblock Bristol (2022)

<http://adfrecities.org.uk/wp-content/uploads/2022/02/How-outdoor-advertising-impacts-health-and-wellbeing.pdf>)

8. Advertised Emissions report, 2021 - <https://www.purposedisruptors.org/advertised-emissions>



## **A Universal Basic Income Trial for Bristol**

### **This council notes:**

1. The drastic impacts of the Covid Pandemic on employment and household incomes in the city;
2. The threat to income and employment from automation and artificial intelligence, which could affect a great many more jobs in future;
3. The development of universal basic income (UBI) trials in other countries, which offer a non-means-tested sum paid by the state to cover the basic cost of living, which is paid to all citizens individually, regardless of employment status, wealth, or marital status, which has been widely debated in recent months;
4. That a trial of UBI was promised by the Labour party had the party won the last general election;
5. The resolutions of other local authorities including Sheffield, Birmingham, Lewes, and Brighton and Hove [with cross party support] calling for trials of UBI;
6. A network of Universal Basic Income Labs has been set up and works with local authorities across the UK developing UBI proposals to address problems such as poverty, inequality, discrimination and environmental damage, long-term and immediately, in relation to coronavirus. One is operating in Bristol.
7. Birmingham City Council has issued a briefing on UBI. (1)
8. UBI has been Green Party Policy since about 1973 and more recently taken up by other parties. (2)

### **This council believes:**

1. That the current benefit system is failing citizens, with Universal Credit causing hardship to many communities;
2. A UBI is the fairest, most effective way to mitigate the effects of coronavirus on people's incomes as it does not discriminate between employment status, caring responsibilities, age, or disability when providing basic support;
3. There is a danger of increasing numbers of people facing poverty as a result of the coronavirus crisis;
4. Testing a UBI is needed, as a UBI has the potential to help address key challenges such as inequality, poverty, precarious employment, loss of community, and breach of planetary boundaries through:
  - i. Giving employers a more flexible workforce whilst giving employees greater freedom to change their jobs;
  - ii. Valuing unpaid work, such as caring for family members and voluntary work;
  - iii. Removing the negative impacts of benefit sanctions and conditionality;
  - iv. Giving people more equal resources within the family, workplace and society;
  - v. Breaking the link between work and consumption, thus helping reduce strain on the environment in line with the One City Climate Strategy;
  - vi. Enabling greater opportunities for people to work in community and cultural activities or to train or reskill in areas that will be needed to transition to a lower-carbon economy.

5. The success of a UBI pilot should not be measured only by impact upon take-up of paid work, but also the impact upon communities and what the people within them do, how they feel, and how they relate to others and the environment around them; and,
6. Given its history of social innovation, wealth of expertise, and active networks across community, business and public services, Bristol is ideally placed to pilot a UBI.

**This council calls on the Mayor to:**

1. Send a joint letter with the other party leaders to the Secretary of State for Work and Pensions, the Chancellor of the Exchequer, the leader of the party in Government, their counterparts in all opposition political parties in parliament, and all local MPs, asking for a trial of Universal Basic Income in the city citing the above reasons.

**Motion proposer: Ani Stafford-Townsend (Green Party)**

**Motion submitted: 23<sup>rd</sup> June 2022**

Sources

- 1) Birmingham City Council's official UBI briefing - see [https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50Tbzg0riXhiHQcf3zr1WGQ%3D%3D&rUzwRPF%2BZ3zd4E7lkn8Lyw%3D%3D=pwRE6AGJFLDNlh225F5QMaQWCtPHwdhUfCZ%2FLUQzgA2uL5jNRG4jdQ%3D%3D&mCTIbCubSFfXsDGW9IXnl%3D%3D=hFflUdN3100%3D&kCx1AnS9%2FpWZQ40DXFvdEw%3D%3D=hFflUdN3100%3D&uJovDxwdjMPoYv%2BAJvYtyA%3D%3D=ctNJFf55vVA%3D&FgPIIEJYlotS%2BYGoBi5oIA%3D%3D=NhdURQburHA%3D&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3D&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3D&WGewmoAfeNQ16B2MHuCPMRKZMwaG1PaO=ctNJFf55vVA%3D&fbclid=IwAR3v5XWzNYc\\_KENecR4\\_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3GdI3\\_M](https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50Tbzg0riXhiHQcf3zr1WGQ%3D%3D&rUzwRPF%2BZ3zd4E7lkn8Lyw%3D%3D=pwRE6AGJFLDNlh225F5QMaQWCtPHwdhUfCZ%2FLUQzgA2uL5jNRG4jdQ%3D%3D&mCTIbCubSFfXsDGW9IXnl%3D%3D=hFflUdN3100%3D&kCx1AnS9%2FpWZQ40DXFvdEw%3D%3D=hFflUdN3100%3D&uJovDxwdjMPoYv%2BAJvYtyA%3D%3D=ctNJFf55vVA%3D&FgPIIEJYlotS%2BYGoBi5oIA%3D%3D=NhdURQburHA%3D&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3D&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3D&WGewmoAfeNQ16B2MHuCPMRKZMwaG1PaO=ctNJFf55vVA%3D&fbclid=IwAR3v5XWzNYc_KENecR4_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3GdI3_M)
- 2) <https://www.bristol247.com/opinion/your-say/otherpartieswillriudiculegreenpolicies/>

## **Mobilise community investments to tackle climate change**

### **Full Council notes:**

1. That this council unanimously declared a climate emergency in November 2018 following a Green Motion to Council
2. The motion committed the city to achieve net zero carbon impact by 2030 and there are now under 10 years left to this target date
3. The council has been progressing a package of low carbon opportunities called City Leap since May 2018. City Leap is still subject to a procurement process since a new process was started in 2020 and the role it will play in decarbonisation of the city is not yet known.
4. A new low risk model called Community Municipal Investments [CMI] has been developed by Leeds University and Abundance Investments platform with UK Government and EU support. This concept had the support of 4 local authorities including Bristol City Council. [1]
5. This model of green bonds with a local authority guarantee is proven to mobilise local and other investment and channels local savings into local projects with low risk and a modest return to investors [2] and after the first issue further calls can be automated. The Local Government Association presents it as a model for mobilising widespread private investment to decarbonise localities.

### **Full Council believes:**

1. That offering local savers and other ethical investors a way to support the city's journey to carbon neutrality mobilises community engagement in the process of change, attracts significant sums for named projects, and should be developed. 72% of people want to lend savings to help councils develop Climate Emergency Plans [3]
2. That offering security and a modest rate of interest through municipal bonds is an established way to develop local infrastructure [4]. This complements other projects such as the successful Bristol Energy Cooperative.
3. That CMIs can help us amass funds on a regular basis develop a series of practical projects for a low carbon transition now in partnership with others which will be popular with local savers. This mobilises capital that could otherwise leave the city.
4. While CMIs are floated as possible way that might be used in the city to help fund the energy upgrade of community buildings in the SONNET project [see 5] no actual CMIs are yet planned.
5. The Mayor should prioritise CMIs as part of the package of investments that will create positive economic opportunities and carbon neutrality while building community wealth.
6. Bristol should join the other 3 pioneers of CMI in developing local opportunities for local investors [e.g. 6]. In 3 months about £1m funds can be collected for investment and this can be repeated periodically.

### **Full Council resolves:**

1. To call on the Mayor to begin development of Community Municipal Investments for the city.
2. That the Mayor promote CMI as a way residents and institutions can be engaged and actively involved in contributing to a zero carbon city.
3. To request officers to identify carbon saving projects suited to CMI investment in conjunction with city partners.

**Motion to be moved by: Cllr Martin Fodor, Redland ward Green Party**

**Date of submission: 23<sup>rd</sup> June 2022**

References:

1. The report supported by Bristol: <https://baumaninstitute.leeds.ac.uk/research/financing-for-society/>
2. Initial proposed interest rate is 1.2%. See: Your questions answered on Green Community Bonds | Abundance Blog  
<https://medium.abundanceinvestment.com/community-municipal-investments-your-questions-answered-25218ed4d2cb>
3. Survey by One Poll, 2020, cited by the Local Government Association.
4. [https://medium.abundanceinvestment.com/community-municipal-investments-the-new-option-for-your-low-risk-money-a9cc5d72e03a?source=post\\_internal\\_links-----1-----](https://medium.abundanceinvestment.com/community-municipal-investments-the-new-option-for-your-low-risk-money-a9cc5d72e03a?source=post_internal_links-----1-----)
5. Survey of community groups underway in the city – see [SONNET – The Bristol City Lab – Bristol Energy Network](#)
6. These are: Leeds Council, Warrington, and West Berkshire. Eg Invest now: <https://info.westberks.gov.uk/wbcmj>; <https://www.abundanceinvestment.com/invest-now/warrington-2025>

## **Cost of living crisis**

### **Full council notes:**

1. That inflation is at its highest in 40 years, whilst wage increases are not keeping pace, with regular pay falling by 2.2% in the three months up to April 2022.
2. That more than half a million people in the country now regularly rely on a food bank.
3. That the energy price cap was raised by 54% in April 2022, increasing many household bills by £700/year, and consequently the government has announced some measures in order to help households to pay their energy bills:
  - A £200 discount on their energy bill this autumn for domestic electricity customers in Great Britain
  - A £150 rebate for households in England in council tax bands A to D, known as the Council Tax Rebate.
  - £144 million of discretionary funding for billing authorities to support households who are in need but are not eligible for the Council Tax Rebate and offer carefully targeted 'top-up' payments to the most vulnerable households in bands A to D, known as the Discretionary Fund.
4. That the 21/22 Revenue budget outturn report presented to Cabinet in June found a £0.9m in-year underspend and recommended £0.5m of this to be placed in the Council's general reserve.
5. The Council's Local Crisis Prevention Fund helps people in financial crisis to afford basics like food, gas, electricity or household goods. Funding for this has been cut by the administration in recent years.

### **Full council believes:**

1. That the state has not intervened sufficiently to help those in crisis due to the acute rise in cost of living this year.
2. That the council should focus resources into helping those who are urgently struggling to make ends meet.

### **Full council calls on the administration to:**

1. Prioritise the payment of all unclaimed council tax rebates
2. Expand access to the warm homes and debt advice services
3. Write to government demanding an immediate benefits uplift
4. Increase support for local action on food security
5. Inject £0.5m of funding into the Local Crisis Prevention Fund, using the additional funds recently put into the General reserve

**Motion proposed by: Councillor Jenny Bartle (Green Party)**

**Date submitted: 23 June 2022**

## **A New Railway Station for Lockleaze**

This council notes:

- The section of track, known as the Filton Bank, has recently been upgraded to four tracks to accommodate both hi-speed express and local services.
- Lockleaze and the surrounding area is set to have 1000 new homes constructed in the next five years.
- The average distance between London Overground Stations is 1.49km. There are 112 stations on a network of 167km.
- A possible location for the new station is south of Constable Road Railway Bridge. This location is 1.25 km from the proposed station at Ashley Down and 1.67 km from Filton Abbeywood. This location is close to significant developments at Bonnington Walk and the Dovercourt Depot.
- Viable alternatives to motor car use must be available to the citizens of Bristol to meet the councils' climate change targets.

This Council resolves to:

- To work with the West of England Combined Authority and Network Rail to conduct a feasibility study and define a business case for constructing a new Railway Station in Lockleaze.

**Motion proposed by: Councillor David Wilcox (Green Party)**

**Motion submitted: 23 June 2022**

## Democracy Motion

This Council notes that the Conservative Government's Elections Act replaced the Supplementary Vote system used to elect Metro Mayors and Police and Crime Commissioners with First Past The Post.

First Past the Post (FPTP) originated when land-owning aristocrats dominated parliament and voting was restricted to property-owning men.

In Europe, only the UK and authoritarian Belarus still use archaic single-round FPTP for general elections. Meanwhile, internationally, Proportional Representation (PR) is used to elect parliaments in more than 80 countries. Those countries tend to be more equal, freer, and greener.

PR ensures all votes count, have equal value, and that those seats won match votes cast. Under PR, MPs, Parliaments, and other bodies better reflect the age, gender mix and protected characteristics of local communities and the nation.

MPs (and other representatives) better reflecting their communities leads to improved decision-making, wider participation, and increased levels of ownership of decisions taken.

PR would also end minority rule. In 2019, 43.6% of the vote produced a government with 56.2% of the seats and 100% of the power. PR also prevents 'wrong winner' elections such as occurred in 1951 and February 1974.

PR is already used to elect the parliaments and assemblies of Scotland, Wales, and Northern Ireland. So why not English Local Government or Westminster?

The Elections Act also brought in compulsory photo ID for people wanting to vote, despite the fact that three and a half million people in this country do not have any photo ID, while those forms of ID that are acceptable have been rigged to disadvantage and deter younger voters.

In contrast the Welsh Senedd passed the Local Government and Elections (Wales) Bill on 21 January this year which delivered the following:

- The right of Local Councils to scrap First Past the Post and instead elect Councillors using the Single Transferable Vote
- Votes at 16 - extending the franchise to 16 and 17 year olds and to all foreign citizens legally resident in Wales.
- Automatic Voter Registration - The bill also paves the way for an overhaul of Wales' outdated and ineffective system of voter registration. The bill could lead to a new system where registration officers can identify people missing from the register and let them know they'll be added.

English voters are already disadvantaged compared to voters in Northern Ireland, where STV has been used to elect Councils for decades, Scotland, where the same move was made in 2007, and now Wales is making the same changes.

This Council agrees to join the campaign by the Electoral Reform Society to demand the same rights for English voters that are already enjoyed by voters in Northern Ireland where STV has been used for years, Scotland, where STV came in for Council elections in 2007 and in Wales where Councils will, inevitably, make the move to fair voting.

This Council also commits to working with other Councils, Core Cities, and others to amend and if necessary repeal the Elections Act in order to:

- Reverse the scrapping of the Supplementary Vote system that ensures more votes count in Metro Mayor and PCC elections;
- Demand the list of acceptable photo ID for voters in the Elections Act is amended so younger and poorer voters are not excluded; including fully funding the cost of providing voter ID cards for voters with no other valid forms of ID
- Allow:
  - o English Councils to switch to STV if they so chose
  - o Votes at 16 for all UK elections
  - o Automatic Voter Registration enabling registration officers to identify people missing from the register and let them know they'll be added.

Finally this Council acknowledges that British democracy is broken and calls on all UK political parties to embrace electoral reform for all elections so everyone can vote for the candidates or parties they truly believe in, safe in the knowledge that their vote will always count. Council therefore resolves to write to H.M. Government calling for a change in our outdated electoral laws to enable Proportional Representation to be used for all UK elections.

**Motion proposed by: Councillors David Wilcox, Fabian Breckels & Andrew Brown**  
**Submitted: 23 June 2022**



## Stop attacks on Press Freedom

### *This Council notes:*

- The Local Democracy Reporting Service is a public funded resource offering reporting about local politics.
- The service provides regular and unbiased reporting, helping local people engage with the Council and local politics, which is in the interests of a flourishing democracy.
- The Local Democracy Service rightly challenges all of us local politicians and attempts to hold us to account; this is also part of a healthy democracy.
- Reporters from the LDRS recently asked the Mayor about his decision to fly 9000 miles to speak about the climate emergency, and it is a legitimate part of their job to ask difficult questions of local politicians.
- All our local media outlets benefit from the LDRS, including those publications still printed as daily newspapers.
- That the Press Office has banned this public service from Council Press conferences, apparently in retaliation for posing questions the Mayor does not like.

### *This Council believes:*

- That Freedom of the Press is a fundamental human right.
- That the media business model for local news reporting does not serve local communities across the UK well, with some towns relying more on facebook than local media.
- The Local Democracy Reporting Service is a valuable public resource, funded by the BBC in addressing local news deserts, as acknowledged by academic research ([Local papers lose out to Facebook as UK towns become 'news deserts' | Regional & local newspapers | The Guardian](#))
- That it is fundamentally wrong for the LDRS to be banned from any press conference or other press opportunity. Any such attack on the press does not demonstrate strong City Leadership.
- This brings the Council, and potentially the City, into disrepute.
- That the role of the Council Press Office is to serve the City and people of Bristol, not the partisan political needs of any political administration.

### *This Council resolves:*

- That the Press Office should reinstate access to the LDRS to all press opportunities
- That the monitoring officer be instructed to examine how the administration's decision sits with the relevant Codes of Conduct for officers and the Mayor/politicians.
- If necessary to instruct the CEO to review Council policies to ensure that the role of the Press Office is depoliticised so as to be focused on serving the needs of the City and people of Bristol
- That as we move to a committee system, the new constitution should contain safeguards against unwarranted attacks on the freedom of journalists to do their jobs.

**Motion proposer: Councillor Ed Plowden (Green Party)**

**Date: 23 June 2022**

## **Bristol Living Rent**

Full Council notes that:

1. Around a third of Bristol residents are private renters, yet our broken housing market makes renting in Bristol increasingly unaffordable.
2. Private rents have increased by an average of 52% since 2011 and continue to increase faster than the rate at which incomes rise.
3. The 2021 quality of life report indicates that a third of renters are unsatisfied with their landlord, yet weak protections for renters and the fear of retaliatory evictions make it difficult to challenge poor quality, unsafe accommodation, or discrimination based on protected characteristics or type of income.
4. Many letting agents have an informal but well-observed practice of periodically encouraging all their landlord clients to increase rents, contributing to rent inflation.
5. Local authorities have no means to enforce rent controls, and currently have limited influence on private sector rental values or powers over private landlords.
6. Both the Green and Labour Party manifestos in the 2019 General Election supported rent controls, and the Mayor of London has pledged to lobby central government for local authority powers to control rent levels.
7. The high cost of rent disproportionately affects younger people and marginalised people in the city.

Full Council believes that:

1. High private rental costs push people into poverty, debt, and homelessness, contribute to overcrowding, and negatively impact the mental and physical health of renters.
2. Rent increases can be unfair on tenants and can directly lead to housing insecurity.
3. Genuinely affordable rents give people the freedom to live a decent life, helping to lift families out of poverty and not just manage each month.
4. Local authorities should be granted powers to control rents and regulate the private rental market.
5. A “living rent” should be defined relative not to the housing market but to the household income of a region.
6. People on lower incomes should typically not have to spend more than around a third of take-home pay on rent, as recommended by the housing charity Shelter.

Full Council resolves:

1. To support the Mayor to publicly lobby central government for direct powers to control rents and regulate the private rental market of Bristol.
2. To further ask the Mayor to lobby the government for direct powers to give tenants increased rights pertaining to negotiating their minimum tenancy agreements.
3. To research, publish and promote an annual “Bristol living rent” for the private rented sector with a view to exerting influence on the rental market within Bristol. The “living rent” will be specified with consideration of dwelling size.
4. To include in the report the “living rent increase” per annum.
5. To include in this report the current actual average rent rates in each area of Bristol.
6. To define “living rent” as a proportion of median income for Bristolians. The report will make use of existing ONS data on household income.

**Motion Proposer: Councillor Barry Parsons (Green Party)**

**Motion Submitted: 23rd June 2022**