

# Summons to attend meeting of Full Council



**Date:** Tuesday, 11 July 2023

**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, 30 June 2023



# Agenda

## 1. Welcome and Introductions

(Pages 10 - 12)

## 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 13 - 20)

Tuesday 9 May 2023 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 7 July 2023 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 5 July 2023 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 10 July**.

## **8. Mayor's Address to Full Council with PGL Responses**

## **9. Equity and Inclusion Policy and Strategic Framework**

Recommendation: To note the Equity and Inclusion Policy and Strategic Framework 2023-2027.

**(Pages 21 - 64)**

## **10. Equality and Inclusion Annual Progress Report 2022-23**

Recommendation: To note the Equality and Inclusion Annual Progress Report 2022-23.

**(Pages 65 - 102)**

## **11. Committee Model of Governance Working Group Update**

That Full Council approves the matters set out in paragraph 5 of this report.

**(Pages 103 - 108)**

## **12. Motions**

Note:

Under the Council's constitution, 30 minutes are available for the consideration of motions. In practice, this realistically means that there is

**(Pages 109 - 132)**



usually only time for one, or possibly two motions to be considered.

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 (GREEN PARTY): Adopt a Vision Zero Approach to Eliminate Road Deaths in Bristol**

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

1. Statistics from the Department for Transport state that between 2017 and 2021 – the last period with complete data, 36 people were killed and 636 seriously injured by vehicle collisions within the city boundary. On average, 134 people were injured every year.
2. The One City Plan aims to achieve zero people killed or seriously injured (KSI) due to incidents on Bristol’s roads by 2040 – Goal 360 - and as part of this, the council has a performance target (BPPM120) to reduce the number of road casualties on our transport network – the current KSI target is ninety-five people per year.
3. Vision Zero is a proven strategy to eliminate all traffic fatalities and severe injuries while increasing safe, healthy, and equitable mobility for all. Key principles include:
  - o Safe speeds - encouraging speeds appropriate to the street;
  - o Safe streets - designing an environment forgiving of mistakes;
  - o Safe vehicles - reducing risks posed by the most dangerous vehicles;
  - o Safe behaviours - improving the behaviours of people using our roads;
  - o Post-collision response - learning from collisions and improving justice and care for victims.
4. The council has adopted both the children's charter and being an age-friendly city, these are two of the most vulnerable groups in our society to road traffic collisions.
5. Councils and organisations that have adopted Vision Zero include: Kent, Devon, Cornwall, Brighton and Hove, Blackpool, Leeds, Hackney, Transport for London, National Fire Chiefs Council, The AA, and RAC.
6. The Vision Zero approach is endorsed by international organisations, including the World Health Organisation (WHO) and Organisation for Economic Co-operation and Development (OECD), and is led by an ethical stance that it is not acceptable that people should be killed or seriously injured as a price for mobility. These are avoidable events – not accidents.



7. Actions that can be taken to achieve vision zero often include:
  - o Road Design, including separation of cycle users and pedestrians from vehicles;
  - o Enforcement of Speed Limits and the Highway Code;
  - o School Streets;
  - o Low Traffic Neighbourhoods;
  - o Education;
  - o A cohesive network of walking and cycling routes.

**This Council believes:**

1. The vast majority of road deaths are avoidable, and the only acceptable long-term casualty target for road deaths and serious injuries in Bristol is Zero.
2. It is vitally important to provide consistent, accessible active travel infrastructure for people to use across the city. Yet, fear of injury suppresses the demand for walking and cycling. This adversely affects children, older people and people with disabling conditions and prevents them from moving around our city.
3. Although there is currently a One City target of zero deaths/serious injuries by 2040, The council and its partners do not have a published plan to meet this target.
4. The council produced a Safe Systems Plan in 2015 to reduce road casualties and was well placed nationally, given advanced work on city-wide 20mph speed limits, but it has since fallen behind.
5. By separating people walking, cycling, and using vehicles, casualties will be reduced. Work is ongoing to connect routes such as in Old Market and Victoria Street, but currently, much of Bristol's active travel infrastructure is disconnected and does not meet the accessibility requirements of a modern diverse society in our city.
6. High-quality, consistent road design can reduce road deaths. Local Transport Note 1/20 is the current best practice design guideline for all transport schemes and is endorsed by Active Travel England.
7. While there are a number of actions that will require joined-up work with partner organisations, there are some steps to reduce road casualties that the Council could take or investigate now including:
  - o Speed Limiters in all council vehicles to act as pace vehicles for the whole city;
  - o Roll out of 'vision zero' training to all council employees who drive as part of their role;
  - o Investigate actions with One City partners, such as the Police, to enforce 20mph and safer driving practices as part of their operations;
  - o Identify the ten most dangerous junctions in the city and implement coordinated and evidence-based changes to make them safer;
  - o Banning Digital Billboards as these distract drivers;
  - o Re-deployable average speed cameras at hotspots;
  - o A public awareness campaign on #VisionZeroBristol with targeted education programmes that change road user attitudes and behaviour;



- o Reduce risk through intelligence-led enforcement;
- o Run an “Exchanging Places” programme to make HGV drivers, bus drivers and cyclists more aware of one another;
- o Investigate the use of safer HGVs based on the Transport for London (TfL) policy;
- o Accelerate the rollout of School Streets and provide a road safety forum for schools.

**This Council resolves to:**

1. Set a Vision Zero target for road deaths and serious injuries by 2030.
2. Include consideration of this target in all relevant council decisions and strategies e.g. road design and procurement, by implementing LTN1/20 when building any new walking, cycling and road projects or providing diversions around highway maintenance work.
3. Develop supplementary planning documents and/or other guidance to support the delivery of Vision Zero via Bristol's Local Plan process and the Joint Local Transport Plan.
4. Work with One City partners and other organisations including Arcadis – our strategic delivery partner, West of England Combined Authority, Major Employers, Avon & Somerset Police, Avon Fire and Rescue, South West Ambulance Trust, Bristol Health Partners, Bristol Blue Licensed Taxi Association, FirstBus, Stagecoach, Transpora, Voi, Developers and residents to achieve Vision Zero.
5. Work with the West of England Combined Authority and the surrounding Unitary Authorities to promote a joined-up approach to Vision Zero across the region.
6. OSMB to hold an inquiry day with relevant stakeholders, including One City partners and citizen groups.
7. Request the administration to report back to Full Council on progress towards these steps in 6 months.

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

**Motion Submitted: 29 June 2023**

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**SILVER MOTION (KNOWLE COMMUNITY PARTY): VALUING THE COMMUNITY SECTOR**

This council is facing a considerable financial shortfall and there is general concern that even more valued community services will be closed. In some cases, a much better solution is to encourage the community to take over the service with an asset transfer or to let the community become involved in managing the venture or facility.

Too often the option of community management is considered late in the day after the salami slicing council department has made the task twice



as hard.

Cllrs from all parties will no doubt have examples from their own wards of ventures that are working or others that could be given a chance. I have added in notes a list of the ventures within Knowle ward as an example.

Asset transfers give the new owners access to grants that the council could not and are able to tap into enthusiasm and willingness to volunteer. Customers become more flexible and forgiving of small errors.

This Council has the services of a very good specialist officer to deal with asset transfers but there is concern that the back-up is not always as positive as it should be and a short consideration of asset transfers by Communities Scrutiny has led to the need for a second report. This could be done by extending time available to Communities Scrutiny or even better by a scrutiny enquiry day.

In the meantime, some positive factors that should provide encouragement:

1. We should look at the community value and not just a narrow and potentially misleading financial calculation as it affects the council in the short term.
2. we should look at how partners (e.g. police and NHS) can be involved.
3. we should be encouraged if the income is commercial from the public and not purely grants.
4. we must have the option of a responsive licensing facility prior to actual CAT.
5. we should be encouraged if a recognised problem is being tackled that has not been effectively up until now.
6. help in kind in early stages should be considered by the council.

This Council therefore calls for the Administration to show a more positive attitude towards asset transfers and community management and taking into account points 1-6, calls for action to follow a scrutiny enquiry and that a regular review be set up to consider progress and potential new opportunities.

## NOTES

Examples from Knowle Ward:

1. Arnos Vale Cemetery - compulsorily purchased for £1 from “developer” and handed to trust formed by campaigners. Huge grants attracted and successful commercial and community





activity. Voted one of the best cemeteries in the country.

2. The Park Daventry Road - old Merrywood school on closure 20+ years ago given to trust that brought together charities investing in training, education and community benefit. Turbo charged by asset transfer and recently completed a new £10M + new community building and a key partner in new secondary school opening shortly on part of the site. A good example of council cooperation.
3. Redcatch community centre - some 20+ years ago a group of local people took over a dilapidated unwanted council building and with grants and local effort turned it into a massively popular, high quality community centre with low hourly charges. All volunteer, no wages taken by anybody involved. Asset transfer followed and used as an example by officers of a successful CAT in report to scrutiny.
4. Jubilee pool - council failed to run this much-loved community facility efficiently. Despite unfriendly conditions imposed by Mayor and severe challenges of energy costs memberships has doubled and there is a trading profit. Cat completed 30/9/22.
5. Redcatch Community Garden - took over redundant bowling green 5 years ago. Have attracted grants, despite failure of council to extend license efficiently and attract 200,000 visits a year for training, social activity and environmental and horticultural education. Asset transfer finally after much delay getting started.
6. Redcatch Park Pavillion- parks department a few years back aborted investment plans for urgent repairs and said they wanted to asset transfer instead. Partnership formed between community garden and The Park football club who needed extra facilities because of Daventry Rd developments. Parks department have failed to progress CAT or even licence and sports changing facilities unusable. In the biggest irony, the football club had previously done exactly the sort of renovation needed and the lowest bidder for the aborted scheme is a local sponsor of the club and stands ready to do the work for them for free. One of the most successful sporting organisations in Bristol with an emphasis on disabled and female teams frozen out.
7. There are many other community organisations, including our parks group, that have transformed Redcatch Park, that do excellent work and what binds the vast majority of them together is a desire to benefit the local community, roll up their sleeves and contribute positively. Being held back by the council





is very frustrating.

**Proposed by Councillor Gary Hopkins (Knowle Community Party)**

**Received 24 May 2023**

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Signed

A handwritten signature in black ink, appearing to be 'T. Oliver'.

Proper Officer  
Friday, 30 June 2023



# Public Information Sheet

## Inspection of Papers - Local Government (Access to Information) Act 1985

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

## Public meetings

Public meetings including Cabinet, Full Council, regulatory meetings (where planning and licensing decisions are made) and scrutiny will now be 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.

## 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

## 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.



## Public Forum

Members of the public may make a written statement ask a question or present a petition to most meetings. Your statement or question will be sent to the Committee Members and will be published on the Council's website before the meeting. Please send it to [democratic.services@bristol.gov.uk](mailto:democratic.services@bristol.gov.uk).

The following requirements apply:

- The statement is received no later than **12.00 noon on the working day before the meeting** and is about a matter which is the responsibility of the committee concerned.
- The question is received no later than **5pm three clear working days before the meeting**.

Any statement submitted should be no longer than one side of A4 paper. If the statement is longer than this, then for reasons of cost, it may be that only the first sheet will be copied and made available at the meeting. For copyright reasons, we are unable to reproduce or publish newspaper or magazine articles that may be attached to statements.

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. Other committee papers may be placed on the council's website and information within them may be searchable on the internet.

### During the meeting:

- Public Forum is normally one of the first items on the agenda, although statements and petitions that relate to specific items on the agenda may be taken just before the item concerned.
- There will be no debate on statements or petitions.
- The Chair 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.
- Your time allocation may have to be strictly limited if there are a lot of submissions. **This may be as short as one minute.**
- If there are a large number of submissions on one matter a representative may be requested to speak on the groups behalf.
- 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.
- Under our security arrangements, please note that members of the public (and bags) may be searched. This may apply in the interests of helping to ensure a safe meeting environment for all attending.



- 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.

For further information about procedure rules please refer to our Constitution <https://www.bristol.gov.uk/how-council-decisions-are-made/constitution>

### Webcasting/ Recording of meetings

Members of the public attending meetings or taking part in Public forum are advised that all Full Council and Cabinet meetings and some other committee meetings are now filmed for live or subsequent broadcast via the council's [webcasting pages](#). The whole of the meeting is filmed (except where there are confidential or exempt items). If you ask a question or make a representation, then you are likely to be filmed and will be deemed to have given your consent to this. If you do not wish to be filmed you need to make yourself known to the webcasting staff. However, the Openness of Local Government Bodies Regulations 2014 now means that persons attending meetings may take photographs, film and audio record the proceedings and report on the meeting (Oral commentary is not permitted during the meeting as it would be disruptive). Members of the public should therefore be aware that they may be filmed by others attending and that is not within the council's control.

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

9 May 2023 at 2.00 pm



### Members Present:-

**Councillors:** Mayor Marvin Rees, Amal Ali, Donald Alexander, Lesley Alexander, Kerry Bailes, Jenny Bartle, Nicola Beech, Marley Bennett, Mark Bradshaw, Fabian Breckels, 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, Lorraine Francis, Paul Goggin, Geoff Gollop, Zoe Goodman, John Goulandris, Katy Grant, Fi Hance, Tom Hathway, Gary Hopkins, Katja Hornchen, Jonathan Hucker, Philippa Hulme, Farah Hussain, Chris Jackson, Hibaq Jama, Ellie King, Tim Kent, Heather Mack, Brenda Massey, Henry Michallat, Yassin Mohamud, Graham Morris, Paula O'Rourke, Barry Parsons, Steve Pearce, Ed Plowden, Guy Poultney, Kevin Quartley, Tom Renhard, Tim Rippington, James Scott, Sharon Scott, Steve Smith, Ani Stafford-Townsend, Lisa Stone, Christine Townsend, Andrew Varney, Mark Weston, David Wilcox and Chris Windows

### 1 Welcome and Introductions

The Lord Mayor welcomed all attendees to the meeting and issued the safety information.

### 2 Apologies for Absence

Apologies for absence were heard from Councillors Davies, Geater, Holland, Makawi and Wye.

### 3 Election of Lord Mayor

Councillor Steve Pearce moved that Councillor Paul Goggin be elected as Lord Mayor for the 2023-2024 municipal year.

Councillor Tony Dyer seconded the motion.

Upon being put to the vote, it was

RESOLVED:



**That Councillor Paul Goggin be elected as Lord Mayor of the City and County of Bristol for the 2023/24 municipal year.**

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

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

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

On the motion of Councillor Heather Mack, seconded by Councillor Asher Craig, 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 Lord Mayor's Consort in recognition of their work and duties carried out during the last municipal year.**

Councillor Paula O'Rourke, as retiring Lord Mayor, then addressed the Full Council.

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

On the motion of Councillor Sharon Scott, seconded by Councillor Gary Hopkins, 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 Lady Mayoress in recognition of their work and duties carried out during the last municipal year.**

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

Councillor Katy Grant moved that Councillor Paula O'Rourke be elected as Deputy Lord Mayor for the 2023/24 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 Deputy Lord Mayor of the City and County of Bristol for the 2023/24 municipal year.**



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

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 Jackson, it was

### RESOLVED:

**That the minutes of the previous Extraordinary Full Council and Full Council meetings held on the 14<sup>th</sup> March 2023 be confirmed as correct record and signed by the Lord Mayor.**

## 7 Lord Mayor's Business

There was none.

## 8 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	Bristol Humanists	Lord Mayor Cllr Paul Goggin
PS02	David Redgewell	Bristol 650
PS03	Ian Beckey	Transport Governance

## 9 Dates and Times of Full Council Meetings 2023/24

The Full Council considered a report which proposed dates and times of Full Council Meetings for the 2023/24 municipal year.

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





The Deputy Lord Mayor seconded the report.

**RESOLVED:**

**Full Council approves the dates and times of Full Council meetings in 2023-2024.**

- 6pm, Tuesday 11 July 2023
- 6pm, Tuesday 12 September 2023
- 6pm, Tuesday 14 November 2023
- 2pm, Tuesday 12 December 2023
- 2pm, Tuesday 9 January 2024
- 2pm, Tuesday 20 February 2024 (budget Council meeting)
- 2pm, Wednesday 28 February 2024 (reserve, additional budget meeting, if required)
- 6pm, Tuesday 12 March 2024

**10 Establishment of Committees 2023/34**

The Full Council considered a report on the establishment of committees for 2023/24.

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
- Committee Model Working Group

**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 2023/34**

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.

**RESOLVED:**

- 1. Approved the allocation of committee seats as set out in the report.**
- 2. Enquired if there have been any resignations from the Licensing Committee since the date of publication of this report and having done so invite nominations to fill all of the vacancies on the**



Committee. 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. Agreed 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. Agreed 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. Noted the position in relation to the membership of the Health and Wellbeing Board as per paragraph 15 of the report.**

**6. Agreed 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 Scrutiny Annual Report 2022/23**

Full Council considered the Scrutiny Annual Report 2022/23.

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

There was a debate, and it was:

### **RESOLVED:**

**Full Council noted the Scrutiny Annual Report 2022/23.**

## **13 Committee Model Working Group Update**

Full Council considered the Committee Model Working Group Update report.



Group Chair Councillor Jenny Bartle moved the report and the recommendations contained therein.

Group Vice Chair Councillor Geoff Gollop seconded the report.

There was a debate and it was:

**RESOLVED:**

**Full Council approved the matters set out in paragraph 5 of this report.**

**5. The Working Group recommends that the following matters arising from the meetings on 31 March 2023 and 28 April 2023 should be incorporated into the Committee Model of governance:**

**5.1. The functions and responsibilities of Full Council will be as set out in Appendix A.**

**5.2. The functions and responsibilities of the Regulatory Committees will remain largely unchanged.**

**5.3. There will be 8 Policy Committees and they will be broadly aligned to the Corporate Strategy themes, as follows.**

**Adult Social Care Committee**

**Homes and Housing Delivery Committee**

**Public Health and Communities Committee**

**Economy and Skills Committee**

**Strategy and Resources Committee**

**Children and Young People Committee**

**Transport and Connectivity Committee**

**Environment and Sustainability Committee**

**5.4. The responsibilities of each of the Policy Committees will be as set out in Appendix B. This is an Indicative allocation, which may need further refinement prior to May 2024.**

**5.5. Policy committees will be able to delegate to sub-committees and officers.**

**5.6. There will be a standing Finance Sub-Committee established to consider budget development, which will report to the Strategy and Resources Policy Committee.**

**5.7. A standing Health Sub Committee will also be established, reporting to the Public Health and Communities Policy Committee.**

**5.8. Regular performance, risk and budget monitoring reports will be taken to each Policy Committee, with oversight being the responsibility of the Strategy and Resources Committee.**

**5.9. The roles and responsibilities of Councillors will be as set out in Appendix C.**



**5.10. The Chairs and Vice Chairs of Policy Committees and Regulatory Committees will be appointed by Full Council.**

Meeting ended at 4.15 pm

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





# Full Council

11 July 2023

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

**Title:** Equity and Inclusion Policy and Strategic Framework 2023-2027

**Ward:** City Wide

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

## Recommendation

To note the Equity and Inclusion Policy and Strategic Framework 2023-2027

## Summary

The purpose of this policy and strategic framework is to ensure that we create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

## The significant issues in the report are:

The Equity and Inclusion Policy and Strategic Framework 2023-2027 sets out our overall commitment to equity and inclusion, and how we will:

- aim to eliminate discrimination
- help people from different backgrounds to have similar life opportunities
- create good relationships between communities in Bristol



## 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 Equity and Inclusion Policy and Strategic Framework 2023-2027 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 framework.

## Consultation

### 3. Internal

This policy and strategic framework has been co-produced by Council teams led by the Equality and Inclusion Team, with additional input from our Staff Led groups. We also responded to feedback from Council Directors during decision pathway meetings by strengthening focus on the visibility and accountability of senior leadership in the document.

### 4. External

The final version is informed by feedback we had in response to a draft shared with key local equalities stakeholders including: 1625ip; Babbasa; Black South West Network; Bristol Disability Equality Forum; Bristol Equality Network Chairs; Bristol Multi Faith Forum; Bristol Muslim Strategic Leadership Group; Bristol Older Peoples Forum; Bristol Women’s Voice; Creative Youth Network; Freedom Youth/OTR Bristol; Mayoral Commissions; SARI; The Care Forum; Trans Pride South West; VOSCUR; WECIL. We also held interviews with Listening Partnership participants to seek the views of young Disabled people on our policy and strategy approach.

## Context

5. Bristol City Council is required under the Public Sector Equality Duty to have due regard to the need to eliminate discrimination, advance equality of opportunity, foster good relations between different people when carrying out our functions.
6. We also have specific duties under the Equality Act to publish equality information at least once a year to show how we have complied with the equality duty, and to prepare and publish equality objectives at least every four years.
7. The existing policy and strategy for 2018-2023 is coming to an end and our new Equity and Inclusion Policy and Strategic Framework 2023-2027 sets out our overall commitment to equity and inclusion how we will achieve our commitments and fulfil our legal duties in line with the Corporate Strategy timeline.
8. To do this we have developed a set of objectives with clear goals and outcomes:
  - E01. Leadership “a respected reputation for innovative best practice”
  - E02. Diverse Workforce “a diverse and inclusive workforce which reflects our communities”
  - E03. Council Services “equitable, inclusive and quality services that promote wellbeing”



E04. Partnerships “to lead and strengthen partnerships so everyone shares in the city’s success”

E05. Communities “tackle prejudice and promote understanding amongst communities”

9. We want people and organisations, in Bristol and beyond, to look to the Council as a model of good practice in addressing equality and inclusion. We define this as meaning we will:
- ✓ Actively consider equity and inclusion in all that we do so others can see the difference it makes
  - ✓ Have a leadership that is fully committed to equity and inclusion, and hold ourselves to account
  - ✓ Respond effectively to changes in the city population and the emerging needs of different communities
  - ✓ Listen to people’s lived experience and take it into account when we make decisions
  - ✓ Have a rich organisational knowledge base of equity and inclusion issues and good practice
  - ✓ Recognise and address any aspects of our culture and ways of working that are toxic, dysfunctional, or discriminatory
  - ✓ Think about equity and inclusion in all our policy and strategy development so decisions are made on the basis of proper insight into the needs of our communities
  - ✓ Value diversity in how we all speak and behave every day, not just when we’re talking about equality
  - ✓ Hold space for constructive challenge, the development of allyship and shared goals recognising that we are all on a journey towards equity for all and being an anti-racist organisation
  - ✓ Be open and transparent about our progress, sharing learning from experience, including our mistakes
  - ✓ Promote diversity in the widest possible sense, where different backgrounds, experiences and ways of thinking are genuinely valued
  - ✓ Deliver and commission services that actively promote equity and inclusion
  - ✓ Put equity and inclusion at the heart of our partnership work with other organisations
  - ✓ Work with communities and neighbourhoods to support equity and inclusion at local levels
10. Everyone working for Bristol City Council has a part to play in achieving the goals of this policy and strategic framework. Councillors and senior officers have a particular responsibility because active, visible leadership is essential, and the organisation’s leaders are committed to this. Staff representatives, including our Staff-Led Groups and Trade Unions, have an important role to play and we will enable them to make effective contributions.

### Proposal

11. Full Council is asked to note the Equity and Inclusion Policy and Strategic Framework 2023-2027.

**Other Options Considered** – not applicable

**Risk Assessment** – not applicable

## **Summary of Equalities Impact of the Proposed Decision**

We have not identified any negative impact from the proposal. The policy and strategic framework aims to address existing structural inequality in Bristol, as detailed in our Equality Impact Assessment.

## **Legal and Resource Implications**

### **Legal**

The new Equality and Inclusion Policy and Strategy 2023 - 2027 will assist the Council in continuing to meet the legal requirements of the Equality Act 2010 and the Public Sector Equality Duty. (Husinara Jones, Team Manager/Solicitor 9 May 2023)

### **Financial**

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. (Olubunmi Kupoluyi, Finance Business Partner, 22 June 2023)

### **Land**

Not applicable

### **Personnel**

Successful implementation of this strategy is critical to the health and impact of the organisation now and in the future. (James Brereton - Head of Human Resources, 15 May 2023)

## **Appendices:**

*APPENDIX A: Equity and Inclusion Policy and Strategic Framework 2023-2027*

*APPENDIX B: Equality Impact Assessment*

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

**Background Papers:** none



# Bristol City Council **Equity and Inclusion Policy and Strategic Framework** 2023–2027



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





# Foreword

**We want Bristol to be a place in which everyone’s hopes and aspirations can be made real. We want to ensure people are not held back by poverty and that Bristol’s success is shared.**

In the past five years we’ve laid solid foundations for progress and undergone a lot of transformation. Building on our previous Policy and Strategy, we still have an ambition to build an inclusive city where nobody is left behind.

During the delivery phase of that Policy and Strategy, despite challenges, the Council made substantial improvements around equity and inclusion practice- investing time, money, and effort to better live up to our high aspirations for inclusivity in our workplaces and our city.

We reported annually on this progress to ensure transparency and accountability. This document now gives us the framework to keep delivering on our ambitions and build

our Equity and Inclusion programme. We have reinforced this in our current Corporate Strategy where equity and inclusion is outlined as a fundamental building block for everything we do. This strategic framework sets out the high standards we expect of ourselves and connects to our One City Plan to ensure that we work with our partners to enhance equity and fairness.

Since the launch of the Bristol Equality Charter the number of contributors has risen year on year, and we now have over 280 partners from across the city signed up to the Charter. We want to thank them all for committing to these shared goals and their efforts to deliver them.

We want people and organisations, in Bristol and beyond, to look to the Council as a model of good practice in addressing equality and inclusion. The document sets out how we will go about delivering on that ambition.

This document has been co-produced across Council teams led by our Equality and Inclusion Team, with additional input from our staff-led groups, and key local equalities stakeholders. Terminology is important, and

as part of that process we have recognised that we need to evolve past using the term “equality” and be clearer that what we are really seeking is “equity” - recognising that fairness is not enough and sometimes offering differing levels of support to those most in need is more likely to enable true social justice. This framework will enable us to continue creating an inclusive city, which works for all.



**Marvin Rees**  
Mayor



**Councillor Asher Craig**  
Deputy Mayor



**Stephen Peacock**  
Chief Executive



# Equality and Inclusion Policy

Our ambition is to create a fairer, safer, accessible, and inclusive city where everyone feels that they belong, that they have a voice, and have an equal opportunity to succeed and thrive.

This policy sets out our overall commitment to equity and inclusion, and how we will:

- aim to eliminate discrimination
- help people from different backgrounds to have similar life opportunities
- create good relationships between communities in Bristol

These aims are at the heart of our organisational values and are a building block of our Corporate Strategy, which includes a commitment to improve equity and inclusion across the city by incorporating it into everything we do.

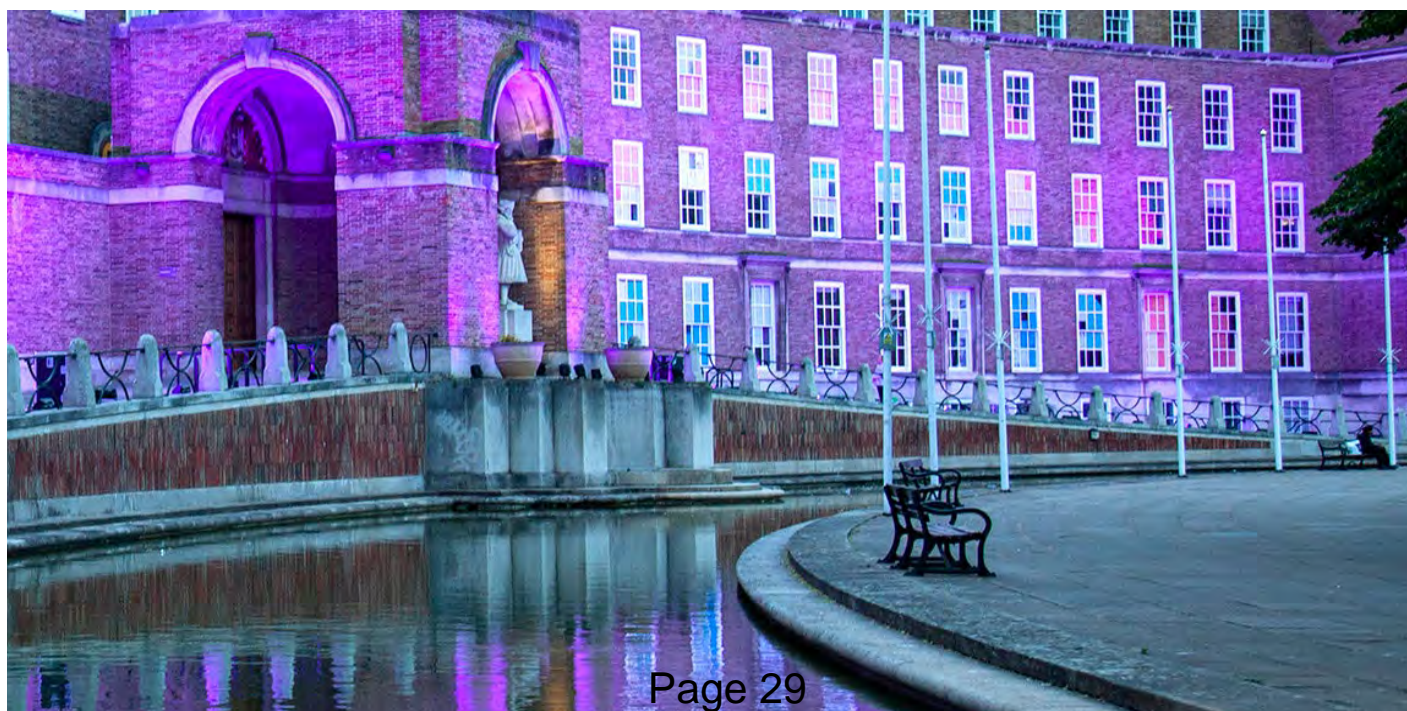
Across the Council we have many other policies and strategies that help us achieve our Equity and Inclusion goals. They each have their own specific goals and measures to address specific operational issues.

Both this Equity and Inclusion Policy and its accompanying strategic framework apply to the Council's roles as a service provider, an employer, as a leading agency in the city and in our work with communities.

## Tackling inequality

Many people in Bristol are held back because of inequality, discrimination and lack of opportunity connected to one or more of the characteristics that are protected under the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage or Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation





This policy re-states our long-held commitment to tackling inequality on these grounds, not just because it is our legal duty, but also because doing so helps create a more successful city.

Creating a successful and inclusive city also means recognising that there are other causes of inequality or exclusion, often interconnected and mutually reinforcing. We are committed to tackling the root causes of multi-generational disadvantage and poverty which affect people from birth. We will also take an intersectional approach to understanding how multiple forms of inequality or disadvantage can compound themselves and create unique challenges for people.

We also recognise the entrenched negative impacts of economic deprivation, and the need for us to target our resources effectively to meet the needs of people in living in poverty. People can be also excluded for many other inter-related reasons such as being socially isolated, living in poor housing, or having poor health. Particular groups such as refugees and migrants, those with caring responsibilities, or who have been in care are also likely to face inequality or exclusion. We will consider these other relevant characteristics and circumstances in our approach to equity and inclusion alongside the protected characteristics.

## Promoting Equity

‘Equity’ is used as a distinct term to reference the need to go beyond just providing basic equality of opportunity, by recognising that we do not all start from the same place, and so we must acknowledge and make adjustments for the structural imbalance people face depending on their characteristics and circumstances.

## What inclusion means to us

Inclusion means that everyone is included and can join in with all that society has to offer. Inclusion does not happen by accident; it is something that needs to be carefully planned. It is about acknowledging and valuing people’s differences, creating an environment where everyone feels welcome and heard, and making sure people are not excluded from opportunity in all its forms.

We will consider everyone’s needs and take action to include everyone in the city as we make new plans or take decisions. We recognise that many issues affect individuals and groups differently and require specific solutions. We will work to fix issues with any systems, processes or actions that cause inequalities for individuals or between different groups of people.

## Our Public Sector Equality Duty

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

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

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

## Our commitments

We commit to fulfilling both the letter and the spirit of our legal obligations under the Equality Act 2010 and other relevant legislation relating to promoting equity.

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

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



## Focussing on specific needs

Whilst everybody holds some protected characteristics, we recognise that to properly address inequality we need to focus on the needs of people in specific ways, for example we will:

- Factor aging into long term service design and challenge stereotypes about different age groups
- Proactively seek the views of young people in engagement and consultation, design age appropriate services, and increase the proportion of young employees in our workforce
- Recognise and remove barriers faced by Disabled people, provide flexible services, communicate in a range of accessible formats, and promote the Social Model of Disability
- Take a strategic approach to promoting race equity, work with local minoritised ethnic communities to meet their needs, and address institutional racism in our workplace and services
- Improve safety, challenge sexism and misogyny, and ensure our services and workplace requirements consider women's needs and circumstances
- Promote awareness and understanding of LGBTQ+ identities and experiences through campaigns, initiatives, and events, with an active staff led group and visible allyship
- Build fruitful and constructive relationships with faith groups in Bristol, challenge prejudice and promote understanding of different religions and beliefs, and consider the requirements of people of faith in our services and workplace.
- Have a clear policy and guidance on how best to support trans and gender-diverse employees, service users and citizens.

## Tackling discrimination, harassment, victimisation and hate crime

As well as tackling direct discrimination we seek to eliminate instances of indirect discrimination where a practice, policy or rule applies to everyone, but ends up having a disproportionately negative impact for some people.

The Council recognises that harassment can take many forms and can be subtle and insidious in nature. Where we are aware any harassment is motivated by hostility towards Disabled people, or on the grounds of sex, race or ethnicity, religion or belief, sexual orientation, gender identity or gender expression, then this will be reported and recorded as appropriate. We will always take the impact of hate motivated abuse seriously and actively signpost victims to support services.

We will protect any employee, service user or citizen who makes a good faith disclosure from any form of victimisation or reprisal.

In addition to accepting a victim-centred definition of hate crime, we also commit to using the non-legally binding International Holocaust Remembrance Alliance's working definition of Antisemitism and the All Party Parliamentary Group on British Muslims' working definition of Islamophobia on all appropriate occasions. All types of harassment, victimisation and bullying in the workplace and in the community are unacceptable.



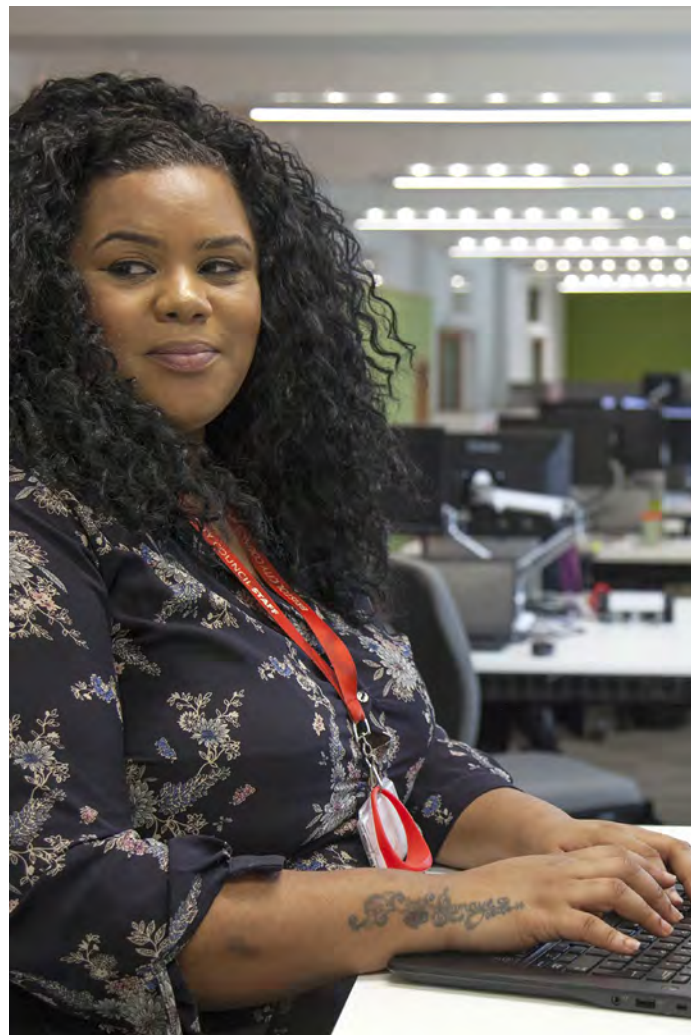
## Making it happen

In the future we want people and organisations, in Bristol and beyond, to look to the Council as a model of good practice in promoting equity and inclusion. We define this as meaning we will:

- Actively consider equity and inclusion in all that we do so others can see the difference it makes
- Have a leadership that is fully committed to equity and inclusion, and hold ourselves to account
- Respond effectively to changes in the city population and the emerging needs of different communities
- Listen to people’s lived experience and take it into account when we make decisions
- Have a rich organisational knowledge base of equity and inclusion issues and good practice
- Recognise and address any aspects of our culture and ways of working that are toxic, dysfunctional, or discriminatory
- Think about equity and inclusion in all our policy and strategy development so decisions are made on the basis of proper insight into the needs of our communities
- Value diversity in how we all speak and behave every day, not just when we are talking about equity
- Hold space for constructive challenge and the development of allyship and shared goals, recognising that we are all on a journey towards equity
- Be open and transparent about our progress, sharing learning from experience, including our mistakes
- Promote diversity in the widest possible sense, where different backgrounds, experiences and ways of thinking are genuinely valued

- Deliver and commission services that actively promote equity and inclusion
- Put equity and inclusion at the heart of our partnership work with other organisations
- Work with communities and neighbourhoods to support equity and inclusion at local levels

Everyone working for Bristol City Council has a part to play in achieving the goals of this policy. Councillors and senior officers have a particular responsibility because active, visible leadership is essential, and the organisation’s leaders are committed to this. Staff representatives, including our Staff-Led Groups and Trade Unions, have an important role to play and we will enable them to make effective contributions.



# Equity and Inclusion Strategic Framework 2023 – 2027

## Introduction

This strategic framework sets out how we will achieve the aims and commitments of our Equity and Inclusion Policy and fulfil our legal duties in line with the Corporate Strategy timeline.

Although we have made substantial improvements around our equity and inclusion practice in recent years, we recognise the need to respond dynamically to new and emerging challenges, as well as to address many long-standing disparities in Bristol caused by structural inequality.

To achieve these aims and continue on our transformative journey as an organisation,

we have identified an ambitious set of objectives with clear outcomes and goals. Taken together these objectives provide a road map which will take the Council where need to be over the next few years to significantly improve equity and inclusion across the city.



Equality and Inclusion Objectives	What is this about	Equality and Link with U.N. Sustainable Development Goals <sup>1</sup>
<b>E01. Leadership</b> “a respected reputation for innovative best practice”	This objective is about how the Council will make fair decisions and adapt to change	Reduce inequality within and among countries. (1)  End poverty in all its forms everywhere. (11)
<b>E02. Diverse Workforce</b> “a diverse and inclusive workforce which reflects our communities”	This objective is about the Council’s role as an employer	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. (8)
<b>E03. Council Services</b> “equitable, inclusive and quality services that promote wellbeing”	This objective is about the Council’s role as a deliverer and commissioner of services	Ensure healthy lives and promote well-being for all at all ages. (3)  Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. (4)  Make cities and human settlements inclusive, safe, resilient, and sustainable. (11)  Achieve gender equality and empower all women and girls. (5)
<b>E04. Partnerships</b> “to lead and strengthen partnerships so everyone shares in the city’s success”	This objective is about the Council’s role as a leading agency in the city	Strengthen the means of implementation and revitalize the global partnership for sustainable development. (17)
<b>E05. Communities</b> “tackle prejudice and promote understanding amongst communities”	This objective is about the Council’s role in the community	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels. (16)

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

<sup>1</sup>[sdgs.un.org/goals](https://sdgs.un.org/goals)





## Reporting Progress

The Public Sector Equality Duty is supported by specific duties, set out in regulations which require public bodies to:

- publish relevant, proportionate information demonstrating their compliance with the Equality Duty
- prepare and publish one or more specific, measurable objective at least every four years and to report progress annually
- publishing relevant equality information which will make public bodies transparent about their decision-making processes, and accountable to their service users
- information needs to be published and accessible to the public

Our Annual Progress Report shows what we have done each year to achieve the objectives of this Equity and Inclusion

Policy and Strategic Framework and the progress we have made in relation to equity and inclusion work across the Council.

Our Annual Progress Reports are published here:

**[Our equality policies and equalities legislation \(bristol.gov.uk\)](https://www.bristol.gov.uk/equality-legislation)**





# Equality Objectives

## Objective 1 – Leadership

This objective is about how the Council will make fair decisions and adapt to change.

Our ambition:

“a respected reputation for innovative best practice”



### How we will achieve this

- Having an established governance structure so everyone is clear about the roles and functions of those responsible for equity and inclusion in our organisation
- Using a programme approach to align and coordinate the many strands of equity and inclusion activity across the council in a consistent and strategic way
- Being clear about our short, medium, and long terms goals so we can balance our capacity to respond dynamically to emerging issues with our core activities, and driving and supporting efforts to tackle the structural causes of inequality
- Taking a flexible approach so our governance system and networks can adapt to an evolving environment and changing circumstances
- Basing our work priorities on evidence and data in the widest sense – including the testimony of people with lived experience and expertise
- Supporting an effective network of equity and inclusion champions throughout the organisation
- Facilitating our Staff Led Groups to act as ambassadors to the Council and help to make sure that decisions are properly informed by diverse and representative points of view.
- Our leadership showing visible commitment and consideration of equity in decision-making and allyship through Director sponsorship of specific equality strands
- Maintaining a knowledge hub of emerging and established learning and good practice to preserve our organisational understanding of local equity and inclusion issues

- Promoting innovation and trialling new ways of responding to entrenched issues and emerging need
- Being honest and realistic about our progress and accepting we are on a developmental journey
- Welcoming ongoing peer review and scrutiny from a range of external organisations who provide unique perspectives and expertise
- Sharing good practice and innovation locally, nationally, and internationally so excellence can be recognised
- Providing an equity and inclusion ‘data dashboard’ to easily monitor progress in key areas

## Measuring our success

- We publish information at least once a year summarising progress against our equity and inclusion objectives and outlining any challenges we are facing in moving forward.
- Progress against this strategic framework is a standing item on senior leadership meeting agendas and features regularly in internal communications to colleagues.
- Self-assessment against external peer review frameworks and audit reports shows the organisational improvements we have made
- All Tier 3 and above managers have clear Equity and Inclusion objectives as part of their ongoing performance review

## Objective 2 – Diverse Workforce

This objective is about the Council’s role as an employer.

Our ambition:

“a diverse and inclusive workforce which reflects our communities”



### How we will achieve this

We are committed to ensuring we have an inclusive, high-performing, and motivated workforce that is representative of the city we serve.

The Council’s People policies set out our employees’ rights and obligations in relation to equality and inclusion and demonstrate that as an employer equality of opportunity is integral to our vacancy advertising, recruitment, retention, promotion, training, and grievances.

Our Workforce Strategy includes an equity and inclusion theme and an organisational commitment to addressing our culture and ways of working to promote inclusion and to tackle root causes of institutional inequality. Please see our Workforce Strategy for more details about our priorities and for this Objective which include:

- Promoting a workplace culture which creates the conditions for equity and inclusion to be actively part of our day to day working lives
- Valuing and making effective use of employees’ diverse backgrounds, experiences, and different ways of thinking
- Improving the levels of employment at all levels including leadership for currently underrepresented groups
- Putting equity and inclusion at the heart of our staff learning and development offer and ensuring that all employees understand their rights and responsibilities, and the diverse and intersectional needs of people in Bristol
- Meeting Disabled employees’ requirements for reasonable adjustments in a timely and effective way
- Supporting a positive sense of health and wellbeing for all our employees

- Proactively closing the gender, race and disability pay gaps for our workforce
- Offering positive action initiatives and dynamic support for staff from diverse backgrounds to develop their career and progress to senior roles
- Proving flexible working and dynamic support for staff with caring responsibilities so they can develop their career and progress to senior roles

## Measuring our success

- To avoid duplication the outcomes and measures used for this Objective will be detailed in our Workforce Strategy which will include:
  - Annual Pay Gap reporting
  - Annual employee survey and other staff feedback
  - Targets for representation, progression, pay and other outcomes by characteristic

## Objective 3 – Council Services

This objective is about the Council’s role as a deliverer and commissioner of services.

Our ambition:

“equitable, inclusive and quality services that promote wellbeing”



### How we will achieve this

- Carrying out equality impact assessments for every important decision we take to inform our thinking and so our leadership fully understand any potential impacts to inform their decision-making
- Considering the cumulative impacts of connected decisions such as our annual budget setting process
- Routinely considering the needs of other relevant groups such as carers and low-income households as well as those of the Equality Act protected characteristic groups
- Updating and reviewing an equality action plan for all our Council service areas
- Overcoming barriers to communication by providing information and services in a wide range of accessible and inclusive formats
- Improving our diversity monitoring for services so we understand where there are gaps and differences for particular groups
- Promoting intersectional analysis of diversity data to gain insight into the needs of people who hold multiple and combined characteristics
- Actively seeking and responding to satisfaction feedback about people’s experience of using our services
- Facilitating and evaluating new and innovative ways of working
- Monitoring our progress in implementing actions to address inequality based on external audits and reports
- Proactively addressing underperformance and disparity in services
- Using a trauma-informed approach to service design and delivery
- Prioritising activities which tackle the root causes of poverty and multi-generational inequality



- Making sure all organisations providing services on behalf of the Council have robust policies and a proper commitment and understanding of equity and inclusion
- Ensuring inclusive and accessible design for our public spaces and amenities
- Diversifying our supply chain through promotion and support of businesses led by underrepresented communities to the extent of our powers
- Seek to reduce poverty and inequality in the city by taking Social Value into account when making procurement decisions

## Measuring our success

- All service areas have an annual Equality Action Plan which is approved by a Director as part of the annual service planning cycle.
- Increase % of all Equality Action Plan actions reporting expected progress or better
- Reporting shows our progress in implementing recommendations and actions from Safeguarding Adults reviews and Serious Case Reviews etc.
- Reduction in the gap in life expectancy between the most deprived and least deprived areas of Bristol
- Reduction in the proportion of young people who are not in education, employment, or training
- Increase in % of citizens satisfied with the way Bristol City Council runs things
- Increase in % of citizens who are comfortable using digital services
- Increase in % of Council tenants satisfied overall with their current accommodation

## Objective 4 – Partnerships

This objective is about the Council’s role as a leading agency in the city.

Our ambition:

“to lead and strengthen partnerships so everyone shares in the city’s success”



### How we will achieve this

- Leading city-wide approaches to tackling the intergenerational root causes of structural inequality and achieving the long-term equity and inclusion goals of our One City Plan
- Taking a participatory approach to decision making, involving a wider range of community voices in decisions to help maximise the reach and impact of our work
- Helping our key equity and inclusion partners and commissions transition effectively from working with a Mayoral to a committee-based governance system
- Acknowledging our interdependence with partners across all sectors and that we need each other to achieve our shared goals
- Seeking and responding to feedback from our key equity and inclusion partners and commissions about our responsiveness and interactions with them
- Promoting a more equal exchange with voluntary and community partners by recognising how much time and capacity it takes to do their work and resourcing them accordingly
- Maximising the impact of city-wide equality networks and groups, and facilitating and participating in the Bristol Equality Network to support effective implementation of the Bristol Equality Charter
- Leading city-wide partnership approaches to tackling inequality through collaborative strategic groups.
- Enable effective delivery of city-wide partnership action plans and work programmes. This will include the production of regular events and initiatives to ensure challenges, opportunities and priorities are shared with all city sectors and community groups for wider input and greater diversity of thought.

- Continue to lead transparent approaches to highlight the performance, challenges and opportunities relating to the diversity of our city’s major public sector organisations.
- Supporting Bristol as a City of Sanctuary that provides welcome and safety for all

“Services should be designed with people not for people”

## Measuring our success

- Successful delivery of citywide action plans and work programmes to improve performance
- Regular progress and data reporting provided to multi-agency partnerships e.g. strategic race equality leaders group
- Feedback and evaluation of large-scale city-wide equity focused initiatives and events
- Increase in % who are satisfied with the way BCC (Bristol City Council) asks for their views before it makes changes that affect them
- Increase in the consultation response rate for the most deprived Bristol citizens



## Objective 5 – Communities

This objective is about the Council’s role in the community.

Our ambition:

“tackle prejudice and promote understanding amongst communities”



### How we will achieve this

- Promoting and celebrating Bristol’s diversity and cultural heritage through a vibrant calendar of community led events and initiatives e.g. Black History Month, International Women’s Day, Pride, and the International Day of Disabled People
- Helping residents to take action and access opportunities in their neighbourhood and city using our Many Neighbourhoods, One City approach<sup>2</sup>
- Creating spaces for sharing knowledge, insight and experience between place-based communities and communities of interest to build alliances and understanding
- Finding opportunities to challenge stereotypes, tackle prejudice and promote understanding, such as welcome parties for newly arrived refugees
- Coordinating social action to foster good relations and promote understanding between different communities
- Actively participating in multi-agency partnerships which provide strategic coordination of Bristol’s hate-crime response
- Recognising Bristol as a globally connected city by valuing our international diaspora and all citizens with international links

<sup>2</sup>Many Neighbourhoods One City | University of Bristol

## Measuring our success

- Reduction in % of those living in the most deprived areas who feel fear of crime affects their day-to-day life
- Increase in % of citizens who agree people from different backgrounds get on well together in their neighbourhoods
- Increase in % of citizens who feel they belong to their neighbourhood
- Increase in % who feel police and public services successfully tackle crime and anti-social behaviour locally
- Reduction in residents who report experiencing discrimination or harassment in the past year

“Equality and Inclusion means being part of a community”

# Glossary

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

## **Adverse Childhood Experiences**

are defined as stressful events occurring in childhood such as:

- domestic violence
- parental abandonment through separation or divorce
- a parent with a mental health condition
- being the victim of abuse (physical, sexual and /or emotional)
- being the victim of neglect (physical and emotional)
- a member of the household being in prison
- growing up in a household in which there are adults experiencing alcohol and drug use problems

**Afrophobia** is the prejudice or discrimination against; fear, hatred, or bigotry towards people of African heritage and things African.

**Antisemitism** is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. For further information and examples see: <https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism>

**Asylum seeker** – a person who has sought protection as a refugee, but whose claim for refugee status has not yet been assessed or confirmed.

**Bullying** is undermining, humiliating, or intimidating behaviour that is linked to an abuse of power. Although there is no legal definition of bullying, organisations are responsible for ensuring a safe and healthy working environment (Health and Safety at Work Act 1974) and to address workplace risks to health and safety (The Management of Health and Safety at Work Regulations 1999) – which includes the negative impact of bullying in the workplace.

**Care experienced** refers to anyone who has been or is currently in care or from a looked-after background at any stage in their life, no matter how short, including adopted children who were previously looked-after.

**Carer** is someone who provides support, unpaid, for a friend or family member who needs support owing to Disability, illness, or for another reason such as an addiction. A young carer might also provide support for other children/siblings.

**Disability** Bristol City Council is committed to the Social Model of Disability which recognises the right to self-identify as a Disabled person and that people are Disabled by barriers in society such as lack of physical access and lack of accessible communication, not by their impairment (including mental, physical, sensory, health conditions, learning difficulties among others). The Equality Act 2010 defines Disability as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do daily activities.

**Discrimination** 'direct discrimination' occurs if you treat someone less favourably because they have, or you think they have a protected characteristic – for example refusing to employ them or offer them a service which they would otherwise be able to receive. 'Indirect discrimination' is where a practice, policy or

rule applies to everyone in the same way but ends up having a disproportionately negative impact on some people – for example, a dress code that restricts certain ethnic groups or faith communities more than others.

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

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

**Equality** is about recognising and respecting differences, including different needs, to ensure people can live their lives free from discrimination, know their rights will be protected, and have what they need experience equality of opportunity.

**Equity** goes beyond providing equality of opportunity, by recognising that we do not all start from the same place and must make adjustments to address existing imbalances, tackle the barriers that some groups face, and make society fairer by narrowing the social and economic divides that separate people.

**Equality Act 2010** is the main UK law which protects people from discrimination in the workplace and wider society. It replaced numerous previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. For more information see Equality Act 2010: guidance ([www.gov.uk](http://www.gov.uk))

**Food poverty** means that an individual or household is not able to obtain healthy, nutritious food, or cannot access the food they would like to eat. It often results in people eating poor diets, which can lead to heart disease, obesity, diabetes,

and cancer, as well as inadequate levels of many vitamins and minerals.

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

**Harassment** is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual

**Hate Crime** is a criminal offence which is motivated by hostility or prejudice, based on Disability, race, religion, sexual orientation, or transgender identity. This includes where the victim is not actually a member of a protected group but is thought to be. Incidents that are motivated by misogyny are not currently included in hate crime law, but Avon and Somerset Police officially recognise and record gender-based hate crime.

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

**Human Rights Act 1988** is UK legislation which incorporates most aspects of the European Convention on Human Rights including those articles which relate specifically to equality, diversity and inclusion: The right to freedom of thought, conscience and religion (Article 9); The right to freedom of expression and to receive and impart information (Article 10); The right not to be discriminated against (Article 14).

**Inclusive** design creates environments that everyone can use to access and benefit from the full range of opportunities available



in society. It enables people to participate, confidently, independently and with choice and dignity. Inclusive design avoids separation or segregation and is made up of places and spaces that meet the needs of everyone in society.

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

### **Institutional (or systemic) discrimination**

is a form of discrimination that is embedded as normal practice within society or an organisation through its rules, policies, procedures, values, and culture. This can include institutional racism, institutional sexism, institutional ableism, institutional ageism, institutional homophobia, institutional transphobia, or other specific forms of discrimination.

**Intergenerational equity** is about striving toward fairness and justice between different generations and tackling the root causes of multi-generational disadvantage and poverty which affect people from birth and throughout their childhood, leading to restricted opportunities and poorer outcomes in later life.

**Intersectionality** is a framework for recognising that people have multiple and overlapping characteristics which when combined can lead to increased or particular kinds of discrimination and disadvantage.

**Islamophobia** is rooted in racism and is a type of racism that targets expressions of muslimness or perceived muslimness. For further information and examples see <https://appgbritishmuslims.org/>.

**LGBTQ+** stands for Lesbian, Gay, Bisexual, Queer (or Questioning) and Transgender (with a plus sign to include other aspects such as Genderqueer, Non-Binary etc.). Variations

include LGBTQ+, and LGBTQIA+ to specifically include Intersex and Asexual people.

**Misogyny** is a dislike of, contempt for, or ingrained prejudice against women. This can include a disapproval of certain women's behaviour such as holding ambition or power, or rejecting men's sexual advances or ideas.

**Neurodiversity** refers to the enormous range of differences in the way people learn and process information. 'Neurodivergence' is the term for when someone's brain processes, learns, and/or behaves differently from what is considered typical. This includes Autistic people, people who have dyslexia, ADHD, dyspraxia, or other neurological conditions.

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

**Positive action** is voluntary, lawful activity taken to address an existing imbalance, or to meet the needs of a particular group where this is objectively justified. Positive action in employment may include initiatives to overcome disadvantage or to improve the diversity of a workforce so it is more representative of the overall population. Positive action should not be confused with positive discrimination, which is unlawful e.g. the setting of quotas.

**Protected characteristics** are the nine characteristics protected under the Equality Act 2010. They are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.

**Poverty** is defined relative to the standards of living in a society at a specific time.

People live in poverty when they are denied an income sufficient for their material needs and when these circumstances exclude them from taking part in activities that are accepted part of daily life in that society.

**Racism** is prejudice, discrimination, or antagonism against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.

**Reasonable Adjustments** is a duty under the Equality Act 2010 which has three requirements that organisations must consider for their workplace and services that apply in situations where a Disabled person would otherwise be placed at a substantial disadvantage compared with people who are not Disabled. There are: changing the way things are done such as opening times, changes to overcome barriers created by the physical features of premises; and providing auxiliary aids such as extra equipment or a different or additional service.

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

**Sexism** is a form of prejudice made up of beliefs, assumptions, and theories, around the fundamental nature of women and men and the stereotypical roles they should play in society.

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

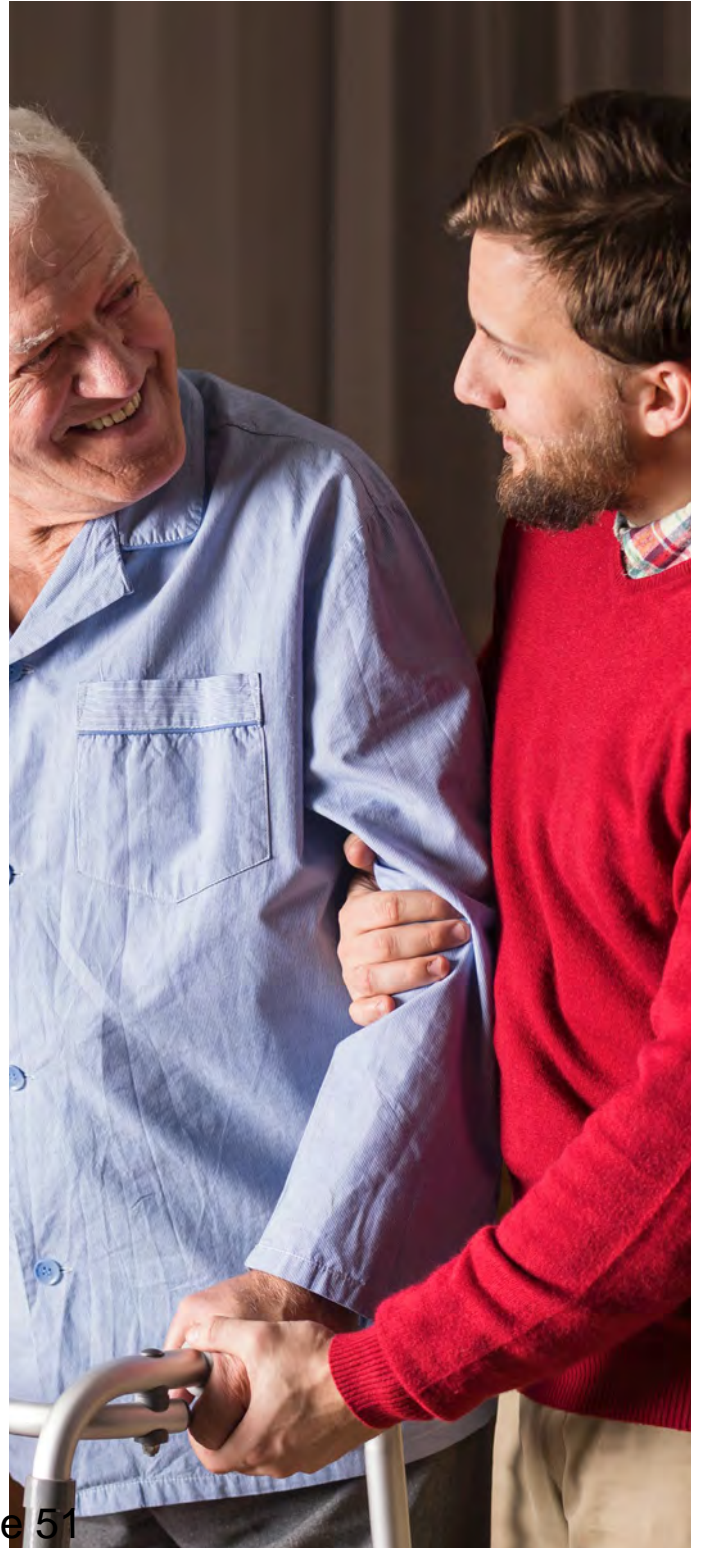
**Socio-economic duty** is covered by Section 1 of the Equality Act 2010, which is not currently in force. It would require a public body 'when making decisions of a strategic nature about how to exercise its functions, [to] have due regard to the desirability of exercising them in a way that is designed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

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

**Trans** is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, genderqueer, gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

**Victimisation** is treating someone badly because they have (or you think they have) made a claim or complaint of discrimination, or if they help someone who has been discriminated against.











# Equality Impact Assessment [version 2.12]



Title: Equity and Inclusion Policy and Strategic Framework 2023 - 2027	
<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Policy Strategy and Digital	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.

Bristol City Council is required under the Public Sector Equality Duty to have due regard to the need to eliminate discrimination. advance equality of opportunity, foster good relations between different people when carrying out our functions.

We also have specific duties under the Equality Act to publish equality information at least once a year to show how we have complied with the equality duty, and to prepare and publish equality objectives at least every four years.

The existing policy and strategy for 2018-2023 is coming to an end and our new Equity and Inclusion Policy and Strategic Framework 2023-2027 sets out our overall commitment to equality and inclusion how we will achieve our commitments and fulfil our legal duties in line with the Corporate Strategy timeline.

To do this we have developed a set of objectives with clear goals and outcomes:

- E01. Leadership “a respected reputation for innovative best practice”
- E02. Diverse Workforce “a diverse and inclusive workforce which reflects our communities”
- E03. Council Services “equitable, inclusive and quality services that promote wellbeing”
- E04. Partnerships “to lead and strengthen partnerships so everyone shares in the city’s success”
- E05. Communities “tackle prejudice and promote understanding amongst communities”

### 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:		

### 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 checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](http://sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](http://bristol.gov.uk); [Joint Strategic Needs Assessment \(JSNA\)](http://bristol.gov.uk); [Ward Statistical Profiles](http://bristol.gov.uk).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](http://sharepoint.com) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](http://bristol.gov.uk) and [Stress Risk Assessment](http://bristol.gov.uk)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<a href="http://bristol.gov.uk">How we measure equality and diversity (bristol.gov.uk)</a>	<p>Equalities statistics and research including Census 2021 data analysis. We carry out research into equalities groups and analyse data to:</p> <ul style="list-style-type: none"> <li>• identify where work needs to be done to tackle disadvantaged and low represented groups in the community</li> <li>• make sure everyone gets equal access to our services</li> </ul> <p><b>Quality of Life in Bristol</b></p> <p>The <a href="http://bristol.gov.uk">Quality of Life survey</a> is a yearly survey carried out in Bristol. It gives us information about the quality of life for Bristol's residents. It's broken down by ward, equalities groups and areas of deprivation.</p> <p><b>Equalities monitoring</b></p>

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<p>We monitor people by equalities group to identify any inequalities in service delivery and in employment.</p> <p>This information helps us to:</p> <ul style="list-style-type: none"> <li>• take action to reduce differences in the uptake, representation and outcomes experienced by different service users and our employees.</li> <li>• improve our services for the benefit of Bristol's communities</li> </ul> <p><b>Open Data Bristol</b></p> <p>The <a href="#">Open Data Bristol</a> project has data and information about Bristol, including useful information about people with <a href="#">protected characteristics</a>. You can look at the Quality of Life survey responses by equalities groups</p> <p><b>Joint Strategic Needs Assessment (JSNA)</b></p> <p><a href="#">Joint Strategic Needs Assessment (JSNA)</a> is a profile of data about the health and wellbeing of Bristol. It aims to help with:</p> <ul style="list-style-type: none"> <li>• designing and delivering services</li> <li>• tackling health inequalities across communities in Bristol</li> </ul> <p>The assessment is produced by a number of organisations across Bristol.</p>
<b>Additional comments:</b>	

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

This policy and strategic framework has been co-produced by Council teams led by the Equality and Inclusion Team, with additional input from our Staff Led groups.

The final version is informed by feedback we had in response to a draft shared with key local equalities stakeholders including: 1625ip; Babbasa; Black South West Network; Bristol Disability Equality Forum; Bristol Equality Network Chairs; Bristol Multi Faith Forum; Bristol Muslim Strategic Leadership Group; Bristol Older Peoples Forum; Bristol Women's Voice; Creative Youth Network; Freedom Youth/OTR Bristol; Mayoral Commissions; SARI; The Care Forum; Trans Pride South West; VOSCUR; WECIL.

We also held interviews with [Listening Partnership participants](#) to seek the views of young Disabled people on our policy and strategy approach.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

After Full Council in July 2023 we will ensure:

- a) internal communications and updated training to ensure council employees are familiar with the policy and strategy
- b) ongoing engagement with our key equalities partners, stakeholders and communities of interest as set out in the strategy objectives E04.Partnerships and E05. Communities; and publish EasyRead version of the policy
- c) that we publish information at least once a year summarising progress against our equality and inclusion objectives and outlining any challenges we are facing in moving forward.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
<p>We have not identified any significant negative impact from the Policy and Strategic Framework itself. However we are aware of existing structural inequality and significant disparities for equalities communities in Bristol which we will aim to address through implementation of the policy and strategic framework approach.</p> <p>The policy recognises that whilst everybody holds some protected characteristics, to properly address inequality we need to focus on the needs of particular equalities groups in specific ways.</p> <p>Whilst it is not a complete summary of all the known issues impacting Bristol communities, the table below highlights some significant issues for specific groups and what the policy and strategy says we will do to address these.</p>	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Young people are often under-represented in engagement and consultation and in Bristol are less satisfied than average with the way the council runs things.</li> <li>• Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol.</li> <li>• Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc.</li> <li>• Young people in Bristol are more likely to: <ul style="list-style-type: none"> <li>○ have poor emotional health and wellbeing</li> <li>○ find inaccessible public transport prevents them from leaving their home when they want to</li> </ul> </li> </ul>
Mitigations:	Proactively seek the views of young people in engagement and consultation, design age appropriate services, and increase the proportion of young employees in our workforce
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Older people in Bristol are: <ul style="list-style-type: none"> <li>○ Less likely to be comfortable using digital services</li> <li>○ more reliant on public and community transport</li> <li>○ more likely to be an unpaid carer</li> <li>○ more likely to help out or volunteer in their community</li> <li>○ less likely to have formal qualifications</li> </ul> </li> <li>• Bristol Ageing Better says at least 11,000 older people are experiencing isolation in the city.</li> </ul>
Mitigations:	Factor aging into long term service design and challenge stereotypes about different age groups
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>



Potential impacts:	<ul style="list-style-type: none"> <li>• Bristol City Council is committed to the Social Model of Disability which says that people are disabled by barriers in society not by their impairment or difference, whether that impairment or difference is physical, mental or cognitive. Barriers can be physical, like buildings not having accessible toilets, or they can be caused by people’s attitudes, like assuming disabled people are unable to do certain things.</li> <li>• The reasonable adjustments duty includes: <ul style="list-style-type: none"> <li>○ changing the way things are done e.g. opening / working times;</li> <li>○ changes to overcome barriers created by the physical features of premises.</li> <li>○ providing auxiliary aids e.g. extra equipment or a different or additional service.</li> <li>○ is ‘anticipatory’ so we must think in advance and ongoing about what disabled people might reasonably need.</li> <li>○ People with neurological differences including Dyspraxia, Dyslexia, ADHD, Dyscalculia, Autism, or Tourette Syndrome etc. may require adjustments such as making sure that communication is clear, concise and unambiguous; setting out time-scales to give sufficient advance notice; or managing any known issues around anxiety or sensory sensitivities for face-to-face meetings.</li> </ul> </li> <li>• People having good days and bad days – factor in flexibility</li> <li>• Disabled people are likely to need information in different formats to ensure they receive a service of a similar standard to other people. Information should be written in clear, simple language and available in different formats (e.g. paper copy, including in large print and easy read, in braille, on audio CD and BSL DVD) as required).</li> <li>• Disabled people in Bristol are less likely to be comfortable using digital services.</li> <li>• Disabled people are less likely to be employed a in managerial or professional occupations</li> <li>• Disabled people have lower qualification levels than the population as a whole.</li> <li>• A higher proportion of Disabled people rent from a social provider (local authority or housing association)</li> <li>• Disabled people have lower car ownership levels</li> </ul>
Mitigations:	Recognise and remove barriers faced by Disabled people, provide flexible services, communicate in a range of accessible formats, and promote the <a href="#">Social Model of Disability</a>
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• There is still a relative pay gap between female and male employees and an imbalance in how pay is distributed in our organisation irrespective of equal pay for job roles.</li> <li>• Women still bear the majority of caring responsibilities for both children and older relatives.</li> <li>• Although well represented in BCC leadership, women are more likely to be excluded from conversations and decision making in Bristol due to lack of representation in senior roles</li> <li>• Services and workplace requirements may not take into consideration the impact of women’s reproductive life course including menstruation, avoiding pregnancy, pregnancy, childbirth, breastfeeding, and menopause.</li> <li>• Young women between the ages of 16 and 24 have higher risk of common mental health problems and higher rates of self-harm and post-traumatic stress disorder etc.</li> <li>• Bristol female preventable mortality rates are significantly higher than the England rates</li> <li>• Nationally 27% of women experience domestic abuse in their lifetimes.</li> <li>• Men and boy’s health is generally poorer than that of women and girl’s</li> </ul>

	<ul style="list-style-type: none"> <li>• Male life expectancy at birth in Bristol is around four years less than for females.</li> <li>• A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties.</li> <li>• Men in Bristol are more likely than women to have unhealthy lifestyle behaviours including being overweight and obese, smoking, alcohol and substance misuse</li> <li>• There are differences between men and women in health practices and the way they use health services</li> <li>• Men are three times more likely than women to take their own lives.</li> </ul>
Mitigations:	Promote safety, challenge sexism and misogyny, and ensure our services and workplace requirements consider women's and men's needs and circumstances
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Lesbian, gay and bi people are statistically more vulnerable to verbal and physical abuse</li> <li>• 1 in 5 Lesbian, Gay, Bi and Trans staff have been the target of negative comments or conduct from work colleagues in the last year because they're LGBTQ+.</li> <li>• More than a third of LGBTQ+ staff have hidden or disguised that they're LGBTQ+ at work in the last year because they were afraid of discrimination.</li> <li>• 1 in 10 Black, Asian and minoritised ethnic LGBTQ+ staff have similarly been physically attacked because of their sexual orientation and /or gender identity, compared to 3% of White British LGBTQ+ staff</li> <li>• According to <a href="#">research by Stonewall</a>, one in four lesbian and bisexual women have experienced domestic abuse in a relationship, one third of them were abused by a man. Almost half of all gay and bisexual men have experienced at least one incident of domestic abuse from either a family member or a partner since the age of 16.</li> <li>• Research shows LGBTQ+ people face widespread discrimination in healthcare settings and one in seven LGBTQ+ people avoid seeking healthcare for fear of discrimination from staff <a href="https://www.stonewall.org.uk/lgbt-britain-health">https://www.stonewall.org.uk/lgbt-britain-health</a></li> <li>• The Stonewall <a href="#">LGBT in Britain - Health Report</a> shows LGBT people are at greater risk of marginalisation during health crises, and those with multiple marginalised identities can struggle even more. In communications we should signpost and refer where possible to mutual aid and community support networks.</li> <li>• Research has shown that LGBTQ+ people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use.</li> </ul>
Mitigations:	Ensure our services are as inclusive as possible, address discrimination on the basis of sexual orientation and gender nonconformity, and work with partners to make sure Bristol is a safe city where all communities can thrive
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• The Equality Act 2010 protects anyone who is pregnant or has given birth in the past 26 weeks, as well as making provisions to protect the rights for breastfeeding.</li> <li>• Around 80% of women will give birth and many women will also experience termination, miscarriage and stillbirth</li> <li>• In the workplace we need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on parental leave.</li> <li>• Ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes providing physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc.</li> </ul>
Mitigations:	Positively closing the gender pay gap, proving flexible working and dynamic support for staff, and improving the overall accessibility of our services.

<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• There is public misunderstanding about the definition of Trans people, gender reassignment and what the law does and doesn't protect</li> <li>• As sexual orientation above Transgender people are statistically more vulnerable to verbal and physical abuse. Transgender people regularly face prejudice and discrimination because of the way in which they transgress many of the norms of our culture and society.</li> <li>• 1 in 8 Trans people (12%) in the workplace have been physically attacked by customers or colleagues in the last year because they were Trans</li> <li>• Some people have concerns about the promotion of Trans rights and this has become a controversial equalities fault line</li> <li>• As 'sexual orientation above' - 37% of Trans of people and 33% of non-binary people have avoided healthcare through fear of discrimination<sup>5</sup>.</li> <li>• 25% of Trans people have been homeless at some point in their lives</li> </ul>
Mitigations:	Ensure our services are as inclusive as possible, address discrimination on the basis of sexual orientation and gender nonconformity, and work with partners to make sure Bristol is a safe city where all communities can thrive
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Although the race pay gap has narrowed in recent years to there are still wide pay differences between particular ethnic groups and most minoritised ethnic groups earn less on average than White British people.</li> <li>• Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to white groups</li> <li>• Black, Asian and minoritised ethnic households are less likely to own their home and more likely to living in overcrowded households (more people than bedrooms) and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households.</li> <li>• People who do not speak English as a main language require information in plain English and community language translations or videos etc. (include in communications budget).</li> <li>• Black people in the UK are less likely to hold a driving licence and more likely to rely on public transport.</li> <li>• People from minoritised ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to</li> <li>• Black people are more likely to be stopped and searched by police.</li> <li>• Black African young people are disadvantaged in education compared to their White peers. A disproportionately high percentage of Bristol school pupils from Black, Asian and minority ethnic backgrounds are excluded from school and In Bristol pupils</li> <li>• Organisations may lack cultural competence because Black, Asian and minority staff are under- represented.</li> <li>• Rules about appearance may penalise Black, Asian and minoritised ethnic people who dress differently or have different hairstyles. Conduct rules may not take into account the diversity of culture around language and ways of demonstrating respect.</li> <li>• People from Black African, Other, and Black Caribbean groups have persistently high levels of unemployment and almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people.</li> <li>• Black Asian and minoritised ethnic groups are more likely to be self-employed than the Bristol average and over-represented in low income self-employment including taxis, takeaway restaurants</li> </ul>

	<ul style="list-style-type: none"> <li>Black Asian and minoritised ethnic people are underrepresented in political and civic leadership</li> </ul>
Mitigations:	Take a strategic approach to promoting race equality, work with local minoritised ethnic communities to meet their needs, and address institutional racism in our workplace and services
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>In the Equality Act 2010 'belief' includes strongly held philosophical beliefs including atheism. Generally a belief should affect a person's life choices or the way they live.</li> <li>Over 1 in 20 people in Bristol are Muslims, and Islam is the second religion in Bristol after Christianity</li> <li>Timetabling of services, events and working patterns should take into account that many faiths have festivals, holidays and holy days where working is suspended, or where there is a requirement to fast or worship.</li> <li>Take into account differing service needs because of a service user's religion and belief for example there are important rituals around death, burial and bereavement for some religions</li> <li>Identify opportunities to recognise and engage with communities around religious festivals.</li> <li>No citizen or employee should be stereotyped or discriminated against because of their dress and diverse modes of dress should be valued e.g. head covering such as hijab.</li> <li>It may be relevant to staff providing services to promote greater understanding and tolerances between people with differing beliefs for example sharing myth-busting information or encouraging visits to different places of worship.</li> <li>We should recognise those who have no belief and those who do not want to engage in some or all religious ceremonies or rituals, for example some people may feel unable to attend a meeting in a place of worship different from their own faith or because they have no faith.</li> <li>Having a designated multi-faith room can make environments such as workplaces and shopping centres more accessible and friendly for people from faith groups where regular prayer is required.</li> <li>Consider dietary requirements related to religion and ensure when catering there are food options that will meet the needs of all e.g. halal, kosher, vegetarian and vegan options. In all cases different foods should be separated and clearly labelled.</li> <li>Some employees and/or citizens from faith groups may not attend meetings or events where alcohol is being served or will be deterred by the presence of alcohol</li> <li>Some people may not want physical contact with someone of a differing sex on account of their religion</li> <li>Staff and citizens cannot justify discrimination or harassment on account of their religion, for example homophobic or sexist views.</li> </ul>
Mitigations:	Build fruitful and constructive relationships with faith groups in Bristol, challenge prejudice and promote understanding of different religions and beliefs, and consider the requirements of people of faith in our services and workplace.
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Council proposals should include a routine check via EQIA to assess whether there is likely to be equality of opportunity irrespective of whether people are single, divorced, separated, living together or married or in a civil partnership.</li> <li>Possible difficulties in the registration of birth/deaths etc. for non-family members.</li> </ul>
Mitigations:	See general comments above
<b>OTHER RELEVANT CHARACTERISTICS</b>	

<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people.
Mitigations:	Our policy approach explicitly references the need to address the impact of socio-economic deprivation alongside consideration of the protected characteristics
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Being a carer can be a huge barrier to accessing services and maintaining employment</li> <li>• Consider the timing of services, events and meetings etc. to take into consideration flexibility for carers.</li> <li>• As with Disability and Pregnancy and Maternity – policies which aim to restrict driving or parking can have a disproportionate impact on people who are reliant on having their own transport.</li> <li>• Studies show around 65% of adults have provided unpaid care for a loved one.</li> <li>• Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men)</li> <li>• Young carers are often hidden and may not recognise themselves as carers.</li> </ul>
Mitigations:	Our policy approach explicitly references the need to address the impact of carers alongside consideration of the protected characteristics
<b>Other groups</b> [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	
Mitigations:	The policy acknowledges that there are lots of other characteristics and circumstances not protected explicitly by the Equality Act that intersect with those identified above, which we should be aware of as an employer and provider of services.

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The central aims of the policy and strategic framework are to benefits people based on their protected or other relevant characteristics, and fulfil the PSED requirement to eliminate discrimination, advance equality of opportunity, and foster good relations.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

**Summary of significant negative impacts and how they can be mitigated or justified:**



No significant negative impact – the policy and strategic framework aims to address existing structural inequality in Bristol.

**Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:**

The approach is directly aligned with Public Sector Equality Duty requirements.

## 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

<b>Improvement / action required</b>	<b>Responsible Officer</b>	<b>Timescale</b>
Embed new policy and strategic framework approach internally and externally	Head of E+I	Q2 2023/24 - Ongoing
Annual progress reporting	Head of E+I	2023/24 report at Full Council in July 2024

## 4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

Metrics identified in the Strategy

## 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>1</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 & Digital
Date: 5/5/2023	Date: 13/06/2023

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<sup>1</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.

# Full Council

11 July 2023



<b>Report of:</b>	Tim Borrett, Director: Policy, Strategy and Digital
<b>Title:</b>	Equality and Inclusion Annual Progress Report 2022-23
<b>Ward:</b>	City Wide
<b>Member Presenting Report:</b>	Cllr. Asher Craig, Deputy Mayor; Children Services, Education and Equalities

## Recommendation

To note the Equality and Inclusion Annual Progress Report 2022-23

### 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 2022-23' shows what we have done in the period April 2022 to March 2023 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

### 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

5. 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 2022 to March 2023 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.
6. In 2022-23 we entered the final year of our existing strategy phase. During the delivery phase of this Policy and Strategy over the past five years, despite challenges, the Council has made substantial improvements 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.
7. The report details a wide range of equality and inclusion activities and initiatives, particularly with regard to leadership, workforce and policy influence initiatives. The report also shows 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.

## Proposal

Full Council is asked to note the Equality and Inclusion Annual Progress Report 2022-2023.
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**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 2022-23 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 Service Team Leader: Husinara Jones, Team Manager/Solicitor 10 May 2023)

#### **Financial**

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. (Olubunmi Kupoluyi, Finance Business Partner, 22 June 2023)

#### **Land**

Not applicable

#### **Personnel**

There are no HR implications arising from the recommendation as this report is for information. (James Brereton (Head of Human Resources), 16 May 2023)

### **Appendices:**

*APPENDIX A: Equality and Inclusion Annual Progress Report 2022-23*

*APPENDIX B: Equality Impact Assessment*

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

**Background Papers:** none



# Equality and Inclusion

## Annual Progress Report 2022-23



### 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

During the delivery phase of this Policy and Strategy over the past five years, despite challenges, the Council has made substantial improvements 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 2022 to March 2023 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.

### Equity and Inclusion Policy and Strategic Framework 2023-27

In 2022-23 we entered the final year of our existing strategy phase and began making progress in developing a new Equity and Inclusion Policy and Strategic Framework for the coming years. This has been co-produced by Council teams led by our Equality and Inclusion Team, with additional input from our staff-led groups, and key local equalities stakeholders.

The new policy and strategic framework will set out our overall commitment to equity and inclusion, and how we will achieve our commitments and fulfil our legal duties in line with the Corporate Strategy timeline. To do this we have developed a set of objectives with clear goals and outcomes.

- E01. Leadership “a respected reputation for innovative best practice”
- E02. Diverse Workforce “a diverse and inclusive workforce which reflects our communities”
- E03. Council Services “equitable, inclusive and quality services that promote wellbeing”
- E04. Partnerships “to lead and strengthen partnerships so everyone shares in the city’s success”
- E05. Communities “tackle prejudice and promote understanding amongst communities”

## 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

## 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>• We want Bristol City Council to be an employer of choice for Disabled people</li> <li>• Provide a sense of belonging and safe space to share lived experiences</li> <li>• Champion effective consultation and co-production with Disabled colleagues</li> <li>• Provide a collective voice for Disabled colleagues</li> <li>• Raise awareness, educate, review and challenge existing practices and promote best practice</li> <li>• Self-Empower colleagues to seek the reasonable adjustments and accessible communications they need</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 function 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.

### **Census 2021 Data**

As a local authority we carry out research into equalities groups and analyse data to identify where work needs to be done to tackle disadvantaged and low represented groups in the community, and make sure everyone gets equal access to our services. Much of this information is used by the council as evidence on which to base its plans and policies.

Since new Census 2021 findings became available during 2022-23 our Insight, Intelligence and Performance Team have been developing new analytic tools based on this data. This wide range of data and information about the City of Bristol, including its population and geography, helps us to help understand the changing profile of Bristol diverse population in terms of people's characteristics and circumstances.

Headline Census 2021 results for Bristol overall are presented in the [Census 2021 Dashboard](#)

Detailed data for areas within Bristol are in the [Bristol Census Data Profiles dashboard](#)  
The new Census Data Profiles dashboard includes:

- area Profiles: all census indicators for a selected geographic area
- topic Profiles: an individual indicator mapped across the city

## **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 2022-23 we carried out 406 EqIAs for decisions including our annual budget setting process, new and reviewed policies and strategies, commissioning and procurement, and to consider the potential impact of operational works.

To support this process our Equality and Inclusion Team have continued to provide regular face-to-face training for Council officers on Equality Impact Assessments. 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 diverse groups.

In addition to providing face-to-face training, we also provide an e-learning module on Equality Impact Assessments with a new step-by-step video guide. This e-learning was completed by 665 employees in 2022-23.

## 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.

Despite reduced staffing last year our LGBT+ Staff Led Group collaborated with our Equality and Inclusion, Data and Insight and HR Teams to make a partial submission covering key areas of our organisational practice and delivery. In recognition of the strength of this evidence we gained a Stonewall LGBTQ+ Inclusive Employer Silver Award 2023 Silver Award.



## Disability Confident employer

The Council are required to resubmit evidence to maintain level 2 Disability Confident accreditation by November 2023. Once level 2 status is reaffirmed, the council will work towards reaching Level 3 Leadership accreditation of the Disability Confident employer scheme by April 2024.

The Disability Confident project team are developing a robust action plan to evidence and demonstrate the council's commitment to reaffirm level 2 and progress 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 three 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



**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 positive action activities. 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.

The 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 diversity data is as complete, current, and accurate as possible. It is anonymised and granular reporting is not available for small services, 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

Our Workforce Strategy provides the framework for our transformational journey to become a council that people are proud to work for, and which delivers our 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.

We have begun a refresh of the Workforce Strategy and action plan which is informed by: our new Corporate Strategy priorities; findings from our staff survey; emerging workforce needs as we learn to adapt to a post COVID environment; and our new programme approach to equality and inclusion.

### Learning and Development

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

During 2022-23 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.

All staff undertake mandatory “Your Rights and Responsibilities” eLearning with 1,995 eLearning course completions and 221 participants on the face-to-face course in 21/22

bringing the total number of the workforce undertaking this training to 6,880 and respectively. This eLearning has received a 5-star (out of 5) rating for content and relevance.

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.

The promotion of these courses throughout 2022-23 resulted in a substantial rise in course completions, thereby enhancing awareness and understanding. In this period, an additional 512 colleagues successfully finished non-mandatory courses such as Equality and Inclusion eLearning, Trans Inclusion, Mental Health, and LGA (Local Government Association) Equality, Diversity, and Inclusion.

### **Staff Led Group Support**

A range of support has been made available to Staff Led Groups including mentoring workshops for our Disabled Colleagues Network and Young Professionals Network, and a mentors' toolkit was developed. Staff Led Group Chairs 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 was scheduled in July 2022 to boost confidence in meetings for new chairs.

Further assistance was given to the Disabled Colleagues Network and Young Professionals Network for establishing their mentoring programs. This resulted in network members obtaining workplace mentors who offered valuable support in career advancement, accessibility needs, and post-COVID reintegration.

### **Cultural Intelligence**

In 2022/23, the "Leading with Cultural Intelligence" workshop was made available to all colleagues throughout the organisation, whereas it was previously only offered to leaders.

Following this, 165 colleagues successfully completed the CQ self-assessment and participated in a two-day workshop. The evaluations of the workshop demonstrated a remarkable boost in attendees' confidence when discussing culture and its influence on interactions. Attendees expressed a shift from "Not feeling confident" to "Confident" after attending the workshop. Additionally, all colleagues commended on the inclusive delivery of the training and found the facilitators approachable which allowed for open conversations. Some individual comments included:

“The course was well planned and delivered. The course leads were extremely knowledgeable and able to respond and explore ideas organically throughout the course, which made it feel bespoke to the particular group and wherever they were on their journey to understanding.”

“Very interesting and engaging. Trainers were friendly and approachable, it felt like a safe space to learn.”

“It was a very good course that was based in practise, and it will impact on how I work in the future.”

“The course really makes you think about the fact that, for some "the opposite is also right" and that is the key thing I will take forward. To make sure that we are reaping the rewards and value in different approaches.”

The overwhelmingly positive feedback has led us to commit to the purchase of an additional 200 licenses/places for the workshop in 2023/24.

### **Talent Development Programme**

As part of the Talent Development Strategy, created in collaboration with staff led groups and trades unions, a 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 the [Career Toolkit](#), [Succession Planning Tool](#), and Diverse Voices (more detail under Workforce Diversity Initiatives section). As part of a service redesign of HR and Learning and Development, greater capacity is being created to focus on talent and career development.

### **Leadership and Management Development**

We have continued emphasizing equality and inclusion in leadership development and the leadership pipeline 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.

A further 42 colleagues have participated in the Leading Inclusively module of our Leadership Programme in 2022/23. This explores ways to embrace inclusion, acknowledging how bias and prejudice 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 recognise that aspiring and busy managers do not always get chance to attend longer sessions, so we are planning a series of 45-minute webinars through 2023/24 on a range of subjects including Equality and Inclusion related areas.

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.

## **Workforce diversity initiatives**

### **Apprenticeships**

Bristol City Council have utilised the apprenticeships offer as a crucial pathway in building a more diverse and inclusive workforce, helping people of all ages and backgrounds to realise their potential and enter the workforce through career starter roles.

Hiring apprentices and upskilling existing staff through the apprenticeship route has and will continue to address issues like shortages in skilled workers, whilst simultaneously diversifying the workforce and helping the organisation become more inclusive- 55.1% of our 22/23 apprentices were from under-represented groups.

### **Diverse Voices**

Diverse Voices – Director Experience is now part of our 'Business as usual' offer. This positive action scheme was designed to increase the diversity of the council's senior leadership. 35 people have now participated in the programme. 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.

Diverse Voices – Team Leader Experience was piloted in 2022. This programme includes workshops, interactive sessions, peer support, attendance at management meetings and provides the cohort with valuable experience of leading a team which might not otherwise be available. We are reviewing the feedback and making changes ahead of launching the programme for another cohort in 2023.

### **Stepping Up**

Stepping Up is a career development programme which aims to unlock potential and develop talent while ensuring a fair representation of ethnic minorities, disabled people and women in positions of leadership. The Council supported 25 participants to attend this year's programme.

### **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 six 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.

### **Diverse Recruiters**

The Diverse Recruiters scheme is designed 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.

### **City Leadership Programme**

The City Leadership Programme was founded in 2012 to identify and invest in the lives of high-aspiration young people in Bristol - targeting those with leadership qualities who are from disadvantaged backgrounds that are under-represented in leadership and/or who face personal barriers.

There were 12 participants in 2022-23. The programme gives participants the tools they need to build their vision and skills, and identify, develop, and maximise opportunities. It also teaches participants networking skills and a knowledge of the decision making and power structures in the city and creates a space for current leaders to connect with and invest in these young people. 100% of respondents to the 2022 participant feedback survey rated the programme 5/5 and shared that they believed that the CLP has provided them with knowledge and skills for future progression in education, employment, or life.

### **Project Bristol Internship**

Our Project Bristol Internship has been running for nine years and provides young people aged 18-24 years who are care leavers, or Disabled people with learning difficulties, 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 minoritised 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 2022-23 we hosted five interns at Bristol City Council in our Finance; Internal Audit; and Mayor's Office Support 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.



## Workforce health and wellbeing

Supporting our colleagues' health and wellbeing is one of the top priorities in our Workforce Strategy.

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

- 187 employees completed Introduction to Reasonable Adjustment training in 2022-23 (1,332 employees have done this training in total)
- 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.
- collaborating with the Disabled Colleagues Network to promote disability awareness.

## Staff survey

Our annual staff survey was open from 19 April to 10 May 2022. 55% (3589) of colleagues across the organisation responded to the survey, this is the highest response rate we have had to an organisation-wide staff survey. The previous year in 2021 we had taken a different approach to our staff survey due to the Covid-19 pandemic and instead of the usual, longer survey, 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. In 2020, 35% (2180) of colleagues responded to the survey, however the first lockdown of the pandemic was announced part-way through our 2020 survey, which impacted the response rate.

Though the results are largely positive, we know that the ongoing challenges of Covid-19 measures and the cost-of-living crisis are likely to have had a significant impact on some of the results we have seen, as for many colleagues the pandemic will have dominated their experience of the last two years.

Overall, our 2022 results show a continued trend of improvement in how colleagues experience working for Bristol City Council as 65.5% of answers were positive and 10.2% were negative. The 'me and my team' section had the highest percentage of positive answers at 76.7%. This is in line with previous years. The 'senior leadership' section had the highest percentage of negative answers at 21.4% but trends remain positive with an almost 15 percentage point increase in positive answers in this section since 2019. This section also had the highest percentage of neutral answers. The 'Me and my role' saw the most improvement in this survey with as positive sentiment in this category rose to 73.9% this year, from only 37% in 2020.

In our Workforce Strategy, we identified the following questions as key indicators of our progress as an organisation. We have continued to see positive trends in each area:

- 86% of colleagues are clear about what the council is here to do and its priorities (83% in 2020, 76% in 2019).
- 81% of colleagues said they believe the council is committed to creating a diverse and inclusive environment (79% in 2020, 72% in 2019)
- 70% of colleagues would recommend Bristol City Council as a good place to work, (71% in 2020, 62% in 2019).

As well as asking specific questions relating to equalities groups, we also analysed differences for our workforce responses based on employees' particular characteristics.

- When looking only at the answers from Disabled colleagues, across all themes there are a lower percentage of positive responses and a greater percentage of negative responses than the organisation-wide results.
- When looking only at the answers from colleagues aged 16-29 across all themes there is a higher percentage of positive responses than the organisation-wide results, and a lower percentage of negative responses except for 'working environment and wellbeing' and 'working environment and fairness', where negative responses were in line with the organisation-wide response
- Whilst there were variations between particular ethnic groups, when looking only at the answers from colleagues of Black, Asian, Mixed or Multi-ethnic, or Other minoritised ethnicity, across all themes the percentage of positive responses and negative responses was broadly in line with the organisation-wide results – except for 'me and the organisation,' where positive responses were around 6% higher than the organisation-wide results.
- There were no significant differences in positive/negative responses for employees based on their sexual orientation.
- The number of trans colleagues taking part in the survey was too small to compare results statistically with overall trends

<b>Working environment and fairness – gain understanding of employees’ view of their working environment in relation to their wellbeing</b>	<b>2019 Total positive</b>	<b>2019 Total negative</b>	<b>2020 Total positive</b>	<b>2020 Total negative</b>	<b>2022 Total positive</b>	<b>2022 Total negative</b>
I am aware of staff led employee groups and their purpose	65%	15%	72%	12%	<b>76%</b>	8%
I am not treated inappropriately or unfairly because of my age	84%	5%	85%	4%	<b>86%</b>	4%
I am not treated inappropriately or unfairly because of my ethnicity	82%	4%	84%	3%	<b>77%</b>	3%

I am not treated inappropriately or unfairly because of my religion or beliefs	80%	3%	82%	2%	<b>67%</b>	3%
I am not treated inappropriately or unfairly because of my sex	84%	5%	86%	3%	<b>77%</b>	5%
I am not treated inappropriately or unfairly because of my sexual orientation	84%	2%	85%	2%	<b>77%</b>	2%
I believe the council is committed to creating a diverse and inclusive environment	72%	7%	79%	5%	<b>81%</b>	5%
Overall I feel I am treated fairly as an employee of Bristol City Council	76%	9%	81%	7%	<b>84%</b>	5%

## Developing new trans inclusive policies

Bristol City Council is developing a new policy to provide clarity on how best to support trans and gender-diverse service users and citizens, as well as making sure other characteristics including sex-based protections are correctly and lawfully accounted for in any approach we take. This policy will set out our overall approach, and individual council departments may still need to develop specific procedures and pathways to support trans people to access their services. Alongside this the Council is also developing a new 'Supporting Trans Inclusion and Gender Identity at Work Policy' for employees.

To inform this policy development we conducted a public consultation between 26 August and 9 October 2022. We had 3,984 responses to our survey and 13 responses with feedback and comments via email. We have updated our draft policy in response to feedback from the consultation before final approval by decision makers in 2023-24.

## Equality Objective 2 - measures and outcomes

Measure	2021-22	Target	2022-23	Rating	Trend	Comment on Progress
Reduction in the gender, race and disability pay gaps:						
Gender pay gap (mean)	4.41%	3.8%	2.88%	Better than target	↓ lower	See pay gap reports <a href="https://www.bristol.gov.uk/equalities-success">Measuring equalities success - bristol.gov.uk</a> and Workforce Diversity Data – Summary Analysis section below for more details
Race pay gap (mean)	7.33%	7.5%	6.18%	Better than target	↓ lower	
Disability pay gap	2.99%	-	3.32%	-	↑ higher	

Increase the percentage of employment offers made to people living in the 10% most deprived areas.	3.0%	6.5%	4.0%	Worse than target	↑ higher	
Difference between progression rate of Black, Asian and minoritised ethnic employees, and non-Black, Asian and minoritised ethnic employees.	0.08%	0.00%	-	-	-	This KPI was replaced in 2022 with a new measure "Increase the percentage of senior leaders who are from minority ethnic communities" (Target 10.5%; actual 14.8%)
Difference between progression rate of female and male employees.	-0.3%	0.0%	-	-	-	This KPI was replaced in 2022 with a new measure "Increase the percentage of senior leaders who are women" (Target 55.0%; actual 59.8%)
Percentage of top earners who are women.	56%	56%	-	-	-	This KPI was replaced in 2022 with a new measure "Increase the percentage of senior leaders who are women" (Target 55.0%; actual 59.8%)
Year on year increases in the proportion of colleagues who self-declare their diversity characteristics.	Comparing end March 2023 diversity reports to the previous year our proportion of 'Unknown' diversity data has remained broadly the same for Ethnicity 6.7% (was 6.5%) and Religion/Belief 7.6% (was 7.8%); and has increased for Sexual Orientation 9.1% (was 6.7%). However, the proportion of 'Unknown' for Disability status has increased more significantly to 19.5% from 15.4%. Where we have more 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.	We gained a Stonewall LGBTQ+ Inclusive Employer Silver Award 2023 Silver Award for our 2022 submission					
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	15.6%	-	14.6	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details

Percentage of <u>grievances</u> from disabled colleagues	19.3%	-	19.5%	-	↑ Higher	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving Black, Asian and minoritised ethnic colleagues	35.5%	-	22.8%	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving disabled colleagues.	11.8%	-	10.8%	-	↓ 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 conduct a 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.

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 86% and in 2022-23 the overall percentage of equality actions with expected or better progress was broadly on target at 85.6%.

End of year reporting shows that Council services have made good overall progress with their equality action plans, particularly in embedding inclusive practice and improved collaborative working. However, there were still a considerable number of equality actions with less progress than expected due to in-year budget savings and staffing pressures, including the recent recruitment freeze, and some actions linked to planned activities which were postponed or changed to address the cost of the living crisis.

### Equality Objective 3 - measures and outcomes

Measure	2021-22	Target	2022-23	Rating	Trend	Comment on Progress
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Increase % of all Equality Action Plan actions reporting expected progress (or better)	84.5%	86%	85.6%	Progress as expected	↑ higher	End of year reporting shows that Council services have made good overall progress with their equality action plans, particularly in embedding inclusive practice and improved collaborative working. However, there were still a substantial number of equality actions with less progress than expected due to in-year budget savings and staffing pressures, including the recent recruitment freeze, and some actions linked to planned activities which were postponed or changed to address the cost of the living crisis.
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## 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 Disability Equality Commission is led by Disabled people and Disabled People’s Organisations in the city. The commission listens to Disabled people and works with city partners to help improve the lives and opportunities for those living in the city.

The commission is Chaired by Alun Davies MBE 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 backgrounds, 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.

For more information, please see the [Disability Equality Commission Report to Full Council – November 2023](#)

#### 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 and Girls’ Education; Women’s Health; Women and Economy; and Women in Business.

For more information, please see the [Women's Commission Report to Full Council - Nov 2022](#) and [supplementary reports](#).

### **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 minoritised people in Bristol.

For more information, please see [bristolcore.co.uk](http://bristolcore.co.uk) and the [CORE Report to Full Council - 2022](#)

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

In November 2018 we launched the [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 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 200+) 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 2022-23. 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 sessions focusing on themes such as:

- Our City 2030 Vision
- Accessible Communication
- Adapting to the Cost-of-Living Crisis
- Meeting the needs of Young People and Older People

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

The city-wide [Race Equality Strategic Leaders' Group](#) (RESLG) 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 (Chaired at present by Bristol City Council) which continues to have 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 (Stand Against Racism & Inequality), Commission on Race Equality, VOSCUR & Black South West Network. To help deliver the strategies set by the group there is also support from the (former) Bristol H.R. Leaders Group. During this reporting year the H.R. Leaders Group moved towards agreeing a new collaborative Terms of Reference and has now become the Bristol Race Equality Practitioners Group (REPG) and is chaired by Bristol City Council. During this period, these changes have seen the group widen out attendance, to equality and inclusion leads, race equality practitioners and wider interested stakeholders from all sectors of the city.

Both the RESLG and Race Equality Practitioners Groups meet on a bi-monthly basis to discuss how all public sector and wider city partners can work together to improve the opportunities and experiences of racially minoritised communities and take an action-centred approach to making a difference for Bristol communities.

Over the past years the momentum behind the groups has grown significantly with ever increasing group membership and attendance at strategic and operational levels. This has enabled the groups 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 ongoing projects delivered and now in the process of delivery by the group recently have included:

### **Race Equality H.R. Data Product Update 2023**

This 4<sup>th</sup> iteration of one of the group's key strategic projects will transparently present 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 beyond statutory guidelines for race data reporting with the aim of ensuring we achieve greater diversity and equality within our organisations.

Previous versions of this report have been published in 2017, 2019, 2021 and this latest version in 2023 will be the next stage, which in this period has been subject to planning and engagement.

This report will again aim to highlight areas of concern and significant challenges, as well as detailing progress - to share these challenges openly and to encourage scrutiny and support from our many city partners to tackle these issues. We will use the report's key findings to drive an action plan for our RESLG, to ensure we focus our collective efforts on addressing these most prominent matters. We are again working to ensure that we

improve the product during each iteration and there have been a range of significant steps forward taking during this update.

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

Bristol's Race Eco System is a simple visual display of the 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 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 ongoing work during this year to ensure we meet the commitment that this remains 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 2022 the Race Equality Strategic Leaders' group, in partnership with other strategic city groups, delivered 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. This latest 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 600 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/>

### **Race and the City 3 Events**

During this year reporting period work was also delivered to consult with partners and scope out the delivery of the next series of Race and the City 3 events to be delivered across Bristol during the 2023-24 budget year.

## Bristol Race and Health Equity Group

This group, previously called the Bristol Race Equality COVID-19 Steering Group, was initially set up to address policy recommendations from a rapid review on the impact of COVID-19 on people from Black and minoritised backgrounds, along with recommendations in the Public Health England '[COVID-19: understanding the impacts on BAME communities](#)' report. The group membership includes a wide range of representatives from public health experts, NHS (National Health Service) Trusts and the VCSE (Voluntary, Community and Social Enterprise) sector.

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.
- Produced the report: [Co-producing what works for our communities in this city: an evaluation of the Bristol Race Equality Covid-19 Steering Group](#)

Due to a reducing demand for urgent COVID-19 responses the group chose to consider future areas of focus and to use the expertise and learnings of the group more broadly. In November 2022, the group chose maternal and perinatal mortality for its new priority. Maternal mortality in the UK is low, but because Black and Asian people are 4 and 2 times respectively more likely to die during pregnancy and after childbirth compared to White people, this was a key reasoning for the group's focus this year. The group recognises that there is limited data for some minority groups such as Romani, Roma, Travellers, and they aim to build engagement.

Project SMILE is the group's focus:

- To hear and learn from the maternity experiences of Black & minoritised people in Bristol through paid focus groups
- Use the feedback to develop an action plan to tackle the disproportionate effect of maternal mortality for Black and minoritised people in Bristol
- Identifying other existing work in Bristol and see where the group can add value or develop partnership working

## International Strategy: Bristol #Global City

One of the four outcomes of the Council's International Strategy: Bristol #Global City, is to value and strengthen the links of our international diaspora and citizens.

To support this, over the course of six months Deputy Mayor Asher Craig convened a dialogue with representatives of Bristol's international diaspora covering many countries of heritage to explore how the city collectively could build on these links for education, cultural and business opportunities.



Outcomes of this fed into the refresh of our International Strategy this year. We are proactively taking forward some of these recommendations with city partners including exploring how to open up opportunities for business in markets that reflect our international diaspora and reviewing and increasing engagement in our international festivals and events.

## Equality Objective 4 - Measures and Outcomes

Measure	2021-22	Target	2022-23	Rating	Trend	Comment on Progress
Ratio of consultation response rate for the most and least deprived 20% of Bristol citizens.	1.07%	1.5%	0.95%	Better than target	↓ lower	The overall ratio has improved due to better targeting and communication and high response rates from the most deprived 20% of the city for particular surveys such as the Bristol Housing Allocations Review, and the Advertising Policy survey.
Increase the percentage of people who feel they can influence decisions that affect their local area decisions.	20.6%	-	-	-	-	This indicator was dropped in last year's Quality of Life survey. The closest indicator is now "% satisfied with the way BCC asks for their views before it makes changes that affect them" – which was 20.7% in 2022
An increase in the proportion of Children in Care who meet and exceed their educational achievement outcomes.	Various measures					Bristol City Council has a <a href="#">Corporate Parenting Strategy</a> and <a href="#">Pledge to our young people in care and care leavers</a> . Education, training, and employment all feature in these documents
Reduce the number of people sleeping rough on a single night (BCC Quarterly Count)	68	50	48	Better than target	↓ lower	Rough sleeping in Bristol has decreased by approximately 50% in the last 5 years
A reduction in the proportion of young people who are not in education, employment, or training (including destination unknown)	5.9%	5.0%	4.9%	Better than target	↓ lower	The Current Situation Not Known has remained below the national average of 2%. The not in education employment or training (NEET) figures are 4.2%. We are currently seeing a rise of young people entering employment without training, this is currently 3.49%. Those young people who do withdraw from education late in the year struggle with finding other education provisions and we have been working with them to sign post them into traineeships, apprenticeships, and short courses.

An increase in the proportion of residents in deprived areas who have access to the internet at home	91.3%	91.5%	91.5%	On Target	↑ higher	There is a slight gradual increase in those with access to the internet at home. The Quality-of-Life survey shows more detail of type of access (e.g., fixed broadband, mobile broadband) as this varies across different parts of the city.
A reduction in the gap in life expectancy between the most deprived and least deprived areas.	9.9 years (M) 6.9 years (F)	9.9 years (M) 6.9 years (F)	-	-	-	Availability of data for this indicator which is released annually by Public Health England is delayed as ONS (Office for National Statistics) are yet to release updated population estimates. Public health is leading a comprehensive programme of work 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+ people. This is what makes it possible to do our job well.

As with last year responding to the long-term impacts of 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 highly 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 when we appointed two Inclusive Community Facilitators focusing on Race Equality and Disability Equality that also add 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 conversation 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

### **Inclusive Communities**

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 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.

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

## People's Voice Project

In the summer of 2022, we started working on the People's Voice Project – a project dedicated to supporting the development of a group run by and for Disabled people with learning difficulties to focus on the things that matter most to them. We recruited a small team of researchers who have been speaking to a wide network of Disabled people with learning difficulties about what their experience and what they want a group to do.

## Welcoming Spaces

As we approached the winter we came together as one city to respond as best we could to the cost-of-living crisis. This led to 107 Welcoming spaces opening across the city in areas and communities most impact by the rising cost of living. The purpose was to offer a warm welcome to all and facilitated social connections across communities and life experience. All welcoming spaces were required to be wheelchair accessible and had access to advice from WECIL (West of England Centre for Inclusive Living) about how to create spaces accessible to all.

### **Case study: International funding for a deprived area of the city**

GREENGAGE is a 3-year long European collaboration funded under the Horizon Europe Framework Programme. The consortium, led by Austrian Institute of Technology, consists of 17 research and industry partners from the EU and the UK. In Bristol, the partners are the Council, UWE, and Knowle West Media Centre.

This project aims to promote innovative governance processes and help public authorities shape their climate mitigation and adaptation policies. To achieve this aim, the GREENGAGE project enables citizens' participation and equips them with innovative digital solutions. These provide the basis to co-create and co-design innovative ways to monitor environmental problems at ground level, with citizens.

Bristol's pilot for the project will focus on the development of the city's first Liveable Neighbourhood scheme, located in St George, in partnership with the local community. Using co-design, the local community will be engaged in the scheme from inception, encouraging participation from historically underrepresented groups.

## **Equality Objective 5 - measures and outcomes**

Measure	2021-22	Target <sup>21</sup>	2022-23	Rating	Trend	Comment on Progress
Reduce % living in the most deprived areas who say they lack information to get involved in the community.	30.8%	30%	26.8%	Better than target	↓ Lower	There could be a number of contributory factors for this improvement including community life opening up post COVID-19 restrictions, investment in a network of welcoming spaces and community hubs, and advice support as part of the cost of living response communicating with local communities about what's on and volunteer/involvement opportunities, and our Community Resilience Fund working with local VCSE

						and inviting citizens to get involved led to over 200 requests to participate.
An increase in the proportion of residents who report they see friends and family as often as they like.	77.0%	78%	77.6%	On Target	↑ higher	COVID-19 has had a negative impact on this indicator. The proposed targets return to pre-covid rates over 3 years and then improved position.
Reduce % living in the most deprived areas who feel 'fear of crime affects my day-to-day life.'	35.5%	-	32.4%	-	↓ lower	Whilst this is an improvement from last year this figure is still significantly higher for people living in the most deprived areas of Bristol than it is for the Bristol average at 17.4%
Increase in the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well.	56.7%	-	60.5%	-	↑ 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 still 13.1%
Increase % satisfied (in deprived areas) with the range and quality of outdoor events.	39.6%	-	35.1%	-	↓ lower	There has been a 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 slight increase from 51.6% to 53.2%
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	14.7%	-	2.4%	-	↓ lower	Interpreting this data can be complex because of low confidence rates due to small numbers in Quality-of-Life data when broken down by particular characteristics. Also, 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. NB there is a new indicator for 2022 for people experiencing discrimination or harassment as a Trans person, which is 1.3% overall, but 59.8% of all Trans respondents.
% victim of age discrimination or harassment in last year	5.2%	-	5.1%	-	↓ lower	



% victim of disability discrimination or harassment in last year	3.3%	-	4.1%	-	↑ Higher	
% victim of discrimination or harassment in last year due to sexual orientation	2.3%	-	2.4%	-	↑ Higher	
% victim of racial discrimination or harassment in last year	4.9%	-	5.3%	-	↑ Higher	
% victim of religious discrimination or harassment in last year	1.7%	-	1.9%	-	↑ Higher	
% victim of sex or gender discrimination or harassment in last year	12%	-	10.9%	-	↑ Higher	
Increase the % of people in the most deprived areas who are satisfied with their local area	50.6%	50.6	49.8%	Worse than target	↓ lower	Pressure on council budgets including social care and neighbourhood services such as parks, libraries and community development will have a greater impact on citizens in areas of greatest inequity. The cost-of-living crisis will also be felt most deeply in these communities and neighbourhoods.

## 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
- Accessible and Inclusive - Train the Trainer module
- 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>1</sup>

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

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<sup>1</sup> Internal link only

- 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 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 2023 – the end of the 2022-23 time period for this report.

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

Sensitive Information Category	Headcount	BCC Headcount %	Bristol population (16-64) %
16 - 29	679	10.9%	39%
30 - 39	1310	21.0%	24%
40 - 49	1495	24.0%	16%
50 - 64	2520	40.4%	21%
65 +	218	3.5%	-
Disabled	562	9.0%	12%
Not Disabled	4287	68.8%	88%
Prefer not to state Disability	192	3.1%	-
Unknown Disability	1192	19.1%	-
Asian or Asian British	174	2.8%	6.6%
Black or Black British	335	5.4%	5.9%
Mixed Ethnicity	219	3.5%	4.5%
Other Ethnic Groups	30	0.5%	1.9%
White	4957	79.5%	81.1%
Prefer not to state Ethnicity	95	1.5%	-
Unknown Ethnicity	423	6.8%	-
Female	3741	60.0%	49%
Male	2446	39.2%	51%
I use another term	13	0.2%	-
Prefer not to say	33	0.5%	-
Civil Partnership	17	0.3%	-
Declared Partnership	18	0.3%	-
Divorced	80	1.3%	-
Married	971	15.6%	-
Partner	383	6.1%	-
Single	720	11.6%	-

Sensitive Information Category	Headcount	BCC Headcount %	Bristol population (16-64) %
Widowed	10	0.2%	-
Prefer not to state Marital Status	116	1.9%	-
Unknown Marital Status	3918	62.9%	-
Christian	1666	26.7%	32.2%
Other religion or belief	395	6.3%	9.7%
No religion or belief	2592	41.6%	37.4%
Prefer not to state Religion	1107	17.8%	8.12%
Unknown Religion	473	7.6%	-
LGB (Lesbian, Gay or Bisexual) +	377	6.0%	6.1%
Heterosexual	4381	70.3%	-
Prefer not to state Sexual Orientation	1044	16.7%	-
Unknown Sexual Orientation	431	6.9%	-
Trans Person	9	0.1%	0.83%
Not Trans Person	2525	40.5%	-
Prefer not to state Trans	64	1.0%	-
Unknown Trans	3635	58.3%	-

## 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 reduced in the past year from 12.2% in March 2022 to 10.9% in March 2023. There remains a considerable under-representation of young people working for the Council in comparison with the Bristol working age population in this age band.

The proportion of council starters who are aged 16-29 was 32.7%. Younger employees are more likely to be employed on fixed term contracts and go on a secondment than older employees, and 24.1% 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

65.9% of our employees earning less than £20,000 per annum were young people aged 16-29.

18.2% of our highest earners (over £80,000 per annum) were aged 65+



## **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 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 variance between the directorates in the proportion of Disabled employees. At end of March 2023 there were 540 (9.0%) employees who said they were Disabled, compared to 12% for the Bristol working age population. However, the proportion of new starters who disclose that they are Disabled people at the point of recruitment is much smaller (2.3%).

### **Pay**

The council's Disability pay gap at end March 2023 indicates that the mean pay for non-Disabled staff was 3.32% higher than that of Disabled staff (higher than 2.99% at the end of March 2022).

## **Grievance and disciplinary**

Disabled employees were over-represented in those submitting grievances (19.5%), and subject to disciplinaries (10.5%).

## **Ethnicity**

### **Recruitment and representation**

The overall percentage of the council's Black, Asian and minoritised ethnic workforce has increased slightly from 11.7% to 12.2%. Within this comparison there was a significant underrepresentation of Asian or Asian British employees (2.8%).

### **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 6.18% higher than that of Black, Asian and minoritised ethnic staff (this has been reducing year on year and was 7.33% in 2022). Out of employees in our workforce paid less than £20,000 per year, minoritised ethnic staff are still over-represented: 4.31% Asian/Asian British; 8.62% Black/Black British; 4.81% Mixed ethnicity; and 0.66% from other minoritised ethnic backgrounds.

## **Grievance and disciplinary**

	<b>Subject to Disciplinary #</b>	<b>Subject to Disciplinary %</b>	<b>Raised a Grievance #</b>	<b>Raised a Grievance %</b>	<b>Proportion of Workforce %</b>
Asian or Asian British	4	7.0%	1	2.4%	2.8%
Black or Black British	7	12.3%	3	7.3%	5.4%
Mixed	2	3.5%	2	4.9%	3.5%
Other Ethnic Groups	0	0.0%	0	0.0%	0.5%
White	41	71.9%	26	63.4%	79.5%
Prefer not to say	0	0.0%	7	17.1%	1.5%
Unknown	3	5.3%	2	4.9%	6.8%
Total	57	100%	41	100%	100%

Overall case numbers for disciplinaries are small and equate to 0.9% of the Council's workforce. Black/Black British and Mixed ethnicity employees were statistically more likely to raise formal grievances and be subject to disciplinaries. The number of grievances has fallen compared to the same time in 2022 (76 cases). We have also seen a fall in the number of disciplinary cases compared to the same time in 2022 (53 cases).

## **Sex**

### **Recruitment and representation**

Men are 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.

At the end of the reporting period there was a disparity between male and female employees working full time and part time. The full-time working ratio split was 51:49 in favour of males, whereas part time workers were 80% 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 2023, the mean average pay for men was 2.88% higher than that of women (reduced down from 4.41% in 2022), and the median average for men was 7.78% 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.

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 (56.1%) and subject to disciplinary measures (51.2%) compared to their overall representation in the council workforce).

## **Religion and Belief**

### **Recruitment and representation**

The proportion of employees from non-Christian faith groups is 6.4%. The proportion of employees declaring themselves as having no religion or belief has been increasing over the last five years and is now 42.4%.

### **Pay**

The proportion of employees from non-Christian faith groups who were paid less than £20,000 per year was disproportionately high at 13.4%, compared to their overall representation in our workforce of 6.3%

### **Grievance and disciplinary**

Our records do not indicate that employees are disproportionately represented in disciplinaries or grievances, based on their Religion or Belief.

## **Sexual Orientation**

### **Recruitment and representation**

The overall proportion of council employees who have told us in confidential diversity monitoring they are Lesbian, Gay, Bi or another non-heterosexual orientation (LGB+) is 6.2%. The proportion of LGB+ starters is 11.9%, and the proportion of leavers is 9%, however 6.8% of employees prefer not to declare this information.

### **Grievance and disciplinary**

LGB+ employees are more likely to raise grievance processes in the council (12.2%) and be subject to disciplinaries (8.8%) compared to their representation in the workforce (6.2%).

## **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 2023 58.3% of employees had not yet responded to this question (a slight improvement from 65.8% at the end of 2022), and only nine employees had answered 'yes'. From the recent availability of 2021 Census data, we know for the first time that around 0.8% of the Bristol population has a gender identity which is different from their Sex recorded at birth, and this is higher for young people. Bristol also has the second highest proportion of non-binary people out of all local authorities. The numbers of people in Britain who have obtained a gender recognition certificate are much smaller (around 6,000 in total).

# Equality Impact Assessment [version 2.9]



Title: Equality and Inclusion Annual Progress Report 2022-23	
<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 2022-23 shows what we have done in the period April 2022 to March 2023 to achieve the aims of our Equality and Inclusion Policy and Strategy 2018-23.

### 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 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 & Digital
Date: 10/5/2023	Date: 13/6/2023

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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.

# Full Council

11 July 2023



**Report of:** Committee Model Working Group

**Title:** Committee Model Working Group – Recommendations to Full Council

**Ward:** Citywide

**Member Presenting Report:** Cllr Jenny Bartle  
Chair of the Committee Model Working Group

## Recommendation

That Full Council approves the matters set out in paragraph 5 of this report.

## Summary

This report sets out a number of recommendations from the Committee Model Working Group which require Full Council approval as part of the preparations for the Committee Model of governance.

## The significant issues in the report are:

This report sets out the matters considered by the Committee Model Working Group at its meetings on 26 May 2023 and 30 June 2023 relating to local decision making and the structure and responsibilities of the committees and roles and responsibilities and which require the approval of Full Council.

Full Council is asked to approve the matters set out in paragraph 5 of this report.





## Policy

1. The Committee Model Working Group was established by Full Council to develop the proposals for the Committee Model of governance. At its meeting on 27 January 2023, the Working Group agreed to refer matters periodically to Full Council for approval. This is the latest report from the Committee Model Working Group and it sets out a number of recommendations that require the approval of Full Council.

## Consultation

2. **Internal**  
The recommendations in this report have been considered by the Committee Model Working Group.
3. **External**  
Not applicable.

## Context

4. At its meeting on 26 May 2023, the Working Group considered potential options relating to local decision making under the Committee Model of governance. Subsequently, at its meeting on 30 June 2023, the Working Group considered various procedural matters relating to the functioning of the Committee Model of governance. The Working Group has made a number of recommendations arising from these meetings which require the approval of Full Council.

## Recommendations from the Committee Model Working Group

5. The Working Group recommends that the following matters arising from the meetings on 26 May 2023 and 30 June 2023 should be incorporated into the Committee Model of governance:
  - 5.1. Local decision making will continue to take place through Area Committees, noting that the final detail relating to the role and responsibilities of Area Committees will be the subject of further work by a Sub-group, which will report back to the Working Group in the Autumn.
  - 5.2. The terms of reference for a Policy Committee will cover the matters set out in Appendix A.
  - 5.3. A standing Finance Sub-committee will be established as a sub-committee of the Strategy and Resources Committee. It will be responsible for the development of the Council's annual budget which will be presented to the Strategy and Resources Committee and then Full council for approval. There will remain a need for private Task and Finish meetings to take place as part of the formal budget development cycle. This Sub-committee will also have responsibility for cross-cutting financial monitoring. These arrangements will be reflected in the Budget and Policy Framework Procedure Rules.
  - 5.4. A Health Scrutiny Sub-committee will be established as a Sub-committee of the Public Health and Communities Committee. It will be responsible for the exercise of the statutory scrutiny functions under sections 244 and 245 of the National Health Service Act 2006 and the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013.

- 5.5. The Policy Committee Procedure Rules will cover the matters set out in Appendix B.
- 5.6. The Escalation Panel Procedure Rules will cover the matters set out in Appendix C.
- 5.7. Forward Plans for the Policy Committees will be published at least 28 days in advance of the first meeting of each Policy Committee and on a rolling monthly basis thereafter. Forward Plans for the Policy Committees will be prepared through regular cross-party work programme setting and in consultation with the Chair and Vice-chair of the relevant committee through Policy Committee Chair/Vice-chair briefings. Action and decision logs from Policy Committee Chair/Vice-chair briefings will be maintained and these will be shared with all members of the relevant committee. Forward Plans will include decisions that will need to be taken that are above the financial threshold and decisions that are 'significant in terms of its effects on communities living or working in two or more wards in the city', items of business that roll over from the current scrutiny work programmes and standard items of business for noting, such as risk reporting, financial management reports and performance reports.
- 5.8. The arrangements for Member Forum will continue under the Committee Model of governance. Councillors will be able to ask questions of the Leader of the Council or the Chair of a Policy or Regulatory Committee.
- 5.9. Policy Committees will have the ability to have debate petitions where a petition has reached a signature threshold of 1,000 signatories.
6. Full Council is asked to approve the matters in paragraph 5 above.

**Appendices:**

Appendix A – Terms of Reference for a Policy Committee

Appendix B – Policy Committee Procedure Rules

Appendix C – Escalation Panel Procedure Rules

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

**Background Papers:**

None

**Appendix A – Terms of Reference of Policy Committees**

The terms of reference for a Policy Committee will cover the following matters:

- To deliver its functions in accordance with the Corporate Plan and any other plan or strategy approved by Full Council;
- To take decisions above the financial threshold of £500,000 for decisions of Policy Committees and in accordance with the Council's approved budget and policy framework and decisions that are significant in terms of its effects on communities living or working in two or more wards in the city;
- To consider matters that are referred to the Committee by the Chair of the Committee or which are escalated to the Committee;
- To develop and agree strategies, policies and plans in respect of the areas of responsibility of the Committee;
- To approve fees and charges;
- To exercise statutory scrutiny functions through the appropriate Policy Committee, or Sub-Committee established for that purpose (health, flood risk management and crime and disorder);
- To review risk management, financial management and performance reports from service areas within the areas of responsibility of the Committee;
- To establish Sub Committees and delegate functions to them;
- To conduct task and finish activities to consider policy development matters. It is recommended that this be two per Policy Committee per municipal year;
- To foster relationships with residents, businesses and stakeholders within the city and encourage them to participate in the Council's democratic processes.

## **Appendix B – Policy Committee Procedure Rules**

The Policy Committee Procedure Rules will cover the following matters:

- The calling of meetings, including extraordinary meetings;
- Agenda publication and the publication of papers;
- The publication of a Forward Plan;
- Public participation in meetings: petitions, statements and questions, within the terms of reference of the Committee, including the time permitted and deadline for submissions or at the Chair’s discretion;
- Establishment of sub-committees and task and finish groups, including membership arrangements, which can include Councillors who don’t sit on the parent body;
- Rules relating to policy development and where relevant, the exercise of statutory scrutiny functions;
- Rules relating to referral of decisions to the Committee by the Chair of the Committee or escalated to the Committee;
- Voting arrangements, including Chair’s casting vote;
- Recording of decisions;
- Alignment with the Committee Procedure Rules.

These matters will be developed into a set of procedure rules for the Policy Committees.

## **Appendix C – Escalation Panel Procedure Rules**

The Escalation Panel Procedure Rules will cover the following matters:

- The calling of meetings, including timeframe
- Agenda Publication and the publication of papers;
- Membership of the Escalation Panel shall not include any of the original decision-makers;
- Any matter escalated to an Escalation Panel should be suspended from implementation until the Escalation Panel has considered the matter;
- A decision can be excluded from escalation where the decision is urgent;
- Rules relating to the escalation of matters to the Escalation Panel in accordance with Article 14, including a requirement for 10 signatories from at least 2 political groups;
- Rules relating to the powers of the Escalation Panel, for example, determining that a decision is not implemented, recommending to Full Council that a decision is not implemented, referral of a decision back to the decision maker, referral of a decision to Full Council;
- Voting arrangements, including Chair’s casting vote;
- Recording of decisions;
- Alignment with the Committee Procedure Rules.

These matters will be developed into a set of procedure rules for the Escalation Panel.

## Motions received for 11 July 2023 Full Council

### **GOLDEN MOTION (GREEN PARTY): Adopt a Vision Zero Approach to Eliminate Road Deaths in Bristol**

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

1. Statistics from the Department for Transport state that between 2017 and 2021 – the last period with complete data, 36 people were killed and 636 seriously injured by vehicle collisions within the city boundary. On average, 134 people were injured every year.
2. The One City Plan aims to achieve zero people killed or seriously injured (KSI) due to incidents on Bristol’s roads by 2040 – Goal 360 - and as part of this, the council has a performance target (BPPM120) to reduce the number of road casualties on our transport network – the current KSI target is ninety-five people per year.
3. Vision Zero is a proven strategy to eliminate all traffic fatalities and severe injuries while increasing safe, healthy, and equitable mobility for all. Key principles include:
  - o Safe speeds - encouraging speeds appropriate to the street;
  - o Safe streets - designing an environment forgiving of mistakes;
  - o Safe vehicles - reducing risks posed by the most dangerous vehicles;
  - o Safe behaviours - improving the behaviours of people using our roads;
  - o Post-collision response - learning from collisions and improving justice and care for victims.
4. The council has adopted both the children's charter and being an age-friendly city, these are two of the most vulnerable groups in our society to road traffic collisions.
5. Councils and organisations that have adopted Vision Zero include: Kent, Devon, Cornwall, Brighton and Hove, Blackpool, Leeds, Hackney, Transport for London, National Fire Chiefs Council, The AA, and RAC.
6. The Vision Zero approach is endorsed by international organisations, including the World Health Organisation (WHO) and Organisation for Economic Co-operation and Development (OECD), and is led by an ethical stance that it is not acceptable that people should be killed or seriously injured as a price for mobility. These are avoidable events – not accidents.
7. Actions that can be taken to achieve vision zero often include:
  - o Road Design, including separation of cycle users and pedestrians from vehicles;
  - o Enforcement of Speed Limits and the Highway Code;
  - o School Streets;
  - o Low Traffic Neighbourhoods;
  - o Education;
  - o A cohesive network of walking and cycling routes.

#### **This Council believes:**

1. The vast majority of road deaths are avoidable, and the only acceptable long-term casualty target for road deaths and serious injuries in Bristol is Zero.
2. It is vitally important to provide consistent, accessible active travel infrastructure for people to use across the city. Yet, fear of injury suppresses the demand for walking and cycling. This adversely affects children, older people and people with disabling conditions and prevents them from moving around our city.



3. Although there is currently a One City target of zero deaths/serious injuries by 2040, The council and its partners do not have a published plan to meet this target.
4. The council produced a Safe Systems Plan in 2015 to reduce road casualties and was well placed nationally, given advanced work on city-wide 20mph speed limits, but it has since fallen behind.
5. By separating people walking, cycling, and using vehicles, casualties will be reduced. Work is ongoing to connect routes such as in Old Market and Victoria Street, but currently, much of Bristol's active travel infrastructure is disconnected and does not meet the accessibility requirements of a modern diverse society in our city.
6. High-quality, consistent road design can reduce road deaths. Local Transport Note 1/20 is the current best practice design guideline for all transport schemes and is endorsed by Active Travel England.
7. While there are a number of actions that will require joined-up work with partner organisations, there are some steps to reduce road casualties that the Council could take or investigate now including:
  - o Speed Limiters in all council vehicles to act as pace vehicles for the whole city;
  - o Roll out of 'vision zero' training to all council employees who drive as part of their role;
  - o Investigate actions with One City partners, such as the Police, to enforce 20mph and safer driving practices as part of their operations;
  - o Identify the ten most dangerous junctions in the city and implement coordinated and evidence-based changes to make them safer;
  - o Banning Digital Billboards as these distract drivers;
  - o Re-deployable average speed cameras at hotspots;
  - o A public awareness campaign on #VisionZeroBristol with targeted education programmes that change road user attitudes and behaviour;
  - o Reduce risk through intelligence-led enforcement;
  - o Run an "Exchanging Places" programme to make HGV drivers, bus drivers and cyclists more aware of one another;
  - o Investigate the use of safer HGVs based on the Transport for London (TfL) policy;
  - o Accelerate the rollout of School Streets and provide a road safety forum for schools.

**This Council resolves to:**

1. Set a Vision Zero target for road deaths and serious injuries by 2030.
2. Include consideration of this target in all relevant council decisions and strategies e.g. road design and procurement, by implementing LTN1/20 when building any new walking, cycling and road projects or providing diversions around highway maintenance work.
3. Develop supplementary planning documents and/or other guidance to support the delivery of Vision Zero via Bristol's Local Plan process and the Joint Local Transport Plan.
4. Work with One City partners and other organisations including Arcadis – our strategic delivery partner, West of England Combined Authority, Major Employers, Avon & Somerset Police, Avon Fire and Rescue, South West Ambulance Trust, Bristol Health Partners, Bristol Blue Licensed Taxi Association, FirstBus, Stagecoach, Transpora, Voi, Developers and residents to achieve Vision Zero.
5. Work with the West of England Combined Authority and the surrounding Unitary Authorities to promote a joined-up approach to Vision Zero across the region.

6. OSMB to hold an inquiry day with relevant stakeholders, including One City partners and citizen groups.
7. Request the administration to report back to Full Council on progress towards these steps in 6 months.

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

**Motion Submitted: 29 June 2023**

## **SILVER MOTION (KNOWLE COMMUNITY PARTY): VALUING THE COMMUNITY SECTOR**

This council is facing a considerable financial shortfall and there is general concern that even more valued community services will be closed. In some cases, a much better solution is to encourage the community to take over the service with an asset transfer or to let the community become involved in managing the venture or facility.

Too often the option of community management is considered late in the day after the salami slicing council department has made the task twice as hard.

Cllrs from all parties will no doubt have examples from their own wards of ventures that are working or others that could be given a chance. I have added in notes a list of the ventures within Knowle ward as an example.

Asset transfers give the new owners access to grants that the council could not and are able to tap into enthusiasm and willingness to volunteer. Customers become more flexible and forgiving of small errors.

This Council has the services of a very good specialist officer to deal with asset transfers but there is concern that the back-up is not always as positive as it should be and a short consideration of asset transfers by Communities Scrutiny has led to the need for a second report. This could be done by extending time available to Communities Scrutiny or even better by a scrutiny enquiry day.

In the meantime, some positive factors that should provide encouragement:

1. We should look at the community value and not just a narrow and potentially misleading financial calculation as it affects the council in the short term.
2. we should look at how partners (e.g. police and NHS) can be involved.
3. we should be encouraged if the income is commercial from the public and not purely grants.
4. we must have the option of a responsive licensing facility prior to actual CAT.
5. we should be encouraged if a recognised problem is being tackled that has not been effectively up until now.
6. help in kind in early stages should be considered by the council.

This Council therefore calls for the Administration to show a more positive attitude towards asset transfers and community management and taking into account points 1-6, calls for action to follow a scrutiny enquiry and that a regular review be set up to consider progress and potential new opportunities.

### **NOTES**

Examples from Knowle Ward:

1. Arnos Vale Cemetery - compulsorily purchased for £1 from "developer" and handed to trust formed by campaigners. Huge grants attracted and successful commercial and community activity. Voted one of the best cemeteries in the country.
2. The Park Daventry Road - old Merrywood school on closure 20+ years ago given to trust that brought together charities investing in training, education and community

benefit. Turbo charged by asset transfer and recently completed a new £10M + new community building and a key partner in new secondary school opening shortly on part of the site. A good example of council cooperation.

3. Redcatch community centre - some 20+ years ago a group of local people took over a dilapidated unwanted council building and with grants and local effort turned it into a massively popular, high quality community centre with low hourly charges. All volunteer, no wages taken by anybody involved. Asset transfer followed and used as an example by officers of a successful CAT in report to scrutiny.
4. Jubilee pool - council failed to run this much-loved community facility efficiently. Despite unfriendly conditions imposed by Mayor and severe challenges of energy costs memberships has doubled and there is a trading profit. Cat completed 30/9/22.
5. Redcatch Community Garden - took over redundant bowling green 5 years ago. Have attracted grants, despite failure of council to extend license efficiently and attract 200,000 visits a year for training, social activity and environmental and horticultural education. Asset transfer finally after much delay getting started.
6. Redcatch Park Pavillion- parks department a few years back aborted investment plans for urgent repairs and said they wanted to asset transfer instead. Partnership formed between community garden and The Park football club who needed extra facilities because of Daventry Rd developments. Parks department have failed to progress CAT or even licence and sports changing facilities unusable. In the biggest irony, the football club had previously done exactly the sort of renovation needed and the lowest bidder for the aborted scheme is a local sponsor of the club and stands ready to do the work for them for free. One of the most successful sporting organisations in Bristol with an emphasis on disabled and female teams frozen out.
7. There are many other community organisations, including our parks group, that have transformed Redcatch Park, that do excellent work and what binds the vast majority of them together is a desire to benefit the local community, roll up their sleeves and contribute positively. Being held back by the council is very frustrating.

**Proposed by Councillor Gary Hopkins (Knowle Community Party)**

**Received 24 May 2023**

## **AUDIT BRISTOL WASTE COMPANY**

“Council has become increasingly perplexed by the continuing problems which appear to beset the Authority’s wholly owned municipal waste and recycling business. Aside from a far from satisfactory one-year business plan, which posited a range of service reductions and additional charges for customers, it has become clear that there are some serious challenges confronting this enterprise.

Recently, Council was made aware of the sudden departure of prominent directors of the company, as well as growing discontent amongst its wider workforce.

Council understands that morale is particularly low in relation to those cleaning and security staff who were transferred to this entity under the Mayor’s outsourcing/co-sourcing arrangements agreed in March 2021. Despite assurances of TUPE protections, the unions report that there has been a steady erosion in the employment terms and conditions of these formerly highly valued in-house employees.

Given the absence of an adequate explanation for all of these decisions and events, Council calls on the Mayor to agree to instigating an urgent formal investigation/inquiry into the governance of Bristol Waste Company. This should be undertaken by our external auditors and – at a minimum – involve adding or including this business as part of the annual value-for-money report process. All their findings, and any recommendations for improvement, to be then shared with Audit Committee prior to publication.”

**To be moved by Cllr Geoff Gollop (Conservative Party)**  
**Received 27 May 2023**

## **PRIORITISING POTHOLE ROAD REPAIRS**

“This Council recognises that after seemingly decades of neglect, some of the city’s vital infrastructure is at last being comprehensively refurbished. For example, the recently approved ‘New Cut River’ bridges repair programme is both welcome and has highlighted the scale of the problems created by a lack of adequate and early intervention work.

Similarly, the deteriorating and worsening condition of our highways from neglected potholes starkly demonstrates that far more resources need to be invested in restoring, renovating, and resurfacing the road network.

Council acknowledges the positive news of additional Government funding – nearly £1m from the Pothole Action Fund – which will help to address some of this backlog. This investment recognises that the ‘curse of potholes’ is not just an inconvenience to road users, but also something presenting a real danger to life, limb, and property. But, clearly, extra spending in addition to such important grant funding is still required if the Authority is to meet all of its legal and moral obligations to the travelling public.

Accordingly, Council calls on the Mayor to review his Administration’s current corporate priorities and the capital programme to identify where greater investment can be found for the better upkeep of carriageways all across Bristol.”

**To be moved by Cllr Steve Smith (Conservative Party)**

**Received 27 June 2023**



## **SAVING BRISLINGTON MEADOWS**

“This Council is alarmed by the unfortunate turn of events which has seen the Planning Inspectorate rule in favour of outline plans to build 260 homes on much treasured meadowland. A decision which represents a serious blow to the previously expressed wishes of all Parties in this chamber on the need to protect and preserve the city’s most valued green spaces against development.

The contradictory messaging from the Mayor over the status of the Brislington site – firstly to endorse its use for house building – only then to execute a seemingly politically expedient U-turn after the land had been sold, is deeply regrettable and has caused great reputational damage to the Authority.

In order to try to reverse or repair this misfortune, Council calls upon the Mayor to carry out the following actions:-

- (i) Confirm the steps that have already been taken with the appellants (Homes England) to resolve this planning dispute
- (ii) Clarify what (if any) formal representations he has made to the Secretary of State for Communities and the Government’s land agency to save this wildlife haven?
- (iii) In the event of no direct contact under (ii), undertake to submit a joint letter to the Minister making the case for his intervention and mediation in this matter
- (iv) Commit to explore every potential alternative to development by considering the feasibility of re-acquiring this land through purchase or by offering some substitute Council-owned sites similarly earmarked for disposal.
- (v) Engage with Opposition councillors through scrutiny in charting a route out of this crisis and embarrassing planning/ecological debacle. ”

**To be moved by Cllr Jonathan Hucker (Conservative Party)**

**Received 27 June 2023**

## **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 29th June 2023**

## **Boys Need Bins**

Council notes Prostate Cancer UK's campaign of "boys need bins" which highlights the growing numbers of those who suffer with incontinence issues as a result of prostate treatment.

Prostate Cancer UK cites that 1 in 8 people with prostates will get prostate cancer and that 1 in 3 men over 65 are estimated to have a urinary incontinence problem. Council believes that it is important to make life more comfortable and dignified for those who suffer such problems.

Council supports the provision of sanitary bins in all toilets so that waste products can be disposed of in a discreet and hygienic manner.

Council requests that a programme to provide sanitary bins, in all Council owned or managed toilets regardless of gender by the end of 2023. Council calls upon Cabinet to make the funding available to achieve this.

Council further requests that the Mayor writes to the MPs covering our Authority area to ask them to publicly back the campaign, as found on the Prostate Cancer UK website.

**Motion to be moved by: Cllr Classick (Liberal Democrats)**  
**Submitted 29th June 2023**

## **Increase Publicly Available EV Charge Points**

Full Council notes that:

1. Sales of new petrol, diesel and “mild-hybrid” cars are due to be banned from 2030.
2. Sales of new “plug-in hybrid” cars are due to be banned from 2035.
3. Bristol has a lack of publicly accessible electric vehicle charging points.
4. Much of the housing stock of Bristol does not have private off-road parking provision where residents can instal their own charging facilities.
5. The EV chargepoint scheme provides grants towards the costs of installing charging points for private use for those who own flats or are in rented accommodation – but requires that the applicant(s) has/have sole use of a private parking space.
6. The Government amended Building Regulations in June 2022 so all new build residential and non-residential property and those undergoing major renovation must provide an electric vehicle charge point.
7. Figures from Friends of the Earth suggest that Bristol currently has only 125 publicly accessible Electric Vehicle Charging Points – against a target of 1,627 (derived from the national target of 300,000.)
8. The council has installed – or facilitated the installation of – 84 public charge points, and currently have planned projects to provide a) 150 charge points distributed across 15 wards/10 streets, and b) 10 “ultra-rapid” charging bays as part of the eVan hire scheme. Both these projects are due to be completed in 2023/24.
9. Council notes the funding received by other authorities to develop their EV infrastructure. For instance, in March 2020 Nottingham City with Nottinghamshire and Derby City Councils were granted over £16m funding by the Department for Transport. The Department of Transport recently announced a pilot project to fund 1,000 public charging points across 9 council areas – but that this does not include Bristol.

Full Council believes that:

1. The lack of a substantial network of public charging points imposes a barrier to people switching from petrol and diesel vehicles to electric vehicles.
2. That the provision of public charging points will speed the transition to electric vehicles, and that this will help meet climate change objectives as well as improve air quality within the city.
3. The impact of the lack of a public charging infrastructure is most acute in areas of the city which have terraced or flatted housing and/or higher proportions of rented accommodation, where installation of private charging points is not practical. This is likely to most disadvantage those who are younger or on lower incomes.
4. It is unreasonable for government to expect councils to fully fund the required infrastructure costs, but that the council should be more ambitious in their ambitions given the relevant imminency of the ban on fossil-fuelled cars.
5. Re-affirms its commitment to encourage the use active travel or public transport wherever possible irrespective of the power-source of private vehicles.

Full Council resolves to:

1. Set a target of providing 750 public charging points – in addition to those already in place or planned - by 2030, to support our efforts in tackling the climate emergency.
2. Require the Mayor to write to the Chancellor of the Exchequer, and other relevant Ministers, to seek further funding towards achieving this target, and meeting the higher target of 1,627.
3. Requests the Local Plan Working Group review the existing local EV charging points policy and consider whether it needs further revision.
4. Establish a cross-departmental working group to identify potential locations, funding streams and supply chains of public EV charging points with a focus on areas of high-density housing where private provision would be excessively difficult. This group should also engage with major landowners to develop their provisions (for instance supermarkets, large private car parks, retail centres). This group should have a focus on delivery in accordance with the Energy Savings Trust's best practice guides.

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

**Date of submission: 29 June 2023**

## **Electoral Reform**

### **Council Notes:**

1. First Past the Post (FPTP) originated when land-owning aristocrats dominated parliament and voting was restricted to property-owning men.
2. In Europe, only the UK and authoritarian Belarus still use archaic single-round FPTP for general elections. Internationally, Proportional Representation (PR) is used to elect the parliaments of more than 80 countries. These countries tend to be more equal, freer and greener.
3. PR is the national policy of the Liberal Democrats, Labour Party, Green Party, SNP, Plaid Cymru, Reform UK and Women's Equality Party along with a host of Trade Unions and pro-democracy organisations.
4. PR is already used to elect the parliaments and assemblies of Scotland, Wales and Northern Ireland. Its use should now be extended to include Westminster.

### **Council believes:**

1. PR ensures all votes count, have equal value, and that seats won match votes cast. Under PR, MPs and Parliaments better reflect the age, gender and protected characteristics of both local communities and of the nation.
2. MPs better reflecting the communities they represent in turn leads to improved decision-making, wider participation and increased levels of ownership of decisions taken.
3. 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. Fair, proportional votes also prevent 'wrong winner' elections such as occurred in 1951 and February 1974.

### **Council resolves:**

1. to write to H.M. Government calling for a change in our outdated electoral laws and to enable Proportional Representation to be used for UK general elections.

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

**Date of submission: 29 June 2023**



## **Women's Safety**

### **Council Notes**

1. Council notes with concern the detrimental impact that violence against women and girls by men has on individual women, their dependents, their communities and society as a whole. Council also notes that women living in poverty are particularly vulnerable to experiencing violence and face disproportionate challenges in accessing the necessary support to make them safe. Lack of access to secure housing, precarious employment, difficulty accessing social security and poverty work to keep women in abusive situations.
2. The Public Order Bill will potentially silence the right to protest in a meaningful or impactful way and make it difficult for women to be heard on this issue.
3. Council further notes there are already many excellent initiatives and campaigns by local and national organisations aimed at safeguarding the welfare of individuals, such as the work of Bristol Nights to tackle the issue of harassment facing women in the night time economy

### **Council Believes**

1. Council believes everyone should have the right to be safe from violence and harassment on our streets and in our communities.
2. Council also acknowledges that it is not just women who are at risk but that any individual may be vulnerable to attack for various reasons.

### **Council Resolves**

1. To have a zero-tolerance approach to misogyny
2. To work with schools, colleges, the University, and workplaces to ensure that consent and bystander intervention training are available as standard, which are known to be effective, and commits to offering such training to employees to set an example.
3. Council further calls for work with venues across Bristol to ensure they embody these values and staff are sufficiently trained to deal with vulnerable people, sexual violence and harassment, and security and measures such as CCTV are adequate and effective.
4. Council also accepts there are steps the Authority can take to help and calls for a review of street lighting to see where gaps and dark spots may exist across Bristol and for the improvements recommended in the review to be built into the Council's capital programme. Good street lighting will not just help people feel safer, but also make a valuable contribution towards improving their safety.
5. Council resolves to work with partners to ensure that non-contact sexual offences, such as voyeurism and indecent exposure, are treated as the serious crimes they are, with support for victims, full investigations, and early intervention for perpetrators, as these crimes are known to be associated with an escalation to more serious offences.
6. Council instructs the Mayor to write to the Government to request funding into research into these offences and how they escalate and invest in local police forces to ensure they

have access to the technology and other resources to enable them to link up related offences and catch perpetrators before their actions result in further incidents

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

**Date of submission: 29 June 2023**

## **Dentist Motion**

### **This Council Notes**

- There are no dentists in Bristol currently offering appointments to new NHS patients
- That Bupa in St Paul's is set to close at the end of June – leaving its NHS patients without access to affordable, sustainable dentistry in Bristol.
- Since May 2022, the Integrated Care System (ICS) is responsible for the provision of dentistry in the West of England.
- The detrimental impact of austerity on NHS has weakened the health service's ability to provide sufficient medical care, with cuts to NHS dentistry being amongst the hardest hit.
- The Covid Pandemic has compounded the problem, causing a vast backlog of appointments.
- The NHS Dental Contract is outdated, provides disproportionate funding that routinely is taken back to a centralised pot and incentivises dentists to do the bare minimum.

### **This Council Believes:**

- We do not have a universal dentist service free at the point of delivery in this country.
- The current situation is unsustainable, unequal, fragmented and inadequate. Action needs to be taken to resolve the current crisis in dentistry. Bupa in St Paul's should not be closing down, creating a 'dental desert' and relevant authorities should explore options available to prevent its closure.
- Everyone should have access to sustainable, affordable dental care.
- Those residents who do have an NHS dentist come to do so by happenstance, provision isn't purposeful or equitable. Health visitors are unable to get treatment for some of our most vulnerable and in need communities including children, refugees and asylum seekers.

### **This Council Resolves:**

- To call on the ICB to ensure Bupa St Pauls' NHS patients are offered dental provision nearby at an affordable cost.
- To request the ICB undertakes procurement to provide additional dentist capacity in Bristol as a matter of urgency.
- Noting the increase in housing being delivered in Bristol, ask that the ICB looks to facilitate more dentists opening in areas predicted to have high population growth.
- To request regular updates from the ICB on the progress of these resolutions.
- Write to the Health Secretary to support the British Dentist Association's ask for a reformed Dental Contract that will incentivise dentists to join the workforce, provide adequate and affordable treatment and ensure proportionate allocated funding stays within our BNSSG ICP footprint
- Trial a supervised toothbrushing programme in Bristol's primary schools in order to take a preventative approach to oral health and hygiene in children.

**Motion to be moved by: Cllr Amirah Cole (Labour)**

**Date of submission: 29 June 2023**

## **Food sustainability motion**

### **This Council notes**

- Livestock is responsible for 14% of global greenhouse gases.
- Meat consumption has dropped by 17% in the decade leading up to 2019,
- However, the Government's Food strategy for England recommended cutting meat consumption by a further 30% in a decade.
- As well as reducing meat consumption, work to promote local food growing and reducing food waste is needed to make our food system more sustainable.
- The Labour administration in Bristol is already leading the way on this, as is evident in it being awarded Gold Status for Food Sustainability.

### **This Council believes:**

- We can build on this good work by further encouraging people to make more carbon-friendly food choices.
- Gradual steps are needed if we are to encourage people to take up more sustainable diets and blunt instruments like total bans may cause people to simply not use Council / council-procured catering.

### **This Council resolves to:**

- Explore with Council catering services to only offer plant-based options on one day a week – in a system like 'Meat Free Mondays' Through the One City network, encourage schools, universities, and businesses to do the same.
- Encourage any events on Council-landed, or council-funded events, to offer vegan and vegetarian options.
- Reach out to local schools to encourage them to review their cooking courses to include a wider range of sustainable options and promote plant-based cooking.

**Motion to be moved by: Cllr Katja Hornchen (Labour)**

**Date of submission: 29 June 2023**

## 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.

**Motion to be moved by: Cllr Fabian Breckels (Labour)**

**Date of submission: 29 June 2023**



## **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: Cllr Ani Stafford-Townsend (Green Party)**

**Motion submitted: 29th June 2023**

**Sources**

- 1) Birmingham City Council's official UBI briefing - see [https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50Tbzg0riXhiHQcf3zr1WQGQ%3D%3D&rUzwRPF%2BZ3zd4E7lkn8Lyw%3D%3D=pwRE6AGJFLDNlh225F5QMaQWctPHwdhUfCZ%2FLUQzgA2uL5jNRG4jdQ%3D%3D&mCTIbCubSFfXsDGW9IXnlG%3D%3D=hFfIUdN3100%3D&kCx1AnS9%2FpWZQ40DXFvdEw%3D%3D=hFfIUdN3100%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\\_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3Gdl3\\_M](https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50Tbzg0riXhiHQcf3zr1WQGQ%3D%3D&rUzwRPF%2BZ3zd4E7lkn8Lyw%3D%3D=pwRE6AGJFLDNlh225F5QMaQWctPHwdhUfCZ%2FLUQzgA2uL5jNRG4jdQ%3D%3D&mCTIbCubSFfXsDGW9IXnlG%3D%3D=hFfIUdN3100%3D&kCx1AnS9%2FpWZQ40DXFvdEw%3D%3D=hFfIUdN3100%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_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3Gdl3_M)
- 2) <https://www.bristol247.com/opinion/your-say/otherpartieswillriudiculegreenpolicies/>

## **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: 29 June 2023**

**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://adfreecities.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://adfreecities.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://adfreecities.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>