

# Summons to attend meeting of Full Council



**Date:** Tuesday, 12 December 2023

**Time:** 2.00 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, 1 December 2023



# Agenda

## 1. Welcome and Introductions

(Pages 9 - 11)

## 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 12 - 15)

Tuesday 31 October 2023 Extraordinary 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. Due to the cancellation of the November Full Council meeting, 45 minutes has been allocated for Public Forum at this meeting.

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 8 December 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 6 December 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 11 December 2023**.

## **8. Petition Debate - Loss of Confidence in Bristol's Planning System**

Recommendation: That Full Council debates the petition and refers it to the Mayor / relevant Cabinet member for a formal response. **(Pages 16 - 18)**

## **9. Just Transition Declaration**

Recommendation: That Full Council endorse the Just Transition Declaration, as set out in Appendix A. **(Pages 19 - 37)**

## **10. Mayoral Commission: Update from the Disability Equality Commission**

Recommendation: That Full Council note the report. **(Pages 38 - 41)**

## **11. Mayoral Commission: Update from the Bristol Women's Commission**

Recommendation: That Full Council note the report. **(Pages 42 - 110)**



## **12. Mayoral Commission: Update from the Commission on Race Equality**

Recommendation: That Full Council note the report.

**(Pages 111 - 113)**

## **13. Treasury Management Annual Report 2022/23**

Recommendation: that Full Council note the report.

**(Pages 114 - 133)**

## **14. Treasury Management Mid-Year Report 2023/24**

Recommendation: that Full Council note the report.

**(Pages 134 - 146)**

## **15. Appointment of Independent Persons**

Recommendation: That Full Council ratify the appointment of three Independent Persons.

**(Pages 147 - 149)**

## **16. Committee Membership Update**

Recommendations:

**(Pages 150 - 151)**

That Full Council approves the appointment of Councillor Chris Jackson and Councillor Hibaq Jama to the Licensing Committee.

That Councillor Amal Ali be appointed Chair of the Licensing Committee.

That Councillor David Wilcox be appointed Vice Chair of the Audit Committee.

## **17. Polling District Review**

Recommendations:

**(Pages 152 - 212)**

1. That Full Council approve the polling districts and places for all wards in Bristol as listed in the schedule of polling districts and polling places (Appendix A) and shown in the ward maps (Appendix B).

2. To note the proposed polling stations for all Wards in Bristol with effective from 1 February 2024.



## 18. Independent Remuneration Panel Recommendations

Recommendation:

**(Pages 213 -  
239)**

That Full Council considers the recommendations from the Independent Remuneration Panel regarding Members' allowances as set out in Appendix 1.

## 19. Motions

Note:

**(Pages 240 -  
270)**

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

With the agreement of the Lord Mayor, due to the cancellation of the November Full Council meeting, both the November Golden Motion and December Golden Motion will be considered at this meeting.

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

#### NOVEMBER GOLDEN MOTION (LABOUR PARTY): HEALTH NEEDS ASSESSMENT

##### This council notes:

- Bristol's population is set to reach 550,000 by 2050.
- The rise in population will affect more areas of the city than others. Notable examples include: Bedminster, where 7,700 homes are set to be built; Hillfields and Fishponds, where at least 1,500 homes are being built as part of the Atlas Place development; Hengrove, where the council-owned housing developer Goram Homes is building 1,400 homes; and the city centre.
- A rise in population will cause increased demand for health services in Bristol and across the West of England.
- The Bristol, North Somerset and South Gloucestershire (BNSSG) Integrated Care Board (ICB), a statutory NHS organisation is responsible for developing a plan for meeting the health needs of the population, managing the NHS budget and arranging for the provision of health services in the BNSSG sub-region of the Southwest.
- There is a particular shortfall in dentistry provision in Bristol, with very few dentists taking on new NHS patients.
- A 2009 needs assessment recommended both a minor injuries unit at



Cossham Hospital and a community hospital at Frenchay. Neither of these facilities have yet been built.

**This council believes:**

- The UK's health services have been failed by thirteen years of government austerity and spending restraint. Despite this, the NHS in Bristol is doing commendable work, but it needs increased, sustained funding to meet the needs of a growing population.
- Likewise, NHS staff in Bristol deserve our utmost thanks and appreciation. Doctors and nurses deserve a decent pay rise after thirteen years of wage restraint.
- The Government has a responsibility to ensure all healthcare services are well-funded. While the Government is responsible for funding health services, the ICB has a duty to ensure that Bristol's population has adequate access to healthcare.
- Hospital provision in the eastern and north-eastern fringes in Bristol could be improved. Cossham and Frenchay hospitals are both likely to need additional capacity and facilities. However, the promised Minor Injuries Unit and Community Hospital facilities respectively may not now be appropriate, so a review is needed to see what other types of healthcare facility are needed to meet current population requirements.
- Additional healthcare facilities – including General Practitioners and Dentists – as well as hospital facilities, will be needed to keep up with Bristol's growing population. Areas of high population growth such as Bedminster and Hillfields and neighbouring wards will need expanded healthcare infrastructure. The Integrated Care Board should work closely with the Council and its partners to ensure residents get the healthcare services they will need.

**This Council resolves to:**

- Work with BNSSG ICB to carry out an analysis including consultation of local residents and VCSE delivery partners to survey what form of additional health infrastructure is required to meet need, and to understand how this might most effectively be delivered. For example, General Practices, Dentists, etc. taking account of changing life patterns, digital innovations, population demographics, and the opportunities to implement and integrate progressive delivery models such as Mental Health Integrated Network Teams (MINTS) and Women's Health Hubs for better health outcomes
- As a member of the Integrated Care Board that the Council formally asks the ICB to carry out a strategic needs assessment of health care provision and bring that report back to Full Council, the Health and wellbeing board and the Health Scrutiny Committee.
- To prepare a plan which takes account of the BNSSG Strategic Needs assessment and local authority JSNA and population modelling data
- Act on recommendations of the strategic health care needs assessment and plan and work closely with the local authority to implement its recommendations.



- That the Council lobby the Government for funding to see the ICB's recommendations implemented.

**To be moved by Cllr Ellie King**

**Date of submission: 2nd November 2023**

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### **DECEMBER GOLDEN MOTION (LIBERAL DEMOCRATS PARTY): USE OF CAZ MONIES**

#### **Full Council notes:**

1. Bristol's Clean Air Zone was introduced on 28 November 2022 with the express intention of reducing the levels of NO<sub>2</sub> recorded in the City.
2. That the Council has issued a Press Release stating that they have received a positive report from the Joint Air Quality Unit although this report is not yet public.
3. That in the Statement of Accounts for the year to the end of March 2023, a sum of £7.4m is noted as having been allocated to the Operational Reserve in 2022-23.
4. That, other than this figure, no data pertaining to the collection rate, fines issued, or monies raised, has been released.
5. That the administration has advised that a report on the first year of the zone's operation, containing both performance and financial data, will be brought to Cabinet on 23 January 2024.
6. That the Council's Budget Consultation Information Guide outlined proposals to use over £8.9m of Clean Air Zone monies to replace existing expenditure, including a £6.3m contribution to the transport levy paid to WECA.
7. That the Full Business Case for the CAZ noted that "Defra's Clean Air Zone Framework (May 2017) prevents Local Authorities from setting a charge as a revenue raising measure, but any charging scheme will need to be set at a level to produce a change in behaviour."
8. That the Full Business Case further stated that "The Transport Act 2000 requires any excess revenue that may arise from charges above the costs of operation to be re-invested to facilitate the achievement of local transport policies. These should aim to improve air quality and support the delivery of the ambitions of the zone."
9. That revenue from the scheme is anticipated to fall as compliance rises.
10. That once the objectives of the scheme have been met, there will be local discretion as to whether it should be discontinued.

#### **Full Council believes:**

1. That revenue raised through the CAZ, and the projects it is spent on,



should be clearly and transparently reported to the relevant meetings of this authority, subject to appropriate scrutiny, and be open to public examination.

2. That the majority of funds raised through the CAZ should be spent on additional projects to promote active travel and the use of a public transport rather than replacing core spending.

3. That the diminishing nature of CAZ revenue makes it unsuitable for funding regular expenditure within the Council’s control as when this falls and/or ceases, the regular funding will have to be raised / reallocated from other sources.

**Full Council resolves:**

1. To request the administration publishes full data on the performance of the scheme, as promised, as soon as possible.

2. To request the administration brings forward a budget that utilises the majority of CAZ funds to deliver new projects designed to increase the proportion of journeys undertaken by walking or wheeling, cycling, or public transport.

**Motion to be moved by: Cllr Clark**

**Date of submission: 30th November 2023**

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Signed



Proper Officer  
Friday, 1 December 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

31 October 2023 at 6.00 pm



### Members Present:-

**Councillors:** Mayor Marvin Rees, Amal Ali, Donald Alexander, Kerry Bailes, Jenny Bartle, Nicola Beech, Marley Bennett, Mark Bradshaw, Fabian Breckels, Andrew Brown, Jos Clark, Sarah Classick, Amirah Cole, Asher Craig, James Crawford, Carla Denyer, Kye Dudd, Tony Dyer, Richard Eddy, Emma Edwards, Jude English, Tessa Fitzjohn, Martin Fodor, Lorraine Francis, John Geater, Paul Goggin, Geoff Gollop, Zoe Goodman, John Goulandris, Fi Hance, Tom Hathway, Helen Holland, Gary Hopkins, Katja Hornchen, Jonathan Hucker, Philippa Hulme, Farah Hussain, Chris Jackson, Hibaq Jama, Ellie King, Tim Kent, Heather Mack, Mohamed Makawi, Brenda Massey, Henry Michallat, Patrick McAllister, 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 Tim Wye

### 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 Ali, L Alexander, Cheney, Davies, Goggin, Grant, Rippington and Windows.

### 3 Declarations of Interest

None received.

### 4 Minutes of the Previous Meeting

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

**RESOLVED:**



**That the minutes of the Full Council meetings held on the 12 September 2023 and 10 October 2023 be confirmed as correct record and signed by the Lord Mayor.**

## **5 Lord Mayor's Business**

The Lord Mayor announced that nominations for Lord Mayor's Medals were now open. These Medals recognise outstanding and innovative unpaid service and support provided to others, especially selfless service to a voluntary body or to our community, or which brings distinction and quality to Bristol life. Nominations are open until the 31st December and further details are available on the Bristol City Council Website.

The Lord Mayor also welcomed Councillor Paul Goggin back to the Council Chamber following his long term illness.

## **6 Public Petitions, Statements and Questions**

### **Public Statements**

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

<b>Ref No</b>	<b>Name</b>	<b>Title</b>
PS01	Bristol Tree Forum	Bristol Local Plan
PS02	Avon Wildlife Trust	Bristol Local Plan
PS03	Dominic Hogg	Bristol Local Plan
PS04	Adblock Bristol	Bristol Local Plan
PS05	David Redgewell	Medium Term Financial Plan

### **Public Questions**

Full Council noted that the following questions had been submitted:

<b>Ref No</b>	<b>Name</b>	<b>Title</b>
PQ01	Rob Bryher	Bristol Local Plan
PQ02	Haydn Gill	Medium Term Financial Plan
PQ03	Michelle Tedder	Bristol Local Plan
PQ04	Peter Ellis	Bristol Local Plan
PQ05	Dan Ackroyd	Minutes of Previous Meeting
PQ06	Ad Block Bristol	Bristol Local Plan
PQ07	Bristol Civic Society	Bristol Local Plan



Within the time available, the Mayor responded verbally to questions 1, 4, 5 and 6 also responding to supplementary questions.

## **7 Petitions Notified by Councillors**

None received.

## **8 Bristol Local Plan**

Full Council considered a report on the Bristol Local Plan.

Mayor Marvin Rees moved the report and recommendations. Councillor Nicola Beech seconded the report.

Following debate, upon being put to the vote, the recommendations were APPROVED (55 For, 4 Against, 4 Abstention) and it was:

**RESOLVED: Full Council considered the new Bristol Local Plan and agreed that it should be:**

- i). Formally published in order for representations to be made; and**
- ii). Submitted to the Secretary of State for examination.**

## **9 Comments from the Scrutiny Finance Task Group on Medium Term Financial Plan & Capital Strategy**

The Scrutiny Finance Task Group submitted a statement on the Medium-Term Financial Plan and Capital Strategy. Full Council noted this statement.

## **10 Medium Term Financial Plan & Capital Strategy**

Full Council considered a report on the Medium-Term Financial Plan and Capital Strategy.

Mayor Marvin Rees moved the report and recommendations. Councillor Tom Renhard seconded the report.

Following debate, upon being put to the vote, the recommendations were APPROVED (49 For, 2 Against, 12 Abstentions) and it was:

**RESOLVED**

**Full Council noted**

- 1. The economic outlook and projections within the 5-year MTFP**



2. **The strategic planning approach**  
**Full Council approved**
3. **Medium Term Financial Plan for the period 2024/25 to 2028/29**
4. **The updated Reserve Policy**
5. **Capital Strategy for the period 2024/25 to 2033/34**
6. **The Children and Education Supplementary Estimate**

Meeting ended at 7.20 pm

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



# Full Council

12 December 2022



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

**Title:** Petition Debate – Loss of Confidence in Bristol’s Planning System

## Recommendation

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

## Summary

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

The Council has received a petition in relation to Loss of Confidence in Bristol’s Planning System.

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



## Details of the petition

1. The wording of the petition is as follows:

Petition title / subject: **Loss of Confidence in Bristol's Planning System.**

Petition wording:

We, the undersigned, have lost confidence in the effectiveness and impartiality of Bristol City Council's planning system and seek a Full Council debate on this matter.

### Why is this important?

Our concern is that the Bristol City Council is currently failing to deliver an effective, impartial service; lacks consistency in the application of material planning considerations and policies, and; is being unduly influenced to 'get stuff done' by the elected Mayor's Office.

We are aware that, while a petition on an individual planning application cannot be taken for debate at Full Council, a petition about the Council's failure to deliver an effective service for planning applications is within the scope of the scheme.

There are examples across the city in which the following material planning considerations are given inadequate weight or where there is inconsistency in their application: loss of light, overshadowing, overlooking, privacy; design and appearance; residential amenity and living conditions; character of the local area; local planning policies; loss of trees and landscaping; impact on listed buildings and conservation areas.

We urge the Mayor, cabinet members, and councillors of all parties to consider the harm done when residents no longer have confidence in the impartiality of officers and members of planning committees, and when decisions are made that will cause long-term, if not irreparable, harm to Bristol's neighbourhoods and city centre.

2. The petition has been organised by Suzanne Audrey.
3. The petition has secured 3620 signatures to date, 3505 from Bristol residents. Verified as of 25 October 2023.
4. The Full Council is asked to debate the petition.
5. Under the petition scheme, the petition organiser is permitted up to 5 minutes to present and speak to the petition. The petition scheme allows a further period of up to 15 minutes for discussion of the petition by councillors at the Full Council meeting.
6. The Full Council has agreed the following in relation to dealing with petitions with over 3500 signatures: The topic of the debate should be referred to the Mayor/Cabinet, or other relevant

body with the petitioner's views and Full Council's views.

**RECOMMENDATION**

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



## Full Council

12<sup>th</sup> December 2023



**Title:** Just Transition Declaration

**Ward:** Citywide

**Member Presenting Report:** Lord Mayor

### Recommendation

That Full Council endorse the Just Transition Declaration, as set out in Appendix A.

### Summary

In December 2022 four Bristol climate justice activists (Emma Geen, Olivia Sweeney, Kirsty Hammond and Rachel Moffat), with the support of Bristol City Council were invited to the USA as part of the International Visitor Leadership Programme with the US Embassy for a Climate Justice and Adaptation Knowledge Exchange.

To harness the momentum and learnings from this trip, these climate justice activists felt it important to produce work to embed the principles of fairness, equity, and justice within the city's climate and ecological strategies. By putting these concepts at the forefront of a Just Transition Declaration we can be sure that the transition to net zero is socially just.

In March 2023, the draft principles of the Just Transition Declaration were shared with the Environment Board. One finalised, the Just Transition Declaration was circulated to councillors in July. It was subsequently endorsed by the Mayor and Cabinet during the 5 September 23 Cabinet meeting.

### The significant issues in the report are:

Decarbonisation and equalities - The need for Bristol's transition to a net zero society to be socially just, as set out in Appendix A.

## **Policy**

1. See appendix for the Just Transition Declaration in full.

## **Consultation**

### **2. Internal**

The Just Transition Declaration has been circulated to all Bristol City Councillors. Draft principles for a just transition were shared with the Environment Board. The finalised Just Transition Declaration was endorsed by the Mayor and Cabinet in September 2023.

### **3. External**

The four climate justice activists consulted with trade unions and a number of Bristol-based community and climate campaign groups.

## **Proposal**

4. To endorse the Just Transition Declaration, as set out in Appendix A.

## **Appendices:**

Appendix A - The Just Transition Declaration

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

### **Background Papers:**

None.

# **City of Bristol Just Transition Declaration**

## **City of Bristol Just Transition Declaration**

### **Traditional Language Declaration**

**Executive Summary**

**Purpose**

**Introduction**

**Declaration**

**Principles**

**Next Steps**

### **Plain English Declaration**

**Jargon Buster**

**Summary**

**Introduction**

**Declaration**

**Principles**

**Next Steps**

### **Acknowledgments**

### **Appendix**

**Resources to support implementation**

**General guidance for businesses**

**Other Equalities initiatives in the city**

**Just Transition Work from other places**

## **Traditional Language Declaration**

### **Executive Summary**

This Just Transition Declaration has been written to accompany Bristol's Climate and Ecological Emergency Declarations and strategies. It should not be treated as an action plan of itself but is a set of 10 principles that all climate and ecological work in the city can embed into their plans to make them as just as possible.

The 10 principles, not in order of importance, are:

1. Centring the expertise of disadvantaged communities at every step of the journey,
2. Good future-proof jobs for everyone,
3. Empowering disadvantaged communities to take climate and ecological action,
4. Supporting individual change through system change,
5. Fair distribution of costs and benefits,
6. Prioritising accessible communication,
7. Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe,
8. Building inclusive resilience,
9. Infrastructure for all,
10. Embedding the process internally and at the beginning.

Stakeholders large and small across Bristol are invited to sign-up to the declaration to support, endorse and action its principles. The declaration is a living document that will be reviewed as the city's understanding of how to transition in a just way grows.

## Purpose

Bristol has issued vital climate<sup>[1]</sup> and ecological declarations<sup>[2]</sup>, and accompanying strategies<sup>[3][4]</sup>, that have pledged the city to reach net zero and reverse its ecological decline by 2030. This declaration is an addition to these documents that commits their work to being just and clarifies what working in this way means.

The declaration is not an action plan of itself but a set of principles that every stakeholder in the city is invited to follow and embed in their work. To state their intention to work in this way, stakeholders are invited to sign-up. We acknowledge that not all stakeholders will be carrying out work relevant to every principle, nor will every stakeholder have the power to influence in all areas. Instead, by signing up, stakeholders declare their intention to uphold these principles when they are relevant to the scope of their work. Guidelines on how to sign-up can be found in the Next Steps section of the document.

## Introduction

Just transition is complex and demanding work that requires engaging in difficult conversations without easy answers. Creating a just society is a goal that we must all reach for while holding

onto the knowledge that a ‘fully just’ society might not be possible in our lifetimes. Indeed, the idea of perfection can lead to new problems because it creates a mindset where criticism is received with fragility. Instead, we must embrace the fact that we are all on a lifelong journey of continual efforts to improve our justice work.

By writing this declaration our hope is to make organisations and people in Bristol aware that they are on this journey and encourage them to commit to it by engaging in a process of constant listening, learning, humility and welcoming critique. Despite the challenges, we face this work with excitement because a just transition isn't about sacrifice and struggle, but co-creating the fair, healthy and sustainable Bristol that we all want to live in.

## Declaration

We are in a climate and ecological crisis. To address these crises, Bristol has committed to transitioning to a net zero city and reverse ecological decline by 2030. This crisis disproportionately affects those already facing economic and social inequalities, including but not limited to those associated with race and ethnicity, class, impairment, faith, immigration status, gender, gender identity, age and sexuality. Yet we also recognise that it is possible for the work of transition to create new barriers and difficulties for these communities and for workers if it isn't created fairly. This is often as a result of excluding them from decision-making processes and other conversations around the crises. Bristol's transition must actively work to prevent this by centring disadvantaged communities and workers through a just transition.

A successful transition cannot happen if it is not just. The climate and ecological crises are social problems that have their roots in a failure to respect all people, knowledge and life, and any attempt to address the crisis without tackling this root cause would be ineffective and short-lived. This is particularly relevant to Bristol given its prominent role in the history in the trans-Atlantic slave trade, which built the wealth of the city at incomprehensible cost to the people it enslaved. The inequalities that arose from this egregious injustice are being further entrenched by the climate and ecological crises. This can be seen internationally, in the correlation between the countries that were colonised and the countries that are now experiencing the worst climate impacts<sup>[5]</sup>. Yet it is also apparent in modern Bristol's racial inequalities and how Black and ethnic minority communities are among those most disproportionately impacted by the city's environmental problems, such as the higher levels of air pollution in areas of the city where many of these communities live<sup>[6]</sup>. So, as we transition, we must address the harms of our city's past but also seize this moment as an unmissable opportunity to positively reimagine its future to create a fairer, healthier, and more sustainable Bristol that values everyone.

With this in mind, we commit to a just transition. The concept of just transition was created by American and Canadian chemical unions in the 1970 to protect the rights of their workers as it became clear that many jobs needed to be phased out for the health of the planet and workers<sup>[7]</sup>. The idea had strong roots in the work of working class, Black and ethnic minority communities who lived on the frontline of polluting industries and had been campaigning for a

healthier environment since the Civil Rights Era<sup>[8]</sup>. As Bristol undergoes a transition that is no less radical, we must ensure that both its workers and disadvantaged communities are at the heart of these changes. Its locus is not only the economy but society as a whole, and the work must consider its wide-reaching impacts on all those living and working in the transitioning and transitioned city.

This declaration follows vital work carried out on an international and institutional level, including the acknowledgement of the Paris Agreement<sup>[9]</sup> on "the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities" and the International Labour Organisation's guidelines<sup>[10]</sup> for a just transition. We have also been inspired by the work of the Climate Justice Alliance's Just Transition: A Framework for Change, which uses the historical connections between the union origins of just transition and the civil rights movement to "adapt the definition of Just Transition to represent a host of strategies to transition whole communities to build thriving economies that provide dignified, productive and ecologically sustainable livelihoods; democratic governance and ecological resilience."<sup>[11]</sup>

This declaration sets out how the concept can be translated to a Bristol level. The definition we are using for this document therefore understands just transition to be mitigation, adaptation and system change action that is:

1. A redistribution of resources and power that works against systems of oppression based on social and economic divisions with a focus on preventing inequalities being further entrenched for workers and communities and instead actively builds a future that is good for all,
2. Inclusive, and makes a point to continuously work with affected communities and workers,
3. In line with our commitment to reach net zero by 2030 but understands differentiated responsibilities that acknowledge ability, resources, and impact,
4. In solidarity with those suffering the worst climate and ecological impacts in other places.

## Principles

Justice is measured in action not words. To work towards a meaningful just transition we commit to embedding the following principles in all our work:

### **Centering the expertise of disadvantaged communities at every step of the journey:**

Communities have the right to participate meaningfully in decisions that directly affect them, so we commit to embedding the input of disadvantaged groups at every stage of our climate and ecological work, from the very beginning phases of planning, to decision-making, implementation, and further development. We will also create space for feedback and review. We recognise the expertise in these communities and the power that they have to rally the

people of Bristol behind the transition, and so will favour meaningful co-creation processes over consultation. The human rights of these communities will be central at all stages.

**Good future-proof jobs for everyone:** Workers must be at the heart of transition. They are experts on what is needed to effectively transition and their own needs. So, where we have power to facilitate the shift in jobs required by transition, we will centre worker's voices and ensure they can take a leading role in redefining their workplaces for a just, zero-carbon future. Particular care will be given to working alongside workers who currently make a living in carbon-intensive activities to ensure that there are clear and accessible pathways for them to thrive in a net zero Bristol. This will include regular dialogue with unions about climate action plans and their forecasted impact. All new jobs will be good jobs that are well paid, flexible, and accessible, safe, meaningful, stable, and have union recognition. Redeployment will include creating programmes to inform, educate and upskill that should be free or affordable and accessible to all. As an employer, we will co-produce a worker-led just transition agreement on how our current and future jobs can align with a just, zero-carbon future<sup>[12]</sup>. We will ensure that those who experience social and economic disadvantages benefit from green jobs through tailoring our training, communications, employment process and workplaces to make them accessible to these communities. We will take active measures to recruit individuals from diverse backgrounds into roles at every level of our organisation.

**Empowering disadvantaged communities to take climate and ecological action:** We will embed the priorities of the community climate action plans from across the city into our work and offer support to enable communities to bring their climate and ecological projects to fruition. We recognise that transition cannot be achieved without the work of communities and will develop policies and processes that empower and compliment this and make an active effort to avoid barriers being placed in their way.

**Supporting individual change through system change:** We will prioritise changing systems over individual action where people don't have the ability or resources to make the sustainable choice. We are all responsible and need to act, but we aren't equally at fault for causing the crises nor do we have equal power to bring about the solutions. A just transition will happen when everyone is empowered to act in the areas where they do have influence and when changes to the system are made so that sustainable action becomes the sensible, affordable, and desirable choice for all.

**Fair distribution of costs and benefits:** Climate schemes, such as installing solar panels or buying an electric car, can save people money but often require privilege and money to access. They also often create the largest burdens for those who don't have spare capital to adapt to changes. We will address existing economic and social inequality by equitably distributing the financial burdens and benefits of climate and ecological work. We will ensure that people in our city not only benefit from the outputs of climate work but from the investment towards these schemes staying in our communities. Where opportunities arise, we will work towards a more progressive and circular economy for the city.

**Prioritising accessible communication:** We recognise that many of the barriers and difficulties related to the crises are the result of information about them being inaccessible. We will produce our key climate and ecological resources in translated formats, which include non-English languages, Plain English, audio, BSL and Easy Read. Staff who engage with communities will be trained on how to do this work in a way which respects them as equals and meets their communication needs.

**Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe:** The climate and ecological crises forcefully disprove the notion that any city or country stands alone. Bristol is intimately tied to the world beyond its borders through our climate, ecosystems, economy, resources, and culture, and we cannot have a just transition without acknowledging this two-way exchange. We stand in solidarity with all people suffering because of these crises and will work to have a positive impact beyond our borders by examining the direct and indirect impacts of our work; including any products, supply-chains, processes, waste and any other relevant aspects of our operations. We will ensure Bristol has a welcoming culture and ethos to those who have been displaced and respects the human rights of all.

**Building inclusive resilience:** Where applicable to our work, we will take action to ensure disadvantaged communities don't bear the impacts of the environmental extremes arising from the climate and ecological crises, many of whom are already facing higher costs, barriers, and struggles. This disproportionate impact will be a key factor in decision-making around policy, planning and the allocation of resources when building resilience.

**Infrastructure for all:** The process of transition will radically reshape the built and natural environment of our city and transport system for moving through it. If we are involved in designing and building these spaces, we will be conscious about the ideologies and priorities implicit within them, moving beyond spaces designed around cars and other fossil fuel infrastructure to those that centre people, communities, and nature. These spaces must be accessible and welcoming to all. Work in this area must be seized on to create the opportunities and skills for good and future-proof jobs.

**Embedding the process internally and at the beginning:** We live in a national and global society that is often unjust and this leaves its mark on all of us, meaning that, as well as engaging in external action, a just transition calls on everyone to do the internal work of reflecting on and advancing our thinking, attitudes, and behaviours. This includes recognising how our prejudices shape both whose voices we consider to be of value in climate and ecological work and how stereotypes impact on how we interpret and judge people's actions. We will take active steps to challenge these biases in our thinking and embrace the skills and work that everyone in our city can bring. Our equalities work will be of the highest standard, using protected characteristics as a minimum then going further to include social class and considering the intersectionality of these traits. Mistakes will inevitably happen from time to time but when they do we will review and use the experience to better our practice for the future. We will embed these principles from the start and embrace challenges from communities as an opportunity for growth as part of a process of continual listening, empathy, and humility.



## Next Steps

Going forward we invite every organisation—political, economic, and social—in the city to follow these ten principles in their plans and actions and evaluate their progress on this at yearly intervals. To sign-up to commit to working in this way, email [BristolJTDeclaration@gmail.com](mailto:BristolJTDeclaration@gmail.com). Further information on support for stakeholders after signing up will follow.

The authors of this document recognise that our understanding of what a just transition is will develop over time and through conversations as we continue to engage with communities on this issue. Though we envisage the core principles remaining the same, other than in extraordinary circumstances, this declaration will be treated as a living document that we will continue to review. Additional funding is being sought to continue engagement and add detail to the principles through processes that enshrine both the principles of deliberative democracy and centring the needs of the communities that will be most impacted.

Just transition is a complex journey that will call on all of us to challenge ourselves. Yet we welcome this work because the reward is creating the city and future that we all deserve to live in.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." - Martin Luther King: Letter from Birmingham, Alabama jail, April 16, 1963

## Plain English Declaration

This **declaration** is written in **Plain English** to make it accessible to more people. Words that might not be clear to some are in bold to show that an explanation of them can be found in the jargon buster at the top.

### Jargon Buster

**Benefits:** The good things that come out of something.

**British Sign Language:** This is the language that Deaf people in the UK use to talk to each other. It uses hand gestures to do so.

**Climate Change:** The planet is getting too hot because of how people are using **dirty fuels** like petrol. This is leading to lots of problems locally and around the world.

**Community climate action plans:** These are plans that communities make on what they can do to be better for the planet, nature and people.

**Consultation:** When people like the council ask communities for their thoughts on a plan that they have made.

**Culture:** Things like art, entertainment, beliefs, traditions, and other ideas. It has a big effect on how we think, feel and act.

**Declaration:** Something that is said to show how someone thinks and feels about something. It is a promise to act in a certain way.

**Dirty fuels:** This the word we are using fuels like petrol and gas. These fuels are making **climate change** happen.

**Disadvantaged groups:** People who are treated unfairly because of the group they belong to or because they don't have much money. For example, Black and Brown people, **people from an ethnic minority background**, working class people, Disabled people, **refugees**, women, **trans people**, older people and **LGBTQ+ people**.

**Easy Read:** A document that is written in a way so that people with learning difficulties and disabilities can understand it. It uses photos as well as words.

**Enable:** To support or allow someone to do something.

**Future-proof jobs:** By this we mean jobs that fit in with the work of **just transition**. They will be good for workers and the planet.

**Human rights:** A set of laws and ways of doing things that protects people and their needs so that they are treated fairly.

**Just transition:** When a place changes how it works and lives so that it isn't causing damage to the planet and nature but in a fair way.

**LGBTQ+ people:** This group includes people who are gay, lesbian, bisexual, ace, and trans.

**Refuges:** People who have lost their home and so had to move to another country.

**People from an ethnic minority background:** People who are from a race or culture that isn't the most common one in the country that they live in.

**Plain English:** This is when writing or talking makes sure not to use difficult words or jargon. This makes it more accessible so that more people are able to understand. We have written this document in **Plain English**.

**Principles:** A set of statements that says how something is going to be done. They show what is thought to be important in how something is done.

**Unions:** When workers get together to protect their **rights** and make their workplaces better.

**Society:** A large group of people who have certain ways of living, thinking about things, doing things, and making decisions.

**Solar panels:** An object that takes energy from sunlight and turns it into electricity.

**Slavery:** When people have their freedom taken away and made to work for someone else.

**Translate:** To take something in one language and turn it into another. This means people who speak the second language can understand.

**Values:** What someone cares about.

## Summary

We have written this **Declaration** to join Bristol's other plans and **declarations** on stopping **Climate Change** and the loss of nature. It is not a plan of how to do this work but 10 **principles** about how the work can be done in a fair way.

The 10 **principles**, not in order of importance, are:

1. We will include the ideas and knowledge of **disadvantaged** people in all our work,
2. We will make sure that the changes in jobs around this work will be good for everyone,
3. We will help **disadvantaged** groups to take action that is good for the planet and nature,
4. We will help individual people to make changes by making the big changes that makes it easy for them to act,
5. We will make sure that the costs and **benefits** of the changes are shared out in a fair way,
6. We will make our ways of talking accessible,
7. We will act in ways that support the people experiencing the worst **climate change** and nature loss in other places,
8. We will make sure that everyone is more able to cope with the difficulties made by **climate change** and nature loss,
9. We will make our places good for everyone,
10. We will make our organisation fair and bring the **principles** from the **declaration** into our work from the start.

We invite organisations across Bristol to sign-up to the **declaration**. This means they will support it and follow the principles. We will add to the **declaration** over time as the city gets a better understanding of how to do this work in a fair way.

## Introduction

**Just transition** is about how to make work on **climate change** and nature loss fair. It is difficult work that will need difficult conversations. There aren't easy answers. Making Bristol fair is

something that we must all aim for while accepting that a ‘fully fair’ **society** might not be possible soon. Trying to be perfect can even make new problems. This is because it can make people who want to do the right thing to become angry or upset when they are told to do better. Instead we need to accept that we are all on a journey of getting better at being fair. This journey is never over because we can always do more. We hope this **declaration** will help everyone understand that they are on this journey. We all have to listen, learn and welcome feedback on how to do better.

We are excited because a **just transition** is about making a fair and healthy Bristol. It is about making Bristol good for people and the planet.

## Declaration

The world is experiencing **climate change** and the loss of nature. This is making problems for lots of people. These problems are often worse for people from **disadvantaged groups**. This is the term we are using to talk about people who are often treated unfairly. This includes: Black and Brown people, **people from an ethnic minority background**, working class people, Disabled people, **refugees**, women, older people, and **LGBTQ+ people**. Climate change and nature less makes the unfairness these people already experience worse. For example, people without much money often have to live in areas that are more likely to be flooded. And more floods are going to happen because of **climate change**.

Bristol has promised to make big changes so that the city can be better for nature and **climate change**. It has said that it wants to make these changes by the year 2030. These changes could make things even more unfair for **disadvantaged groups** if they aren't part of planning them. For example if people are stopped from using their cars but buses aren't cheap then it will be hard to move around. We need to make sure that the needs of everyone are thought about when making changes. That way the changes can make the city more fair not less.

Making Bristol good for the planet and nature won't work well if the changes aren't fair. **Climate change** and the loss of nature are happening because **society** has forgotten that all life is important and needs to be cared for. **Climate change**, the loss of nature and the unfairness in our **society** are all joined. So we have to act on them at the same time.

This is extra important for Bristol as lots of the money that was used to build the city came from **slavery**. So Bristol must use the big changes it is making to also make our city better for everyone who lives in it. For example the new jobs made to stop **climate change** could be given to people who often find it harder to get jobs. This means people like Disabled people and Black people would find it easier to get work. Let's make our city better for people and the planet.

To do this Bristol promises to make a **just transition**. This idea came from workers in the 1970s who worried that their jobs were hurting the planet and them. They realised that we have to

make the changes to look after the planet. But they said that support needs to be given to workers so that this doesn't mean they lose their jobs.

Our **declaration** is for workers. But is also for the communities who will find changes happening in their lives because of work on **climate change** and the loss of nature.

So when we talk about **just transition** we mean that the changes made for the planet and nature will be made in four ways.

1. A **just transition** shares the money and power used for changes in a fair way. The changes make Bristol better for workers and **disadvantaged people**,
2. A **just transition** includes everyone. This include people who are normally left out because of unfairness,
3. A **just transition** understands that everyone needs to be part of looking after the planet and nature. But it also understands that some people have more power to do this. And that some people are doing more harm to the planet. It is unfair that the people who are doing more harm to the planet are less hurt by **climate change**. These people should do more towards the changes that have to happen to stop **climate change**. Bristol will make sure to plan around the fact that people have different amounts of money, time and knowledge.
4. A **just transition** means that Bristol understands that **climate change** and the loss of nature is often worst in other countries. Bristol will make its changes to do what it can to help them and will make sure not to make things worse for them.

## Principles

To be fair means that you don't just say the right things but do them too. So we are asking people to use the ten **principles** below in their work on **climate change** and the loss of nature:

**We will include the ideas and knowledge of disadvantaged people in all our work:** We promise to listen to and use the ideas of **disadvantaged groups** at every stage of our work. This includes when planning changes, making decisions, and carrying out the changes. We will also make ways for **disadvantaged groups** to give feedback on the changes when they are in place.

**Disadvantaged groups** know best how to make things good for them. We will make ways for these people to feed into our plans. **Consultation** often doesn't give enough power to people. So we will put effort into planning the ways we can make changes together.

**We will make sure that everyone can have good future-proof jobs:** By **future-proof** jobs we mean jobs that fit in with the work of just transition. They will be good for workers and the planet.

Workers must be at the centre of the **just transition**. They are experts on how to do the work well and their own needs. We will listen to worker's voices. We will make sure they can be leaders in changing their workplaces to be good for the plaet and nature. All new jobs will be good jobs that are well paid, accessible, safe, and good to work in.

We will take extra care when working with workers who are in jobs that are hurting the planet. We will help them to find jobs that are better for them and the planet. This will include talking with **unions** about **climate change** action plans. We will make free or affordable and accessible training to give people the skills they need.

As an employer, we will **co-produce** a worker-led **just transition** agreement. This will show how our jobs can be good for **climate change** and nature loss[13].

There will be new jobs made to stop **climate change** and nature loss. We will make sure they can be for people from **disadvantaged groups**. We will do this by making our training, workplaces and how we hire and talk to people accessible. We will hire people from **disadvantaged groups** into every level of our organisation.

**We will help disadvantaged groups to take action that is good for the planet and nature:** Lots of **disadvantaged groups** in Bristol are making plans to look after nature and the planet. These are called **community climate action plans**. We will bring the ideas from these plans into our work. We will make sure we don't put barriers in their way, and offer support to them.

**We will help individual people to make changes by making the big changes that makes it easy for them to act:** It often isn't easy for people to make choices that are good for the planet and nature because they cost a lot or are inaccessible. For example a wheelchair user might want to roll to work instead of driving, but they can't if the pavements are blocked or too bumpy. Everyone needs to make changes. But some people are doing more harm to the planet and so need to do more to look after it.

A **just transition** will happen when everyone is able to make the changes in the areas where they have some power. It will happen when people with lots of power set things up so the good choices are easy and affordable for all.

**We will make sure that the costs and benefits of the changes are shared out fairly:** Work on **climate change** can sometimes save people money. Yet it often takes a lot of money to access these things. For example, having **solar panels** can save people money on their electricity but cost a lot to buy.

The changes can also be hardest for people who don't have much money. For example if drive cars that use dirty fuels have to pay more this make things harder for people who can't afford electric cars.

We will make sure that the changes share the costs and **benefits** in a fair way. This means that people with more pay more of the costs and those who have less get more of the benefits.

We will make sure that the money that is made through making the changes stays in our city and communities.

**We will make our ways of talking accessible:** Many of the difficulties that come from **climate change** and nature loss happen because people talk about them in inaccessible ways. We will **translate** our important documents about **climate change** and the loss of nature to make them accessible. This will include translation into non-English languages, **Plain English**, audio, **British Sign Language** and **Easy Read**. This will let everyone understand and take part in the changes.

**We will act in ways that support the people experiencing the worst climate change and nature loss in other places:** What happens in Bristol changes and is changed by the rest of the world. This includes our weather, nature, money, the things we buy and make, and **culture**. So we will work to make sure that we don't make **climate change** and nature loss worse for people outside our city. For example, we will make sure that we don't get rid of our waste by sending it to other countries to deal with.

We will make sure that Bristol welcomes people who have lost their homes because of **climate change**. We will always look after **human rights**.

**We will make sure that everyone is more able to cope with the difficulties made by climate change and nature loss:** We will make changes so that **disadvantaged groups** aren't more harmed by **climate change** and nature loss. We will think about the extra problems some communities face when making plans. For example having lots of trees makes hot weather easier to cope with. Yet there are fewer trees in areas that have less money. So, we could act on this by making sure that more trees are planted in these areas.

**We will make our places good for everyone:** The changes that Bristol is making will mean that our spaces, buildings and transport change a lot. When we have power to make or change these spaces, we will think about the ideas and **values** that are behind them. Lots of public places in our city aren't nice to be in as they are made for cars, which is bad for people and the planet. So, we will change how we make spaces in the city so they put people, communities and nature first. These spaces must be accessible and welcoming to all. We will make sure that we use this work as a way of making **future-proof jobs**.

**We will make our organisation fair and bring the principles from the declaration into our work from the start:** We live in a world that is often unfair. So everyone can act in unfair ways unless we all push ourselves to do better. We all need to do more to be better to people who are different to us. Mistakes will happen now and then. This is normal. What is important is that when mistakes happen we use them as a chance to grow so they don't happen again. We will use the **principles** in this **declaration** to shape our plans from the start. When people come to us with feedback about how we have been unfair we will welcome this as a chance to do better. We promise to listen and never stop working on doing better.

## Next Steps

We invite every organisation in the city to sign up to using these ten **principles** in their plans when they are relevant to their work. We ask that organisations come back to the **principles**

once a year to see what more they can do. To sign-up to the **declaration** email BristolJTDeclaration@gmail.com.

We know that our understanding of what a **just transition** is will grow over time. We will continue to talk to as many people as possible and make changes.

**The just transition** won't be an easy journey. Yet we are excited about it because it can make the city and future that we all want to live in.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." - Martin Luther King: Letter from Birmingham, Alabama jail, April 16, 1964

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- The US Embassy.

## Appendix

### Resources to support implementation

1. **Centring the expertise of disadvantaged communities every step of the journey**
  1. [Carnegie UK - A Toolkit for Co-production in Community Planning](#)
  2. [Six Modes of Co-production for Sustainability](#)
  3. [NIACE - Reaching and Engaging Disadvantaged Groups in and through Community Learning](#)
  4. [C40 Cities - Inclusive Community Engagement](#)
2. **Green jobs to protect the rights of workers and disadvantaged communities**
  1. [Campaign Against Climate Change - Climate Jobs: Building a workforce for the climate emergency book,](#)



2. [Groudwork - Green Careers Report](#),
3. [C40 - Cities Good Green Jobs](#),
4. [TUC - A just transition to a greener, fairer economy](#),
5. [Syndicat European Trade Union - Involving Trade Unions in climate action to build a Just Transition](#),
6. [International Labour Organisation - Guidelines for a just transition towards environmentally sustainable economies and societies for all](#),
3. **Empowering disadvantaged communities to take climate and ecological action**
  1. Bristol Green Capital Partnership's [Community Climate Action project](#),
4. **Supporting individual change through system change**
5. **Fair distribution of costs and benefits**
6. **Prioritizing accessible communication**
  1. [Government guidelines for accessible communication](#),
  2. [Creating accessible PDFs](#),
  3. [North Yorkshire County Council - A Guide to Producing Information in Easy Read](#),
  4. [A2i - document translation services](#),
  5. [Bristol City Council Translation Service](#),
7. **Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe**
  1. [B Lab - The Climate Justice Playbook for Business: How to Centre Climate Action in Climate Justice](#)
  2. [Greenhouse Gas Protocol - Corporate Value Chain \(Scope 3\) Standard](#)
  3. [BSR - Supply Chain Sustainability](#)
  4. [SDG Action Manager](#)
8. **Building inclusive resilience**
  1. [Partners for Resilience - Building Inclusive Resilience](#)
  2. [Inclusive Spaces: Disability-Inclusive Design for Climate Resilient Cities](#)
  3. [COP26 - Disability, Resilience and inclusion in our cities](#)
  4. [European Environment Agency - Towards 'just resilience': leaving no one behind when adapting to climate change](#)
9. **Infrastructure for all**
  1. [Making Technology Accessible and Inclusive](#)
  2. [Inclusive Mobility](#)
  3. [C40 Cities - Access and persons with disabilities in urban areas](#)
10. **Embedding the process internally and at the beginning**
  1. [Bristol Disability Equality Forum - Protest for All guide](#)
  2. [Ies - A challenging environment: Experiences of ethnic minority environmental professionals](#)
  3. [Ben - The definitive guide to disability inclusion in the workplace](#)
  4. [Nus - Race, inclusivity and environmental sustainability](#)
  5. [Politics, Voice, and Just Transition: Who has a Say in Climate Change Decision Making, and Who Does Not](#)
  6. [ACAS - Improving equality, diversity and inclusion in your workplace](#)

7. [Bond - Anti-racism and decolonising: A framework for organisations](#)
8. [Stonewall - Best Practice, toolkits and resources](#)

## General guidance for businesses

1. BTeam: [Just Transition: A Business Guide](#),
2. BITC: [The Right Climate For Business: leading a just transition](#),
3. UN Global Compact: [Introduction to a Just Transition: A Business Brief](#),
4. UKRI: [Net Zero business models for a Just Transition](#),
5. LSE: [Translating just transition ambitions into investor action](#), includes a framework of expectations of business on the just transition,
6. SSE case study [Just Transition Strategy](#) followed by [Just Transition: From principles to action](#),
7. [Just Transition Centre - Just Transition: A business guide](#)
8. [Better Business Act](#)
9. [B Corp Impact Assessment](#)

## Other Equalities initiatives in the city

1. [Bristol's Commission on Race Equality](#),
2. [Bristol Women's Commission](#),
3. [Bristol Disability Equality Commission](#),

## Just Transition Work from other places

1. [The People's Transition - Rural Ireland](#),
2. [Just Transition - Climate Justice Alliance](#),
3. [Just Transition Commission - Scottish Government](#),
4. [United Nations - Just transition of the workforce, and the creation of decent work and quality jobs](#),
5. [Decolonising Economics](#)

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[1] Climate Emergency declaration passed at Full council November 2018  
<https://bristolgreenparty.org.uk/2yrs-climate-emergency/fc-motion-13th-nov-climate-emergency/>

[2] Ecological Emergency declaration issued by the Mayor and One City partners February 2020  
<https://www.bristol.gov.uk/council-and-mayor/policies-plans-and-strategies/energy-and-environment/bristol-ecological-emergency>

[3] One City Climate Strategy issued February 2020 <https://www.bristolonecity.com/wp-content/uploads/2020/02/one-city-climate-strategy.pdf>

[4] One City Ecological Emergency Strategy issued November 2020 <https://www.bristolonecity.com/wp-content/uploads/2020/09/One-City-Ecological-Emergency-Strategy-28.09.20.pdf>

[5] Colonialism as a historic and ongoing driver of the climate crisis is recognised by the the 2022 IPCC report <https://www.ipcc.ch/report/ar6/wg2/>

[6] <http://erg.ic.ac.uk/research/home/projects/Bristol.html>

[7] You can read more about the history of the term in the Scottish Just Transition Commission report <https://www.gov.scot/publications/transitions-comparative-perspective/pages/3/>

[8] You can read more about this history in the Climate Justice Alliance Just Transition report <https://climatejusticealliance.org/just-transition/>

[9] <https://unfccc.int/process-and-meetings/the-paris-agreement>

[10]

[https://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@emp\\_ent/documents/publication/wcms\\_432859.pdf](https://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/documents/publication/wcms_432859.pdf)

[11] <https://climatejusticealliance.org/just-transition/>

[12] Inspiration can be taken from worker's led just transition plans such as that created by workers at Rolls Royce <https://www.tuc.org.uk/blogs/pushing-green-new-deal-rolls-royce>

[13] Inspiration can be taken from worker's led just transition plans such as that created by workers at Rolls Royce <https://www.tuc.org.uk/blogs/pushing-green-new-deal-rolls-royce>

## Report of Chair of Bristol Disability Equality Commission to Full Council December 2023

1. Alun Davies was appointed chair of the commission in September 2021. In December 2021 an open recruitment process for commissioners was undertaken. There were 22 applications. 17 Disabled people were interviewed. 11 applicants were appointed in February 2022. These are:

Beth Richards – individual commissioner

Gordon Richardson – individual commissioner

Justin Smith – Centre for Deaf and Hard of Hearing People, organisation commissioner

Laura Welti – Bristol Disability Equality Forum, organisation commissioner

Leah Martindale – individual commissioner

Lynne Parfitt – individual commissioner

Marie Mighty – individual commissioner

Megan Belcher – individual commissioner

Phil Gingell – individual commissioner

Ruth Pickersgill – West of England Inclusive Living, organisation commissioner

Val Stansfield – Bristol Reclaiming Independent Living, organisation commissioner.

2. The members selected bring a very wide range of experience, knowledge and skill to the role. During 2022-2023, Leah Martindale and Phil Gingell have left their role as Commissioners. The chair would like to formally thank both Leah and Phil for their work and commitment in getting the Commission established.

3. Anela Wood and Devon Lowndes have joined as individual commissioners. Gordon Richardson is now the Bristol Disability Equality Forum representative, and Laura Welti is now an individual representative.
4. The Commission held its first meeting in February 2022 and has met bi-monthly since. It's terms of reference have been agreed. Commissioners have been identified to lead on specific work areas. Commissioners have been appointed to a number of One City boards, including Children and Young people, Culture, Homes and Communities, Transport and Commissioners participate in the work of the Health and Wellbeing Board.
5. The Commission chair continues to meet with councillors and senior officers of the council and other senior leaders in the city. The chair feels that positive working relationships have been established with the role of the commission seen as a positive one giving constructive challenge and seeking positive answers wherever possible.
6. One of the main issues has been the future of the commission in the new council committee structure. It is not yet clear to the commission what the role in the new structure may be. Clarification from members would be welcome as to their thoughts on this issue.
7. The Commission has not yet been successful in getting additional core funding for our work. The grants of £5,000 from Quartet for two years remain the only additional funding secured. The commission has not been able to do all the work it wants and achieve what Disabled people in Bristol need. Due to the lack of resources additional funding would provide.
8. In August 2022, the Commission successfully applied to the National Lottery for funding. This funding is to undertake engagement with

Disabled people to inform and guide the work of the commission. Due to a variety of pressures, this work was not undertaken in 2022-23 as planned. It will now take place in the winter and spring of 2023-24.

9. Commissioners have continued to engage with the relevant officers about the disproportionate implications of the Clean Air Zone on Disabled people. Dialogue is on-going. There has been progress on ensuring greater accessibility of the administrative systems, and consideration is being given to other mitigations. The commission remains concerned particularly over the issue of Disabled people who have a Blue Badge but not one specific vehicle.
10. The Commission has worked with Adult Social Care on a number of different areas. It has provided advice on the implications of budget reductions on Disabled people. It has also offered advice to Adult Social Care on its development of an Affordable Care Policy. Work is on-going regarding the delivery of the recommendations of the Sir Stephen Bubb report concerning Autistic people and people with learning difficulties. Unfortunately, this work has not progressed as quickly as was intended. The commission has been requested by the Director of Adult Care to develop a co-production policy and process for Adult Social Care. This work is underway and will produce a policy and process by April 2024.
11. The chair of the commission has met with the Mayor of the West of England Combined Authority. The focus of their meeting was regarding the accessibility of transport in the area.
12. The Commission has worked in partnership with the Chief Executive of the Bristol, North Somerset and South Gloucestershire Integrated Care board to explore the experiences of Disabled people with a physical or sensory impairment of Health services. This work has revealed many challenges Disabled people experience. A report outlining those challenges and including recommendations for actions was discussed by the board in October and agreed.

13. The Commission has been made aware of challenges and difficulties experienced by a significant number of Disabled people employed by the council over recent years. The chair of the commission has raised these issues with the senior leadership of the council. They recognise and accept the seriousness of the situation, and a number of actions have been agreed.

# Full Council

## 12<sup>th</sup> December 2023



**Report of:** Penny Gane, Chair Bristol Women's Commission (BWC)

**Director;** Tim Borrett, Director Policy, Strategy and Partnerships

**Title:** Annual Update: Work of Bristol Women's Commission 2022/2023

**Ward:** City-wide

**Member Presenting Report:** Penny Gane Chair, Bristol Women's Commission

### Recommendation

- To note the report
- To ensure Bristol City Council continues to support the Bristol Women's Commission to deliver on its programme of work
- To continue to support the Women's Commission

### Summary

This report provides a summary of the work undertaken by BWC during November 2022 – October 2023

### The significant issues in the report are:

The report sets out the work undertaken by the Women's Commission in the priority areas of; Safety, Health, Education, Economy and Business.





## Relevant Policies

1. European Charter of Equality for Women and Men in Local Life
2. One City Plan
3. Inclusive Growth Strategy
4. Joint Strategic Needs Assessment and Women’s Health Strategy
5. Bristol City Council’s Equality and Inclusion Policy and Strategy 2018
6. Mayoral Commission on Domestic Abuse

## Consultation

### 1. Internal

BWC has a cross party membership of Elected Members and has been supported by Cllr Helen Holland in her role as Cabinet member Adult Social Care & Integrated Care System, Women and Women’s safety.

The Commission currently has no lead officer from BCC and no dedicated Equalities Officer. BWC receives business support for minuting meetings.

### 2. External

Please see the list below of all the organisations which make up the Commission and its 5 task groups. More than 70 external agencies are participants in the work of the Commission.

BWC has the following membership:

Bristol City Council (Councillors and Officers), One City, Bristol Women’s Voice (BWV), University of Bristol (UOB), University West of England (UWE), City of Bristol College (CoBC), Avon and Somerset Police, Trade Union Congress (TUC) vacant, Business West, University Hospitals Bristol (UHB) vacant, North Bristol Trust, Volunteering Organisation Standing Conference on Urban Regeneration (VOSCUR), Bristol Headteachers, Task Group leads on Economy, Health, Business, Education, Safety.

Chair: Penny Gane

Vice Chairs: Rebecca Mear, CEO VOSCUR, Joanne Ward, Vice Principal, Corporate Services and External Relations, City of Bristol College

**The Women’s Commission is a City-wide partnership established to address multifaceted inequality faced by women and girls in the City of Bristol. Bristol Women’s Commission was set up in 2013 when the Mayor signed the European Charter of Equality of Women and Men in Public Life. See Appendix 1: A decade of achievements of Bristol Women’s Commission 2013-2023**

The Women’s Commission currently has five task groups: Women’s Safety, Women’s Safety, Women in Business, Women and the Economy and Women and girls’ education. A further Task and Finish group was set up in addition to its five Task Groups and worked on the Councillor survey.

The commission has representatives on the Economy and Skills Board and Transport Board and several commissioners are on other boards relating to their own sectors

Three members of BWC are on the steering group set up by the PCC and Chief Constable of Avon and Somerset Police tackling Violence Against Women and Girls on a regional basis including a review of the Force itself. One of our commissioners also co-chairs the Women’s Independent Advisory Group to A&S Police.

Bristol Women’s Commission has hosted a full programme of speakers throughout the year and enabled follow up actions to support speakers in their work.

## **Context**

This annual report summarises the activity of Bristol Women’s Commission since our last report to Full Council in November 2022.

The Women’s Commission seeks to draw councillors’ attention to some of the issues women are facing:

### **Women’s Health**

- Recent data shows that rates of breast cancer are **16% higher** in Bristol than the England average (OHID). Screening rates are also significantly lower.
- In Bristol prevalence of osteoporosis is rising much faster than in England and 72% of hip fractures, a common consequence of osteoporosis, occurred in women (BCC, 2022s).
- Women in Bristol -13%- smoke, more than the national average of 10.4%
- Nationally, 1 in 5 women have a common mental disorder, compared with 1 in 8 men. In particular the perinatal period, menopause, long-term conditions and violence against women and girls. Locally, there is a relationship between poor mental health and deprivation.

### **Women and the Economy**

- Women’s Budget Group/ Centre for Local Economic Strategies estimated that barriers to paid work for women costs £88.7bn gross value added per year.
- 62% of those working in care earn less than the real living wage
- 25% of children with a parent working in social care are growing up in poverty
- Last year around 12,000 people in Bristol -overwhelmingly women - were economically inactive due to the need to provide family care. In addition about 25% of all women are caring for children or adults restricting their ability to work full time or at their skill level.

### **Education**

- The average age of children first seeing pornography is just under 13 (Children’s Commissioner)
- Sexual harassment and sexual violence continue to be a scourge in schools (Women & Equalities Committee 2023)
- Women are much more likely to go to university than men and have been for many years. They are also more likely to complete their studies and gain a first or upper second-class degree.

However, after graduation, men are more likely to be in ‘highly skilled’ employment or further study just after graduation. Male graduate average earnings are around 9% higher than female earnings one year after graduation. This earnings gap grows substantially over their early careers and reaches 31% ten years after graduation.

### **Women’s Safety**

- It is estimated that around 67 thousand individuals aged 16 or over will have experienced domestic abuse over their lifetime in Bristol
- In Bristol 81% of domestic abuse cases involve women as victims and men as perpetrators
- 59% of survey respondents to a women’s survey in Bristol said they had experienced verbal sexual harassment on Bristol transport;

### **Women in Business**

- Lack of affordable childcare provision in the city has a detrimental impact on women’s ability to apply for jobs, remain in jobs and progress to meet their full potential.
- Women are still under represented in the STEM and construction sector in the city
- We have seen the positive impact on women who work for organisations that are signatories to our Charter, supporting and creating awareness of the work we do and helping us to make Bristol a gender equal city.

### **2022/2023 Progress**

#### **1. Women and the Economy –**

Leads: Diane Bunyan, Sue Cohen

Task group membership organisations:

Policy Advisory Committee Women’s Budget Group, Fair Play South West; Family Policy UoB, Health and Social Care- City of Bristol College, Stepping Up, Co-produce Care CIC, Bristol Women’s Voice, Carers’ Support Centre, Parenting in the Pandemic Project, Equity, plus involvement of Employment Skills and Learning Bristol City Council and Equality, Diversity & Inclusion, North Bristol NHS

The Task Group have made significant progress in furthering the importance and value of care, formal and informal, to the social and economic infrastructure of Bristol with the support of partners and representation on the Economy and Skills Board. Building on the successful event that brought together training and care providers, grassroots groups, community researchers; political representatives; academics and employers the group identified a list of key actions that have since been supported in key settings. The Metro Mayor Dan Norris attended the BWC meeting in February and committed to highlighting the caring economy within the combined authority on a panel at a very successful and well attended workshop at International Women’s Day in March. The Task Group Convenors have since met with the WECA senior management team to discuss the issue in relation to their work on growing the local economy. The group facilitated care providers, City of Bristol College and voluntary sector organisations to come together to apply for skills funding to support those wanting to access work in care. The group presented their work at a meeting of the European

Sociological Association and to the joint meeting of the Health and Social Care and Economy and Skills Board. The group is now working with Bristol Women’s Voice to support local women to raise and campaign on issues for those providing and receiving care both paid and informal.

The task group is also working with the Women and Business Charter Group to identify how this issue impacts on their workforce and to identify examples of good practices that can be shared with all employers in Bristol.

**See Appendix 2: The Caring Economy Manifesto**

**See Appendix 3: Report on Caring Economy multi agency event 17.10.22**

## **2. Women’s Safety**

Lead: Claire Bloor, CEO SARSAS

Member organisations: St Mungo’s, Identification and Referral to Improve Safety (IRISi), UWE, UoB, BWV, BCC, Bristol Drugs Project, Avon and Somerset Police, Probation Services, Working Links, Somerset & Avon Rape & Sexual Abuse Support (SARSAS), One25

### **Womens Safety on Public Transport**

Progress is slow but the group is ensuring that they are represented at key meetings including representation on the One City Transport Board and the VAWG on Public Transport Steering Group to ensure women’s voices are heard. This includes working with the public transport safer and equalities group – coordinated by SARI and the VAIWG on public transport - steering group coordinated by the British Transport Police. The group is working with Bristol City Council to support their training across Licensing to make taxis safer for women. The group is also working with A&S Police to develop a joint approach on tackling sexual harassment across First Bus services.

### **Night-time Economy**

Women’s Safety Task Group will be represented on the Nighttime Economy Advisory Panel and the Purple Flag Group. For the latter people have had to walk around the city one night to see how safe/accessible it is as part of a self-assessment process.

There is an update to the training coming for nighttime economy workers and it is hoped that the Women’s sector will be involved in rolling this out across the City.

### **16 Days of Activism Against Gender Based Violence**

Following the success of last years 16 Days of Activism, partners will join BWC in amplifying messages to end gender based violence this year (25th November to 10th December 2023)

### **Future of the Women’s Safety Group**

BWC have decided to change the format of how women’s safety in the City is discussed at the commission level. This is because many of the WSTG members sit on strategic reference groups on the issues of women’s safety already and it has felt like a doubling up of resources.

Instead the Commission will be dedicating one of the BWC Full Commission meetings each year to focus on women’s safety. In July 2023 Commission piloted this approach with an excellent session on

tackling VAWG which included speakers from Bristol City Council and NextLink on the Domestic Abuse Strategy and service implementation. Commission received an excellent presentation from the Deputy Police and Crime Commissioner and Chief Inspector Steph McKenna A&S Police BWC commissioner on how the Police are tackling VAWG. Sgt Patrick Brimmer briefed commission on progress on the next VAWG Summit from new Asst Chief Constable Joanne Hall.

Three commissioners are active members of Avon and Somerset Police’s VAWG steering group and a Commissioner co-chairs the Women’s Independent Advisory Group to A&S Police.

**See Appendix 4: VAWG agreed statement- Safer Places for Women and Girls**

**Women in Business Charter: Lead Sandra Gordon, Director Women in Business Charter**

Women in Business Charter signatories: OVO, Burges Salmon, UWE, Moon Executive Search, Manor Community, National Composites Centre, Business West, Chickp Ltd, Hargreaves Lansdown, ADLIB, Flipper, Stephenson Law, Redington, Sawdays, Action M.E, Bishop Fleming, Pelican, BCC, Bristol Airport, TLT LLP, One Big Circle, Clarke Wilmott, GCP, Ian Williams, water2business, Rolls Royce, Simitive, Centre for modelling and simulation, SR2, Tech Talent Academy, Stride Treglown, Triodos Bank.

During the last 12 months the Bristol Women in Business charter has continued to increase membership with 41 employers representing over 45,000 employees.

They have also stated that the Charter has helped to solidify their commitment to gender equality in their businesses and hold them accountable to the goals that they have chosen.

“We have benefitted from being part of a wider community that shares good practice in improving and maintaining gender diversity and inclusion. Being a Charter signatory also demonstrates to our employees, clients and local community that we take these issues seriously and finally, being a signatory keeps gender equality on the firm’s agenda.”

The Charter new signatories are seeing a benefit from joining already. “Our first-year membership of the Charter has helped us maintain our ongoing focus on diversity and inclusion. Events held with Charter signatories have provided a broader insight into progressive approaches for us to consider, which has prompted healthy discussion internally about opportunities to further our gender equality.”

The group has continued to listen to the needs and suggestions from the Charter community throughout this year, to help improve the value of being a signatory and ultimately to achieve the aims of the Charter.

A common theme in the feedback from signatories revolves around mentoring and support from other signatories, which has led to the launch of the Peer 2 Peer Mentoring Program.

One of the benefits of being a Charter signatory is creating the opportunity to bring companies together to share their experience and knowledge and learn from each other through regular events. Throughout 2022/23 there have been 6 events, a blend of Signatory exclusive events and public events and for the first time since the start of the pandemic and the group becoming a CIC, the group has been able to host in person public events, covering important subject matters such as ‘untapped talent’, and ‘recruiting for difference’.

The group has seen progress made from signatories outside of their chosen goals on a number of other activities such as changes to key policies, recruitment, the implementation of inclusive leadership training and connecting with various networks that support women within organisations. See the latest impact report for details of progress made against each of the seven charter goals.

<https://drive.google.com/file/d/1bd03pw07zF93SI80hN-3aMFO2Fbs9tUF/view>

#### Charter Objectives/goals 22/23

- Peer to Peer Support Programme
- BSI/ISO Gender Standards Work
- Consultancy expertise from the Charter
- Sharing best practice
- Increasing awareness of the work of the charter
- Focusing on developing an intersectional approach/lens to the progress our signatories are making.
- Implementing 6 monthly progress check ins with signatories
- Collaborating with the Women’s economy task group with the caring economy manifesto – the impact this is having on women working in businesses.

#### **See Appendix 5: Annual Impact Report- Bristol Women in Business CiC 2022-3**

#### **Women’s Health**

Co Chairs-Monira Chowdhury, North Bristol NHS Trust, Penny Gane Chair BWC  
 Membership-North Bristol Trust, Healthwatch Bristol, Womankind, Bristol Health Partners, UWE Incontinence, UWE Nursing & Dorothy Hospice Care, Karin Smyth MP, Bristol GP, BWV, Next Link, Self-Injury Support, Black Mothers Matter, Public Health, Caafi Health, BWC Chair

Over the last year, the Bristol Women’s Health Task has grown in strength with new community sector members Black Mothers Matter and Caafi Health joining health specialists from voluntary sector organisations and the public sector and volunteers with an interest in women’s health. Bristol Health Partners and Healthwatch Bristol have also joined long standing members: BHP Bladder & Bowel HIT Chair, Next Link, Womankind, GP, local MP. The Commission strongly advised the Council to refresh the chapter on Women’s Health first published in 2017. Following the publication of the chapter on Women’s Health in the JSNA- research supported by the task group- and the publication of poor breast cancer statistics in the Bristol Cable (with interviews of Co Chairs) the group is focussing on Women’s

Health Hubs for the upcoming year in order to bring together partners covering a range of women’s health issues and ensuring the initiative is community focussed. The Commission session on Women’s Health Hubs brought together the leads from the Integrated Care Board and Public Health with women’s health charities, health sector representatives and commissioners to examine the notion of a BNSSG wide Health Hub and to contribute ideas on its development. Co Chair, Monira Chowdhury will be on the steering group for the Health Hub.

The Chapter on Women’s Health in the JSNA will be monitored by the Health and Wellbeing Board.

The group is now linked to Dame Lesley Regan’s National Women’s Health Round Tables and a representative of the group attended the first of these on Women with Dementia.

### **Women and Girls’ education**

Membership- St Mary Redcliffe & Temple, Orchard, North Star Academy Trust, Cabot Learning Federation, St Brendans, Oasis Brightstowe, RedMaids High, Cotham School, Notton House Academy, St Bede’s, Badminton, Cajigo, University of Bristol, City of Bristol College, University of West of England, Bristol City Council

Chair Kaye Palmer Greene

The Education Task Group has decided that the focus for the group going forward will be violence against young girls and women in education. The group plans to proactively influence the Belonging Strategy city plan; the Education Task Group will focus on making decisions on what action can be taken to lobby this group with changes that can make a positive impact. In order to ascertain what is currently happening in the city the group will establish an evidence base of current levels of harassment in schools, further education and higher education in Bristol. We will then develop a scheme of work that can be shared between the schools, FE and HE establishments.

### **International Women’s Day**

Bristol Women’s Commission organised and chaired two panel events at the IWD celebrations at City Hall in March: Women in Leadership and A Caring Economy for Bristol-Who Cares Wins.

### **Bristol Women’s Commission Comms**

BWC now has its own dedicated website, which is kept up-to-date with membership changes etc. and has hosted some thought provoking blogs on the range of issues that BWC works on - from business and the economy to women's health and safety. We have more posts in the pipeline from national politicians.

BWC's social media followers continue to grow, with LinkedIn seeing a significant uplift and excellent engagement rates. Our full commission meetings are all live tweeted, securing high profile re-shares and engagement from other organisations and city leaders.

We've also featured in the local press with The Bristol Cable running an in-depth look into both the caring economy (need for affordable childcare for working mums) and women's health (exploration into how health hubs might help us tackle the high breast cancer rate in Bristol). We've also been mentioned by BBC, Bristol24-7 and Bristol Live. We will be taking part in 16 days of action with interviews and blogs.

### **BWC meetings**

This year BWC has hosted the following speakers:

Date	speakers	subject	outcome
NOV 2022	Rachel Albless BHP	How BHP support women’s health	Rachel has joined BWC Health Group and has initiated direct contact with relevant BHP Health Implementation Teams
	Millie Collins (commissioned by Public Health)	New JSNA Chapter on Women’s Health	BWC lobbied for the production of this comprehensive report and supported the research. It will be published on council website and monitored through Health and Wellbeing Board.
	Hilary Land ETG	Integrated Social Care	To inform BWC on the matters discussed at an awayday on the new arrangements
	Sue Cohen ETG and Economy Board	Who Cares Wins	Economy Task Group produced a series of demands shared with WECA and other organisations
	Sandra Gordon WIB	Untapped Talent Pool	Businesses able to develop policies to address caring responsibilities, menopause etc and to gain perspective on the economic impact of women not achieving their potential
January 2023	Dan Norris, Mayor of the West of England	A Caring Economy for the West of England	Dan Norris took part in a panel discussion on the topic at IWD Economy Task Group met with WECA senior management team to discuss possible work on this issue
March 2023	Oona Goldsworthy, Co Chair Homes and Communities Board	What are HCB doing for women?	Link established with the Economy Task Group leading to Brunel Care being involved in a bid for funding to support more women into jobs in the care sector
	Cllr Geoff Gollop, Vice Chair- committee Model Working Group Plus members: Cllr Marley Bennet Cllr Nicola Beech Cllr Helen Holland	How will new arrangements affect Bristol Women’s Commission?	Wide ranging discussion of possible outcomes for commissions and new arrangements. Generally supportive and reassuring.



	Penny Gane, Chair BWC	Achievements of BWC over ten years	Councillors warmly appreciated overview of the commission’s work.
May 2023	Vicki Shaw- Wessex Water Yasmin Boudezba- Western Global Rosie Richards- Hargreaves Lansdown	How are individual WIB Charter signatories working to bring about women’s equality?	<p>The 3 charter signatories provided an update of activities and progress on gender equality being undertaken within their organisation, which include.</p> <p>Introducing Women of the West at Work which is a positive environment for sharing experiences. Most people are now working from home and mothers are benefitting from this change.</p> <p>Finance traditionally male dominated, worked hard to change this, ratio is now 40/60 women/men now and some directors are women and mothers.</p> <p>Reviewing the key stages of recruitment, getting to middle management level and keeping women motivated through life’s challenges. Making the application process wording gender neutral. Looking at where they can recruit differently using organisations like Women’s work lab, Stepping Up.</p> <p>Introducing menopause coaches and looking at women’s health all the way through life.</p> <p>Attracting more female talent through improved recruitment advertising, with a specific focus on returners.</p> <p>Develop female talent, through targeted support, mentoring and career development planning, promote the use of mixed interview panels.</p>

			The culture is the most important thing, it has helped that people know they can take time out if needed, for example for childcare issues.
July 2023	Claire Hiscott- Deputy PCC Chief Inspector Stephanie McKenna A&S police Sgt Patrick Bremmer	How are A&S Police tackling VAWG	Very full reports from A&S, Dep PCC, PH, VAWG steering group. Much progress. Task group keen not to replicate so will instead bring an annual report. Commissioners taking an active role in many VAWG groups including A&S steering group VAWG, and IAG.
	Sue Moss PH Sarah O’Leary, Next Link	VAWG Progress and Strategy	As above
September 2023	Alexandra Humphry, Clinical Effectiveness Mgr BNSSG ICB Dr. Joanna Copping, PH Consultant	Women’s Health Hubs	Meeting attended by health task group members and other guests with an interest in WHHs. One health hub to cover BSSNG area under NHS England funding. High expectations of increasing women’s engagement, though WHHs focus has been prescribed centrally. Co Chair of Health Task Group to be on steering group. Health task group to be closely involved. PH staff to attend HTG.
	Charlotte Back, Health watch	Your Menopause Experience. Research results.	Strong research to give evidence base in employment policies and to underpin issues dealt with in health hubs as relevant; Healthwatch now member of BWC Health Task Group

## **Conclusion**

### **Conclusion**

For a decade Bristol Women’s Commission has brought together partners across sectors and agencies to raise issues of women’s inequality with decision makers and key agencies in the city. This report outlines how the five task groups and commissioners have sought to highlight and address the wide range of issues affecting the lives of women in Bristol in 2022/3.

The report notes progress in the course of one year but significant inequalities persist in the lives of women and girls which call for continuing resolute action. Decision makers need to ensure policies for change are embedded at every level to tackle the issues laid out in this report.

Penny Gane, Chair Bristol Women’s Commission 24th October 2023

## **Appendices:**

**Appendix 1: A decade of achievements of Bristol Women’s Commission 2013-2023**

**Appendix 2: The Caring Economy Manifesto**

**Appendix 3: Report on Caring Economy multi agency event 17.10.22**

**Appendix 4: VAWG agreed statement- Safer Places for Women and Girls**

**Appendix 5: Annual Impact Report 2022-2023; Bristol Women in Business CIC**

## Appendix 1:

### Bristol Women's Commission - Some of our achievements over a decade 2013-23

- The commission brought together women survivors of domestic violence and abuse together with the Mayor and Housing leads which resulted in a process for enabling a number of Domestic Violence victims to access the top tier for social housing allocation
- Set up **Zero Tolerance** 5 year initiative getting employers to sign up and commit to a choice of initiatives to support victims of Domestic Violence, Abuse, Harassment and exploitation in the workplace.
- BWC successfully lobbied for a Women's Health chapter in the Joint Strategic Needs Assessment in 2017 and now a new chapter in 2023 with a series of recommendations to be monitored by the Health & Wellbeing Board. BWC Influenced government thinking on women's health and the new National Women's Health Strategy.
- Ran a **50-50** Campaign to get more women councillors at Bristol City Council. Ran events to get women into Public Life. Worked with political parties to get more women standing in safe seats. Trained women in how to become councillors. Made a short film on a day in the life of a councillor. **Numbers of women on the council increased from 26% to 43% over two years.**
- Brought schoolgirls together across the city through series of girls' conferences with inspirational role models. Students looked at changes they wanted to make in their schools and in their lives. Also set up staff mentoring scheme for aspiring female leaders.
- The Women in Business CiC, an arm of the Commission brings together Businesses throughout the City which sign up to the Women in Business Charter. This improves the working practices of employers, gets more take up of women in senior roles and on Boards, includes policies such as menopause policies and creates a more equal society.
- The Commission has produced a Guide for employers on Economic Recovery- following the pandemic- to improve the lives of working women. A Caring Economy is a strong theme of the commission's work and is recognised locally and nationally.
- In 2018 BWC won 175k funding from Government Equality Office for a magnificent year of events commemorating the centenary of the first

women getting the vote. The whole city were involved in the programme. The highlight was the Lantern Parade of 4,000 on Feb 6<sup>th</sup> down Park St with giant puppet suffragettes, University Tower and Vic Rooms lit up in purple and green, 100 girls choir singing March of the women.

Other events included: We are Warriors, the life of Sarah Guppy, Bristol University panel with Shami Chakrabarti, Extraordinary Science for girls on the SS Great Britain, Young People's film-Watershed, Awards ceremony for nominated women in communities, Black Women100, commissioning of anthem 'We Rise' by Dionne Draper, on-line games building around issues of women's suffrage, bringing together a brass band-Burning Brass-and so much more.

- Published a series of reports: Transport strategy for women in partnership with University of West of England and two reports on young women's health in partnership with University of Bristol

# The Caring Economy Manifesto from Women's Commission



## What is it?

- An economy with childcare and social care at its heart.
- Investment in well-being, life chances, reducing poverty, improving health, increasing healthy life expectancy.
- Investment in people of all ages, including early years development.
- Investment in levelling up through focus on disadvantaged areas, reducing poverty and improving public services.
- Growth policies which benefit all people including those working in care, whether paid or unpaid, and those they care for - children, sick, disabled, or elderly.
- Creation of more high-quality jobs in local care Businesses to stimulate local economies and avoid dominance of extractive private equity finance.
- Growth policies which enable more women to take up more and better-paid hours of employment, through better provision of care support, transport, skills development, and flexible working.

## What are we calling for?

Government, Regional Mayor, Local Authority Leaders, and all employers to recognise that investment in care is essential for a thriving, more inclusive economy, by:

- Improving working conditions in employment charters and commissioning contracts, including at least the real living wage and time to do unpaid caring.
- Improving support for participants in training and skills programmes – childcare and other caregiving provided for trainees; innovative models of delivery for under-represented communities; affordable for all ages including adults; maintaining appropriate qualifications (such as the BTEch in adult social care).
- Ensuring that investment in training and skills focuses on adult social care and childcare and leads to improved career progression and pay.

See full report:

[https://www.fairplaysouthwest.org.uk/images/Caring\\_Economy\\_for\\_Bristol\\_31\\_Jan\\_23\\_copy.pdf](https://www.fairplaysouthwest.org.uk/images/Caring_Economy_for_Bristol_31_Jan_23_copy.pdf)

Contact

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# The Caring Economy Manifesto from Women's Commission



## Why do we need it?

Women need it because more women than men live in poverty, mainly because of unequal access to well-paid jobs. The reasons include:

- The childcare system is broken because of Government under-investment in this essential public infrastructure – leading to under-paid staff, people leaving the profession, poor quality inflexible provision, poor availability particularly in disadvantaged areas, fees and fee-top-ups which parents can't afford. Women in general, and lone mothers in particular, simply can't afford to work more hours in paid employment.
- The adult social care system is broken because local authorities are underfunded to provide enough care to meet the needs of the sick, disabled and elderly in their communities. A growing number of people (mostly women) are having to retire early, reduce their hours.
- Careers advice and recruitment into skills and training steer women stereotypically into low paid sectors of the economy.
- The social security system no longer provides an adequate safety net, affecting women more than men because they provide more of the unpaid care necessary to plug the gaps left by inadequate publicly funded services. The inadequacy of the level of payments is compounded by draconian measures such as the benefits cap and the sanctioning regime.

The economy needs it because growth and productivity are being held back by rising so-called 'economic inactivity' levels caused by:

- women being unable to take up more employment; and
- poverty and the stress of providing unpaid care cause increasing levels of long-term sickness; and
- young people entering the work force with health problems, particularly mental health, due to poverty or caring for adults or both; and
- raising of the State Pension age leading to a cohort of women counted as 'working age' who are caring for others or themselves long term sick.

Society needs it because caring is undervalued and underpaid, and we are increasingly reliant on the unpaid contribution of volunteers and family members to provide the services which underpin its fabric. This contribution should be recognised in calculating the cost benefit of investing in care.

See full report:

[https://www.fairplaysouthwest.org.uk/images/Caring\\_Economy\\_for\\_Bristol\\_31\\_Jan\\_23\\_copy.pdf](https://www.fairplaysouthwest.org.uk/images/Caring_Economy_for_Bristol_31_Jan_23_copy.pdf)

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### Appendix 3- Report on Caring Economy event

#### REPORT ON THE CARING ECONOMY FOR BRISTOL EVENT Oct. 17<sup>TH</sup> 2022 ECONOMY TASK GROUP - BRISTOL WOMEN'S COMMISSION

**The event brought together** Childcare and social care providers paid and unpaid; City of Bristol College; city council policy makers; grassroots and women's groups; Parenting in the Pandemic community researchers; political representatives; organisers from March of the Mummies; receivers of care; university researchers - **Coming together in solidarity with one another for a Caring Economy for Bristol**

#### **What do we mean by the Caring Economy?**

The Commission on a Gender-Equal Economy led by the Women's Budget Group with input across the UK from gender budgeting experts, organisations working on poverty/discrimination, grassroots activists and local decision makers - developed an economic vision, with strategies, to further equality between women and men. The Commission's final report defines the vision as **"A Caring Economy"** which:

- Has the wellbeing of individuals, communities and the planet at its centre
- Values the care that nurtures us all - paid and unpaid
- Ensures that no one faces discrimination, violence, or poverty.

**Bristol Women's Commission has picked up the mantle along with our sponsors – City Of Bristol College, Fair Play South West, Bristol Women's Voice, the University of Bristol, the Women's Equality Network. Together we believe that investing in care will further the delivery of an inclusive, fair and functioning economy that Bristol's One City Plan aspires to.**

#### Bristol Women's Commission's Economy Task Group's Vision of a Caring Economy

- **Is a thriving economy with childcare and social care at its heart:** That boosts women's place within the economy and supports better access to training and skills, professional development, and continuity in employment
- **Invests in people of all ages. Invests in children's early years** – that they thrive in their social, physical and creative development giving children a better, more equal start in life
- **Invests in levelling up** – we know that in the most marginalised areas of the city where unemployment is highest and educational advancement and social mobility lowest that it is harder to get a childcare place especially one you can afford; it's harder to get to work because bus services can be so poor so if you are caring for a relative or your children you can't manage your day; it's harder to get out and about if you rely on care; it's harder for parents to get support for children with SEND needs
- **Economic policies are centred on growth at the moment – but where is the growth and who benefits? Caring economics invests in childcare, nursery care, social care that includes paid and unpaid carers, transport, well-being,**



- training and skills; rewards those who work in the caring economy rather than so many having to rely on low wages and food banks**
- **Caring economics creates more new jobs in the care sectors than a similar investment in physical infrastructure.** But these jobs need to be well paid. We need more workers in the care sectors. However many are on their knees. Wages and recognition of skills are so poor at the moment that the childcare and social care infrastructure is in serious decline
  - **Caring Economics furthers productivity enabling more women to take up and remain in employment across all sectors,** advance their professional development, and access training and skills – with the support of flexible working conditions that give time to care – this is what productivity is about
  - **Creates new employment opportunities** – if there is childcare and social care support, women will be more able to join in furthering the green economy, environmental sustainability, renewable energy
  - **Health and care services employ the highest number of workers in the city,** over and above retail, hospitality financial services and manufacturing and yet the health and care sectors get barely any recognition for their contribution to the local economy in spite of the contribution they make to holding the economy together as we saw in the pandemic; in spite of the contribution that those working in the caring economy make in the taxes they pay. Meanwhile the very rich, hedge funders who buy up care homes leach approx. 25% of the profits they make out of the country evading investment in growth. There is no trickle down there
  - **Caring economics invest in sharing care more equally in the family.** Invests in women and men who are carrying the burden of care – the invisible army. Enables those who are cared for to have greater choice in their lives
  - **Above all caring economics invests in well being and life chances, reducing poverty and improving health, increasing life expectancy**

**Bristol Women’s Commission proposes that Bristol adopts the caring economy as a strategic driver for investment.**

**Bristol City Council and the West of England Authority have between them wide ranging responsibility for public services, training, skills, transport, environmental sustainability and for those disadvantaged by poverty and discrimination. The test is how are ambitions rolled out in practice by all decision makers including national government, how are we measuring improvements, addressing challenges? What we cannot change locally and regionally needs local and regional government to campaign for at a national level.**

## Top Demands from the Roundtables at the Caring Economy Event

### Investing in the Caring Economy

- **Investing in the caring economy contributes to our communities.** Investing in poorer communities means that residents return that investment to their communities. Local investment can then feed into the environmentally sustainable circular economy
- **Resource local care providers so that money stays in local communities. Ensure procurement is grounded on social value implementing Unison's Ethical Care Charter. Ensure money invested in private care stays in Bristol** (Skills for Care estimates that investing in adult social care in England doubles in value - £25.6 billion expenditure brings a return to the economy of £50.3 billion taking multiplier and other indirect benefits into account.)
- **Time to Care - Support employers who allow employees time to care –** (NHS, AVIVA and Marks and Spencer support time to care with flexible working). Ensure that time to care forms part of WECA's Good Employment Charter
- **Value the ability of diverse communities to identify and meet their own needs. Unlock innovation in local communities as part of the WECA Industrial Strategy**
- **Person centred care.** Put the service user at the centre and listen to their expertise. (Rather than on-line surveys, support qualitative and peer research e.g. Bristol's City Listening Project led by Bristol Women's Voice.)

### Pay and Conditions

- **Value care - a cultural change is needed.** Raise the profile of care workers so that all are valued (Especially if women are to further care for the planet and enter into male dominated sectors where billions are being invested in the Green Economy and in the Digital Economy)
- **Increase wages. Parity of pay between health and social care workers; parity of pay between nursery workers and primary school teachers**
- **Ring-fence funding for improving care workers pay and for ensuring contracts for care workers pay sick leave/maternity /carers' leave. No contracts to be granted to providers without these protections**

- **Political leaders should speak up on everyone benefiting from investment in care. They should raise concerns about lack of care. Political leaders should put pressure on central government to invest in the caring economy**

#### **Childcare**

- **Invest in early years. Free childcare from the end of maternity leave onwards enables women to give back into the economy and to keep their connection to the labour market**
- **Funding from government is a priority – include childcare as infrastructure in Industrial Strategies regionally and nationally**
- **Any new planning and regeneration developments should have childcare provision written into them**
- **Employers should contribute to childcare needs. For all parents – mothers and fathers**
- **Planning committees should support space for “affordable” leases for childcare provision including the takeover of community assets. More on-site childcare initiatives provided by schools and employers**

#### **Carers**

- **Invest in social care both paid and unpaid the need for which is ever growing**
- **Increase the Care Allowance and raise the earnings limit**
- **Absence of care is leading to time out of the labour market and time-poverty across all age groups. Carers across the generations need access to respite care. Include in WECA’s Good Employment Charter. Many older women must now combine paid employment with caregiving**
- **Establish the right to paid leave for carers using the NHS scheme as a model for employers and paid from a ‘Care Leave Fund’ to which all employers over a certain size would contribute to (A model used initially to develop a national maternity pay fund.)**
- **Identify and support navigators i.e. those with experience of care-giving and knowledge of local voluntary and formal services e.g. Bristol Black Carers; Carer’s Support Centre**
- **Establish young carers clubs in schools and colleges**
- **Enable teachers to recognise students needing support in combining the demands of studying with caring responsibilities at home.**

- **Enable line managers and employers to access training on flexible working conditions in support of carers**

#### **Training and Skills**

- **Raise the profile of care workers so that decision-makers recognise the importance of up-skilling.** To include continued support for BTEC qualifications as well as bite-sized courses
- **Role models from diverse communities** – voluntary organisations encouraging access to childcare and social care training for those they are working alongside
- **“Kite Mark” for employers to show that they allow time off to train, pay the living wage, support diversity and equality, support students in placements. All training and skills courses to support access to free childcare.** Ensure all included in WECA’s Good Employment Charter
- **Training and skills ambitions furthered through joined up working between communities, councils, training providers, and employers/voluntary organisations**
- **Be mindful of the targeted data that is collected. Citizens’ panels and qualitative research (Such as the City Listening Project) not long questionnaires and surveys!**

#### **Notes:**

- Bristol City Council’s One City Economic Recovery and Renewal Strategy sets out admirable priorities that could invest in the caring economy if put into practice. These are to: 1. Reduce poverty and inequality. 2. Increase the city’s resilience and environmental sustainability. 3. Enhance economic and social wellbeing in every community.
- The UK economy is not predicated on investment in wellbeing care and the social infrastructure but rather on GDP growth and productivity. A group of independent economists advising the OECD and the European Commission however, are redefining the economy arguing that rather than growth as an end in itself, it should be defined as a means to achieving societal goals including environmental sustainability, reduced inequality, greater wellbeing and resilience measured by the Genuine Progress Indicator (GPI). In Wales we have the Wellbeing of Future Generations Act legislating for this ambition.
- The Commission on a Gender Equal Economy <https://wbg.org.uk/commission/> - sets out an ambitious road map of eight steps for achieving a caring economy across the UK. Key issues are poverty amongst particular groups and inadequate public services. The Commission argues that the impact of poverty would be much reduced if central

government committed to providing essential services universally and free at the point of use – funded by progressive taxation

## Appendix 4: VAWG Agreed Statement

### Safer Places for Women and Girls

#### Agreement Statement

We believe that women and girls have the right to live their lives free from fear and harassment wherever they live, study, work, and travel. Not just in city centres but also in rural villages, market towns and in online spaces. When keeping our communities safe, we believe that agencies in Avon and Somerset are stronger and more effective working together in partnership.

Building upon the national VAWG framework, and local policing strategy, we will create a way of working across all agencies that not only means we will prioritise VAWG but give regard to the safety of women and girls, in our daily business. We aim to:

1. **Ensure that VAWG is a system wide priority, visible in all key relevant strategies or plans across Avon and Somerset.**
2. **Lead the way to long term culture change in our communities by focusing on prevention of VAWG in partnership with a targeted, perpetrator focused, communications strategy across Avon and Somerset.** This will be informed by an understanding of how VAWG intersects with discrimination and disadvantage in the lives of women and girls in our diverse communities. Our communications should also emphasise that virtual spaces should also be safe for women and girls
3. **Create an improved strategic and tactical response to Avon and Somerset's nightlife with a Nightlife Network and proactive enhanced visibility of agencies to create a safe and welcoming culture for women and girls and present a zero-tolerance policy.** In this, create consistency and facilitate collaboration between stakeholders including nightlife businesses, Violence Reduction Units, street wardens and police, security staff, transport, Business Improvement Districts and VAWG agencies.
4. **Advocate for policy development amongst employers and local authorities to include the prevention of VAWG.** Empower employers to hold any offenders to account both in the workplace and in the community.
5. **Seek best practice VAWG interventions and consider together, how we can establish sustainable projects designed to raise awareness of the unacceptability of VAWG.**
6. **Reach out to our rural communities to create awareness of VAWG and promote available services.** We will aim to ensure that women and girls who live in isolated areas or rural communities do not find it more difficult to access services and support when needed.

2022 - 2023

# ANNUAL IMPACT REPORT

**BRISTOL WOMEN IN  
BUSINESS CHARTER**



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[www.bristolwomeninbusinesscharter.org](http://www.bristolwomeninbusinesscharter.org)  
Page 65  
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# EXECUTIVE SUMMARY

The Bristol Women in Business Charter brings together a group of ambitious commercial organisations. Employing over 32,000 people in Bristol and the surrounding areas, these organisations are all committed to making progress on gender equality in Bristol. This Impact Report shares the progress reported to us by Charter signatories between April 2022 and March 2023. It also provides an overview of our financial position and details of our future plans for the Charter.

Research continues to show us that the covid 19 pandemic had a significant impact on the way we all work and balance our lives. Achieving diversity is a challenge for some organisations, especially those in traditionally male dominated sectors; technology, engineering, construction. However we know that the hard work is worth it, more diverse businesses benefit from engaged and productive teams, attracting and retaining the best talent and achieving commercial success. Post pandemic there has been a focus on employee wellbeing, ensuring support and equal opportunities for their dispersed teams.

Companies that sign the Bristol Women in Business Charter commit to one or more of the seven goals of the Charter, setting their own business targets for the year. Our signatories told us that the goals act as a useful framework for change, they enjoy the ability to share ideas and hear inspiring stories at our events and this helps them to focus their work on gender equality.

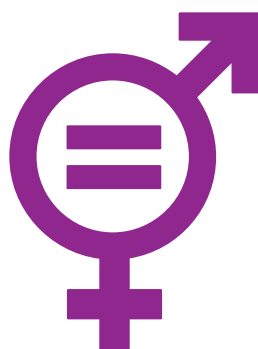
They have also stated that the Charter has helped to solidify their commitment to gender equality in their businesses and hold them accountable to the goals that they have chosen.

“We have benefitted from being part of a wider community that shares good practice in improving and maintaining gender diversity and inclusion. Being a Charter signatory also demonstrates to our employees, clients and local community that we take these issues seriously and finally, being a signatory keeps gender equality on the firm’s agenda.”

The Charter has several new signatories this year and it’s encouraging to see that they are seeing a benefit from joining already. “Our first-year membership of the Charter has helped us maintain our ongoing focus on diversity and inclusion. Events held with Charter signatories have provided a broader insight into progressive approaches for us to consider, which has prompted healthy discussion internally about opportunities to further our gender equality.”

We have continued to listen to the needs and suggestions from our Charter community throughout this year, to help improve the value of being a signatory and ultimately to achieve the aims of the Charter.

A common theme we’ve seen in the feedback from signatories revolves around mentoring and support from other signatories, which has led to the launch of our Peer 2 Peer Mentoring Program.



One of the benefits of being a Charter signatory is creating the opportunity to bring companies together to share their experience and knowledge and learn from each other through regular events. Throughout 2022/23 there have been a number of Signatory exclusive events and for the first time since the start of the pandemic and us becoming a CIC, we were able to host in person public events.

We have seen progress made from our signatories outside of their chosen goals on a number of other activities. Such as changes to key policies, recruitment, the implementation of inclusive leadership training and connecting with various networks that support women within organisations.

We are grateful to our charter Ambassadors who have continued to be supporters and advocates for the work of the Charter and for gender equality in Bristol. They have helped us to fly the flag and increase awareness of the Charter and its goals within the local business communities. We have valued their expertise, passion, and commitment to the work of the charter during the last year.

The Charter would like to acknowledge Jackie Longworth and Sue Durbin from the Bristol Women's Commission for their invaluable contributions towards creating the concept and Charter goals.

We would also like to thank Jane Ginnever, one of the founding Directors of the Charter who retired this year, who was instrumental in setting up the CIC in 2020.

Our signatories have made significant progress in the last year, we share the details in this report in order to celebrate their success and inspire others to follow their lead by joining the charter and achieve our ambition to make Bristol the first gender equal city in the UK.



# THE PURPOSE OF THIS REPORT AND OUR AMBITION

The Charter was launched by the Women in Business Task Group, a group of volunteers and part of the Bristol Women's Commission in March 2019 and became a Community Interest Company (the Bristol Women in Business CIC) a year later in 2020.

The Bristol Women's Commission with the organisations that are signatories of the Charter, are our key stakeholders. One of our Directors, Sandra Gordon, is now a member of the Commission and continues to hold a seat on the Women in Business Task Group. We also contribute to the Women's Commission's annual report to Bristol City Council on progress on gender equality.

We recognise that it would take time to achieve our aims and ambitions of the Charter helping to accelerate the pace of change that would benefit women, the businesses they work in and the communities they live in. Therefore, it was important to create an entity that would ensure the Charter would have longevity and be sustainable as a long-term project.

This Bristol Women in Business Charter annual impact report provides a detailed summary of the impact the Charter has had in the last year. The report also provides an overview of our financial position and details of our future plans for the Charter.

We have continued to see significant progress being made by our organisations in the charter community as they continue to build back from the impact of the pandemic. We acknowledge their continual commitment shown towards creating a gender equal workforce.

**Bristol Women's Commission**

Bringing together partners to identify and tackle inequality.



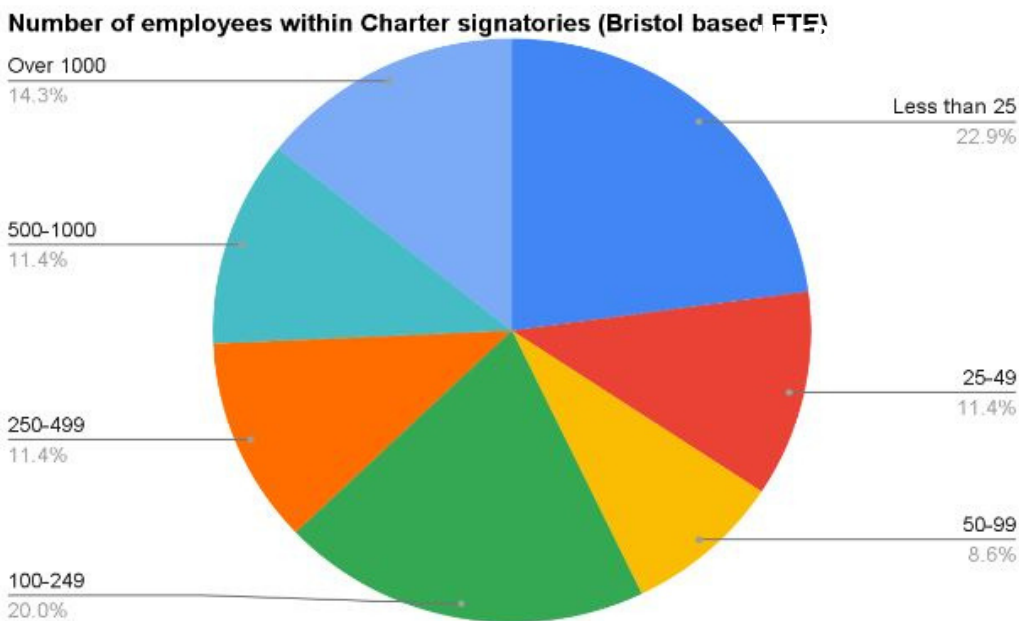




# OUR LATEST NUMBERS

At the Charter we welcome companies with 3 or more employees.

Currently the Charter's signatory companies employ more than 32,000 people in Bristol and the surrounding areas.





# SETTING GOALS

## Why companies selected the goals they did in 2022

Both new applicants and current signatories are expected to set targets against one or more of the goals of the Charter. In addition, signatories are asked to explain why the goals they have chosen are important to their business. The answers demonstrate both the employer's values and the importance of the issue of gender equality to the business.

## We asked new signatories to share why they joined the charter:



“Our gender diversity (Women at TRIA) is one of our key differentiators, and one of our core values is promoting women in recruitment and women in tech. We want to use our positive experience with a high proportion of our workforce working part time as an example to set working with our clients who are recruiting tech talent to encourage them to do the same. We have made a commitment to document our experiences of what promotes good gender diversity, and to share that with our client base in the tech sector for the benefit of our network.” **TRIA Recruitment** - selected 1. Part time working and 7. Women's Mentoring as their goals.



"Firstly, we believe in the mission! We're also interested in accessing more workshops, panels, discussions, and general networking opportunities in the Bristol area with like minded individuals who are passionate about equity and equality. Internally, we've supported female employees into management and leadership positions. We support them to speak on panels about diversity in the tech and farming sectors. We analyse our gender pay gap and ensure women in our organisation are paid fairly and in line with market rates." **Lettus Grow** - selected 5. Gender Pay Equity and 7. Women's Mentoring as their goals.

ForrestBrown®

"We have joined to support our gender parity ambitions and wider ED&I initiatives. We have conducted a gender pay gap analysis, we have formed a women's leadership group internally, we have delivered training on gender specific topics and have introduced gender specific policies (menopause and miscarriage)." **ForrestBrown** - selected 4. Female career progression 5. Gender Pay Equity and 7. Women's Mentoring as their goals.

## Existing signatories told us why they selected their goals:

Many of them are focused on increasing the number of women at senior levels in order to help balance their gender pay gap, as well as understanding that this diversity is good for their organisation and thought diversity in business decisioning.



“One theme is increasing the diversity of NCC - this is external, by reviewing recruitment processes and exploring campaigns to help us tackle under-representation. There are also internal activities, with training, coaching and mentoring to help individuals develop their career in NCC. The roadmap activities are set to be carried out over the next 2 years”

**National Composites Centre**



“We joined the Chartership as we want to continue to push our business forward and do more to provide a venue for the continued development of the women within our business, and improve our talent pipeline to support us in attracting, retaining, and progressing female talent, which is critical to our success as a business and help us continue to be a great place to work.” **Western Global**

**Signature\***

“It has allowed us to meet and connect with other organisations on a similar journey and to share and learn practical ideas to implement. It has also helped to demonstrate to our staff as well as our candidates and clients that we are focused and committed to improving the current challenges on gender equality.” **Signature Recruitment**



# THE CHALLENGES BUSINESSES FACE WHEN TRYING TO MAKE PROGRESS ON EQUALITY

A photograph showing a person's hands typing on a silver laptop. The laptop is open and displaying a website with a pink and white color scheme. The laptop is resting on a light-colored, textured surface, possibly a bed or a rug. A smartphone is lying next to the laptop. The background is slightly blurred, showing a bed with pillows and a vase of flowers.

The COVID-19 pandemic has dramatically transformed the way people work, and remote working has emerged as the most popular approach to work, with research showing that the majority of workers would like to carry out hybrid working in the future. (Ref 1.)

However the introduction of Hybrid working has reduced the focus on the need from some employees for reduced hours working, or fixed flexible working patterns, which was previously referred to as flexible working. Now when we ask employers what their flexible working approach is, most of the time the answer is that they offer hybrid working.

But hybrid working isn't the answer for many, there is still a need for formalised flexible working arrangements and a family friendly approach. This is particularly true for women who often bear the bulk of caring responsibilities for children, elderly relatives, and other family members. Access to flexible working is essential for women as it enables them to balance their work and personal responsibilities more effectively and contributes to a gender equal workforce. Without offering more formalised reduced hours working options, organisations will face challenges on making progress on gender equality.

The hybrid model may exacerbate the workload for women who work from home. Studies have shown that women who work in this model tend to have longer working hours and less time for self-care, this can lead to burnout and impact their mental and physical health. (Ref 2.)

Many with caring responsibilities need to work reduced hours in order to manage childcare, school drop off and pick-ups and eldercare. With 72% of women in the UK labour force and 79% men (Ref 3), there is an untapped pool of talent who are looking for more than just hybrid working to enable them to work. In 2021, data from a survey of more than 9,000 UK workers showed 65% of job seekers prioritised work-life balance over pay and benefits (Ref4)



Women are more likely to want to work from home and as such may miss out on promotion and career progression opportunities compared to their colleagues who may be able to be more present and front of mind to senior management. The same is true for those with physical disabilities who may find it more difficult to regularly commute to a physical work environment. As well as those who are neurodiverse or have protected characteristics which may mean they experience workplace harassment or microaggressions, which means they self-select to work remotely more often.

Organisations need to work hard to avoid a two tier workforce, creating equal opportunities for progression and safe spaces to participate and engage with colleagues without judgement, particularly when remotely working. Putting in place a clear and transparent strategy for equity, diversity and inclusion and ensuring equal opportunity, will lead to a more diverse and inclusive workplace.



Some of our signatories are using employee councils and employee resource groups to engage with their teams, understand the intersectional challenges and put in place strategies to ensure equality and diversity.

It is important to them to ensure that they support employees without making any individuals feel uncomfortable being put in the spotlight, for example in case studies.

Other signatories have undertaken significant change in their businesses over the last 12 months which has taken the focus away from Diversity and inclusion initiatives and focused on more operational and commercial transformation. A number of our signatories have also been affected by under-resourcing / staff shortages in their teams, vacancies have been hard to fill in the current recruitment climate, this has made it difficult for them to focus on these initiatives.

A number of our signatories operate in industries where women and other diverse candidates are less representative in their sectors, for example technology/digital, engineering, data and legal they experience the challenge of not enough women in their organisation to promote and also not enough applications for roles they advertise externally. This is a challenge across the UK and we will continue to work with our signatories to support them with this challenge, including supporting them in their outreach into schools to promote STEM subjects to girls in school.





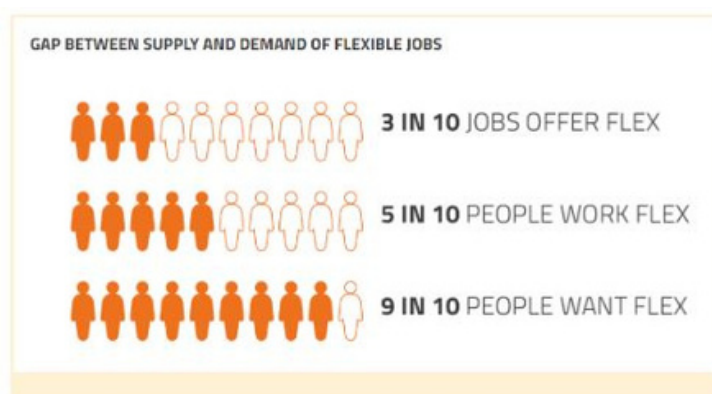
# THE PROGRESS CHARTER SIGNATORIES HAVE REPORTED

For this section, we have looked at each goal individually and what progress was made against it. As signatories set their own targets for each goal they select, they can make progress regardless of where they start and proceed at their own pace to achieve their targets for the year.

## Goal 1 - The promotion and availability of flexible and part-time working, especially at senior levels that attract higher levels of pay and conditions

Signatories have continued to evolve new ways of working post pandemic, which of course needs to focus on flexible and part time roles specifically, in addition to hybrid working solutions.

- ADLIB has in place a flexible working policy and five reduced hours working roles, ranging from 3 to 4 days a week, four of these roles are at management level.
- Western Global has a flexible and hybrid working model for all employees allowing them to offer all roles as flexible from day one, both in location and working hours. This allows them to attract and retain talent that we previously might now have been able to.
- In 2021, TLT launched TLT World, a fully flexible model which enables all staff, at all levels, to choose the hours, location and environment that best suits them and the work they are doing. Recent survey feedback indicates that women highly favour the current flexible working provision.
- Bristol University has introduced a framework which takes into account individual circumstances, such as flexible and / or PT working, equality factors and / or the impact of COVID-19 and has increased the levels of female professors from 13% to 31% - an additional 121.
- Ian Williams advertises all roles with flexible working. They have a number of senior female managers working part time and regularly communicate this internally to help ensure flexible working is seen as the norm. They now offer the right to request flexible working from day one.
- OVO continues to promote flexible ways of working, allowing individuals of all genders to work in the way that best suits their needs.
- Triodos Bank advertises roles with the opportunity to discuss flexibility. We continue to review all vacancies and whether there is an opportunity to recruit on a part-time basis. Hybrid working is now part of the fabric of the organisation and this is communicated in both adverts and during interviews and in most roles they also offer flexible start and finish times as part of the commitment to flexible working.





- Great Western Credit Union has been supporting flexible working at all levels, especially for people with caring responsibilities, including at senior levels. Flexibility and part time roles have been advertised with recruitment.
- Bishop Fleming introduced a Hybrid and Flexible Working Policy in the summer of 2021, in 2022 our inclusion and diversity (I&D) employee working group rolled out a series of employee blogs and webinars about the experiences of working part time at the firm. The series had a noticeable impact in encouraging our women in particular to talk about their own challenges in balancing their home and work life and many also reported that they found it reassuring to hear that so many others have similar struggles, allowing them to find support in each other when needed.
- Stride Treglowan consulted with their employee forum to create their Hybrid, Agile & Flexible Working Policy with reduced core hours (10-3) and enhanced parental entitlements. The policy allows employees to choose when and where they work and helps everybody achieve a better work/life balance. We're seeing lots of people changing their working hours and some going part time as a result across all levels in the business - both male and female.

**Only 3 in 10 jobs are advertised with flexible working. Or, to look at it another way: people who need flexibility are unable to apply for 7 in 10 jobs. The problem is most acute for those seeking part-time work – the forgotten form of flexibility, given all the recent focus on hybrid working. Only 12% of job adverts offer part-time work, with most of the posts concentrated at low pay levels. (Ref 5)**

We look forward to other signatories taking their provision of hybrid working solutions further, to include reduced hours working where possible, as there is an untapped pool of talent who are looking for more than just hybrid working to enable them to work, put simply, many parents want more flexibility than is currently on offer to them.



## Goal 2 - A commitment to increase the numbers of women at senior levels and on the board

This goal has continued to demonstrate the commitment towards ensuring that gender equality is prioritised and driven from the top of the organisation. There have been some notable areas of progress from our signatories during the reporting year.

We are pleased to share that many of our signatories have 50% gender split in their senior management teams and/or boards including; ADLIB, GCP Chartered Architects, Hargreaves Lansdown, Great Western Credit Union, Simitive, UWE



- Western Global have put in place measures to increase the representation of Women within the operational side of the organisation which previously was an area of the organisation that was heavily weighted to male employees.
- In order to increase senior women, National Composites Centre has created an EDI roadmap, and a range of internal activities, with training, coaching and mentoring to help individuals develop their career.
- TLT's gender target remains a priority, they report that female partner representation has grown year on year, currently standing at 30%. Focused development interventions commenced with several high potential senior female fee earners and, as a result, women represented 60% of Equity Partner promotions in the last financial year.
- Bristol University Elevate programme aims to address the underrepresentation of racially minoritized women at more senior levels in the sector through developing their personal leadership style and influence. In 2022, the Elevate programme was awarded a Universities Human Resource Award. Out of a cohort of 19, six staff were successful in applying for new roles and one was headhunted as a result of raising her profile. Bristol University Trustee Board is close to equal gender split at 47.4%. Board of Trustees is 43% female: 48% male: 9% non-binary.

- OVO set a target to reach at least 40% of our leadership roles to be covered by women by 2025, currently at 37.8%, putting them on track to achieve the target.
- UWE were pleased to start the 2022/23 academic year with 53% of the Board being female, with 10 out of 19 positions held by women.
- Hargreaves Lansdown recognise the importance of tone and accountability from the top and that the plc Board's approach to Inclusion and Diversity is key to the wider HL group. We have a Board Diversity policy and a commitment to Board diversity, we are proud to have a female Chair and to have exceeded the FTSE Women Leaders (previously Hampton Alexander) target for women on Boards for the 5th year and now have 50% female representation.
- Kets Quantum have developed, published and implemented a new process internally for the hiring of senior level employees and consultants to ensure that there is a consistency of process at the more senior levels of the business.
- Stride Treglowan has an Inclusion and Diversity group - Stride Together who are leading initiatives across the business.



We are pleased with the progress made and the number of signatories that have at least 50% women in senior management positions. The focused achievement of the other goals will also help to drive achievements in this goal, as an increase in focus, reduced hours working, mentoring, promotional activities, will all lead to more women in senior roles.



### Goal 3 - Making at least one member of the senior executive team responsible for reporting on gender equality and inclusion

Moving equity forward for women at work, needs to be a key objective for organisations, it is therefore vital that there are reporting structures in place to monitor and track the progression that is being made, and this is discussed at board level.

- During the reporting year we have seen Professor Judith Squires, Deputy Vice-Chancellor and Provost been made University of Bristol's senior champion for gender equality, with a Gender Inclusion committee establishing an action plan, monitor progress and steer priorities for the years ahead established which reports to her and the leadership team.
- Organisations such as Clarke Wilmott have ensured that senior executive team members who are accountable to the board are also part of their ED&I committee, where they report annually on progress against gender, this has demonstrated commitment from the top.
- OVO's CEO and CPO are co-sponsors for their Belonging/Inclusion & Diversity work, which also covers our gender equality work, in addition, to their Chief Tech & Product Officer, who is the sponsor for their Engender Network, helping them achieve full gender equality at OVO.
- Within the City of Bristol College the Vice Principal is the chair of the EDI steering group and this is promoted throughout the organisation and is championed by the senior team and governing corporation.



We have seen that a number of organisations are ensuring that they regularly report on gender into the exec team to ensure it remains firmly on the agenda and within the business despite there being no key person driving this on the exec board.

## **Goal 4 - Encouraging and supporting female employees in lower paid and lower skilled occupations to progress through the organisation, through appropriate training and other on-going support**

This goal is vital in ensuring that women are given the tools they need to progress and fulfil their potential within organisations, it is pleasing to see that many of our signatories have recognised this as a priority and chosen to work on this during the last 12 months.

- KETS have continued to use their 90-Day Goals process to continually review the development of all employees. This year, they also implemented a progression point process to enable employees to take control of their own development, through completion and submission of a progression application if they feel that they are working at a level higher than their current role denotes. The first individual to utilise this process was female and they were supported through the completion of the application and subsequently promoted to a more senior role/responsibilities.
- Western Global's Personal Development Review Process provides a clear path for career progression, we are empowering our employees to take ownership of their career development and achieve their goals. They are also reviewing how training is done across the group to ensure that employees have the skills they need to succeed in their roles. This review process will help them identify areas where additional training and support are required, and help them to better equip our employees for success.
- OVO's Engender Network has been offering coaching to any women who are interested in receiving it. This was designed to help with confidence and career progression. In addition, they have a reverse mentoring programme (called OVO Experience) where some of our more junior female colleagues share their experiences and challenges with senior leaders to help them see the role they can play to accelerate gender equality.
- Hargreaves Lansdown have continued to build on their Reverse mentoring program pilot, for lower-level colleagues from under-represented groups to be paired with senior-level colleagues. The aim of the programme was to: - Support the career development of more junior colleagues and support them in building skills and capabilities to help colleagues progress. Due to the success, they are currently creating a framework to scale up the programme. They have been presented with the Stepping Up award acknowledging the leadership and support they are providing to change diversity and inclusion across the city and have 3 female colleagues taking part in the 2022/2023 cohort.

- NCCuk have developed their EDI roadmap from which they have 4 themes, which have a variety of activities and tasks that can help achieve their goals, one of the themes supports individuals develop their careers with training, coaching and mentoring.
- Ghyston has changed their salary band system, so it encompasses all staff (it used to be exclusively for developers and therefore start at a higher pay grade), and they co-created progression plans with their more junior staff (both of whom have since moved up a pay band).
- Bristol City Council have created a career development hub: with e-learning and in-person tools including career check in and personal development plan tool to help managers and their teams have conversations about career progression, talent development guidance for people managers, creating a leadership pipeline to help colleagues map out their career path, interview and application skills. By the end of 2022 over 800 staff have taken the opportunity to develop new skills and knowledge through apprenticeships from GCSE to Master's Degree 68% of apprentices are women.
- Pelican, Water2business and Wessex Water have undertaken a number of activities to develop their internal talent and ensure it is a key priority that supports their existing team members to develop their careers, and there have been some notable successes in this area. Such as two thirds of their internal moves have been completed by female team members.
- After our 'Eliminating Bias session' this prompted Pelican to offer job sharing as standard in their job adverts, ensuring that opportunities were more inclusive than typical full-time positions, particularly for women. This has resulted in having a number of job shares and part time positions held by women in more senior roles.



There have also been a number of appointments of women to senior roles within their organisations including Adlib, and Bristol University are ensuring that their staff are using targeted positive action to increase the gender diversity at entry. Also equipping colleagues with a greater understanding of how they can refocus activity at all stages of their staff recruitment processes to boost representation of women.

## Goal 5 - A commitment to close the gender pay gap

At this time of year while companies submit their report on their gender pay, this continues to be a point of conversation. The Gender Pay Gap is the difference in average gross hourly earnings between women and men. The gender pay has been reducing over the last 10 years, yet still significant.

- Recruiting women in senior roles has been key for Great Western Credit Union and Ian Williams. Ian Williams reduced their median pay gap, through training initiatives and an increase in female senior managers
- Both Stride Treglown and National Composite Centre reported a reduction in their gender pay gaps.
- Bishop Fleming achieved their lowest mean and median gender pay gaps since 2017, a great achievement for the accountancy firm. .
- Western Global focused on creating opportunities, by consciously applying inclusive hiring practices and nurturing internal talent.
- Alongside gender, Bristol University also explores ethnicity pay gaps to explore the intersectionality across their grading strictures. The intention is to support an inclusive workforce they are aiming to eradicate their gender pay gap by 2030.
- Triodos regularly analyses their data and creates a Gender Pay Gap action plan. This demonstrates great work within Triodos to be accountable to and source recruitment support, talent mapping and support

With women still underrepresented in the many tech companies in the city. Along with the lack of women in senior roles, mentioned by several signatories. Data still shows 'Among full-time employees the gender pay gap in April 2022 was 8.3%' (ONS, Gender Pay gap in the UK:2022). Our signatories continue to make the commitment to keep closing the gap in their organisations. Making great progress.



## Goal 6 - A focus on implementing recruitment, appraisal, personal development and promotion processes that are non-discriminatory towards women and are free from unconscious bias

Challenging and re-visiting processes is a common theme for this goal. It can be easy for us to keep using the same systems, however our signatories are demonstrating review and tweaks can help make a difference to gender equality.

- Ghyston reviewed their data from the last year and as a result adapted interview processes with consideration to other skills and expertise that may fall outside of coding. Being visible in University discussions to encourage applicants.
- GCP Architects utilised a HR Consultant to refresh their internal appraisal documents.
- TLT has a strong level of women in the business, but noticed that representation stalled at Partner level. This formed part of a wider review and targeted approach to look at performance metrics. In addition to promotions, considering the wellbeing of female employees. Ensuring they are comfortable by providing sanitary products in each office and focusing on making changes which support various life stages for employees. At the end of last year, Bishop Fleming introduced a new performance management framework to support quarterly reviews and linking to the firm's strategy of better growth.
- Streidetown Treglown, in house Learning and Development programme 'Grow' has continued to evolve. Creating communities to bring learners together. Creating training and online learning which can be accessed by employees to allow conversations with their team leaders.
- Signature recruitment agency continue to challenge and review questions. Exploring the language to ensure it's gender neutral.
- City of Bristol college made the decision to remove sensitive data from application forms to remove unconscious bias. While Business West put job adverts through a programme to eliminate unconscious bias. Informing hiring managers of candidates through an anonymous system.



## Goal 7 - Supporting women where they are underrepresented, through mentoring and women's networks

We know many businesses have employee resource groups (ERG) to provide support and a place to be heard for employees, which commonly focus on one protected characteristic – but people are not one-dimensional. It is encouraging to see that many signatories are adopting an intersectional approach to the way they support their colleagues, to ensure that everyone is represented.

- Stride Treglown's Director of Partnerships finished her year as National Chair for Women in Property in March 2022. A wider group of staff are involved in mentoring through networks supporting women in the construction industry such as Women in Architecture and Mentoring Circle. Stride also started an inhouse mentoring programme which is being run as a pilot from July 2022 through into summer 2023.
- TLT created a Menopause Policy, celebrating World Menopause Day and held a menopause discussion with a WEN committee member. For their International Women's Day celebration, the TLT Women's Equality Network hosted an incredible speaker, Martine Wright, survivor of the London July bombings. A captivating and inspiring presentation about how to succeed when faced with adversity.
- In 2022 Bishop Fleming sourced an external provider who can provide coaching support for working mothers and are beginning to introduce this coaching support for women before they go on maternity leave, during the leave and following the leave. The coaching will focus on how to overcome the challenges of combining family and work roles, whilst continuing to progress in the workplace.
- Signature won the Heart of the City Award at this year's Lord Mayor's Dragon Awards for their Professional Mentoring Programme. To positively impact the lack of female representation in leadership roles, they collaborated with other charter members to run a panel event to raise awareness, share ideas, experiences and best practice regarding equity.

- Bristol University continues to run the Bristol Women's Mentoring Network. This was first launched in February 2019 and since launching the programme, they have had two successful cohorts and there has been positive feedback from those that took part in a mentoring relationship over the last year with mentoring relationships helping with work-life balance, wellbeing, developing interpersonal skills and more.
- Chorus have been involved with local schools to provide support, such as helping with mock interviews and offering talks around Women in Tech to encourage students into the sector.
- Western Global have made significant progress in supporting women where they are under-represented through their recently launched Women of Western Network. This internal network has provided a safe space for women to discuss any issues they face and offer support for each other.
- This year NCC have started an inclusivity group. The foundation of the group is for like minded people who have a passion for EDI - they come together to allow feedback on EDI topics in NCC, and also to discuss best practice.
- Congratulations on Signature's Professional Mentoring Programme, winning the Heart of the City Award at this year's Lord Mayor's Dragon Awards and for the commitment to working with UWE Equity mentoring scheme.





## Other progress made

We have seen progress made from our signatories outside of their chosen goals on a number of other activities. Such as changes to key policies, recruitment, the implementation of inclusive leadership training and connecting with various networks that support women within organisations.

- Pelican/Water2business have introduced to their leaders, culture, inclusion and diversity training which will ensure they are equipped to promote inclusive ways of working and support them in achieving their goal of being an open and inclusive culture where their people feel welcome, supported and included, regardless of characteristics.
- As a result of feedback provided from a staff survey on the topic of inclusion and diversity, Bishop Fleming has been coaching their people managers on the feedback of the survey to increase awareness of unconscious bias and ensure that they are checking in with their direct reports, especially women who felt less confident to speak up. They also launched a Menopause Group at the end of 2022. The group is made up of a mixture of people – some are experiencing the menopause (from early symptoms through to having full blown experience and therefore bringing knowledge and learnings to share), to others that are not there yet but curious to find out what to expect.
- We have seen a number of policies implemented including Hargreaves Lansdown's Menopause and Menstruation policy. They have continued with their commitment to ending period poverty by working with Time Of The Month to provide sanitary products for all our staff.
- They have launched their Trans and Non-Binary inclusion policy (June 2022). This shows their commitment in ensuring support and opportunities for the trans women of Bristol. The policy was launched externally to show their commitment not only to our colleagues, but our clients and the community of Bristol. Introducing gender neutral toilets so that all colleagues can use the facilities on the floor in which they work which not only provide additional safe spaces for their trans and non-binary colleagues.
- Through participation in the charter, has enabled Simitive to connect with and support other groups such as Motherboard and Women in Work, we have also seen Ghyston engage with the Women's Work Lab and hopefully through supporting the scheme will be taking on women for placements in the future.



- Triodos conducted a recent review of the benefits package, this has led to changes which will benefit our female co-workers, including paid emergency dependant's leave and carer's leave. They also launched menopause guidance and support, involving the development of some female co-workers to be "menopause champions". Triodos also hosted the re-launch event for the South-West & Wales Chapter of the Women in Banking and Finance network and has become a corporate member of this organisation which delivers thought leadership and practical support and guidance to both employers and individuals in promoting gender equality in the banking and finance sector.
- Clarke Wilmott now has 7 new members to our ED&I committee, contributing to wider diversity of thought / approach in all that they do. Their external careers website has seen improvements being made to ensure inclusive language and a new and improved colour pallet to ensure diversity is at the heart of all our communications. They are also working on making improvements to our general approach to offering work experience to students including those from less advantaged backgrounds and a firm wide vacation scheme.
- Our signatories have partnered and networked with a number of organisations to help them attract and recruit a more diverse range of employees especially women. Ian Williams commenced a mid - career change programme aimed at attracting new talent to the industry. They partnered with an organisation called Building Heros who support service leavers and their families into non military employment. This has helped them to recruit from a much more diverse talent pool as no previous experience or qualifications are required, providing another opportunity to increase gender diversity.

The progress made by our signatories in the past 12 months is impressive and we know that the pace of change we are witnessing is supported by their continued membership of the Charter. We were thrilled to be named as finalists in the Civic Category at the 2023 Bristol Life Awards in recognition of the work that the Charter does across the City.



# THE CHARTER TEAM



**Sandra Gordon - Director**

At the heart of everything I do is about increasing representation and giving everyone a chance to be the best they can be and to bring balance and equity to those groups who are disadvantaged in our society. My hope is that everyone in Bristol and the surrounding areas have an equal opportunity to benefit and enjoy the fruits of this prosperous vibrant city. It will be normal to see diverse role models and those in senior prominent positions of power easily visible and reflect the make-up of a changing region. For our young women growing up, not to feel less than you are, or accept less than you are. I am proud to be part of the team implementing a charter that is helping to drive and deliver a gendered balance workplace.

I'm passionate about ensuring that there is gender equality and equal opportunity for ALL those that are underrepresented in the workforce. With a corporate background as a senior business leader, qualified and experienced in HR and Change Management, I work for the charter part time alongside my full time role, running an HR consulting business, focusing on transforming People&Culture, ESG and Workplace change.



**Kristal McNamara - Director**

# THE CHARTER TEAM



**Sonia Cohen - Operations Manager**

Difference has historically been the justification for rules and behaviours. Growing up with Deaf parents, I have always been aware of social inequalities. In my full time role I work as an HR Coordinator and have developed my career working in people centred roles. Each of the Charter's goals is to provide a better working practice for women. Supporting businesses and the employee experience. This has a domino effect on our society. When working with amazing values, it's easy for me to support signatories and explore the great progress taking place.

As a woman and a mother, I want us to live in a world where we embrace and celebrate difference. Only when we do this can we as a society benefit from the unique qualities that each person can contribute to our world. I have years of experience in marketing in my career and I joined the Charter Team to help spread the word and work towards a future in our city where women are truly celebrated for their contribution to the workplace.



**Sarah Byfield - Marketing Manager**





# OUR AMBASSADORS

The charter Ambassadors have continued to be supporters and advocates for the work of the Charter and for gender equality in Bristol. They have continued to help us to fly the flag and increase awareness of the Charter and its goals within the local business communities.

We have valued their expertise, passion, and commitment to the work of the charter during the last year and would like to thank them for their continuing commitment. Meet our 2022-2023 Ambassadors and hear some of their thoughts on gender equality during the last year.

**Kiki Paddy** has extensive experience in strategy and operations, with her career spanning across several industries including housing, legal, social enterprise, and technology. As the acclaimed voice of the Black Professionals Network, she champions a vision to empower all black and ethnic minority professionals to advance in their careers and reach their full potential. During the last year Kiki has personally seen her female friends and colleagues being promoted and recognised for the value they bring to the organisation. Recognition is important because it translates to representation for other women to aspire to achieve their ambition. For the year ahead Kiki would like to see more organisations promoting the benefits of shared parental leave so that women who wish to return to work early can balance their careers with motherhood.



**Serrie Chapman** is the co-founder of Women's Tech Hub which was set up to encourage local women in tech and find ways that they can develop their careers.

Over a number of years, Serrie has seen the number of companies taking gender equality in the workplace go from a talking piece to a piece of action. (in fact I feel like it's almost 'on trend')

She would like to see gender equality become a part of the natural culture of workplaces and sexist behaviour should be something to be ashamed of.



Welcome to **Jess Woodsford** who joined us this year, she is a professional coach, trainer, facilitator, with a passion for equality and social justice. In her role as a coach, she works with individuals and managers to become inclusive and empowering leaders. She is the Co-Founder of Inclusive Futures CIC, which provides coaching programmes to support underrepresented groups to access and succeed in higher educations.

During the last year Jess feels she has seen more brave and honest conversations taking place in the workplace around gender equality. People are more willing to ask difficult and often uncomfortable questions of their leadership. Jess also thinks there has been an increase in the number of women that feel more confident and empowered enough to challenge and drive change.

In the next 12 months Jess would love to see even more brave and honest conversations taking place about how we can collectively improve gender equality, and I think the Bristol Women in Business Charter provides a framework to facilitate those conversations.







**Annie Budd** is a professional recruiter, working at Sharkfin, where her role focuses not only on working with clients to recruit great talent but also how to improve their Diversity and Inclusion practices and ensure that they are able to provide an environment that marries the right people and businesses together.

We would like to welcome our newest Ambassador starting in April, **Laura Aiken**.

Laura is a Consultant and Founder of Thrive Leadership. She helps businesses understand and manage stress to build cultures of resilience through workshops, programmes and retreats.

Laura works with companies across sectors to deliver programming, workshops, coaching and retreats in resilience, inclusion, leadership, and culture change. This includes resiliency training for a construction workforce of over 6,000 people in the USA and multiple culture change programs in the middle east.

Laura has 10 years' experience in engineering design, construction, commissioning, and start-up and has worked and led teams on several multibillion-dollar engineering and construction projects in the Energy industry.

Alongside her work with Thrive Leadership, Laura is a registered yoga teacher and leads transformational retreats around the world, where she brings her experience in mindfulness practices to develop integrative solutions that help leaders build self-awareness, empathy, and resilience.



During the last 12 months we saw **Kristal McNamara** leave the role of Ambassador, but we're pleased to say that she joined the team as a Director.



One of the benefits of being a Charter signatory is creating the opportunity to bring companies together to share their experience and knowledge and learn from each other through regular events. Throughout 2022 there have been a number of Signatory exclusive events and for the first time since the start of the pandemic, we were able to host an in person public event.

In May, we ran a virtual event to talk about ***Eliminating Bias from your Management Processes***. Some very different organisations were involved in the roundtable discussions at this event, but the challenges they were facing around equality were often remarkably similar. Research conducted has shown that it's when women have children that they begin to face real challenges in continuing their careers through promotion within that organisation. Leadership role models are required that demonstrate more 'feminine' leadership traits, rather than the traditional male ones that some senior women may have had to demonstrate to get to where they are.



Our next online event focussed on Goal 4, **Supporting Women in Lower Paid Occupations to Excel**. We heard from expert speakers Camilla Rigby, founder of The Women's Work Lab CIC and Robert Halton, Chief People Officer at independent law firm Burges Salmon, who shared with us their views and advice on how to provide appropriate training and ongoing support.



In October, Burges Salmon played host to our first public face to face event since 2019. **The Untapped Talent Pool** focussed on the benefit that women can bring to organisations and how to create a truly gender equal workforce. Holly Fey, Head of Resourcing at Burges Salmon shared what they have been doing as a business to support women to be able to fulfill their potential and how being a charter signatory is contributing towards this goal. Jaya Chakrabarti MBE spoke about women who are unable to fulfill their potential due to family/caring responsibilities and as a result of the menopause which can inhibit and contribute to a lack of confidence to progress within the workplace. Sue Cohen and Diane Bunyan (The Women's commission - Economy task group leads) spoke about the economic impact of not supporting the untapped talent of women during their working circle, with a focus on caring responsibilities and the current economic crisis. In our breakout groups, we asked attendees to make a Pledge - what one thing would they take away and do differently moving forwards?



We rounded off 2022 by discussing **How to Keep Women Moving in their Careers**. Elle Wintersgill – Head of Dept (Health/Education/Care) and Zahid Gill - Head of Dept of Higher Education, City of Bristol College and Serrie Chapman - The Women's Tech Hub shared what they are doing to provide their staff with opportunities for continuous improvement and ongoing career progression.

Finally, at our February 2023 event we had the **Launch of the Peer 2 Peer Mentoring Programme**. More about this on page 32.

All our events are available to view online at [www.bristolwomeninbusinesscharter.org](http://www.bristolwomeninbusinesscharter.org).





# FUTURE PLANS

## Peer to Peer Support Programme

Based on demand from signatories for a more formal way to share best practice and mentoring within the charter, in February 23 we held an online event to launch our peer to peer support programme - pilot. The programme is designed to match signatories looking to progress in a particular goal with a signatory that has achieved success in the same goal. This allows sharing of best practice which creates efficiencies, knowledge transfer and personal development.

We designed a mentoring style programme of support, which is focused on the programme members identifying areas of improvement, drafting SMART goals and then starting monthly review sessions with their peer supporter. We launched the pilot with xx businesses and xx people, who attended a training session to walk through the process and supporting documentation.

We will be reviewing progress at three months, in May 23 and also at the end of the six month pilot. Once we have time to gain feedback, reflect and make any improvements, we plan to more widely launch the programme across all signatories.





In May 2022 the Charter was invited to join the ***BSI National Committee on the ISO PC 337 / 53800 Gender Equality Standard***. We have worked with the national and international teams to review the draft standards, provide challenge and feedback and we are working towards a final set of standards that is expected to be released to businesses in 2024. Gender equality means the achievement of equal rights, responsibilities and opportunities of women and men and girls and boys, such that no one is disadvantaged. This ISO standard focuses on the inequality resulting from the hierarchical organisation of the gender-specific roles assigned to women and men, girls and boys. In three key areas;

1. Guidance on how to promote and implement gender equality and women's empowerment
2. Guidelines for organisations to develop the capabilities to achieve a culture of gender equality and women's empowerment
3. Framework, resources, policies, tools and good practices enabling contextualization, promotion and implementation of gender equality

All public and private organisations will be able to use the future ISO 53800: companies, whether SMEs or large, governmental bodies at national, regional or local level. The standard will encourage them to make progress in terms of gender equality in their operations and activities on a continuous basis, setting their own new challenges periodically.

The final draft of the standard has been submitted for review and once approved, our focus will move to the framework and good practices, providing case studies and examples.

## Consultancy expertise from the Charter

Some signatories have asked within their progress reports for additional expertise from the Charter team, to be able to achieve their goals. Some of this can be provided in the newly launched Peer to Peer programme, however we have additional expertise within our charter team and ambassadors that we could look to introduce, to expand the services we offer, depending on the needs of our signatories.

Additionally we have connections to many organisations across Bristol who, like us, are working to implement equality, we are happy to make recommendations from within our network to meet specific needs.



## Sharing best practice

Our signatories are always asking us to share case studies, data, local/national news, research, other organisation case studies, we will continue to share case studies and resources through our impact report, regular events and social media platforms. However we would like to assess the demand in 2023/2024 for a signatory resource, if they would be interested in more specific tools and guidance. We will survey our signatories to assess demand and also review the digital options to support a platform to host signatory resources.

## Implementing 6 monthly progress check ins with signatories

The Charter is continually looking for ways we can support our signatories on their chosen goals, we are also available as a soundboard in relation to helping to guide them towards making progress.

We have received feedback that more regular progress check-ins would be welcomed from a member of our team. For the coming year, we will be implementing a mid-way check in review meeting with our signatories, to discuss progress, challenges, and opportunities to date, as well as sharing ideas on how to deliver their chosen goals.

# INCREASING AWARENESS OF THE WORK OF THE CHARTER



The Bristol Women in Business Charter CIC was created 2 weeks after the nation went into lockdown in April 2020, where we saw a big pivot in the world of work and the knock-on impact on women and gender equality in the workplace, and the subsequent decline in the focus of this work as businesses struggled to exist in the pandemic era. 2022, saw the slow rebuilding and refocus on gender equality on the table and the re-introduction of businesses having to report on their gender pay gap.

The challenges faced by all elements of equality (EDI) and the protected characteristic, can result in the shifting of focus and attention of which one(s) need priority. The current move to ensuring organisations are supporting and understanding Neurodiversity has moved the dial in some areas around gender.

Now is a great time to increase awareness of the work of the charter, it is not just about supporting women (gender), but all aspects that intersect and impact the inequalities felt by women who work in Bristol.

Although we are proud of the number of organisations who are part of our community there are so many other businesses and the women who work for them that would benefit from a collaborative approach to making impactful change.

During the next 12 months we will be creating an awareness campaign that will be supported by our stakeholders and utilising all media channels to increase our visibility and reach.



# DEVELOPING AN INTERSECTIONAL APPROACH



As previously stated, we recognise that it is the voices of the most marginalised that are often silenced. It is therefore critical that the work of the charter considers issues of intersectionality.

We made the decision last year to start to move the dial on the level of reporting to start to reflect progress that includes all aspects of intersectionality.

It is important the charter supports the progression towards a gender balanced workplace for everyone who identifies as a woman. This explicitly includes women who are also classified from one of the protected characteristics. We had made the decision not to include an eighth goal that incorporates the diversity of women who work within businesses. This only adds to the segregation and 'othering' of those women, and we are striving for an inclusive, gender workplace where all women are involved in all their diversities, and we are seeing the whole person.

After a successful event at the end 2021, which provided many of our signatories with an opportunity to look at diversity and gender equality through a different lens and consider the approach they are using within their own organisations. We requested in the progress reports for our signatories to be more explicit in providing us detail around the makeup of those women where progress has been made. The level of information received is still limited and we are aware in some cases businesses do not record this level of explicit data and therefore struggle to provide it to us.

Intersectional reporting is something that is not undertaken, we therefore need to work with all our signatories during the coming year to understand how best to achieve this aim, as well as conduct some research to see what is available to be able to support our businesses.



# COLLABORATING WITH THE WOMEN'S ECONOMY TASK GROUP

The Commission on a Gender-Equal Economy led by the Women's Budget Group with input across the UK from gender budgeting experts, organisations working on poverty/discrimination, grassroots activists and local decision makers - developed an economic vision, with strategies, to further equality between women and men. The Commission's final report defines the vision as "A Caring Economy" which:

- Has the wellbeing of individuals, communities and the planet at its centre
- Values the care that nurtures us all - paid and unpaid
- Ensures that no one faces discrimination, violence, or poverty.

Bristol Women's Commission has picked up the mantle along with their sponsors -City of Bristol College, Fair Play Southwest - the Women's Equality Network, Bristol Women's Voice and the University of Bristol.

To create '**The Caring Economy Manifesto Bristol Women's Commission'**

## What is the caring economy?

An economy with care at its heart investing in people of all ages.

- Investing in wellbeing, early years development, life chances, longer healthy life expectancies for all.
- Investing in public services, levelling up in disadvantaged areas, reducing poverty nationwide.
- Creating new employment and training opportunities, with childcare and social care support, thus enabling women of all ages to further the green economy.
- More high-quality jobs in care with investment in local care providers rather than offshore private equity firms.
- Growth policies enabling women to increase their hours and move to better-paid jobs. Improved productivity with childcare adult care, skills development and flexible working policies

## What are they calling for?

That government, the regional mayor, local authority leaders, and employers commit to a culture change, valuing care as economic infrastructure, essential for a thriving, more inclusive economy.

- Include care as infrastructure in industrial strategies.
- Improve working conditions in commissioning contracts, with the real living wage as a minimum, flexible working and paid leave to care.
- Training programmes for under-represented communities should provide childcare, innovative affordable delivery models. Maintain the BTEC Health and Care qualification.
- Ensure training and skills investment focuses on childcare and adult care with improved career progression and pay.

The charter will be working with the Commission and Women in Economy task group to see how we can address the caring inequalities being experienced by women with our signatories in the businesses, including childcare/caring provision, improved flexible and working conditions, and seeing care as key infrastructure strategy.





# UPCOMING EVENTS



We will continue to hold our valuable quarterly events for signatories, focusing each time on one of the goals of the Charter. Opportunities to share learning, meet and connect with other signatories has been fed back as a key benefit of signing up to the Charter.

Planned dates for 2023/2024 are:

## **Spotlight on Goal 1 - The promotion and availability of flexible and part-time working\***

Thursday 15th June, Lunchtime (Online Event)

## **Intersectionality and Recruiting Difference\*\***

Wednesday 20th September, Evening (Face to Face)

## **Spotlight on Goal 2 - A commitment to increase the numbers of women at senior levels and on the board\***

Monday 27th November, Lunchtime (Online Event)

## **Attracting and Retaining Women in Digital and Tech Roles\*\***

Tuesday 20th February, Breakfast Event (Face to Face)

\*Signatory Exclusive Event

\*\*Paid for Event (free for Signatories)





# FINANCES

The Charter is managed through charging signatory companies an annual fee. This is dependent on the number of people employed (based on the full-time equivalent number of employees). The fee was increased during this reporting period to between £60 and £900 and is based on a sliding scale to ensure businesses of all sizes can afford to sign up to the Charter and be supported in their progress towards gender equality.

We base the fee on the FTE, rather than the headcount, to ensure companies that have lots of part-time roles available are not penalised. We have a small team who are paid to run the CIC and operate the Charter. The CIC is not for profit, and we aim to ensure that the CIC covers its costs and any surplus income in future will be used to support the Charter's goals.

We continue to operate in a transparent way and are happy to provide full details of how we have spent the income received through signatories' annual fees paid between April 2022-March 2023.

The annual fee will be reviewed on a yearly basis and revised as necessary.

During the reporting report we have managed to increase the amount of revenue received through the increase in the charter fee and by tightening our financial progresses which has reduced the issues we were experiencing with the cash flow. We have worked with our signatories to cover any shortfall experienced through late reporting.

<b>2022/2023</b>	
<b>Revenue</b>	
Renewal/New applications	£9,942.50
Sponsorship	£400.00
<b>Total</b>	<b>£10,342.50</b>
<b>Expenditure</b>	
Salaries (including PAYE)	£5,457.56
Software subscriptions	£317.24
Insurance	£206.96
Professional fees (payroll, accountants, bank fee)	£1,379.73
Director loan repayment	£750.00
Network/Marketing	£906.76
Recognition	£70.50
<b>Total</b>	<b>£9,088.75</b>

**Thank you for taking the time to read our Impact report.**

# CURRENT SIGNATORIES

All About the Cooks	
Avon and Somerset Police	Let Us Grow
Bishop Fleming LLP	Manor Community
Bristol Airport	National Composites Centre
Bristol City Council	OVO Energy Ltd
Burges Salmon	Pelican
Business West	Rin Hamburgh &Co
Chorus	Signature Recruitment Ltd
City of Bristol College	Simitive
Clarke Willmott LLP	Socius-Dev
Forrest brown Limited	Stride Treglown Ltd
Future Leap	TLT
GCP Chartered Architects	Triodos Bank UK
Ghyston	University of Bristol
Great Western Credit Union	UWE Bristol
Hargreaves Lansdown	water2business
Ian Williams	Wessex Water Enterprises Limited
KETS Quantum Security Ltd	Western Global



# REFERENCES

Reference 1: The impact of remote and hybrid working on workers and organisations. Available at: <https://researchbriefings.files.parliament.uk/documents/POST-PB-0049/POST-PB-0049.pdf>

Reference 2: Women at work 2022, Deloitte. Available at: <https://www.deloitte.com/global/en/issues/work/women-at-work-global-outlook.html>

Reference 3: Researchbriefings.files.parliament.uk. Available at: <https://researchbriefings.files.parliament.uk/documents/SN06838/SN06838.pdf>

Reference 4: Employer Brand Research 2021 global report. Available at: [https://workforceinsights.randstad.com/hubfs/REBR%202021/Randstad-Employer-Brand-Research-Global-Report-2021.pdf?\\_hsmi=131085514&\\_hsenc=p2ANqtz-8Oml8YHUTfAXbjipCsEfDcw1aRcFs4IEwpluq8o7PzL8U04p5FvXakDJ\\_AT5CvbaqCbNLVAVVKIQzxQTQmCTONKpM0RQ](https://workforceinsights.randstad.com/hubfs/REBR%202021/Randstad-Employer-Brand-Research-Global-Report-2021.pdf?_hsmi=131085514&_hsenc=p2ANqtz-8Oml8YHUTfAXbjipCsEfDcw1aRcFs4IEwpluq8o7PzL8U04p5FvXakDJ_AT5CvbaqCbNLVAVVKIQzxQTQmCTONKpM0RQ)

Reference 5: Timewise Flexible Jobs index 2022 (2023) Timewise. Including infographic, available at: <https://timewise.co.uk/article/flexible-jobs-index/>



## Report to December Full Council 2023 - The Commission on Race Equality (CoRE)

1. **Museji Ahmed Takolia CBE** was appointed chair of the Commission on Race Equality (CoRE) in October 2021, and formally stood down on 18<sup>th</sup> October 2023. Therefore, there is not a current Chair in place for CoRE to be able to present a report to Full Council on this occasion. CoRE has ten commissioners covering key themes such as Education, Health and Wellbeing and the inclusive economy. **Margaret Simmons-Bird MBE** is the Vice Chair of CoRE with a remit on education.
2. **Margaret Simmons-Bird MBE** is the Co Chair of the Bristol Education & Skills Steering Group and a member of the Black Governs Network. In addition, she holds a number of Trust Board Directorships and several public facing roles and therefore does not feel able to take on the Chair of CoRE at this time alongside these existing commitments.
3. From July 2023, Black South West Network (BSWN) were no longer able to support CoRE in the capacity of secretariat. CoRE formally asked the Equalities Team to step in to support the programme of activity for 2023/4.
4. Following discussions with the Chair and Vice Chair, Mayor, and Deputy Mayor Asher Craig, it was decided not to appoint another Chair to the role. The remaining programme of commitments scheduled between now and May 2024 as outlined below will be developed by the existing commissioners with support from the Corporate Equalities Team. To successfully deliver planned activities, the Equalities Team will support the commission with the Vice Chair who will represent the voice of CoRE.
5. CoRE was set up by Mayor of Bristol, Marvin Rees, in response to the Bristol Manifesto for Race Equality, to work collaboratively with key partners in addressing systemic and structural racial discrimination and injustice in the City of Bristol. Bristol has a long-standing history of challenging inequalities, and this is reflected in the core principles developed in memory of Batook Pandya, a founding member in the production of the Bristol's Manifesto for promoting Race equality. The Race Equality Manifesto underpinned the key principles of CoRE and the work stream with a focus on Education, Community and Engagement, Criminal Justice and Economy.
6. CoRE has played a valuable role in bringing together a wealth of experienced professionals in the areas of health, education, community engagement, economy, and enterprise across the city. They have been able to work

constructively and in collaboration with key partners to address racial injustice, ensure the lived experiences and voices of black and other minoritised voices are heard and represented in policy development and decisions that directly impact on these communities. However, post Covid and the ongoing challenges resulting from the cost of living crisis, there is need and an opportunity to review the effectiveness of this model, to reflect and draw on lessons learned over the last seven years of CoRE to plan a future that builds on the work of the Commission.

7. It is proposed that to build on the achievements of the Commission and to strengthen the impact on delivering an effective race equality strategy, CoRE is integrated into the One City structures multi-agency forums and race eco-system across Bristol. In the meantime CoRE will move away from hosting public meetings in favour of embedding the key aims and objectives of the commission into the eco-system of Race Equality groups across the City.
8. To facilitate this transition, it is recommended that Bristol City Council and its partners facilitate and support the implementation of the strategic work and recommendations of the Commission on Race Equality. In particular, the commissioners work being undertaken by the Economy, Jobs and Skills working group. The work on addressing the declining performance of Black and minoritised groups in public exams 2023 alongside their over - representation in school exclusions by the Education working group. Both pieces of work are of crucial importance in challenging racial inequalities and disparities in the City. It is also important that the work to plan for the future is given priority and resourced so that the gains made under CoRE are not lost.

## 9. *Commissioners*

Below is the list of current commissioners of Bristol's Commission on Race Equality at the date of this report being produced, along with their lead areas of work :-

Margaret Simmons-Bird	Education
Forward Maisokwadzo	Economy
Dr Marcus Walters	Economy
Abbigael Bainton	Education
Enitan Amorolaran	Without Portfolio
Dr Adeela Shafi	Without Portfolio
Dr Jane Khawaja	Economy
Fatima Ali	Education
Jendayi Serwah	Community Engagement
Euella Jackson	Health and Wellbeing

## 10. Programme of Activity for 2022/23

### ***Economy***

- The Economy, Jobs and Skills Task Group will lead a public session in January 2024 with a focus on social value, procurement and recruitment in the upcoming Temple Quarter development.
- As part of the One City Approach CoRE hopes to identify opportunities to spread the benefits of this programme to organisations that wouldn't traditionally bid for contracts. CoRE will work with the Task Group to explore inclusive growth which will seek to embed innovative approaches to ensure that Black and minoritised led businesses and the wider community benefit from development in Temple Quarter.

### **Education**

- School exclusions and poor attainment is an area of contention for parents and families in Bristol. Black young men often find themselves in a pathway from School to Prison. Working with strategic partners CoRE will address the systemic issues that keep racially minoritised young people out of schools. CoRE will feed into the development of the Anti-Racist Strategy followed by developing an event to launch the strategy in 2024. CoRE will also seek to strengthen the relationship with the Black Governors Network to encourage volunteers to come forward to work with schools across the city.

### **Strategic Integration and future focus (Race Ecosystem)**

- In March 2024 CoRE will carry out an evaluation of the commission, supported by BCC equalities team. An option at this stage could be that this takes the form an event engaging a range of the city's race focused strategic leaders and organisations and stakeholders to explore how the activities of the commission have impacted the city. This will also provide an opportunity to review effective models for tackling race inequality and to help inform the framework for the Committee model system of governance.
- Between November 2023 and May 2024, the Commissioners will consider the key priorities and outputs they wish to see delivered based on the capacity the Commission has along with the support available from partners.

*Prepared on behalf of the Vice Chair of CoRE*

# Full Council

## 12<sup>th</sup> December 2023



<b>Report of:</b>	Service Director: Finance
<b>Title:</b>	Treasury Management Annual Report 2022/23
<b>Ward:</b>	City Wide
<b>Member Presenting Report:</b>	Deputy Mayor – Finance, Governance and Performance

### Recommendation

That the Annual Treasury Management Report for 2022/23 is noted.

### Summary

The Council is required to produce an annual treasury management review of activities and the actual treasury indicators in accordance with Local Government regulations.

### The significant issues in the report are:

- The Council has complied with treasury management legislative and regulatory requirements during the period and all transactions were in accordance with the approved Treasury Management Strategy.
- The 2022–2027 Treasury Strategy identified a medium term net borrowing requirement of £608m to support the existing and future Capital Programme. The Council's agreed policy is to defer borrowing while it has significant levels of cash balances (£116m at March 2023), noting if the financial environment changes and borrowing was deemed advantageous the Council may borrow over appropriate maturity periods.
- The Council's long term debt at 31 March 2023 was £446m with an average annual interest rate of 4.48%. Investments were £116m at the 31 March 2023 with an average annual interest rate of 1.90%.





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## Policy

There are no policy implications as a direct result of this report.

## Consultation

### 1. Internal

Audit Committee, Strategic & Service Directors.

### 2. External

Link Asset Services – the Council’s external treasury management advisors

## Background and Context

1. The Council’s treasury management activity is underpinned by CIPFA’s Code of Practice on Treasury Management (the Code), which requires local authorities to produce annually Prudential Indicators and a Treasury Management Strategy Statement on the likely financing and investment activity. The Code also requires reports to full Council mid-year and after the year end. The 2022/23 outturn report is set out as Appendix A.
2. The Code also requires the Council to nominate one of its Committees to have responsibility for scrutiny of its treasury management strategy, policy and activity. Council has delegated that responsibility to the Audit Committee. Overall responsibility for treasury management remains with the Council. No treasury management activity is without risk; the effective identification and management of risk are integral to the Council’s treasury management objectives.
3. Treasury management is defined as:  
  
“The management of the local authority’s borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks”.

## Other Options Considered

Not applicable

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## Proposal

Council note the Annual Treasury Management report for 2022/23, as detailed in Appendix A and Appendix A1.

## Risk Assessment

The principal risks associated with treasury management are:

Risk	Mitigation
Loss of investments as a result of failure of counterparties	Limiting the types of investment instruments used, setting strict lending criteria and only lending to high quality counterparties, and limiting the extent of exposure to individual counterparties
Increase in the net financing costs of the authority due to borrowing at high rates of interest / lending at low rates of interest	Planning and undertaking borrowing and lending in light of assessments of future interest rate movements, and by undertaking most long term borrowing at fixed rates of interest (to reduce the volatility of capital financing costs)

## Public Sector Equality Duties

There are no proposals in this report, which require either a statement as to the relevance of public sector equality duties or an Equalities Impact Assessment.

## Environmental checklist / eco impact assessment

There are no proposals in this report which have environmental impacts

## Legal and Resource Implications

### Legal

The Council is under a duty to manage its resources prudently and therefore due consideration must always be given to its borrowing and lending strategy. A wide range of local authority financial activities, including borrowing, lending, financial management, and the approval of types of investment vehicle are governed by legislation and various regulations. The Council is obliged to comply with these.

**(Legal advice provided by Tim O’Gara - Service Director: Legal and Democratic Services)**

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**Financial**

**(a) Revenues**

The financing costs arising from planned borrowing are provided for in the revenue budget and medium term financial plan. Any additional operating costs arising from capital investment must be contained within the revenue budget of the relevant department.

**(b) Capital**

Not Applicable

**(Financial advice provided by Jon Clayton – Capital and Investments Manager)**

**Land**

Not applicable

**Personnel**

Not Applicable

**Appendices:**

Appendix A – Treasury Management Annual Report 2022/23

Appendix A1 Treasury Management Annual Report 2022/23 incorporating Prudential Indicators

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

**Background Papers:**

**Treasury Management Strategy 2022/23**

### Treasury Management Annual Report 2022/23

#### Purpose of the report:

1. Under the CIPFA Code of Practice on Treasury Management (the Code) the Section 151 Officer is required to produce an outturn report on activities in the year to account for how the Strategy, set at the start of the year has been implemented. This report meets the requirements of both the Code and the CIPFA Prudential Code for Capital Finance in Local Authorities (the Prudential Code).

#### Background

2. The Council's treasury management activity is underpinned by CIPFA's Code of Practice on Treasury Management (the Code), which requires local authorities to produce annually Prudential Indicators and a Treasury Management Strategy Statement on the likely financing and investment activity. The Code also requires reports to full Council mid-year and after the year end.
3. The Code also requires the Council to nominate one of its Committees to have responsibility for scrutiny of its treasury management strategy, policy and activity. Council has delegated this responsibility to the Audit Committee. Overall responsibility for treasury management remains with the Council. No treasury management activity is without risk; the effective identification and management of risk are integral to the Council's treasury management objectives.

4. Treasury management is defined as:

*"The management of the local authority's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks."*

5. The Council's investment priorities will be security first, portfolio liquidity second and then yield, (return).

#### The Economy and Interest Rates for 2022/23

6. The Bank of England use interest rates to manage inflation and this has a subsequent effect on the economy and the rates at which the Council can borrow and invest at.
7. **UK. Economy.** Increasing inflationary pressures, the easing of Covid restrictions in most developed economies, the Russian invasion of Ukraine, and a range of different UK Government policies, has resulted in UK interest rates being very volatile across all maturity periods, from Bank of England base rate through to 50-year gilt yields during 2022/23. This is reflected in the tables in Appendix A1, paragraph 26 and 27.

Core Price Inflation (CPI) peaked at 11.1% in October, although falls from this level will rest on the movements in the gas and electricity markets, as well as the supply-side factors impacting food prices. Most commentators expect the CPI to drop back towards 4% by the end of 2023. As of March 2023, CPI was 10.1%. (July 2023 6.8%)

Bank Rate increased steadily throughout 2022/23, starting at 0.75% and finishing at 4.25%.

Gross Domestic Product (GDP) has been low throughout 2022/23. Quarter 2 of 2022 saw UK GDP growth of +0.1% q/q, but this was reversed in the third quarter, though Quarter 4 was +0.1% q/q. Most recently, January saw a 0.3% m/m increase in GDP as the number of strikes reduced compared to December. In addition, the resilience in activity at the end of 2022 was, in part, due to a 1.3% q/q rise in real household disposable incomes. A large part of that reflected the £5.7bn payments received by households from the government under the Energy Bills Support Scheme.

**USA.** The comments from Federal Reserve suggest there is still an underlying upward theme to their outlook for interest rates, with markets pricing in a further interest rate increases of 25-50bps, on top of the current interest rate range of 4.75% - 5% at March 2023.

**EU.** Although the Euro-zone inflation rate has fallen below 7%, the European Central bank will still be mindful that it has further work to do to reduce inflation expectations and it seems likely to raise rates further. Like the UK, growth has been low but a recession in 2023 is still seen as likely by most commentators.

### Treasury position as at 31 March 2023:

8. The table below indicates the balance of borrowing and investments at the beginning and end of the year and average borrowing cost and investment returns for each period:

	31 March 2022		31 March 2023	
	£m	Average Rate %	£m	Average Rate %
Long Term Debt (fixed rates) - PWLB <sup>1</sup>	331	4.63	326	4.63
Long Term Debt (fixed rates) – LOBOS <sup>2</sup>	70	4.09	70	4.09
Long Term Debt (fixed rates) – Market	50	4.04	50	4.04
Short Term Borrowing	-	-	-	-
<b>Total borrowing</b>	<b>451</b>	<b>4.48</b>	<b>446</b>	<b>4.48</b>
Investments	237	0.13	116	1.90
<b>Net Borrowing Position</b>	<b>214</b>		<b>330</b>	

<sup>1</sup>Public Works Loan Board

<sup>2</sup>Lender option Borrower option (LOBO)

9. The total borrowing excludes accrued interest of £4.3m (£4.4m at 31/3/22) and the outstanding finance on PFI and service contracts of £118m at 31 March 2023 (£125m at 31/3/22).

10. In addition to the Treasury investments above (£116m), the authority also has
- long term service investments costing £15m primarily relating to the holdings in Bristol Port Company (£2.5m) and a property fund to support Homelessness and Temporary Accommodation (£12.5m), and

- long term service loans costing £26m, primarily relating to loans to wholly owned subsidiaries £21.5m and external organisations (£4.5m).
- These investments and loans support the delivery of council functions, provide service benefits and have a positive social impact.

11. The Net debt has increased by £116m from £214m to £330m primarily due to;

- Funding of the capital programme financed by Prudential borrowing +£53m as set out in Appendix 1 para 3.
- Minimum Revenue Provision (MRP) – (£8m)
- Net change in Reserves and provisions +£26m
- Other changes to working capital and balances +£45m

### Long Term Borrowing – Strategy and outturn

12. The 2022–2027 Treasury Strategy (approved 2<sup>nd</sup> March 2022) identified a net medium term borrowing requirement of £608m to support the existing and future Capital Programme with the debt servicing costs predominately met from revenue savings from capital investment, the economic development fund and the HRA. The £608m was planned to be borrowed in the following periods, 22/23, £65m, 23/24 - £200m, 24/25 - £180m, 25/26 - £110m and 26/27 - £53m.

13. The Council’s Strategy is also to defer borrowing while it has significant levels of liquid treasury investments, £116m at March 2023 (£237m at March 2022). However, the Strategy also considers where the financial environment changes and borrowing is deemed advantageous the Council will seek to borrow over appropriate maturity periods. Deferring borrowing reduces the “net” revenue interest cost of the Authority as well as reducing the Councils exposure to counter party risk for its investments. The Council recognises that utilising investments in lieu of borrowing clearly has a finite duration and that future borrowing will be required to support capital expenditure (see 2022/23 Treasury Management Strategy approved by Council 2<sup>nd</sup> March 2022).

<https://democracy.bristol.gov.uk/documents/s70648/E.%20Appendix%204%20-%20Treasury%20Management%20Strategy.pdf>

14. Borrowing activity in year was in accordance with the Strategy approved at the beginning of the year:

- **Borrowing** – No borrowing was undertaken during the year as the authority maintained higher levels of investments, on average circa £207m, that was higher than anticipated for a variety of reasons including the advance receipt of grants, and the time taken to progress capital schemes where the source of financing was external borrowing.
- **Rescheduling** – No debt rescheduling activity was undertaken in 2022/23. As set out in the Treasury Mid-Year report the total life cycle cost of rescheduling loans on a discounted cash-flow basis has been reviewed with no loans providing a positive cash-flow benefit to the authority. This would in part be due to the early repayment penalties that the authority would incur, circa £47m penalty to repay the £325m of PWLB loans early as at 31<sup>st</sup> March 2023 (the penalty at 31/03/22 was £213m).

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## **Annual Investment Strategy and Outturn**

15. Investment returns rose throughout the course of 2022/23 as central banks, including the Bank of England, acted upon inflationary pressures that required tighter monetary policy. Bank rate in April 2022 was 0.75%, and moved up in stepped increases of either 0.25% or 0.50%, reaching 4.25% by the end of the financial year, with the potential for a further increases in 2023/24. As at 1<sup>st</sup> September 2023 bank rate is 5.25%.

The change in investment rates resulted in an appropriate balance between maintaining cash for liquidity purposes, and “laddering” deposits on a rolling basis to lock in the increase in investment rates as duration was extended.

Through the autumn, and then in March 2023, the Bank of England maintained various monetary policy easing measures as required to ensure specific markets, the banking system and the economy had appropriate levels of liquidity at times of stress.

The Council continues to take a cautious approach to investing, and recognise the changes to regulatory requirements for financial institutions in terms of additional capital and liquidity that occurred after the financial crisis of 2008/9. These requirements have provided a far stronger basis for financial institutions, with annual stress tests by regulators evidencing how institutions are now far more able to cope with extreme stressed market and economic conditions.

16. Treasury Investments held by the Council - the Council maintained an average balance of £207m (£240m 2021/22) of internally managed funds. The internally managed funds received an average return of 1.90% (0.13% 2021/22). The comparable performance indicator is the Sterling Overnight Index average (SONIA) 7day, which was 2.20% so slightly below the benchmark. This gap was expected due to the lag in investment returns keeping pace with a quickly rising bank rate.

## **Compliance with Treasury Limits and Treasury Related Prudential Indicators**

17. The Council can confirm that:

- All treasury related transactions were undertaken by authorised officers and within the limits and parameters approved by the Council;
- All investments were to counterparties on the approved lending list
- The Council operated within the Prudential Indicators within Appendix A1.

## **Performance Indicators set for 2022/23**

18. One of the key requirements in the Code is the formal introduction of performance measurement relating to investments, debt, and capital financing activities. Whilst investment performance

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criteria have been well developed and universally accepted, debt performance indicators continue to be a more problematic area with the traditional average portfolio rate of interest acting as the main guide. The Council's performance indicators were set out in the Annual Treasury Management Strategy.

19. The following performance indicators have been set:

- Debt / Borrowing – Average rate of borrowing for the year compared to the average available.  
No borrowing undertaken during the year
- Investments – Internal returns above the 7 day (Sterling Overnight Index Average) SONIA rate  
Average rate for the year 1.90% vs. annual average 7 day SONIA of 2.20% (Overnight SONIA 2.24%) – SONIA is an interest rate benchmark based on actual transactions and reflects the average of the interest rates that banks pay to borrow sterling overnight from other financial institutions and other institutional investors that is governed by the Bank of England.



**Annual Report on the Treasury Management Service 2022/23 (Incorporating Outturn Prudential Indicators)**

**Introduction**

1. This report summarises:

- The capital activity during the year
- What resources the Council applied to pay for this activity;
- The impact of this activity on the Council's underlying indebtedness (the Capital Financing Requirement);
- The reporting of the required prudential indicators;
- Overall treasury position identifying how the Council has borrowed in relation to this indebtedness, and the impact on investment balances;
- A summary of interest rate movements in the year;
- The detailed debt activity;
- The detailed investment activity;
- Local Issues

**The Council's Capital Expenditure and Financing 2022/23**

2. The Council undertakes capital expenditure to invest in the acquisition and enhancement of long-term assets. These activities may either be:

- Financed immediately through the application of capital or revenue resources (capital receipts, capital grants, revenue contributions etc.), which has no resultant impact on the Council's borrowing need; or
- If insufficient financing is available, or a decision is taken not to apply resources, the capital expenditure will give rise to a borrowing need.

3. The actual capital expenditure forms one of the required prudential indicators. The table below shows the actual capital expenditure and how this was financed.

	<b>2021/22 Actual £m</b>	<b>2022/23 Original Budget £m</b>	<b>2022/23 Final Budget £m</b>	<b>2022/23 Actual £m</b>
Non-HRA capital expenditure	119* <sup>1</sup>	187	157	135* <sup>1</sup>
HRA capital expenditure	39	123	70	62
<b>Total capital expenditure</b>	<b>158</b>	<b>310</b>	<b>227</b>	<b>197</b>
<b>Resourced by:</b>				
Capital receipts	17	83		25
Capital grants	65	85		79
HRA Self Financing	29	30		33
Prudential borrowing	43	78		53
Revenue	3	34		5
Service Concession Contract – Waste Vehicles* <sup>1</sup>	1	-		2
<b>Total Resources</b>	<b>158</b>	<b>310</b>		<b>197</b>

\*1 – Technical accounting adjustment required for Waste Service Concession Contract in accordance with International Financial Reporting Standards.

### **The Council's Overall Borrowing Need**

4. The Council's underlying need to borrow is called the Capital Financing Requirement (CFR). This figure is a gauge of the Council's debt position. It represents 2022/23 and prior years' net capital expenditure that has not yet been paid for by revenue or other resources.
5. Part of the Council's treasury activities is to address this borrowing need, either through borrowing from external bodies, or utilising temporary cash resources within the Council.
6. Reducing the CFR – Whilst under treasury management arrangements actual debt can be borrowed or repaid at any time within the confines of the annual treasury strategy, the Council is required to make an annual revenue charge to reduce the CFR – effectively a repayment of the Non-Housing

Revenue Account (HRA) borrowing need. There is no statutory requirement to reduce the HRA CFR.

7. This statutory revenue charge is called the Minimum Revenue Provision - MRP. The total CFR can also be reduced by:
  - the application of additional capital resources (such as unapplied capital receipts); or
  - charging more than the statutory revenue charge (MRP) each year through a Voluntary Revenue Provision (VRP).
8. The Council's 2022/23 MRP Policy (as required by CLG Guidance) was approved on the 2<sup>nd</sup> March 2022.
9. The Council's CFR for the year is shown below, and represents a key prudential indicator. Accounting rule changes in previous years has meant that PFI schemes are now included on the balance sheet, which increases the Council's borrowing need, the CFR. No borrowing is actually required against these schemes as a borrowing facility is included in the contract.

<b>CFR</b>	<b>General Fund 31 March 2022 Actual £m</b>	<b>General Fund 31 March 2023 Actual £m</b>	<b>HRA 31 March 2022 Actual £m</b>	<b>HRA 31 March 2023 Actual £m</b>	<b>Total CFR 31 March 2023 Actual £m</b>
<b>Opening balance</b>	<b>641</b>	<b>669</b>	<b>245</b>	<b>245</b>	<b>914</b>
Add unfinanced capital expenditure (as above)	43	53	-	-	55
Less MRP/VRP	(5)	(10)	-	-	(10)
Less application of Capital Resources	(2)	(12)			(12)
PFI, Service Concession and finance lease adjustments	(8)	(5)	-	-	(7)
<b>Closing balance</b>	<b>669</b>	<b>695</b>	<b>245</b>	<b>245</b>	<b>940</b>

### Treasury Position at 31 March 2023

10. Whilst the Council's gauge of its underlying need to borrow is the CFR, Finance can manage the Council's actual borrowing position by either:

- Borrowing to the CFR; or
- Choosing to utilise some temporary internal cash flow funds in lieu of borrowing or
- Borrowing for future increases in the CFR (borrowing in advance of need).

11. The figures in this report are based on the principal amounts borrowed and invested and so may differ from those in the final accounts by items such as accrued interest.

	31 March 2022		31 March 2023	
	Principal £m	Average Rate % <sup>2</sup>	Principal £m	Average Rate % <sup>2</sup>
Fixed Interest Rate Debt	331	4.63	326	4.63
Variable Interest Rate Debt	-	-	-	-
Market Debt – LOBO <sup>1</sup>	70	4.09	70	4.09
Market Debt - Fixed	50	4.04	50	4.04
PFI / Service Contracts	125	-	118	-
<b>Total Debt</b>	<b>576</b>	<b>4.48</b>	<b>564</b>	<b>4.48</b>
Debt administered of behalf of Unitary Authorities (Ex Avon Debt)	(38)	-	(36)	-
<b>Revised Debt</b>	<b>538</b>	<b>4.48</b>	<b>526</b>	<b>4.48</b>
Capital Financing Requirement	914		940	
Over/(Under) borrowing	(376)		(412)	
<b>Investment position</b>				
Investments (Fixed & Call)	237	0.13	116	1.90
<b>Net borrowing position (excl leasing arrangements)</b>	<b>214</b>	<b>-</b>	<b>330</b>	<b>-</b>

<sup>1</sup> Lender option Borrower option (LOBO) , <sup>2</sup> reflect the average rate for the year taking account of new loans and repayments.

12. The fixed Interest rate debt is apportioned between the General Fund and HRA as set out in the table below.

Fixed Interest Rate Debt	31 March 2022		31 March 2023	
	£m		£m	
	Principal £m	Average Rate%	Principal £m	Average Rate%
General Fund	211	4.26	201	4.23
HRA	240	4.68	245	4.68
<b>Total</b>	<b>451</b>	<b>4.48</b>	<b>446</b>	<b>4.46</b>

13. The maturity structure of the debt portfolio (excluding accrued interest) was as follows:

	Approved Min Limit%	Approved Max Limit%	31 March 2022		31 March 2023	
			Actual £m	%	Actual £m	%
Under 12 Months	0	20	5	1	-	-
1 to 2 years	0	20	-	-	5	1
2 to 5 years	0	40	32	7	44	10
5 to 10 years	0	40	22	5	5	5
10 years and over	25	100	392	87	392	83
<b>Total</b>			<b>451</b>	<b>100</b>	<b>446</b>	<b>100</b>

14. The Council hold £70m of LOBOS with maturities averaging 37 years. Inherent within these loan instruments are options (averaging an option every 3.5 years) that could give rise to the debt being repaid early. These loans are regularly reviewed with the current and expected structure of interest rates. The risk of the lenders exercising their options was currently low for the short to medium term based on the interest rates as at the 31<sup>st</sup> March 2023. Therefore, the maturity of these loans in the above table is based on their maturity date, 10 years and over.

However, with the current rising interest environment it is anticipated that there may be opportunities to refinance these loans over the short to medium term.

15. The Council will continually review these loans in accordance with economic forecasts and will update the maturity structure of the debt portfolio accordingly and assess the future re-financing risks and opportunities exposed to the authority and report any changes within future monitoring reports.

16. The authority’s borrowing strategy is to delay borrowing and use its existing resources to support the Capital Programme to reduce its exposure to counterparty risk and the net interest cost of the authority (cost of carry). The authority, as planned, did not undertake further borrowing while the authority maintained higher levels of investments than originally anticipated. This was due to a variety of reasons including the receipt of grants in advance and the time taken to progress capital schemes where the source of financing was external borrowing.

17. Interest rate forecasts were initially expecting only gradual rises in the short, medium and longer-term fixed borrowing rates during 2022/23, but by August 2022 inflation was moving to a 40 year high. The Bank of England engaged in monetary policy tightening at every Monetary Policy Committee meeting during 2022 and into 2023, by increasing Bank Rate by 0.25% or 0.5% each time. The Consumer price Index (CPI) measure of inflation went above 10% in the UK but is expected to fall towards 4% by the end of the year. The latest interest rate forecasts for the next 3 years are shown in the table in paragraph 24 below.

**Prudential Indicators and Compliance Issues**

18. Some of the prudential indicators provide either an overview or specific limits on treasury activity. These are shown below:

19. **Gross Borrowing and the CFR** – In order to ensure that borrowing levels are prudent over the medium term and only for a capital purpose, the Council should ensure that its gross external borrowing does not, except in the short term, exceed the total of the capital financing requirement over the medium term. This essentially means that the Council is not borrowing to support revenue expenditure. The table below highlights the Council’s gross borrowing position against the CFR. The Council has complied with this prudential indicator.

	<b>31 March 2022 Actual £m</b>	<b>31 March 2023 Actual £m</b>
Gross borrowing position	451	446
CFR (excluding PFI)	789	822

20. **The Authorised Limit** - The Authorised Limit is the “Affordable Borrowing Limit” required by Section 3 of the Local Government Act 2003. Once agreed the authorised limit cannot be breached. The Council does not have the power to borrow above this level. The table below demonstrates that during 2022/23 the Council has maintained gross borrowing within its Authorised Limit.

21. **The Operational Boundary** – The Operational Boundary is the expected borrowing position of the Council during the year. Periods where the actual position is either below or over the Boundary is acceptable subject to the Authorised Limit not being breached.

22. **Actual financing costs as a proportion of net revenue stream** - This indicator identifies the cost of capital (borrowing and other long term obligation costs net of investment income) against the net revenue stream.

	<b>2022/23 £m</b>
Authorised Limit	910
Operational Boundary	650
Average gross borrowing position (including PFI)	570
Financing costs as a proportion of net revenue stream:	
General Fund	6.49%
HRA	6.44%

### **Borrowing Rates in 2022/23**

23. Gilt yields have been on a continual rise since the start of 2021, peaking in the autumn of 2022. At the close of the day on 31 March 2023, all gilt yields from 1 to 50 years were between 3.64% and 4.18%, with the 1 year being the highest and 6-7.5 years being the lowest yield.

The margin over gilt yields for the City Council to borrow from the Public Works Loan Board (PWLB) is gilt plus 80 basis points.

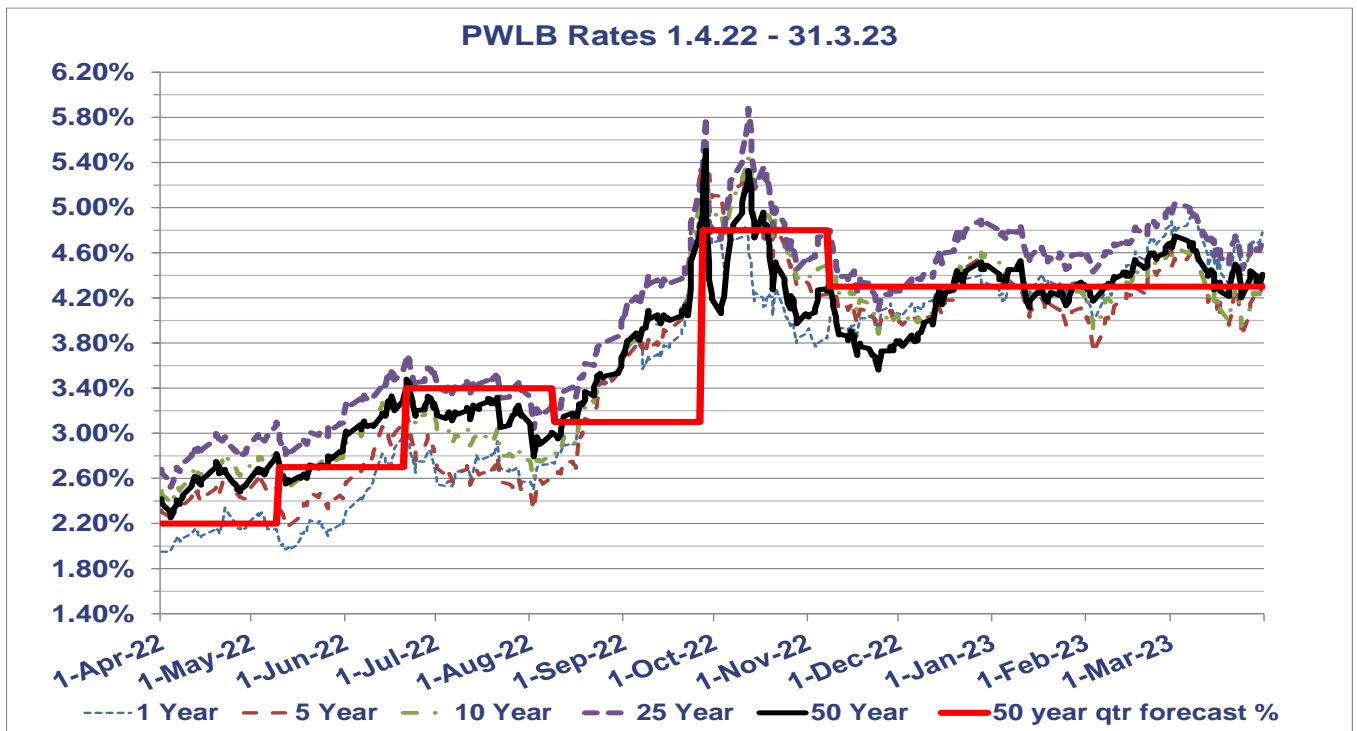
The forecast for bank rate, gilt yields and PWLB rates are to fall over the next one to two years as Bank Rate rises to dampen inflationary pressures and a tight labour market take effect, and is then cut as the economy slows, unemployment rises, and inflation moves closer to the Bank of England's 2% target.

The latest Interest rate forecast provided by the Council's advisors is set out below.

### **Forecast Interest rates as at 26<sup>th</sup> June 2023**

Period	Bank Rate %	PWLB Borrowing Rates % (including certainty rate adjustment)			
		5 year	10 Year	25 year	50 year
Mar 2024	5.50	5.10	4.90	5.10	4.90
Mar 2025	3.75	3.90	3.90	4.20	4.00
Mar 2026	2.50	3.30	3.50	3.80	3.50

The impact on PWLB rates during the financial year ending the 31<sup>st</sup> March 2023 is highlighted in the graph below.



24. **Summary of Debt Transactions** – The authority repaid a £5m PWLB Loan during 2022/23 with an interest rate of 7.125%. To avoid increased counterparty risk, along with lower investment returns compared to borrowing costs no borrowing was undertaken during the year, meaning internal borrowing was used to finance the capital programme effectively utilising the Council’s cash balances.)

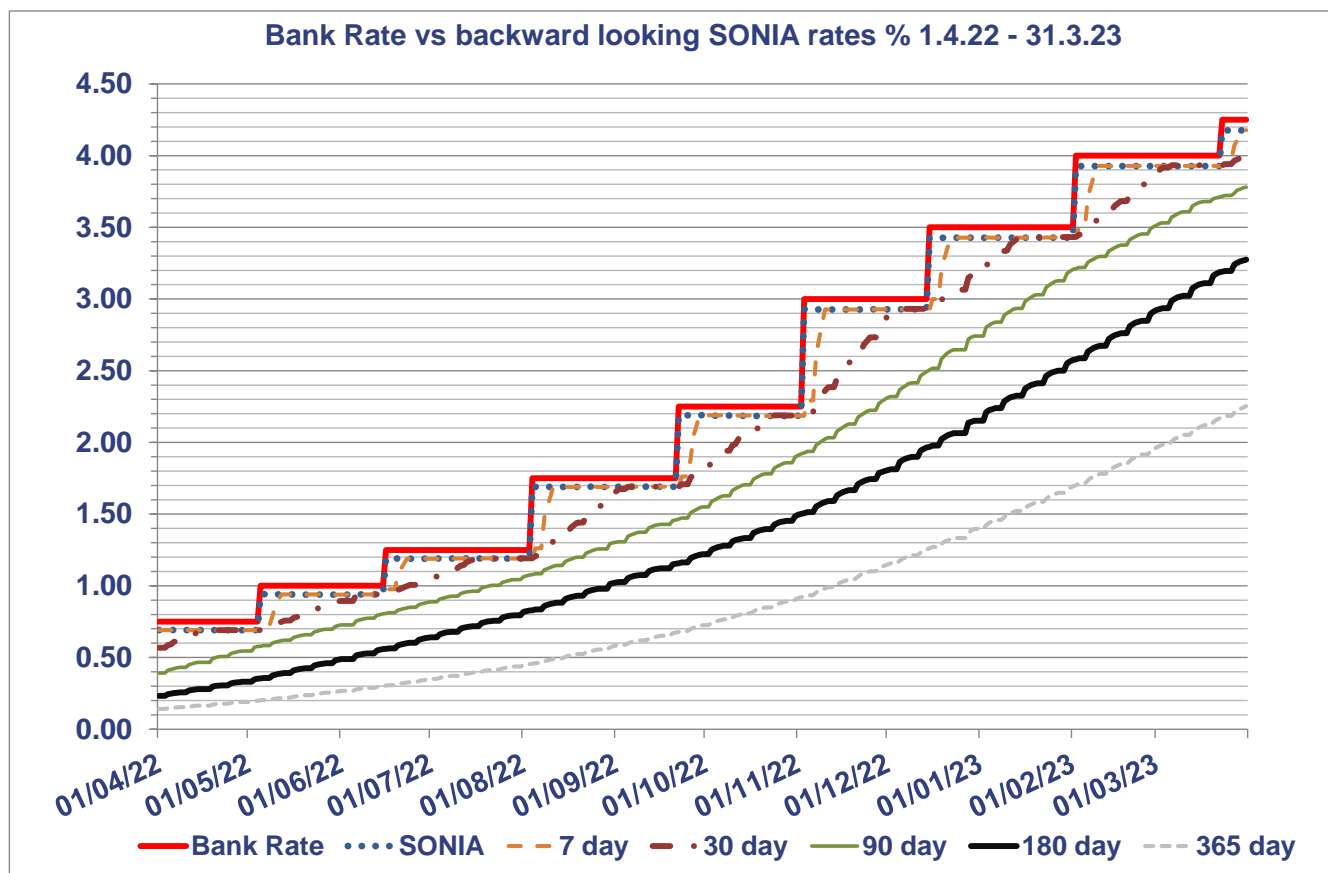
25. The average rate of interest for the debt portfolio is 4.48%.

### Investment Rates in 2022/23

26. Investment returns increased significantly during 2022/23. The expectation for interest rates within the treasury management strategy for 2022/23 was that Bank Rate would increase gradually throughout the year and beyond. Due to higher inflation, rates climbed faster than expected and increased from 0.75% - 4.25%



The impact on investment rates is highlighted in the graph below.



FINANCIAL YEAR TO QUARTER ENDED 31/03/2023							
	Bank Rate	SONIA	7 day	30 day	90 day	180 day	365 day
<b>High</b>	4.25	4.18	4.18	4.00	3.78	3.27	2.25
<b>High Date</b>	23/03/2023	31/03/2023	31/03/2023	31/03/2023	31/03/2023	31/03/2023	31/03/2023
<b>Low</b>	0.75	0.69	0.69	0.57	0.39	0.23	0.14
<b>Low Date</b>	01/04/2022	28/04/2022	29/04/2022	01/04/2022	01/04/2022	01/04/2022	01/04/2022
<b>Average</b>	2.30	2.24	2.20	2.09	1.81	1.42	0.90
<b>Spread</b>	3.50	3.49	3.49	3.43	3.39	3.04	2.11

27. The Council’s investment policy is governed by Department for Levelling Up, Housing and Communities (DLUHC) guidance, which has been implemented in the annual investment strategy approved by the Council on 2<sup>nd</sup> March 2022. This policy sets out the approach for choosing investment counterparties, and is based on credit ratings provided by the three main credit rating agencies supplemented by additional market data (such as rating outlooks, credit default swaps, bank share prices etc.).

The investment activity during the year conformed to the approved strategy, and the Council had no liquidity difficulties.

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## Local Issues

28. **Ethical and Equitable Investment Policy** – A refreshed “Ethical Equitable Investment Policy” was approved by Cabinet on the 18<sup>th</sup> January 2022. The Council approved their first policy, known as the Ethical Investment Policy on the 15<sup>th</sup> December 2011 that was subsequently updated in February 2015. It should be noted that there have been no breaches during the year.

## Regulatory Framework, Risk and Performance

29. The Council’s treasury management activities are regulated by a variety of professional codes and statutes and guidance:

- The Local Government Act 2003 (the Act), which provides the powers to borrow and invest as well as providing controls and limits on this activity;
- The Act permits the Secretary of State to set limits either on the Council or nationally on all local authorities restricting the amount of borrowing which may be undertaken (although no restrictions have been made);
- Statutory Instrument (SI) 3146 2003, as amended, develops the controls and powers within the Act;
- The SI requires the Council to undertake any borrowing activity with regard to the CIPFA Prudential Code for Capital Finance in Local Authorities;
- The SI also requires the Council to operate the overall treasury function with regard to the CIPFA Code of Practice for Treasury Management in the Public Services;
- Under the Act the DLUHC has issued Investment Guidance to structure and regulate the Council’s investment activities.
- Under section 238(2) of the Local Government and Public Involvement in Health Act 2007 the Secretary of State has taken powers to issue guidance on accounting practices. Guidance on Minimum Revenue Provision was issued under this section on 8<sup>th</sup> November 2007 and further amendments have been made since, the most recent being February 2018. It should also be noted that this provision is currently being reviewed and consulted upon as referred in previous treasury reports.

30. The Council has complied with all of the above relevant statutory and regulatory requirements which require the Council to identify and, where possible, quantify the levels of risk associated with its treasury management activities. In particular its adoption and implementation of both the Prudential Code and the Code of Practice for Treasury Management means both that its capital expenditure is prudent, affordable and sustainable, and its treasury practices demonstrate a low risk approach.

31. The Council has ensured that the principles of security, liquidity and yield (in that order) have been adhered to within the treasury operation. This implies that the safeguarding of the principal investment with a suitable high quality counterparty remains the Council’s highest priority followed by liquidity (i.e. ease of access to the principal amount deposited) and yield (i.e. return) on investment.



# Full Council

## 12<sup>th</sup> December 2023



**Report of:** Service Director: Finance

**Title:** Treasury Management Mid-Year Report 2023/24

**Ward:** City Wide

**Officer Presenting Report:** Deputy Mayor – Finance, Governance and Performance

### Recommendation

That the Mid-Year Treasury Management report for 2023/24 is noted.

### Summary

This report meets the treasury management regulatory requirement that the Council receive a Mid-Year Treasury review report. It also incorporates the needs of the Prudential Code to ensure adequate monitoring of the capital expenditure plans.

### The significant issues in the report are:

There are no policy changes to the Treasury Management Strategy Statement; the details in this report update the position in light of the updated economic position and budgetary changes. The authority has a net borrowing requirement of £641m over the next five years and is planning on undertaking £60m of new borrowing during the financial year to support the financing of the capital programme and to ensure there are adequate treasury resources to meet the liquidity requirements of the Council.

However, the Council will undertake further borrowing should market opportunities arise to borrow at fixed rates lower than forecasts to reduce the interest rate risk exposure to the authority due to the significant borrowing needed over the medium term to support the financing of the Council's current capital programme.

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## Policy

1. There are no policy implications as a direct result of this report.

## Consultation

### Internal

2. Audit Committee, Strategic & Service Directors.

### External

3. The Council's Treasury Management advisers

## Purpose / Context of the report:

4. This report meets the treasury management regulatory requirement that the Council receive a mid-year treasury review report. It also incorporates the needs of the Prudential Code to ensure adequate monitoring of the capital expenditure plans and the Council's prudential indicators (PIs).
5. That the mid-year report is structured to highlight:
  - The economic outlook;
  - The actual and proposed treasury management activity (borrowing and investment);
  - The key changes to the Council's capital activity (the prudential indicators {PIs}).

## Background

6. Treasury management is defined as:

*"The management of the local authority's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks."*

7. The Council operates a balanced budget, which broadly means cash raised during the year will meet its cash expenditure. Treasury management operations aim to ensure that cash flow is adequately planned, with surplus monies being invested in low risk counterparties, providing adequate liquidity initially before considering optimising investment return.
8. The second main function of the treasury management service is the funding of the Council's capital plans. These capital plans provide a guide to the borrowing need of the Council, essentially the longer term cash flow planning to ensure the Council can meet its capital spending operations. The management of longer term cash may involve arranging long or short term loans, or using longer term cash flow surpluses, and on occasion any debt previously drawn may be restructured to meet Council risk or cost objectives.

## Introduction

9. The Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management (revised in 2021) has been adopted by this Council. The primary requirements of the Code are:
  - Creation and maintenance of a Treasury Management Policy Statement which sets out the policies and objectives of the Council's treasury management activities;
  - Creation and maintenance of Treasury Management Practices which set out the manner in which the Council will seek to achieve those policies and objectives;

- 
- Receipt by the Full Council of an annual Treasury Management Strategy Statement (TMSS) - including the Annual Investment Strategy and Minimum Revenue Provision Policy - for the year ahead, a **Mid-year Review Report** and an Annual Report (stewardship report) covering activities during the previous year;
  - Delegation by the Council of responsibilities for implementing and monitoring treasury management policies and practices and for the execution and administration of treasury management decisions;
  - Delegation by the Council of the role of scrutiny of treasury management strategy and policies to a specific named body. For Bristol City Council the delegated body is Audit Committee.
10. This mid-year report has been prepared in compliance with CIPFA's Code of Practice on Treasury Management, and covers the following:
- An economic update for the 2023/24 financial year to 30 September 2023;
  - A review of the Treasury Management Strategy Statement and Annual Investment Strategy;
  - A review of the Council's investment portfolio for 2023/24;
  - A review of the Council's borrowing strategy for 2023/24;
  - A review of any debt rescheduling undertaken or planned during 2023/24;
  - The Council's capital expenditure and prudential indicators;
  - A review of compliance with Treasury and Prudential Limits for 2023/24.

#### **Key Changes and updates to the Treasury and Capital Strategies**

11. There are no policy changes to the TMSS; the details in this report update the position in light of the latest economic position and budgetary changes.

The 2023–2028 Treasury Strategy (approved 21<sup>st</sup> February 2023) identified a medium term net borrowing requirement of £641m to support the existing and future Capital Programme with the debt servicing costs met from revenue savings from capital investment and the economic development fund. The approved Strategy indicated a net borrowing need of £100m for 2023/24 though the Council's policy is to defer borrowing while adequate levels of treasury resources are available to support the liquidity requirements of the Council. The Council has not borrowed any external funds to date as the Council held treasury cash balances of £88m at the end of September 2023. The Council is planning to borrow £60m on a short term basis during the remainder of the year as treasury balances fall to support the financing of the capital programme while maintaining adequate liquidity to meet the Council's ongoing obligations. It is estimated that the Council will hold circa £50m in Treasury resources as at the end of March 2024.

## Analysis of Debt and Investments

12. A summary of the of the Council’s debt and Investment position as at 30<sup>th</sup> September 2023 (including forecast at 31<sup>st</sup> March 2024) compared with 31<sup>st</sup> March 2023 is shown in the table below:

Debt & Investments	31 <sup>st</sup> March 2023		30 <sup>th</sup> September 2023		31 <sup>st</sup> March 2024	
	Actual		Actual		Forecast	
	£m	Rate% <sup>*b</sup>	£m	Rate% <sup>*b</sup>	£m	Rate% <sup>*b</sup>
Long Term Debt – PWLB Fixed	326	4.63	326	4.59	326	4.59
Long Term Debt – Market LOBO <sup>*a</sup>	70	4.09	70	4.09	70	4.09
Long Term Debt – Market Fixed	50	4.04	50	4.04	50	4.04
Estimated “New” Short Term Borrowing	-	-	-	-	60	5.50
<b>Total Debt</b>	<b>446</b>	<b>4.45</b>	<b>446</b>	<b>4.45</b>	<b>526</b>	<b>4.49</b>
Investment	116	1.90	88	4.72	50	5.25
<b>Net Borrowing Position</b>	<b>330</b>	<b>-</b>	<b>358</b>	<b>-</b>	<b>476</b>	

<sup>\*a</sup> Lender option Borrower option, <sup>\*b</sup> reflects the average rate for the year taking account of new loans and repayments.

We are currently achieving a return of 4.72% on our investments for the period to 30 September 2023. The return for the year is expected to rise to, circa 5.25% with base rate not anticipated to rise any further.

The authority’s advisors are forecasting the base rate to remain at 5.25% until June 2024 before falling back in gradual rate cuts to 3.00% over the medium term. Long term interest rates (PWLB) are expected to fall from their levels in September of 5.5% to circa 3.50% over the medium term.

## Economic Update

13. The first half of 2023/24 saw:

- Interest rates rise by a further 100 basis points, taking Bank Rate from 4.25% to 5.25% and, possibly, the peak in the tightening cycle.
- Short, medium and long-dated gilts remain elevated as inflation continues.
- A 0.5% m/m decline in real GDP in July, mainly due to more strikes.
- CPI inflation falling from 8.7% in April to 6.7% in August, its lowest rate since February 2022, but still the highest in the G7.
- Core CPI inflation declining to 6.2% in August from 7.1% in April and May.
- A cooling in labour market conditions, but no evidence yet that it has led to an easing in wage growth (as the 3myy growth of average earnings rose to 7.8% in August, excluding bonuses).

14. The 0.5% m/m fall in GDP in July suggests that underlying growth has lost momentum since earlier in the year. Some of the weakness in July was due to there being almost twice as many working days lost to strikes in July (281,000) than in June (160,000). But with output falling in 10 out of the 17 sectors, there is an air of weakness.

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The 0.4% m/m rebound in retail sales volumes in August is not as good as it looks as it partly reflected a pickup in sales after the unusually wet weather in July. Sales volumes in August were 0.2% below their level in May, suggesting much of the resilience in retail activity in the first half of the year has faded.

As the drag from higher interest rates intensifies over the next six months, it is believed that the economy will continue to lose momentum and soon fall into a mild recession. Strong labour demand, fast wage growth and government handouts have all supported household incomes over the past year. With CPI inflation past its peak and expected to decline further, the economy is passing the cost-of-living crisis without recession. With the worst of the falls in real household disposable incomes behind us, the phasing out of financial support packages provided by the government during the energy crisis means real incomes are unlikely to grow strongly. Higher interest rates will soon be felt too. It is expected that the Bank of England will keep interest rates at the probable peak of 5.25% until the second half of 2024 with mortgage rates being likely to stay above 5.0% for around a year.

The tightness of the labour market continued to ease, with employment in the three months to July falling by 207,000. The further decline in the number of job vacancies from 1.017m in July to 0.989m in August suggests that the labour market has loosened a bit further since July. That is the first time it has fallen below 1m since July 2021. The job vacancy rate has fallen from 3.0% in July, to circa 2.9% in August and moving closer to 2.5%, which would be consistent with slower wage growth.

The cooling in labour market conditions has not yet fed through to an easing in wage growth. The headline 3myy rate rose from 8.4% (revised up from 8.2%) to 8.5%, which meant UK wage growth remains much faster than in the US and in the Euro-zone. Moreover, while the Bank of England's closely watched measure of regular private sector wage growth eased a touch in July, from 8.2% 3myy in June to 8.1% 3myy, it is still well above the Bank of England's prediction for it to fall to 6.9% in September.

CPI inflation declined from 6.8% in July to 6.7% in August, the lowest rate since February 2022.

In the latest monetary policy meeting on 20 September, the Bank of England left interest rates unchanged at 5.25%. The weak August CPI inflation release, the recent loosening in the labour market and the downbeat activity surveys appear to have indicated to the Bank of England that it has raised rates sufficiently. The minutes show the decision was "finely balanced". Five MPC members voted for no change and the other four voted for a 25bps hike.

Similar to the US, the Bank of England want markets to believe in the higher for longer narrative. The statement did not say that rates have peaked and once again said if there was evidence of more persistent inflation pressures "further tightening in policy would be required".

The yield on 10-year Gilts fell from a peak of 4.74% on 17th August to 4.44% on 29th September, mainly on the back of investors revising down their interest rate expectations.

The pound weakened from its cycle high of \$1.30 in the middle of July to \$1.21 in late



September. In the first half of the year this driven by the upward shift in UK interest rate expectations, however, over the past couple of months interest rate expectations have dropped as inflation started to come down, growth faltered, and the Bank of England paused its increases to base rate.

The FTSE 100 gained more than 2% since the end of August, from around 7,440 on 31st August to 7,608 on 29th September. The rebound was primarily driven by higher energy prices which boosted the valuations of energy companies. The FTSE 100's relatively high concentration of energy companies explain why UK equities outperformed both US and Euro-zone equities in September. Nonetheless, as recently as 21st April the FTSE 100 stood at 7,914

### Interest rate forecasts

15. The Council's treasury advisor, Link Asset Services, has provided the following forecast:

Link Group Interest Rate View	25.09.23												
	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26
<b>BANK RATE</b>	5.25	5.25	5.25	5.00	4.50	4.00	3.50	3.00	2.75	2.75	2.75	2.75	2.75
3 month ave earnings	5.30	5.30	5.30	5.00	4.50	4.00	3.50	3.00	2.80	2.80	2.80	2.80	2.80
6 month ave earnings	5.60	5.50	5.40	5.10	4.60	4.10	3.60	3.10	2.90	2.90	2.90	2.90	2.90
12 month ave earnings	5.80	5.70	5.50	5.20	4.70	4.20	3.70	3.20	3.00	3.00	3.00	3.00	3.00
5 yr PWLB	5.10	5.00	4.90	4.70	4.40	4.20	4.00	3.90	3.70	3.70	3.60	3.60	3.50
10 yr PWLB	5.00	4.90	4.80	4.60	4.40	4.20	4.00	3.80	3.70	3.60	3.60	3.50	3.50
25 yr PWLB	5.40	5.20	5.10	4.90	4.70	4.40	4.30	4.10	4.00	3.90	3.80	3.80	3.80
50 yr PWLB	5.20	5.00	4.90	4.70	4.50	4.20	4.10	3.90	3.80	3.70	3.60	3.60	3.60

PWLB rates are certainty rates, gilt yields plus 180bps

The latest forecast on 25<sup>th</sup> September sets out a view that short, medium and long-dated interest rates will be elevated for some time as the Bank of England seeks to reduce inflation.

### Investment Portfolio 2023/24

16. In accordance with the Code, it is the Council's priority to ensure security of capital and liquidity, and to obtain an appropriate level of return which is consistent with the Council's risk appetite. As set out in the "Economic Update" interest rates are anticipated to rise and peak at 5.25% at which point will fall back over the medium term to 2.75%.

Given this environment and the likelihood that Bank Rate will fall gradually over the medium term the Council will keep investments short term to cover cash flow needs, but also to seek out value available in periods up to 12 months with high credit quality financial institutions

17. The Council held £88m of Treasury investments as at 30th September 2023 (£116m at 31 March 2023) with an average maturity of 30 days. These investments are predominately with local authorities, money market funds and UK banks. The investment portfolio yield for the first six months of the year was 4.72%. The standard comparator for investment performance is the benchmark SONIA<sup>1</sup>, which for the period was 4.73%.

<sup>1</sup>SONIA – Sterling Over Night Index Average rate is a recognised reference rate to benchmark short-term investment interest rates.

18. The Chief Financial Officer confirms that the approved limits within the Annual Investment Strategy were not breached during the first six months of 2023/24.

19. The current investment counterparty criteria selection approved in the TMSS is the method by which treasury management investment are chosen.

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## Borrowing

20. The Capital Financing Requirement (CFR) denotes the Council's underlying need to borrow for capital purposes. The Council's CFR at 31 March 2024 is estimated to be £940m. If the CFR is positive the Council may borrow from the PWLB or the market (external borrowing) or from internal balances on a temporary basis (internal borrowing).
21. The balance of borrowing between external and internal is generally driven by market conditions and forecasts of future cash flows and interest rates. At the 31<sup>st</sup> March 2023 the Council had external borrowings of £564m and has utilised £412m of internal cash in lieu of borrowing. This is a prudent and cost effective approach in the current economic climate but will require on-going monitoring in the event that upside risk to gilt yields prevails.
22. However, internal borrowing is a temporary measure that takes advantage of lower interest rates and will ultimately be replaced by more expensive external borrowing as the cash used is required elsewhere. The timing and amount of new external borrowing is therefore dependent on capital spending decisions, future cash flows and forecasts of interest rates.
23. The Council does have an underlying need to borrow for capital expenditure requirements, along with the council utilising treasury balances to support services. The Council is therefore planning on taking £60m of external borrowing during the remainder of the year that will increase the net financing costs of the authority that will be contained within the current Capital Financing budget.

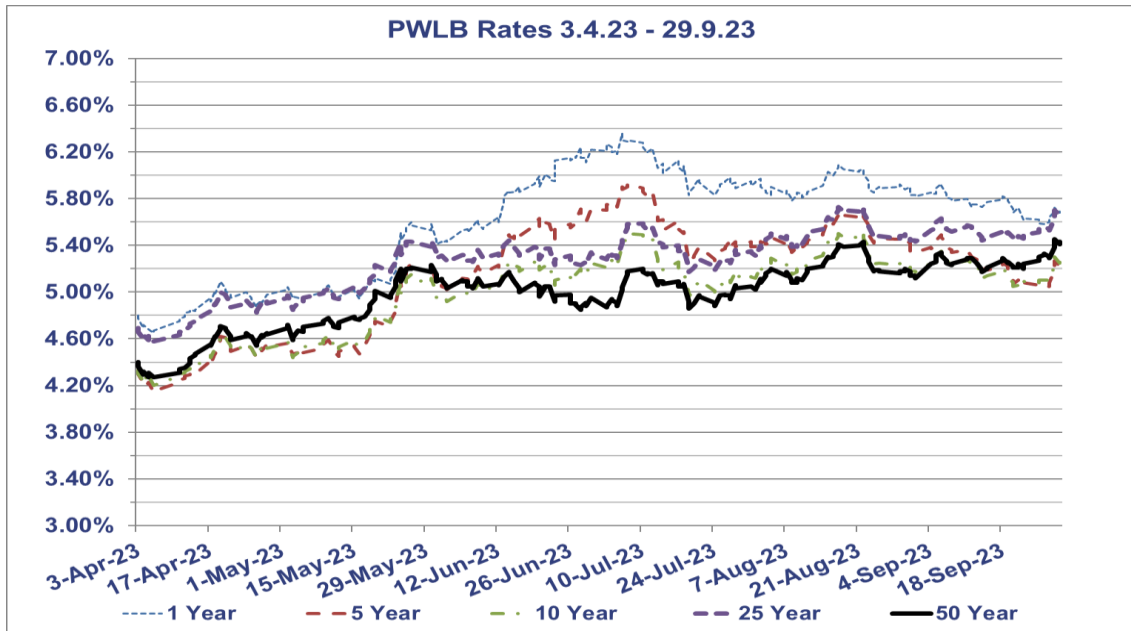
However, should there be a risk that borrowing costs will rise quicker and remain elevated for longer than expected then the Council will consider borrowing to reduce the Council's internal borrowing position and reduce its interest rate risk exposure.

24. PWLB rates were on a generally rising trend throughout the year.

In July short-dated rates peaked at their most expensive, the 1-year rate was 6.36% and the 5-year rate was 5.93%. Short dated rates then fell, though medium dates rose higher through August and the 10-year rate increased to 5.51% and the 25-year rate to 5.73%. The 50-year rate was 4.27% on 5th April but rose to 5.45% on 28th September.

Rates are forecast to fall over the next two to three years as inflation subsides. The CPI measure of inflation is expected to fall below 2% in the second half of 2024, and 50-year rates are forecast to be circa 3.90% by the end of September 2025. However, there is considerable gilt issuance over the next couple of years, so there is a high degree of uncertainty as to whether rates will fall that far.

The graph and table below show the movement in PWLB certainty rates for the first six months of the year.



	1 Year	5 Year	10 Year	25 Year	50 Year
<b>Low</b>	4.65%	4.14%	4.20%	4.58%	4.27%
<b>Date</b>	06/04/2023	06/04/2023	06/04/2023	06/04/2023	05/04/2023
<b>High</b>	6.36%	5.93%	5.51%	5.73%	5.45%
<b>Date</b>	06/07/2023	07/07/2023	22/08/2023	17/08/2023	28/09/2023
<b>Average</b>	5.62%	5.16%	5.01%	5.29%	5.00%
<b>Spread</b>	1.71%	1.79%	1.31%	1.15%	1.18%

**Debt Rescheduling**

- 25. Debt rescheduling opportunities have increased over the course of the past six months and will be considered if giving rise to long-term savings.
- 26. No debt rescheduling has been undertaken during the first six months of the year, however, now that the whole of the yield curve has shifted higher there may be better opportunities in the future, although only prudent and affordable debt rescheduling will be considered.

**Ethical Equitable Investment Policy**

27. An Ethical Investment Policy is incorporated within the Treasury Management Practice Statements (TMPS). The City Council currently invest surplus funds with Banks and Building Societies either directly or via the Money Markets in the form of instant access cash deposit accounts, money market funds or on fixed term deposit and with other local authorities. The City Council’s ethical equitable investment policy is based on the premise that the City Council’s choice of where to invest should reflect the ethical values it supports in public life. The City Council will not knowingly invest in organisations whose activities include practices which directly pose a risk of serious harm to individuals or groups, or whose activities are inconsistent with the mission and values of the City Council.

**The Council’s Capital Position (Prudential Indicators)**

28. This part of the report is structured to update:

- The Council's capital expenditure plans;
- How these plans are being financed;
- The impact of the changes in the capital expenditure plans on the prudential indicators and the underlying need to borrow; and
- Compliance with the limits in place for borrowing activity.

### Prudential Indicator for Capital Expenditure

There are no policy changes to the TMSS; the details in this report update the position in the light of the updated economic position and budgetary changes already approved.

29. This table shows the latest estimates for capital expenditure:

Capital Expenditure by Service	2023/24 Approved Programme £m	2023/24 Period 6 Forecast £m
Non-HRA	165	164
HRA	133	120
<b>Total</b>	<b>298</b>	<b>284</b>

30. The latest capital monitoring report for the end of September 2023 sets out a capital forecast of £284m detailed within the period 6 monitoring report presented to Cabinet on 7<sup>th</sup> November 2023.

### Financing of the Capital Programme

31. The table below draws together the capital expenditure plan and the expected financing arrangements of this capital expenditure. The borrowing element of the table increases the underlying indebtedness of the Council by way of the Capital Financing Requirement (CFR), although this will be reduced in part by revenue charges for the repayment of debt (the Minimum Revenue Provision). This direct borrowing need may also be supplemented by maturing debt and other treasury requirements.

Capital Expenditure	2023/24 Approved Programme £m	2023/24 Period 6 Forecast £m
<b>Total spend</b>	<b>298</b>	<b>284</b>
Financed by:		
Capital receipts	50	35
Capital grants	118	126
Revenue / Reserves	48	43
HRA – Self Financing	30	31
Prudential Borrowing – Increase in Capital Financing Requirement	52	49
<b>Total financing</b>	<b>298</b>	<b>284</b>

### Capital Financing Requirement (CFR) & Operational Boundary

32. The table below shows the CFR, which is the underlying external need to incur borrowing for a

capital purpose and it also shows the expected debt position over the period. This is termed the Operational Boundary.

<b>Capital Financing Requirement</b>	<b>2023/24 Original Estimate £m</b>	<b>2023/24 Latest Estimate £m</b>
CFR – non housing	732	722
CFR – housing	245	245
<b>Total CFR</b>	<b>977</b>	<b>967</b>

<b>External Debt (Operational Boundary)</b>	<b>2023/24 Approved Indicator £m</b>
Borrowing	546
Other long term liabilities*	116
<b>Total debt 31 March</b>	<b>662</b>

\* On balance sheet PFI schemes and finance leases etc.

33. The revised Capital Financing Requirement is based on the actual CFR as at 31 March 2023 (£940m) increased by in-year capital expenditure financed by borrowing (£49m) and reduced by the minimum revenue provision (MRP) for repayment of debt and the repayment of the debt facilities within other long term liabilities (£22m).

#### **Limits to Borrowing Activity**

34. The first key control over the treasury activity is a prudential indicator to ensure that over the medium term, net borrowing (borrowings less investments) will only be for a capital purpose. Gross external borrowing should not, except in the short term, exceed the total of CFR in the preceding year plus the estimates of any additional CFR for 2023/24 and next two financial years. This allows some flexibility for limited early borrowing for future years. The Council has approved a policy for borrowing in advance of need which will be adhered to if this proves prudent.

	<b>2023/24 Original Estimate £m</b>	<b>2023/24 Latest Estimate £m</b>
Gross borrowing	546	506
Plus other long term liabilities*	116	119
Gross borrowing & long term Liabilities	<b>662</b>	<b>625</b>
CFR* (year-end position)	977	967

\* Includes on balance sheet PFI schemes and finance leases etc.

35. The Chief Finance Officer reports that no difficulties are envisaged for the current or future years in complying with this prudential indicator.
36. A further prudential indicator controls the overall level of borrowing. This is the Authorised Limit which represents the limit beyond which borrowing is prohibited, and needs to be set and

revised by Members. It reflects the level of borrowing which, while not desired, could be afforded in the short term, but is not sustainable in the longer term. It is the expected maximum borrowing need with some headroom for unexpected movements. This is the statutory limit determined under section 3(1) of the Local Government Act 2003.

<b>Authorised limit for external debt</b>	<b>2023/24 Approved Indicator £m</b>
<b>Total Borrowing</b>	<b>1,000</b>

**Proposal**

37. That the Mid-Year Treasury Management report for 2023/24 is noted.

**Other Options Considered**

38. None

**Risk Assessment**

39. Borrowing and lending activity is reported to the Mayor.  
The principal risks associated with treasury management are:

<b>Risk</b>	<b>Mitigation</b>
Loss of investments as a result of failure of counterparties	Limiting the types of investment instruments used, setting lending criteria for counterparties, investing in only high quality low risk counterparties and limiting the extent of exposure to individual counterparties
Increase in the net financing costs of the authority due to borrowing at high rates of interest / lending at low rates of interest	Planning and undertaking borrowing and lending in light of assessments of future interest rate movements, and by undertaking most long term borrowing at fixed rates of interest (to reduce the volatility of capital financing costs)

**Public Sector Equality Duties**

40. a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to;
  - o remove or minimise disadvantage suffered by persons who share a relevant protected

- 
- characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
  - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- - tackle prejudice; and
  - - promote understanding.

b) There are no proposals in this report, which require either a statement as to the relevance of public sector equality duties or an Equalities Impact Assessment.

## **Legal and Resource Implications**

### **Legal**

The Council is under a duty to manage its resources prudently and therefore due consideration must always be given to its borrowing and lending strategy. A wide range of local authority financial activities, including borrowing, lending, financial management, and the approval of types of investment vehicle are governed by legislation and various regulations. The Council is obliged to comply with these.

**(Legal advice provided by Tim O’Gara - Service Director - Legal and Democratic Services)**

### **Financial**

#### **(a) Revenue**

The financing costs arising from planned borrowing are provided for in the revenue budget and medium-term financial plan. Any additional operating costs will have to be contained within the revenue budget of the relevant department.

**(Financial advice provided by Jon Clayton - Capital and Investments Manager)**

#### **(b) Capital**

The latest economic forecasts and implementation of the Treasury management strategy indicate that sufficient funds will be available to fund capital expenditure over the medium term while adhering to prudential indicators.

### **Land**

Not applicable

### **Personnel**

Not applicable

## **Appendices:**

None

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

**Background Papers:**

**None**



# Full Council

12<sup>th</sup> December 2023



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

**Title:** Appointment of Independent Persons for Councillor complaints

**Ward:** City wide

**Member Presenting Report:**

## Recommendation

That Full Council ratify the appointment of three Independent Persons.

## Summary

This report asks Full Council to ratify the appointment of three Independent Persons whose views must be sought and taken into account on any Member Code of Conduct complaint under investigation.

## The significant issues in the report are:

The Council has conducted a recruitment process and has recruited 3 independent persons to advise on Councillor complaints and this report seeks ratification of their appointment.



**Policy**

1. Member Code of Conduct

**Consultation**

2. **Internal**  
Not applicable
3. **External**  
Not applicable

**Context**

4. The Council is required by the Localism Act 2011 to put in place its own arrangements for dealing with complaints that members have failed to comply with the new Code of Conduct.
5. Section 28 of the Localism Act requires these arrangements to include the appointment of at least one Independent Person (IP) whose views: -
  - a) are to be sought, and taken into account, by the authority before it makes its decision on an allegation that it has decided to investigate (s.28(7)(a); or
  - b) may be sought in in other circumstances by the authority and by the member complained of (s.28(7)(b).
6. The Council is therefore required to seek and take into account the views of an IP where the decision has been taken to investigate a complaint. It may choose to seek and take into account the views of an IP in other circumstances.
7. The Council has decided to appoint three IPs. The IPs' role and responsibilities are:
  - To assist the Council in promoting high standards of conduct by elected and co- opted members of BCC Councillors, and in particular to uphold the Code of Conduct adopted by the Council and the seven principles of public office, namely selflessness, honesty, integrity, objectivity, accountability, openness and leadership.
  - To be consulted by the Council through the Monitoring Officer and/or the Values and Ethics Committee before it makes a decision on an investigated allegation and to be available to attend meetings and hearings of the Values and Ethics Committee for this purpose.
  - To be consulted by the Monitoring Officer at the initial assessment stage before a decision is taken as to whether to investigate a complaint, to dismiss a complaint, or to seek local resolution of the same.
  - To be available for consultation at any stage by any elected member who is the subject of a standards complaint.
  - To be available for consultation by the Monitoring Officer in relation to requests by a complainant for anonymity, and to review draft investigation reports.
8. The Council conducted a robust recruitment process and has appointed the following three

independent persons: Marc Hole, Lisa Collins and Tony Drew for a period of up to 5 years with a review after 2 years.

9. The appointment entitles the IP to an allowance of £500 per annum plus reimbursement for travel expenses.

### **Proposal**

10. That Full Council ratify the appointment of the three Independent Persons.

### **Other Options Considered**

11. Not Applicable.

### **Risk Assessment**

12. Not Applicable

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

Not applicable.

### **Legal and Resource Implications**

#### **Legal**

Legal Implications are as set out in this report.

**Tim O’Gara, Director Legal and Democratic Services, 1 November 2023**

**Financial N/A**

**Land N/A**

**Personnel N/A**

### **Appendices:**

None

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

#### **Background Papers:**

**s.28 Localism Act 2011**

**BCC Member Code of Conduct**

# Full Council

12 December 2023



**Report of:** Director of Legal and Democratic Services

**Title:** Committee Membership Update - Licensing Committee and Audit Committee

**Ward:** Citywide

## Recommendation

That Full Council approves the appointment of Councillor Chris Jackson and Councillor Hibaq Jama to the Licensing Committee.

That Councillor Amal Ali be appointed Chair of the Licensing Committee.

That Councillor David Wilcox be appointed Vice Chair of the Audit Committee.

## Summary

The Licensing Committee is established under Section 6 of the Licensing Act 2003 and is a standing Committee. Any vacancies on the Committee must be filled by the Full Council. This task is non-delegable, i.e. only Full Council can decide who will serve on the Committee.



**Background and proposal**

1. The Council must have a Licensing Committee of between 10-15 Members. As one of the largest licensing authorities in the country, Bristol has established a 15 Member Committee. Members serve on the Committee until they either resign or are removed by the Full Council.
2. Councillors Steve Pearce and Marley Bennett will step down from the Licensing Committee due to their increased responsibilities in other roles. Councillors Chris Jackson and Hibaq Jama have indicated that they would like to be appointed to the Committee.
3. Full Council is accordingly asked to approve the appointment of Councillors Chris Jackson and Hibaq Jama to the Licensing Committee.
4. Full Council has the option to appoint Chairs and Vice Chairs to committees/Commissions.
5. Full Council is asked to approve the appointment of Councillor Amal Ali as Chair of the Licensing Committee.
6. Councillor Tony Dyer has stepped down from Vice Chair of Audit Committee. Full Council is asked to approve the appointment of Councillor David Wilcox to Vice Chair of the Audit Committee.



# Full Council

Tuesday 12 December 2023

**Report of:** Director of Legal and Democratic Services

**Title:** Review of Polling Districts and Places

**Ward:** Citywide

## Recommendation

1. To approve the polling districts and places for all wards in Bristol as listed in the schedule of polling districts and polling places (Appendix A) and shown in the ward maps (Appendix B).
2. To note the proposed polling stations for all Wards in Bristol with effective from 1 February 2024.

## Summary

A four week public consultation was held from 2 October to 29 October 2023 in order to identify the most appropriate boundaries and venues for voting across the city. Following this review, members are asked to approve these polling districts and polling places, which would then come into force from 1 February 2024 and be used for all subsequent elections in Bristol.

## The significant issues in the report are:

Neither the boundaries of parliamentary constituencies nor the local ward boundaries are part of the review.

It is considered expedient to designate polling places as “whole of polling district” to ensure that the Returning Officer is able to properly exercise his statutory discretion in the identification of polling stations within those areas.

Polling stations are not a part of the review, however consideration has been given to consultation responses, and some changes made as a result. These new polling stations will be used from 1 February 2024. Prior to major elections the Returning Officer will advise political parties of the situation of the actual polling stations to be used, and will consider any comments made. The details of the 240 polling stations in 172 venues are included in Appendix C for reference and to help inform the decision on polling districts and places.

## Policy

1. Not applicable.

## Consultation

Following preliminary work to identify population changes per polling district, such as population trend analysis and known building developments, a four week public consultation was held. This ran from 2 October to 29 October 2023.

In addition to this open public consultation, the following internal and external persons were directly consulted.

### 2. Internal

- 2.1 All Bristol City Council Councillors.
- 2.2 Bristol City Council Party Group offices and Member Support.
- 2.3 The Mayor of the City and County of Bristol.
- 2.4 The Acting Returning Officer for all four constituencies.
- 2.5 Bristol City Council – Equalities and Social Inclusion Team.

Members have been consulted through a programme of engagement with launch events and emails. Members have given input either directly or through the consultation process.

### 3. External

- 3.2 All MPs for the authority area.
- 3.3 The Police and Crime Commissioner.
- 3.4 The West of England Combined Authority Mayor.
- 3.5 Political parties active within the authority area.
- 3.6 Disability and age-related equality organisations within the local authority area.
- 3.7 Voscur (support and development agency for Bristol’s voluntary, community and social enterprise sector).
- 3.8 The Care Forum (Voice & Influence Partnership).
- 3.9 Bristol Women’s Commission.
- 3.10 Bristol Hate Crime and Discrimination Services.

The public consultation elicited 40 responses, each of which has been considered and changes made to the proposals where practicable.

## Context

4. Under the Representation of the People Act 1983, the Electoral Administration Act 2006 and the Electoral Registration and Administration Act 2013, Bristol City Council has a duty to divide its parliamentary constituencies into polling districts and to designate a polling place for each polling district. This compulsory review must be completed by 31 January 2025 and, in order to successfully deliver the 2024 Bristol City Council elections, the changes will be implemented on 01 February 2024 and a new register of electors published.

5. The primary aims in making changes to polling district boundaries are:
  - a) to achieve a desired maximum of 1,500 electors attending each polling station (on projected figures) where geographical and physical features such as rivers and railways allow;
  - b) to identify good accessible venues for use as polling stations; and,
  - c) to ensure that every polling station sits within its ward.
6. Other key aims in drawing up the polling districts are:
  - a) to avoid electors having difficult, dangerous or long journeys to their polling stations;
  - b) to avoid electors having to walk past another polling station to reach their own polling station; and,
  - c) to avoid the use of portacabins wherever possible due to the expense.
7. We aim for a maximum of 1,500 electors attending each station to reduce queues at polling station. To ensure efficient use of staff and throughput of voters, each polling station will be staffed by one Presiding Officer and two Poll Clerks
8. Electoral Services has undertaken a comprehensive review of existing and potential venues which could serve as polling stations. Account has been taken of the new space requirements for Voter ID checks and increased accessibility requirements. Each venue has been graded according to its accessibility and must be a venue reachable for all voters regardless as to the means of travelling there (by foot, car or public transport). Additionally, the polling district boundary criteria were also applied to polling station selection and review.
9. Proposed changes to current polling district boundaries are summarised, by ward, in Appendix D for the convenience of Members.
10. Other key considerations in reviewing venues were Equality Act compliance; and a preference for selecting a polling station within the polling district wherever possible.
11. Parliamentary constituency and also local ward boundaries cannot be addressed within this review.
12. It should be noted that Ashley (polling districts ASHK and ASHL), Hengrove and Whitchurch Park (HWPL and HWPM) and Lawrence Hill (LAWG and LAWJ) have known large developments being accommodated within this proposal to ensure that queues cannot happen within the 5 year period for this review. As the exact position of the polling district boundaries are not precisely known until building work is underway, adjustments to a limited number of these polling district boundaries may be required within the next 5 years.



## Proposal

- 13.1** To approve the polling districts and places for all wards in Bristol as listed in the schedule of polling districts and polling place (Appendix A) and shown in the ward maps (Appendix B).
- 13.2** To note the proposed polling stations for all Wards in Bristol with effect from 01 February 2024 (Appendix C).

## Other Options Considered

**14.** All options proposed through internal and external consultation have been considered against the criteria set out in this report. All consultees will be notified when a Full Council decision has been made. Wherever a proposal is not implemented Electoral Services will respond to the individual or group to explain why it has not been taken forward in the context of these criteria.

## Risk Assessment

**15.** The result of not instituting new polling districts would be to prevent the efficient running of the May 2024 election. Polling districts need to be in place to administer and run the election, and any delay will impact all work-streams and incur a very high risk to the delivery of the election. As such any future changes to polling districts would be made after the May 2024 elections and a snap UK Parliamentary election.

## Summary of Equalities Impact of the Proposed Decision

- 16a).** Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
  - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
    - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
    - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
    - encourage persons who share a protected characteristic to participate in public life or in

any other activity in which participation by such persons is disproportionately low.

- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
  - tackle prejudice; and
  - promote understanding.

**16b).** The purpose of this review is to ensure that polling is accessible for all electors and thus that polling places and polling districts are set up to enable the Returning Officer to identify polling stations that meet this aim. Further details are in the Equality Impact Assessment. (Appendix E).

## Legal and Resource Implications

### Legal

Section 18 of the Representation of the People Act 1983 requires the Council to review the way it divides its area into polling districts and to identify a polling place for each district. This must be completed by 31<sup>st</sup> January 2025.

When reviewing polling districts, the authority must seek to ensure that all electors in a constituency in its area have such reasonable facilities for voting as are practicable in the circumstances.

When designating polling places, the following requirements apply;

- (a) the authority must seek to ensure that all electors in a constituency in its area have such reasonable facilities for voting as are practicable in the circumstances;
- (b) the authority must seek to ensure that so far as is reasonable and practicable every polling place for which it is responsible is accessible to electors who are disabled;
- (c) the authority must have regard to the accessibility, to disabled persons, of potential polling stations in any place which it is considering designating as a polling place or the designation of which as a polling place it is reviewing;
- (d) the polling place for a polling district must be an area in the district, unless special circumstances make it desirable to designate an area wholly or partly outside the district;
- (e) the polling place for a polling district must be small enough to indicate to electors in different parts of the district how they will be able to reach the polling station.

The proposals in this report meet the legislative requirements and facilitate the changes arising from an increasing electorate within the authority area.

**(Legal advice provided by Nancy Rollason. Head of Legal Service).**

### Financial

#### (a) Revenue

The direct cost of providing 2 incremental polling stations (so that the revised number is 240) will be c£2,300 per election (based on requiring 6 additional staff, training costs, venue and equipment hire costs). For Local elections, this cost will be covered within Electoral Services' approved revenue budget. The cost of any National or any other non-BCC election is reclaimable from Central Government.

**(b) Capital**

No capital implications.

**(Financial advice provided by Alison Bennett – Interim Finance Business Partner)**

**Land**

Not applicable.

**Personnel**

Not applicable.

**Appendices:**

- Appendix A Schedule of Polling Districts and Polling Places
- Appendix B Ward maps for each ward
- Appendix C Polling station list (whole city)
- Appendix D Summary of polling district boundary changes by ward.
- Appendix E Equality Impact Assessment

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

**Background Papers:**

None

**2023 Review**  
**Schedule of Polling Districts and Places**

<b>Ward</b>	<b>Proposed Polling District</b>	<b>Proposed Polling Place</b>
ASHLEY	ASHA	Whole of polling district
	ASHB	Whole of polling district
	ASHC	Whole of polling district
	ASHD	Whole of polling district
	ASHE	Whole of polling district
	ASHF	Whole of polling district
	ASHG	Whole of polling district
	ASHH	Whole of polling district
	ASHJ	Whole of polling district
	ASHK	Whole of polling district
	ASHL	Whole of polling district
AVONMOUTH & LAWRENCE WESTON	AVLA	Whole of polling district
	AVLB	Whole of polling district
	AVLC	Whole of polling district
	AVLD	Whole of polling district
	AVLE	Whole of polling district
	AVLF	Whole of polling district
	AVLG	Whole of polling district
	AVLH	Whole of polling district
	AVLJ	Whole of polling district
	AVLK	Whole of polling district
	AVLL	Whole of polling district
BEDMINSTER	BEDA	Whole of polling district
	BEDB	Whole of polling district
	BEDC	Whole of polling district
	BEDD	Whole of polling district
	BEDE	Whole of polling district
	BEDF	Whole of polling district
BISHOPSTON & ASHLEY DOWN	BIAA	Whole of polling district
	BIAB	Whole of polling district
	BIAC	Whole of polling district
	BIAD	Whole of polling district
	BIAE	Whole of polling district
	BIAF	Whole of polling district
		BIAG
BISHOPSWORTH	BISA	Whole of polling district
	BISB	Whole of polling district
	BISC	Whole of polling district
	BISD	Whole of polling district
	BISE	Whole of polling district
		BISF

## Appendix A

Ward	Proposed Polling District	Proposed Polling Place
BRISLINGTON EAST	BREA	Whole of polling district
	BREB	Whole of polling district
	BREC	Whole of polling district
	BRED	Whole of polling district
	BREE	Whole of polling district
BRISLINGTON WEST	BRWA	Whole of polling district
	BRWB	Whole of polling district
	BRWC	Whole of polling district
	BRWD	Whole of polling district
	BRWE	Whole of polling district
	BRWF	Whole of polling district
CENTRAL	CENA	Whole of polling district
	CENB	Whole of polling district
	CENC	Whole of polling district
	CEND	Whole of polling district
	CENE	Whole of polling district
	CENF	Whole of polling district
	CENG	Whole of polling district
	CENH	Whole of polling district
	CENJ	Whole of polling district
CLIFTON	CLIA	Whole of polling district
	CLIB	Whole of polling district
	CLIC	Whole of polling district
	CLID	Whole of polling district
	CLIE	Whole of polling district
	CLIF	Whole of polling district
CLIFTON DOWN	CLDA	Whole of polling district
	CLDB	Whole of polling district
	CLDC	Whole of polling district
	CLDD	Whole of polling district
	CLDE	Whole of polling district
	CLDF	Whole of polling district
COTHAM	COTA	Whole of polling district
	COTB	Whole of polling district
	COTC	Whole of polling district
	COTD	Whole of polling district
	COTE	Whole of polling district
	COTF	Whole of polling district
EASTON	ESTA	Whole of polling district
	ESTB	Whole of polling district
	ESTC	Whole of polling district
	ESTD	Whole of polling district
	ESTE	Whole of polling district
	ESTF	Whole of polling district

**Appendix A**

<b>Ward</b>	<b>Proposed Polling District</b>	<b>Proposed Polling Place</b>
	ESTG	Whole of polling district
EASTVILLE	ESVA	Whole of polling district
	ESVB	Whole of polling district
	ESVC	Whole of polling district
	ESVD	Whole of polling district
	ESVE	Whole of polling district
	ESVF	Whole of polling district
	ESVG	Whole of polling district
	ESVH	Whole of polling district
FILWOOD	FWDA	Whole of polling district
	FWDB	Whole of polling district
	FWDC	Whole of polling district
	FWDD	Whole of polling district
	FWDE	Whole of polling district
	FWDF	Whole of polling district
	FWDG	Whole of polling district
FROME VALE	FRVA	Whole of polling district
	FRVB	Whole of polling district
	FRVC	Whole of polling district
	FRVD	Whole of polling district
	FRVE	Whole of polling district
	FRVF	Whole of polling district
	FRVG	Whole of polling district
HARTCLIFFE & WITTHYWOOD	HAWA	Whole of polling district
	HAWB	Whole of polling district
	HAWC	Whole of polling district
	HAWD	Whole of polling district
	HAWE	Whole of polling district
	HAWF	Whole of polling district
	HAWG	Whole of polling district
	HAWH	Whole of polling district
HENBURY & BRENTY	HEBA	Whole of polling district
	HEBB	Whole of polling district
	HEBC	Whole of polling district
	HEBD	Whole of polling district
	HEBE	Whole of polling district
	HEBF	Whole of polling district
	HEBG	Whole of polling district
HENGROVE & WHITCHURCH PARK	HWPA	Whole of polling district
	HWPB	Whole of polling district
	HWPC	Whole of polling district
	HWPD	Whole of polling district
	HWPE	Whole of polling district
	HWPF	Whole of polling district

**Appendix A**

<b>Ward</b>	<b>Proposed Polling District</b>	<b>Proposed Polling Place</b>
	HWPG	Whole of polling district
	HWPH	Whole of polling district
	HWPJ	Whole of polling district
	HWPK	Whole of polling district
	HWPL	Whole of polling district
	HWPM	Whole of polling district
HILLFIELDS	HILA	Whole of polling district
	HILB	Whole of polling district
	HILC	Whole of polling district
	HILD	Whole of polling district
	HILE	Whole of polling district
	HILF	Whole of polling district
	HILG	Whole of polling district
HORFIELD	HORA	Whole of polling district
	HORB	Whole of polling district
	HORC	Whole of polling district
	HORD	Whole of polling district
	HORE	Whole of polling district
	HORF	Whole of polling district
	HORG	Whole of polling district
HOTWELLS & HARBOURSIDE	HOHA	Whole of polling district
	HOHB	Whole of polling district
	HOHC	Whole of polling district
	HOHD	Whole of polling district
KNOWLE	KNLA	Whole of polling district
	KNLB	Whole of polling district
	KNLC	Whole of polling district
	KNLD	Whole of polling district
	KNLE	Whole of polling district
	KNLF	Whole of polling district
	KNLG	Whole of polling district
LAWRENCE HILL	LAWA	Whole of polling district
	LAWB	Whole of polling district
	LAWC	Whole of polling district
	LAWD	Whole of polling district
	LAWE	Whole of polling district
	LAWF	Whole of polling district
	LAWG	Whole of polling district
	LAWH	Whole of polling district
	LAWJ	Whole of polling district
	LAWK	Whole of polling district
	LAWL	Whole of polling district
LOCKLEAZE	LOCA	Whole of polling district
	LOCB	Whole of polling district

**Appendix A**

<b>Ward</b>	<b>Proposed Polling District</b>	<b>Proposed Polling Place</b>
	LOCC	Whole of polling district
	LOCD	Whole of polling district
	LOCE	Whole of polling district
	LOCF	Whole of polling district
<b>REDLAND</b>	REDA	Whole of polling district
	REDB	Whole of polling district
	REDC	Whole of polling district
	REDD	Whole of polling district
	REDE	Whole of polling district
	REDF	Whole of polling district
	REDG	Whole of polling district
<b>SOUTHMEAD</b>	SMDA	Whole of polling district
	SMDB	Whole of polling district
	SMDC	Whole of polling district
	SMDD	Whole of polling district
	SMDE	Whole of polling district
	SMDF	Whole of polling district
<b>SOUTHVILLE</b>	SVLA	Whole of polling district
	SVLB	Whole of polling district
	SVLC	Whole of polling district
	SVLD	Whole of polling district
	SVLE	Whole of polling district
	SVLF	Whole of polling district
	SVLG	Whole of polling district
	SVLH	Whole of polling district
<b>ST GEORGE CENTRAL</b>	SGCA	Whole of polling district
	SGCB	Whole of polling district
	SGCC	Whole of polling district
	SGCD	Whole of polling district
	SGCE	Whole of polling district
	SGCF	Whole of polling district
	SGCG	Whole of polling district
<b>ST GEORGE TROOPERS HILL</b>	SGTA	Whole of polling district
	SGTB	Whole of polling district
	SGTC	Whole of polling district
<b>ST GEORGE WEST</b>	SGWA	Whole of polling district
	SGWB	Whole of polling district
	SGWC	Whole of polling district
	SGWD	Whole of polling district
<b>STOCKWOOD</b>	STWA	Whole of polling district
	STWB	Whole of polling district
	STWC	Whole of polling district
	STWD	Whole of polling district
	STWE	Whole of polling district



## Appendix A

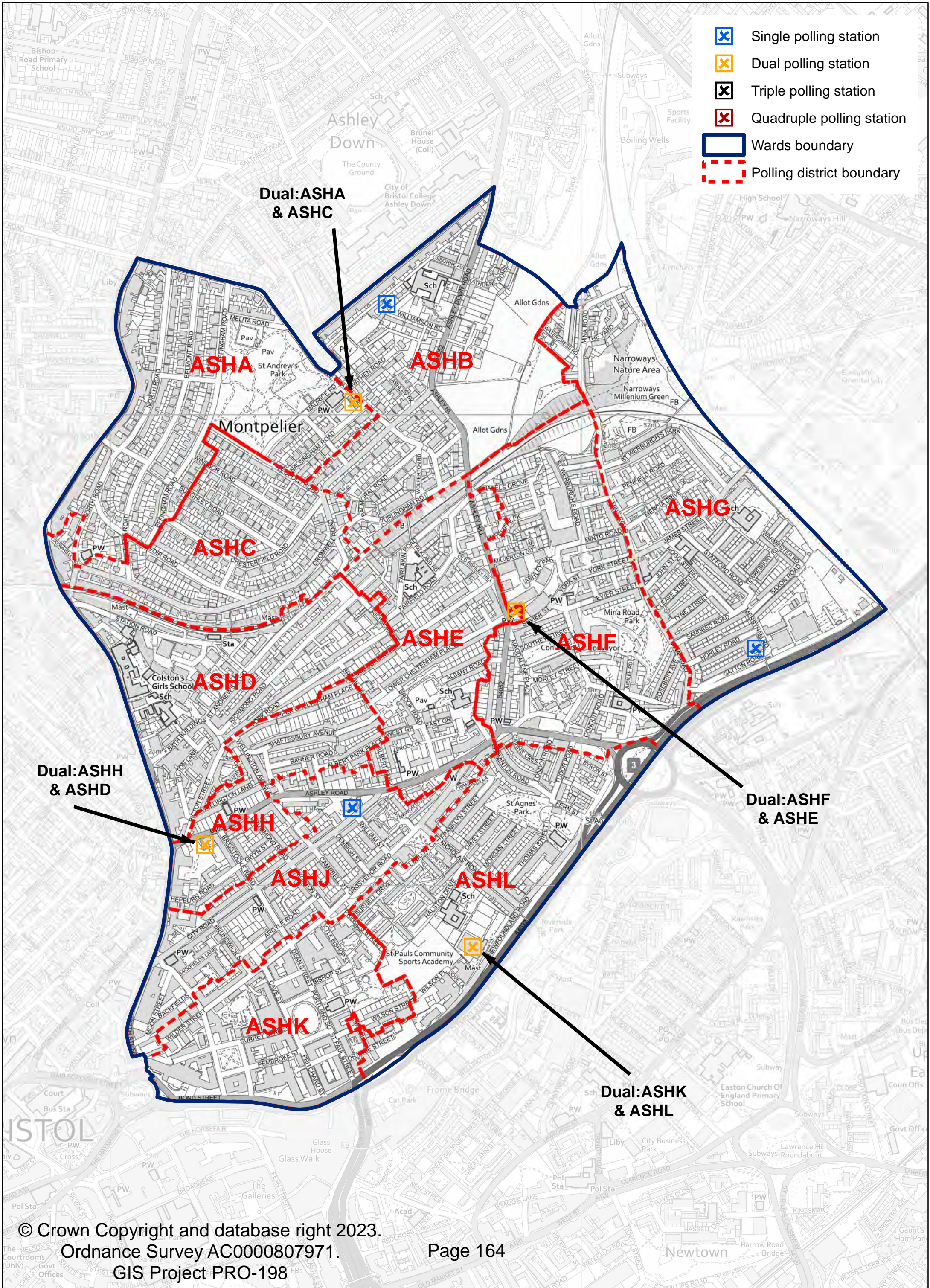
Ward	Proposed Polling District	Proposed Polling Place
	STWF	Whole of polling district
STOKE BISHOP	STBA	Whole of polling district
	STBB	Whole of polling district
	STBC	Whole of polling district
	STBD	Whole of polling district
	STBE	Whole of polling district
	STBF	Whole of polling district
WESTBURY ON TRYM & HENLEAZE	WEHA	Whole of polling district
	WEHB	Whole of polling district
	WEHC	Whole of polling district
	WEHD	Whole of polling district
	WEHE	Whole of polling district
	WEHF	Whole of polling district
	WEHG	Whole of polling district
	WEHH	Whole of polling district
	WEHJ	Whole of polling district
WINDMILL HILL	WNHA	Whole of polling district
	WNHB	Whole of polling district
	WNHC	Whole of polling district
	WNHD	Whole of polling district
	WNHE	Whole of polling district
	WNHF	Whole of polling district
	WNHG	Whole of polling district











# Ashley Ward - Proposed Arrangements

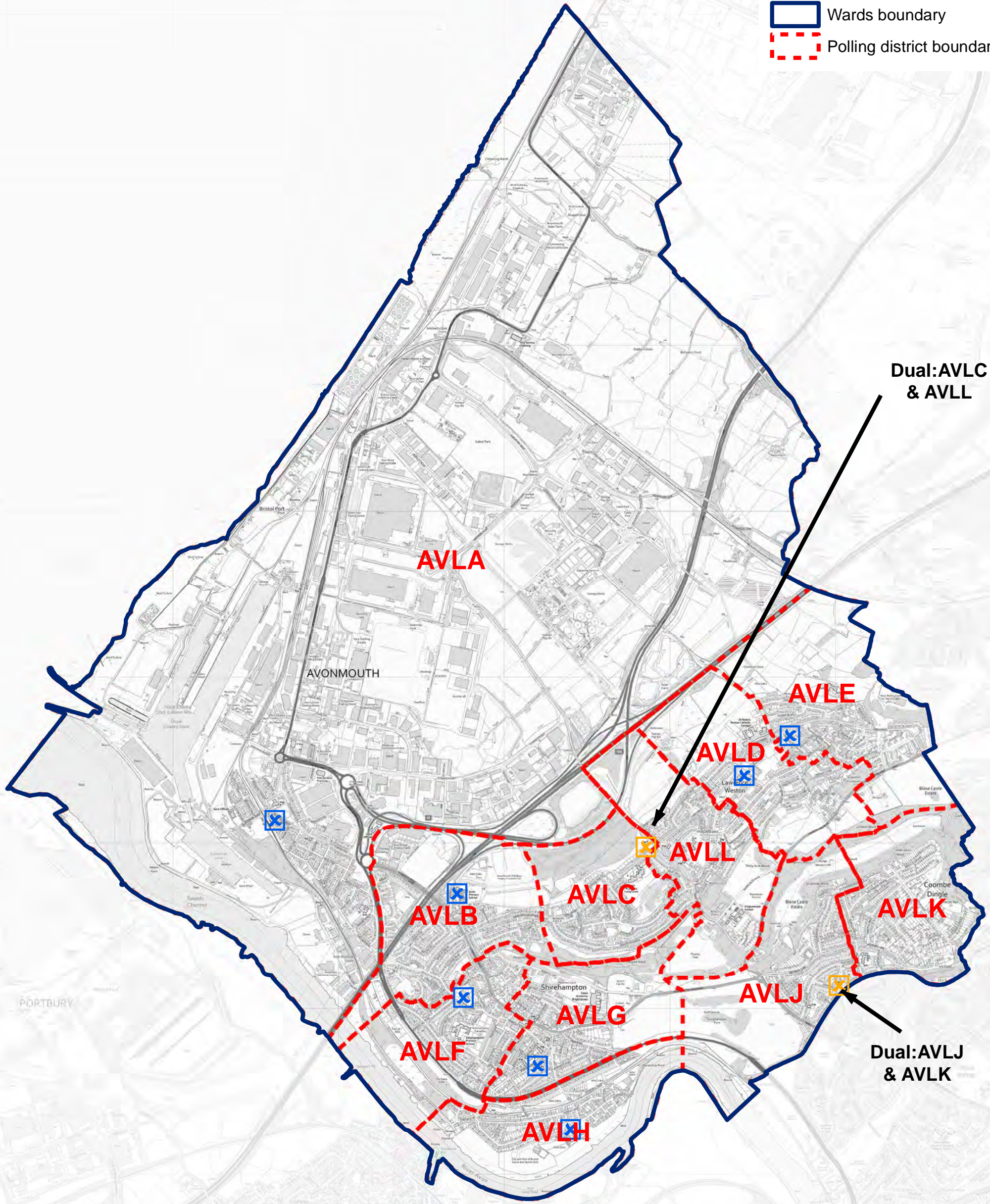
September 2023







-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary









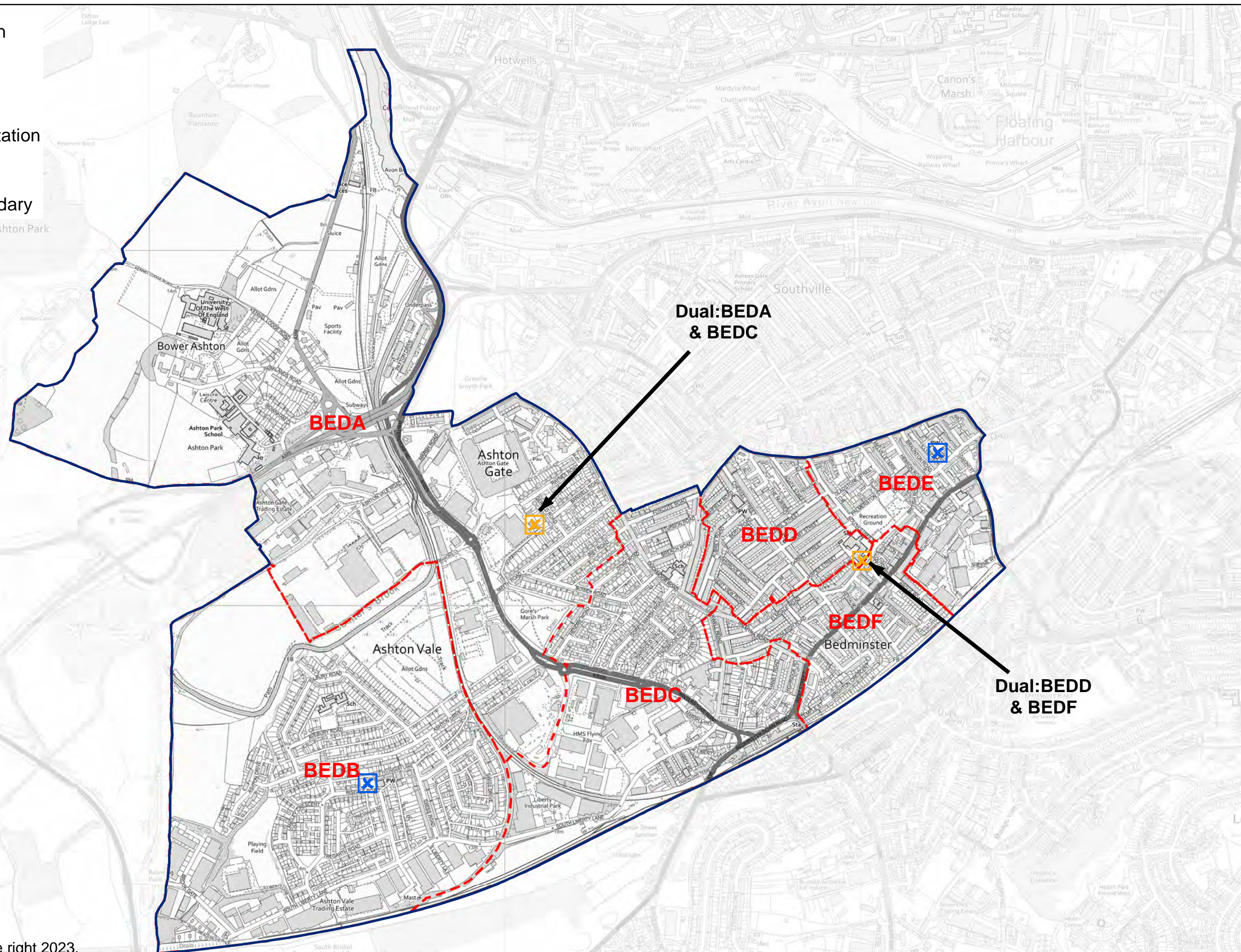




# Bedminster Ward - Proposed Arrangements

September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary



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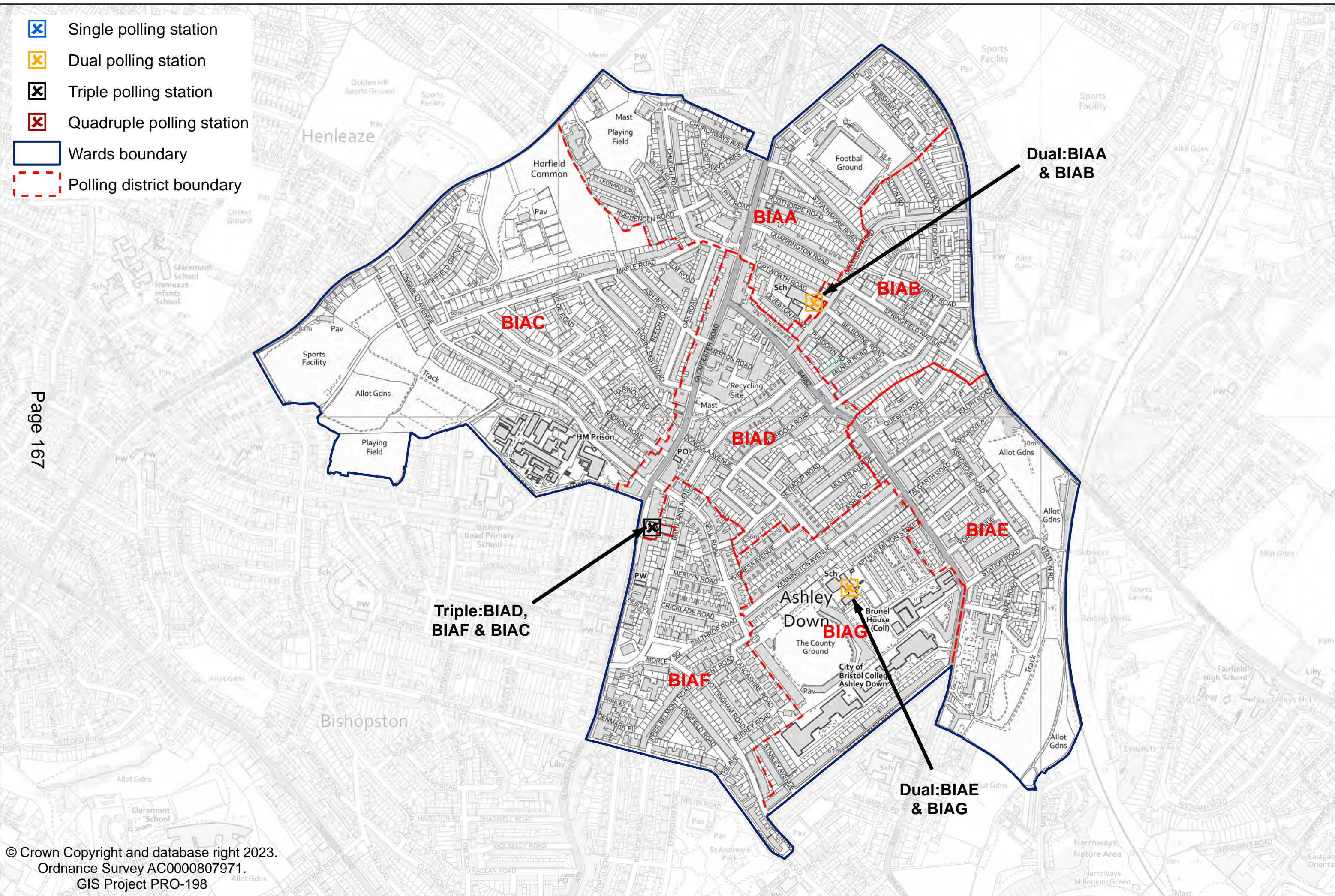




# Bishopston & Ashley Down Ward - Proposed Arrangements

September 2023

- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary









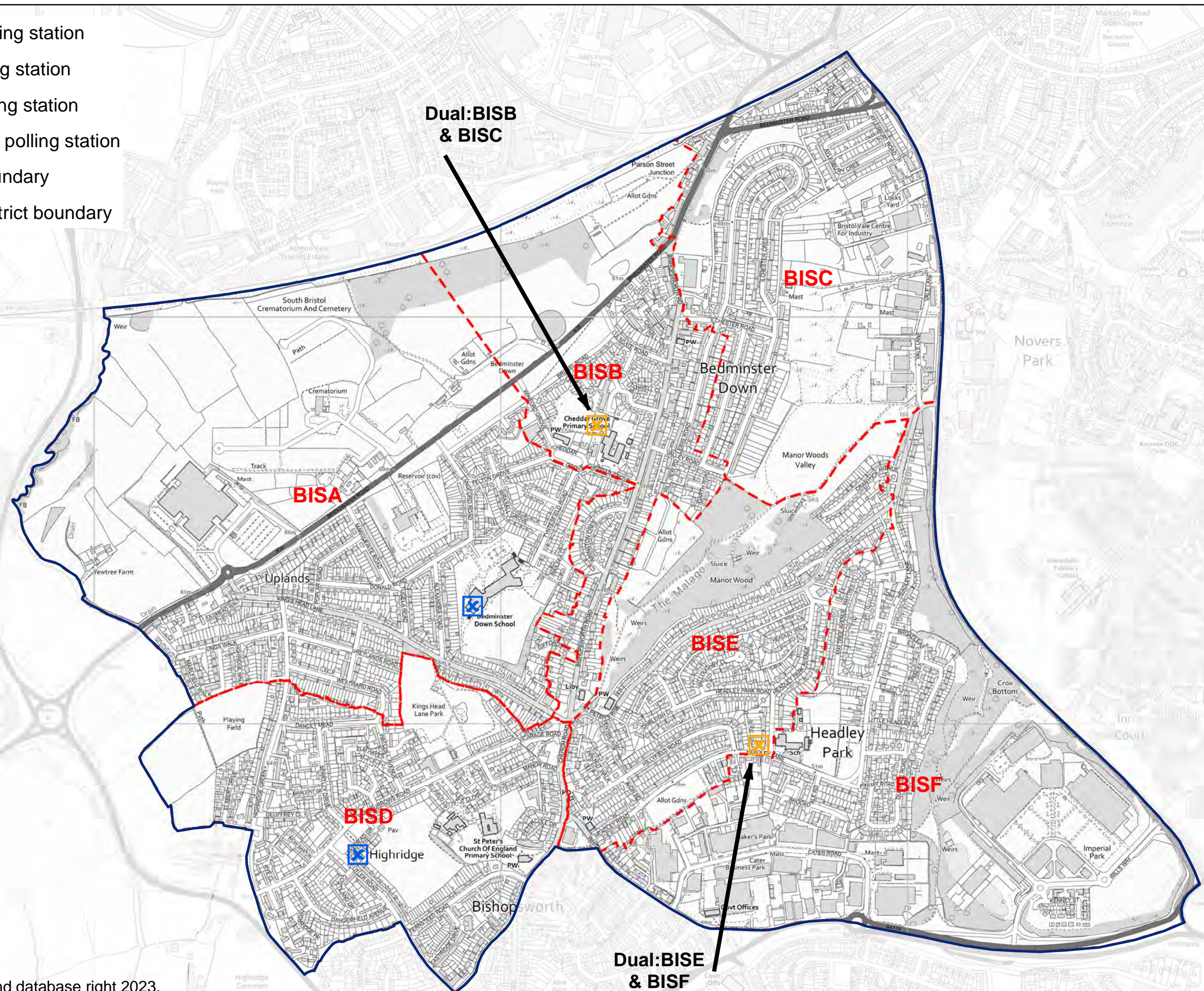
Page 167



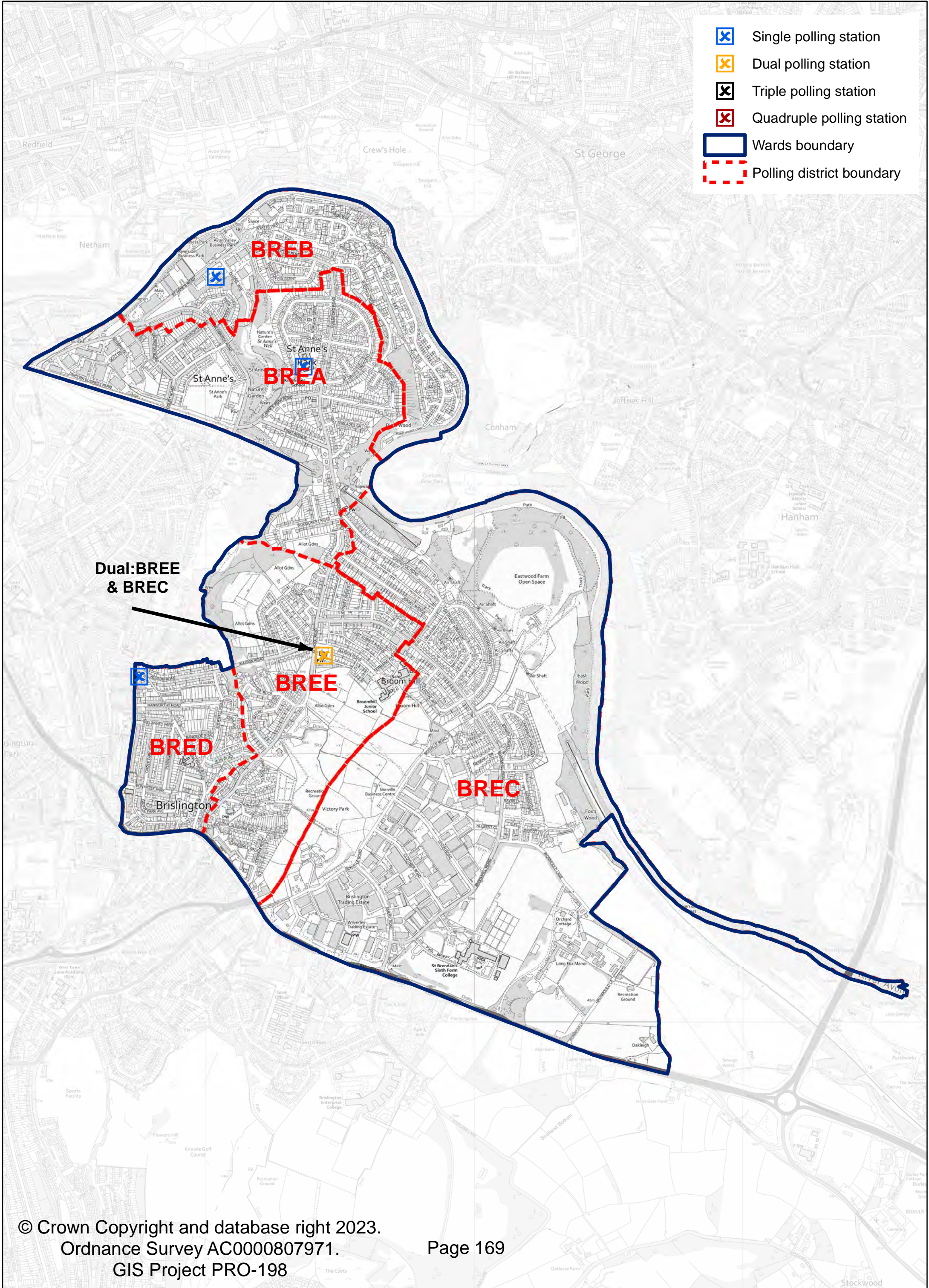


# Bishopsworth Ward - Proposed Arrangements

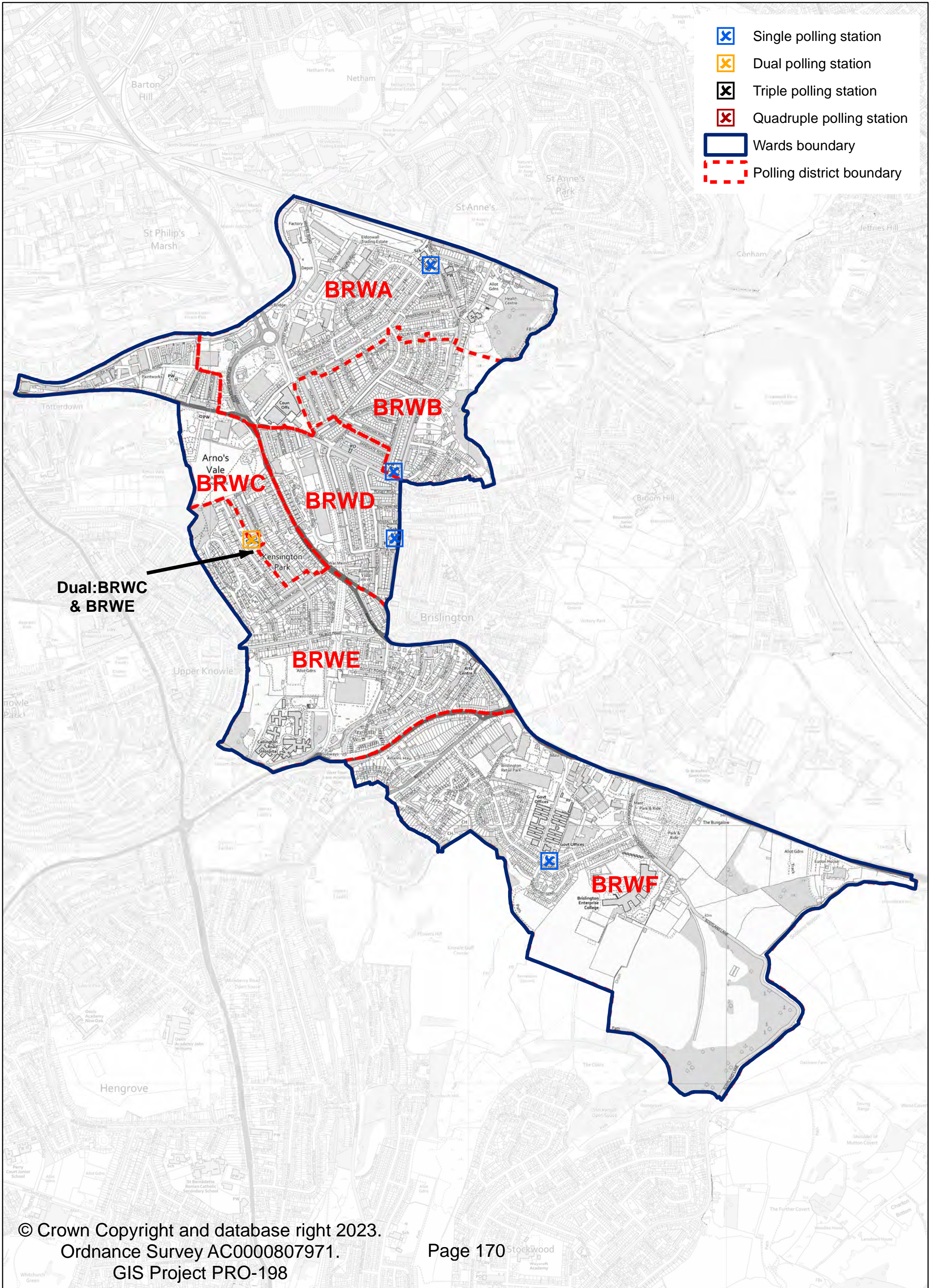
-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary









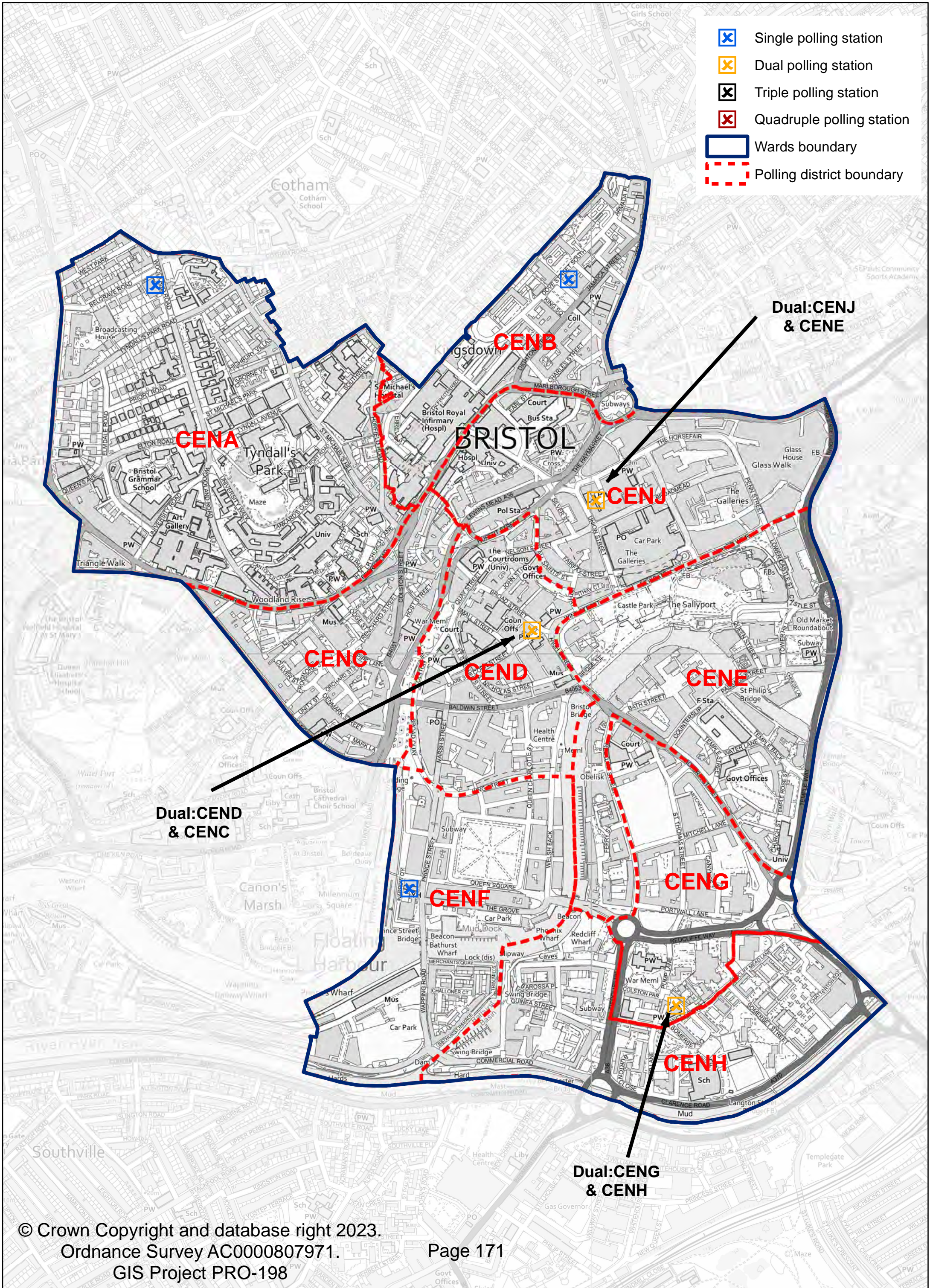






# Central Ward - Proposed Arrangements

September 2023



Dual:CEND & CENC

Dual:CENJ & CENE

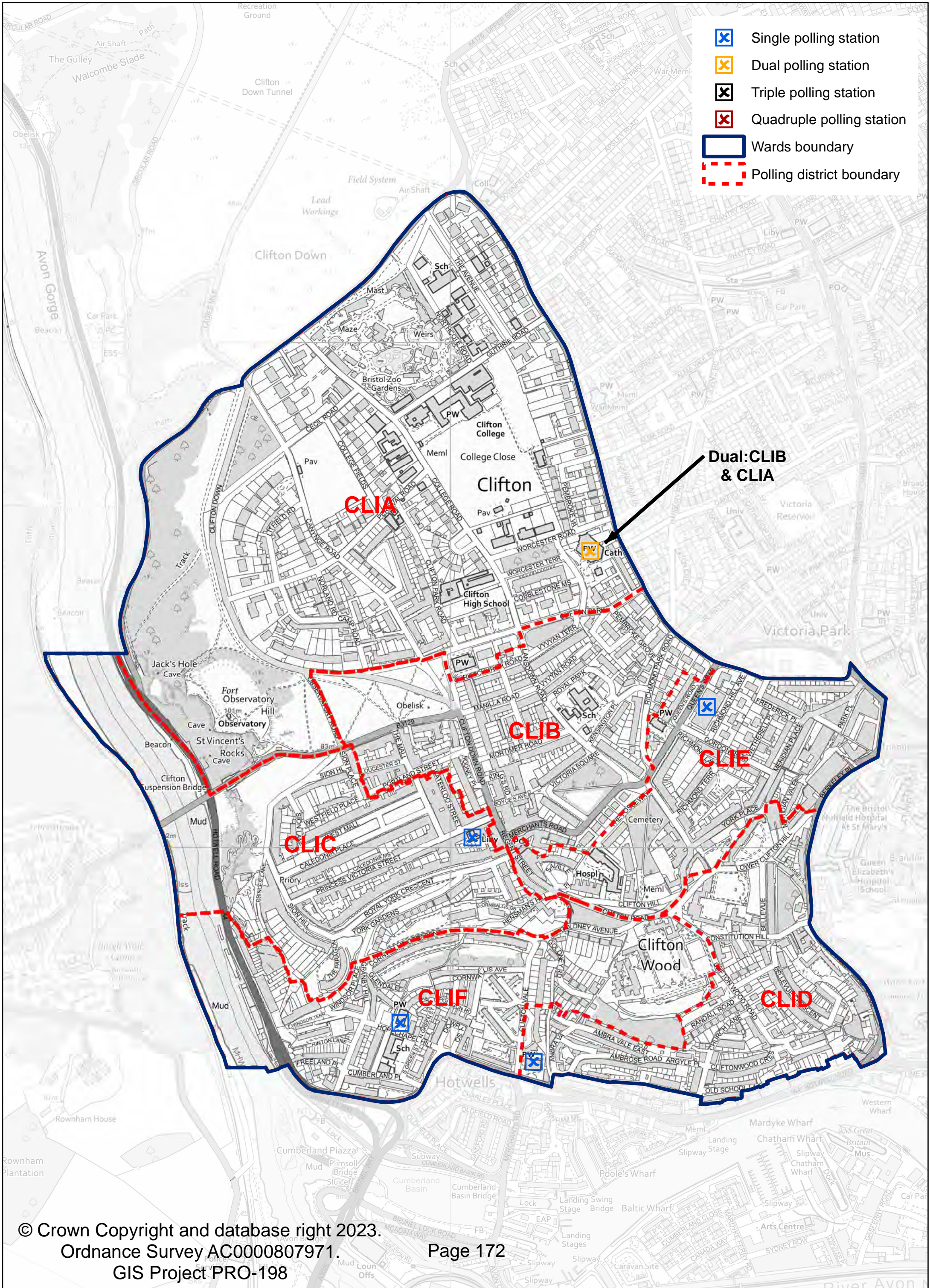
Dual:CENG & CENH





# Clifton Ward - Proposed Arrangements

September 2023



- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary

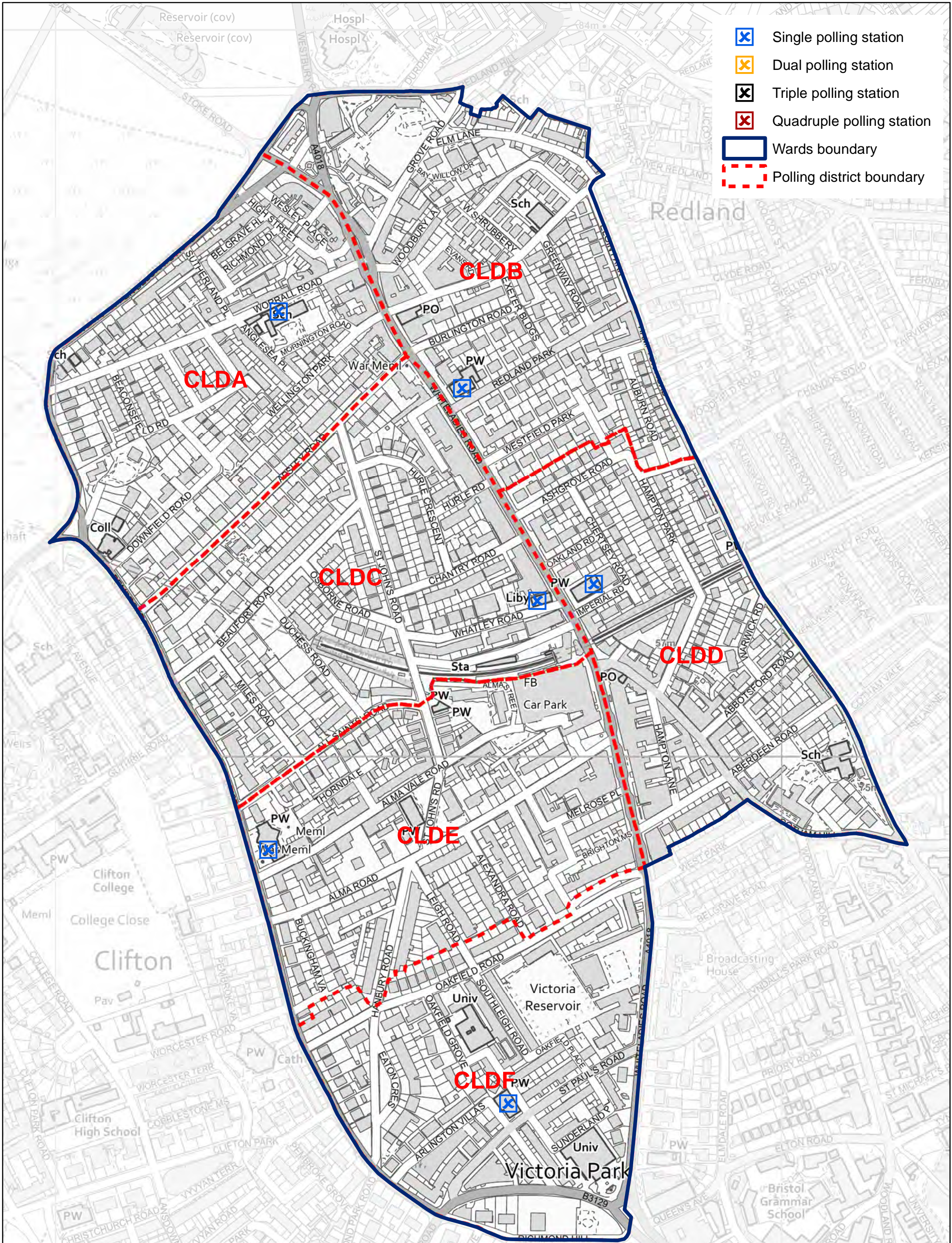
Dual: CLIB & CLIA











# Clifton Down Ward - Proposed Arrangements

September 2023



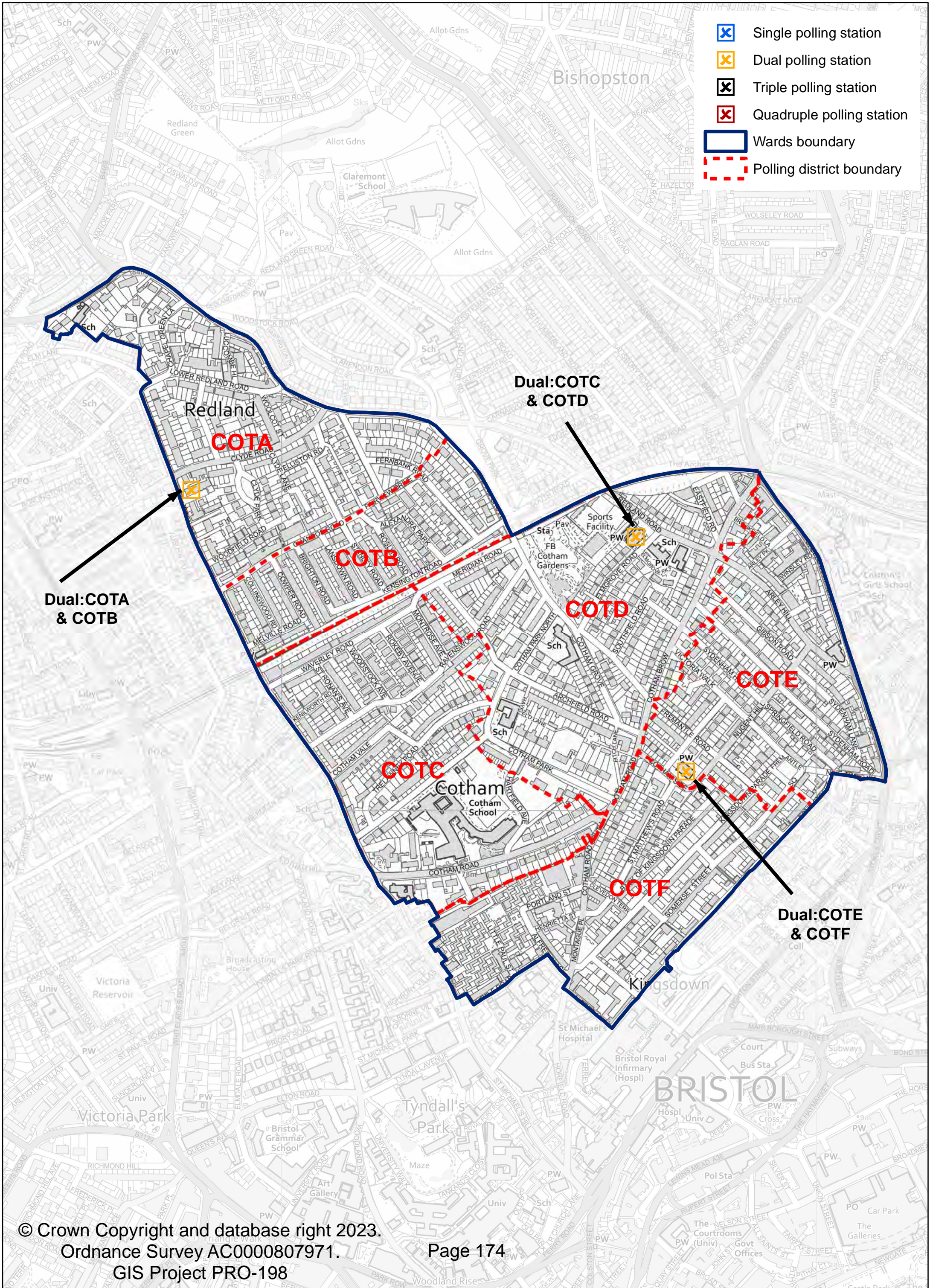
-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary





# Cotham Ward - Proposed Arrangements

September 2023



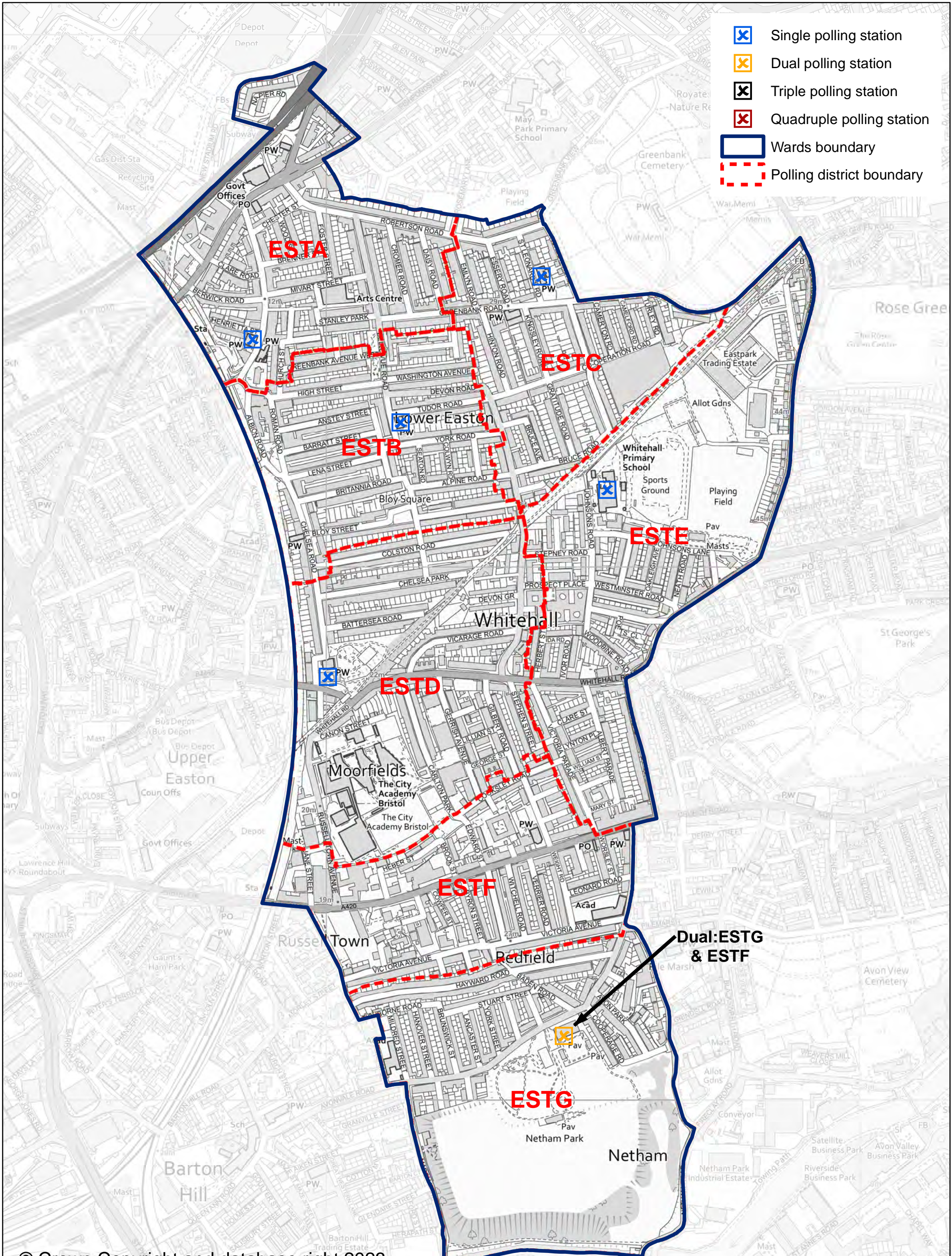
- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary











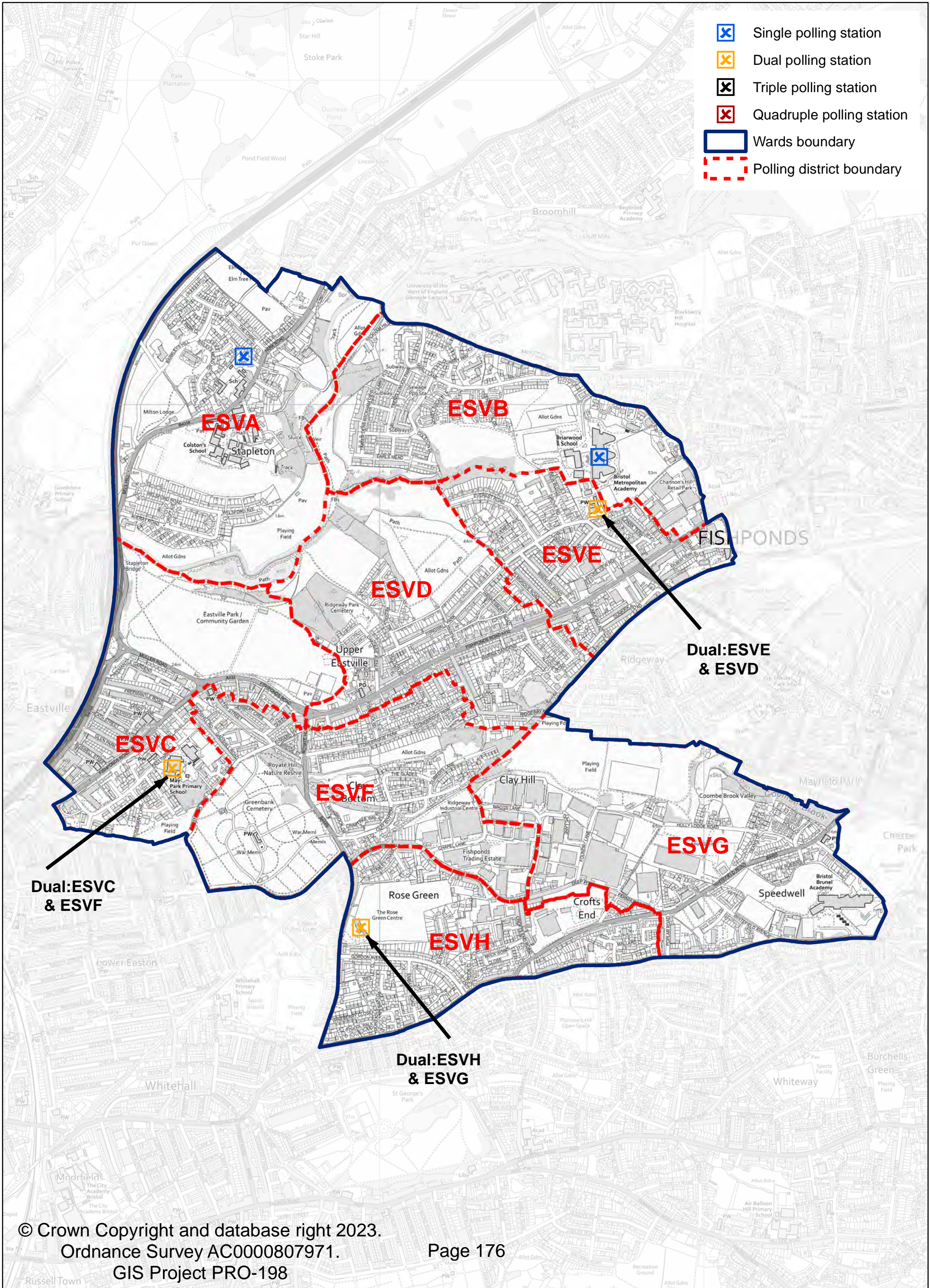
# Easton Ward - Proposed Arrangements







September 2023



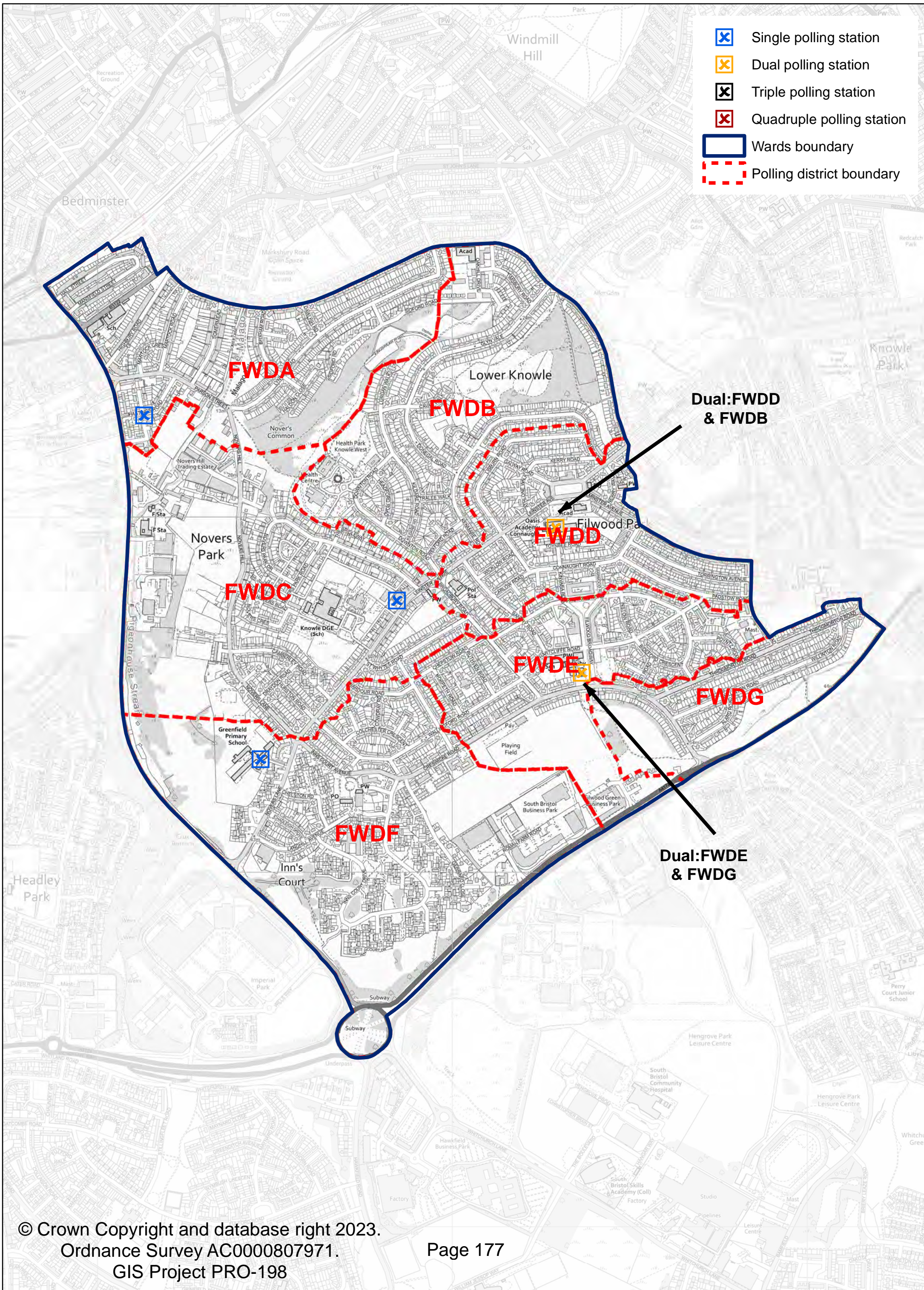
-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary





-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary











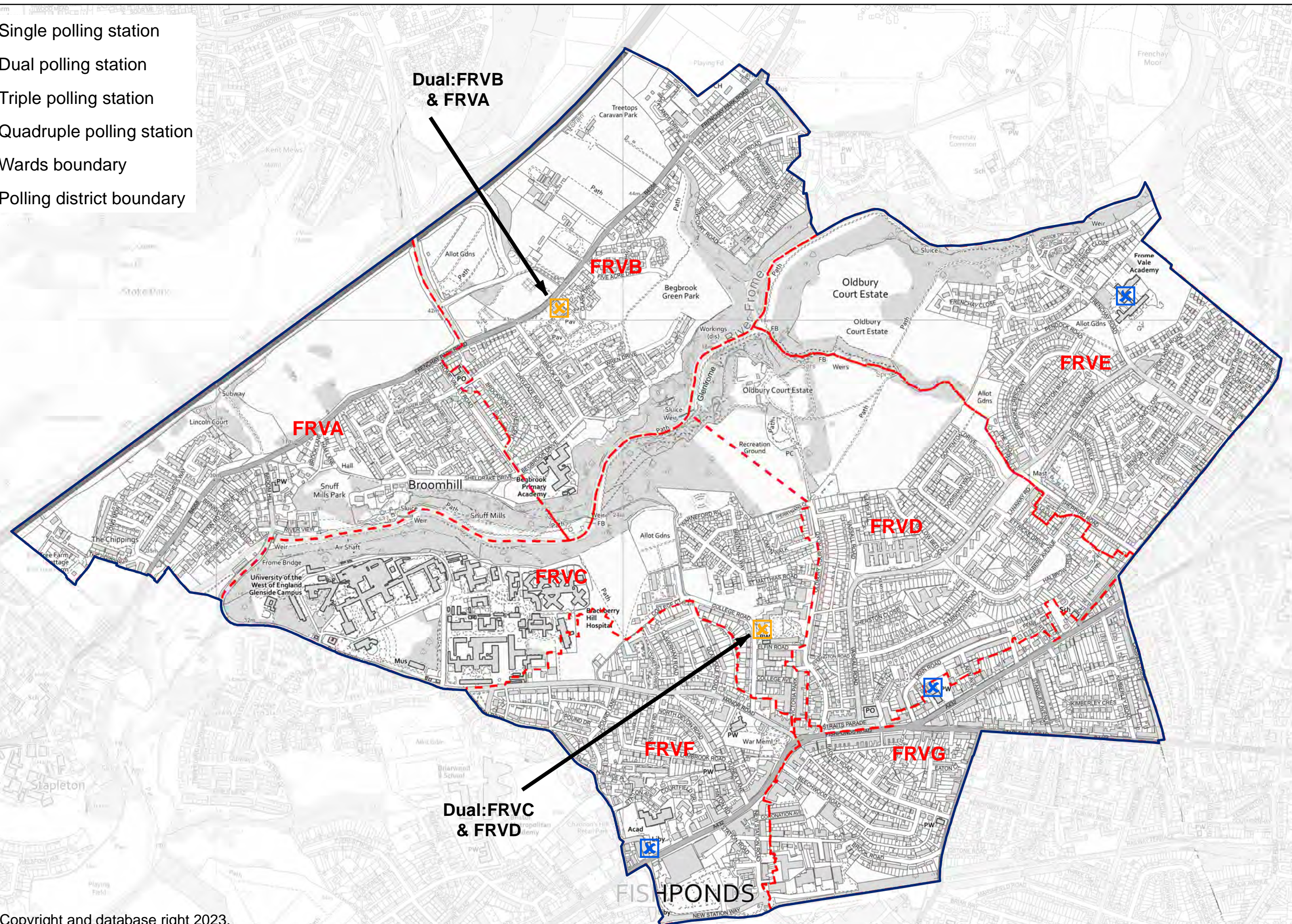




# Frome Vale Ward - Proposed Arrangements

September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary



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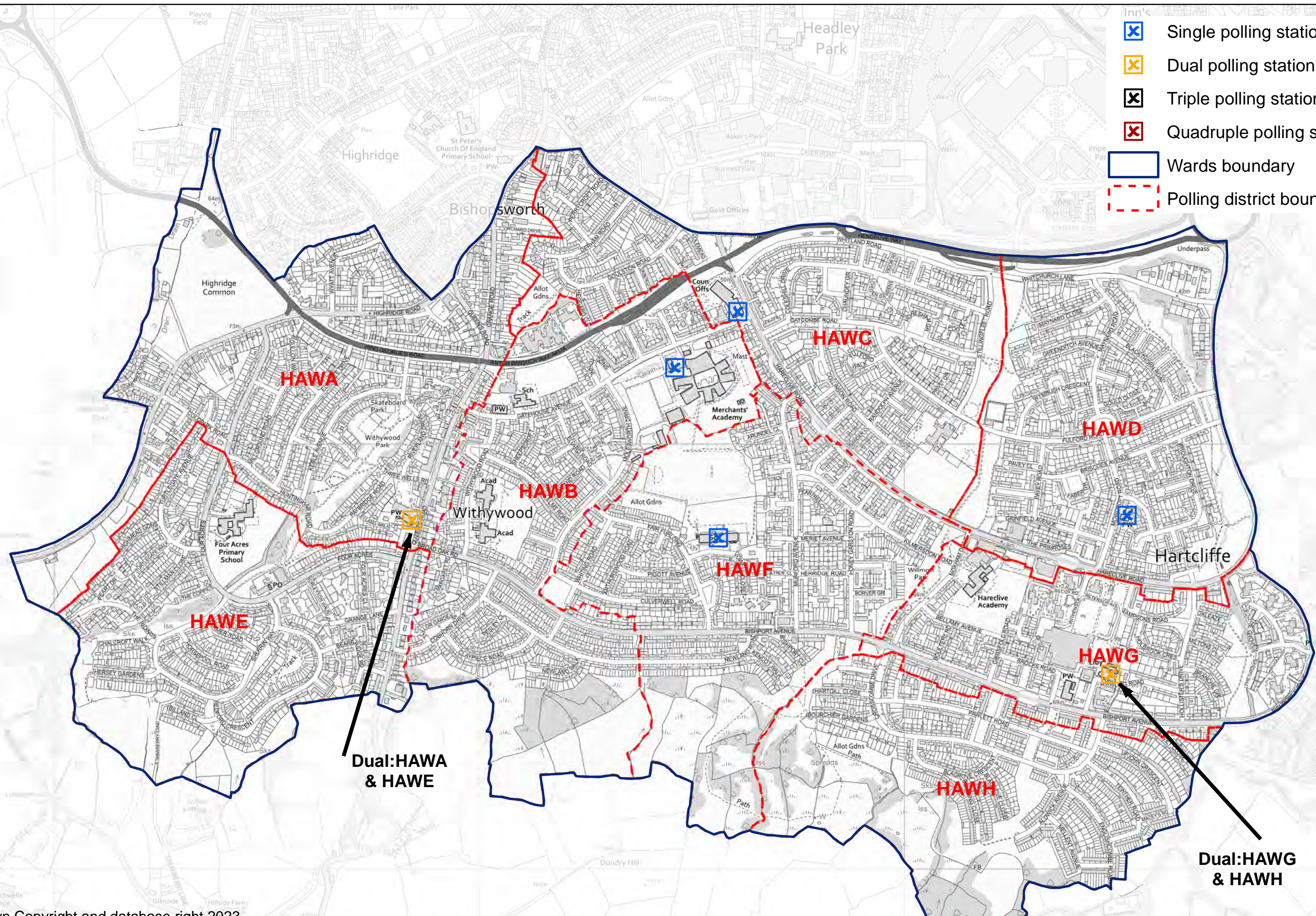




# Hartcliffe & Withywood Ward - Proposed Arrangements

September 2023

- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary









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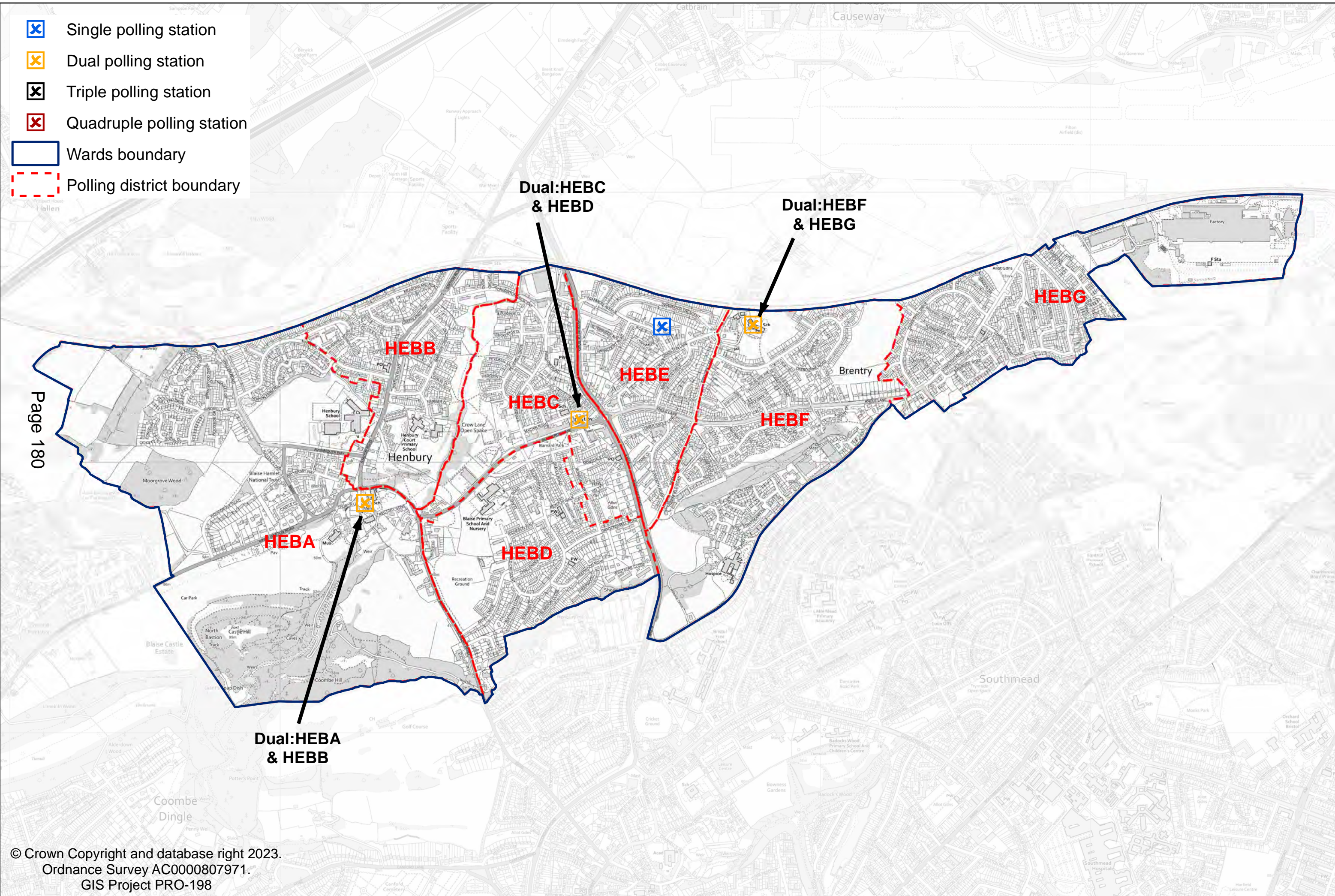


# Henbury & Brentry Ward - Proposed Arrangements

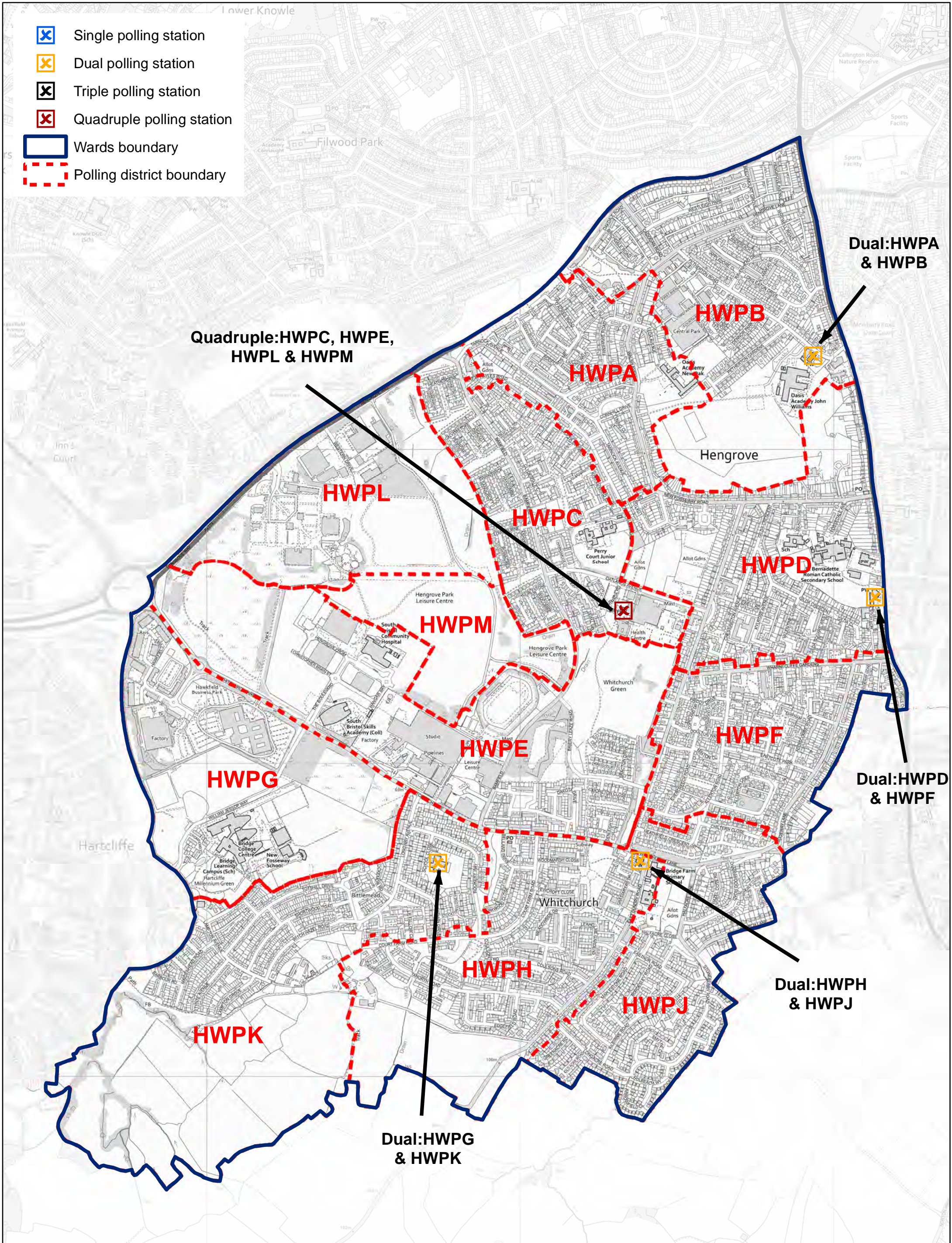
September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary

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- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary

**Quadruple:HWPC, HWPE,  
HWPL & HWPM**

**Dual:HWPB  
& HWPD**

**Dual:HWPD  
& HWPJ**

**Dual:HWPJ  
& HWPK**







**Dual:HWPG  
& HWPK**

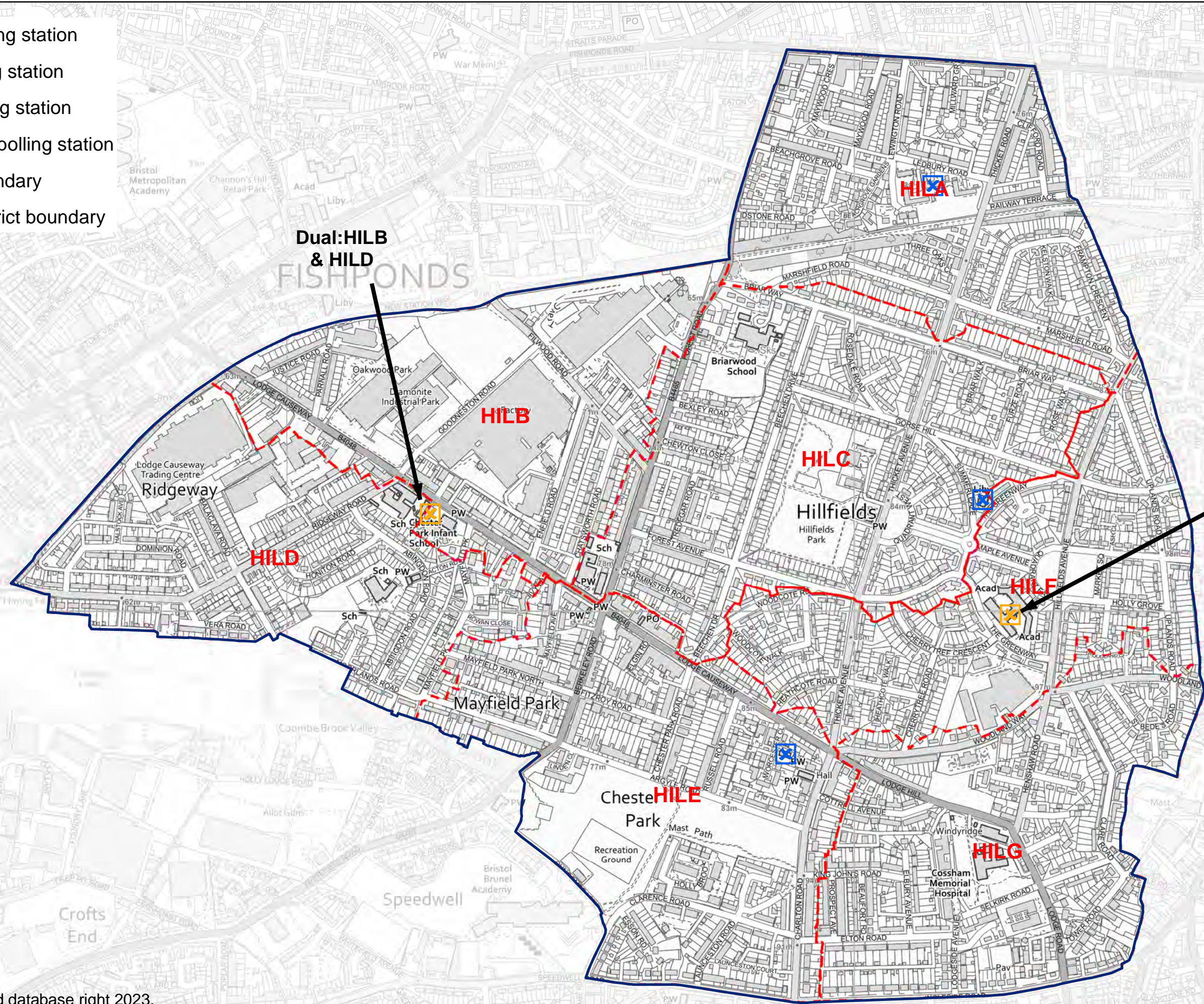




# Hillfields Ward - Proposed Arrangements

September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary









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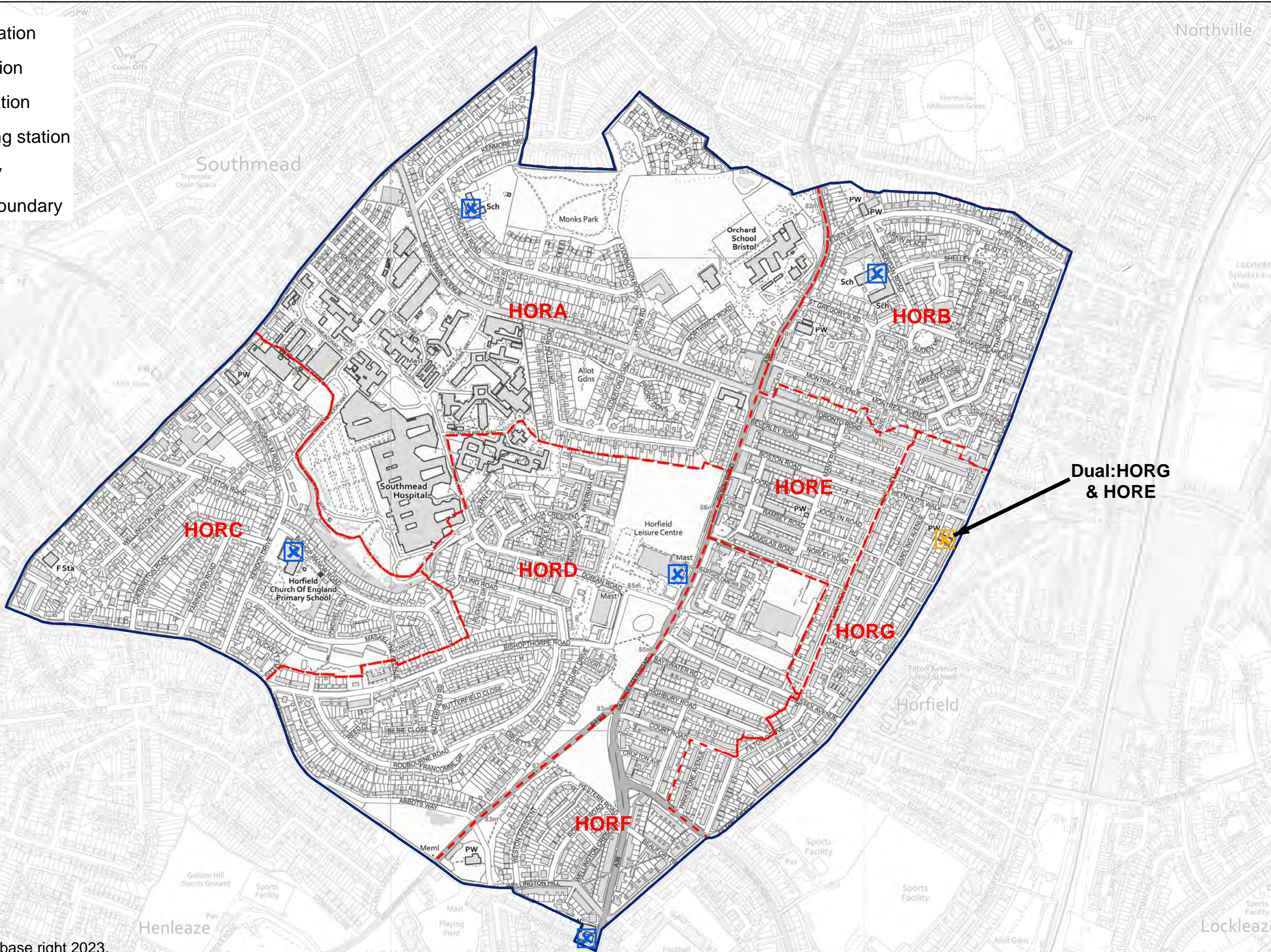




# Horfield Ward - Proposed Arrangements

September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary









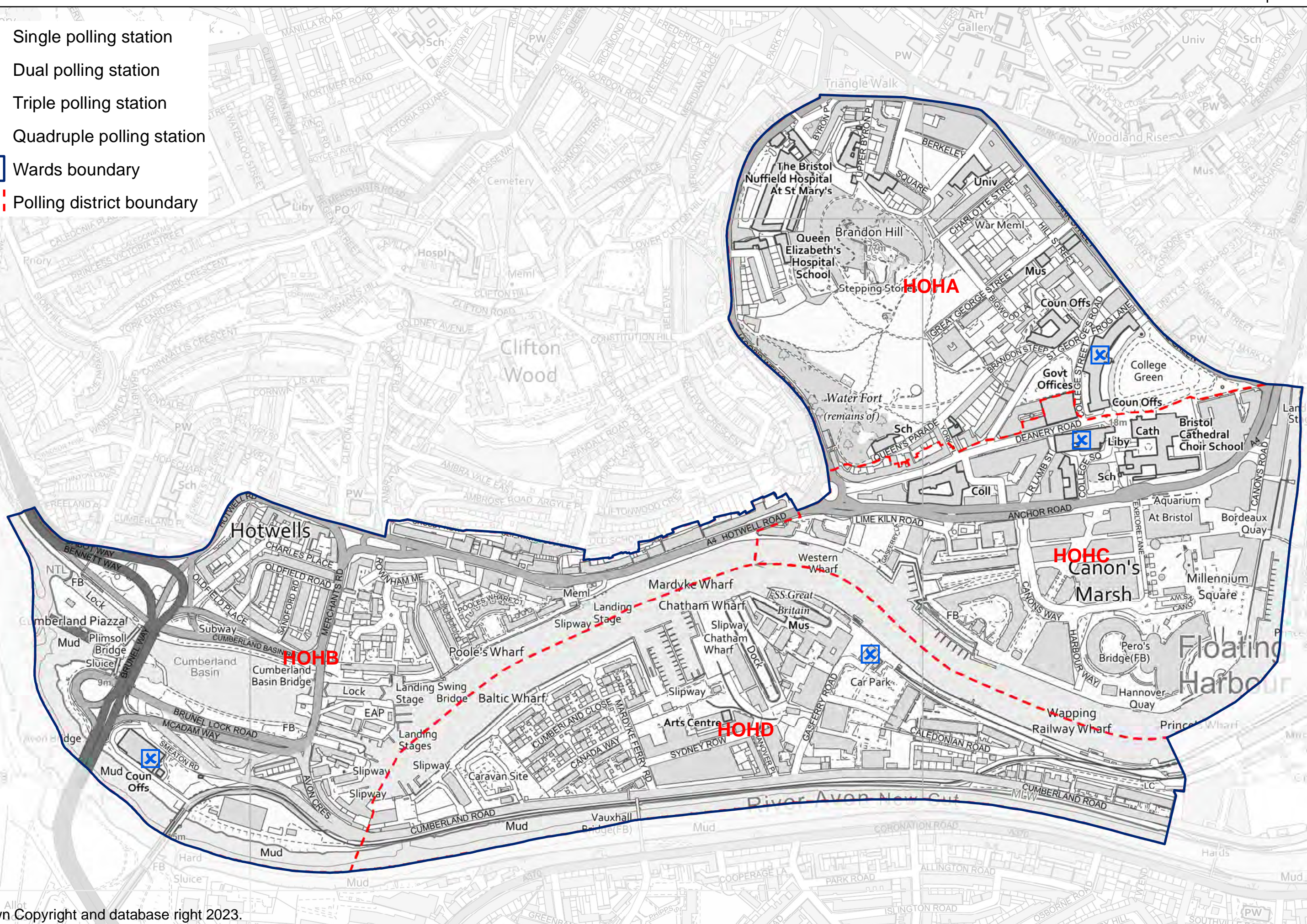




# Hotwells & Harbourside Ward - Proposed Arrangements

September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary









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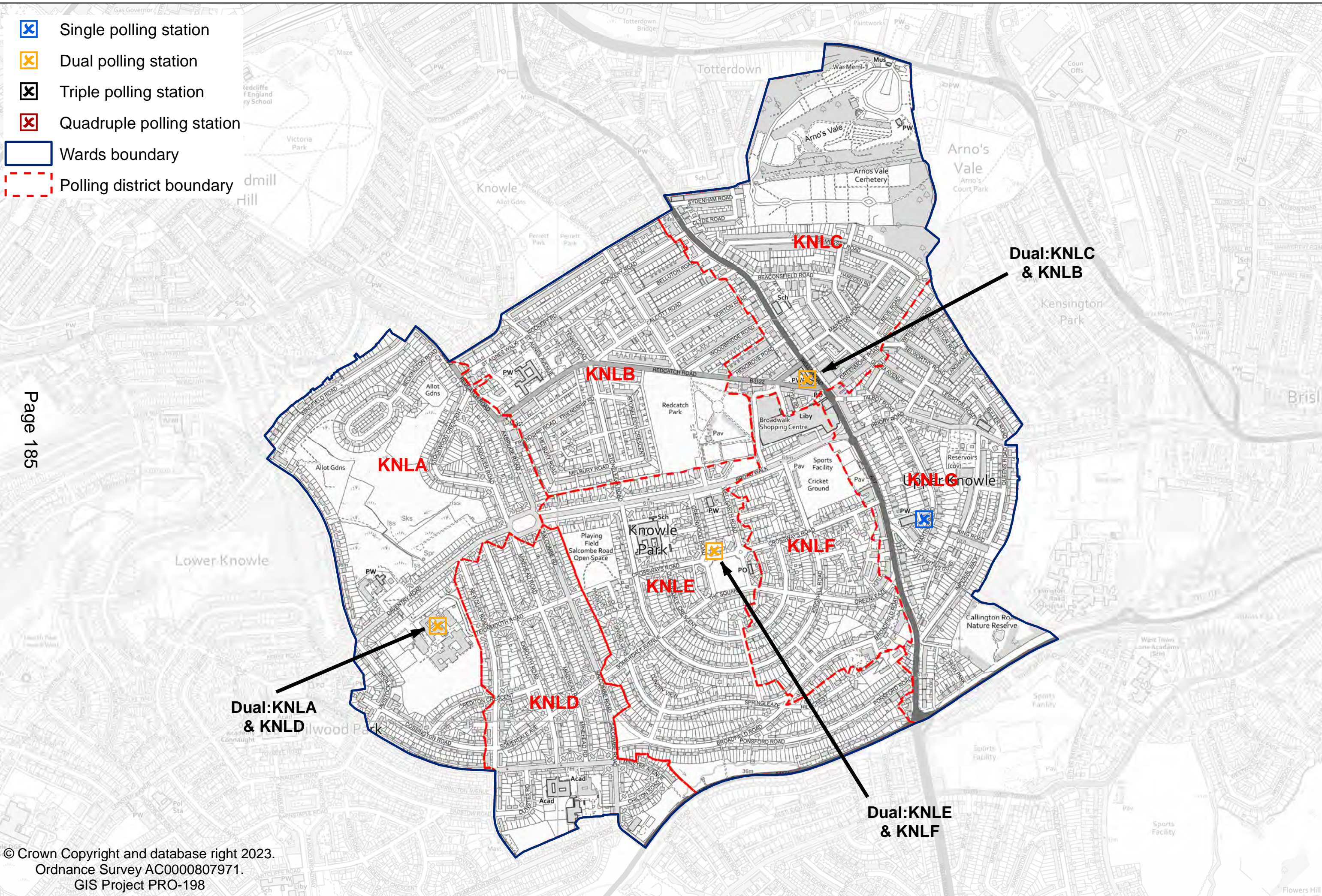


# Knowle Ward - Proposed Arrangements

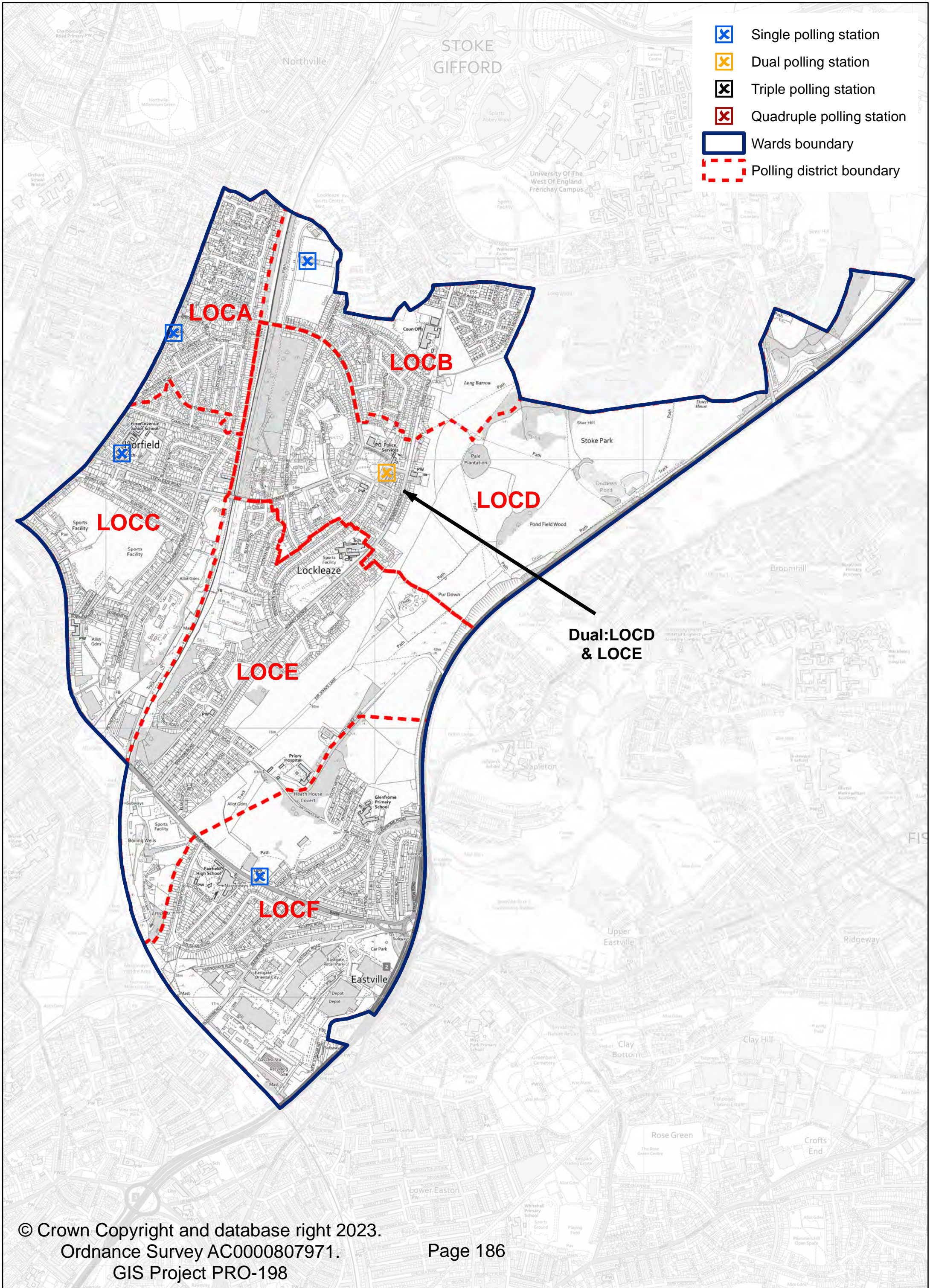
September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary

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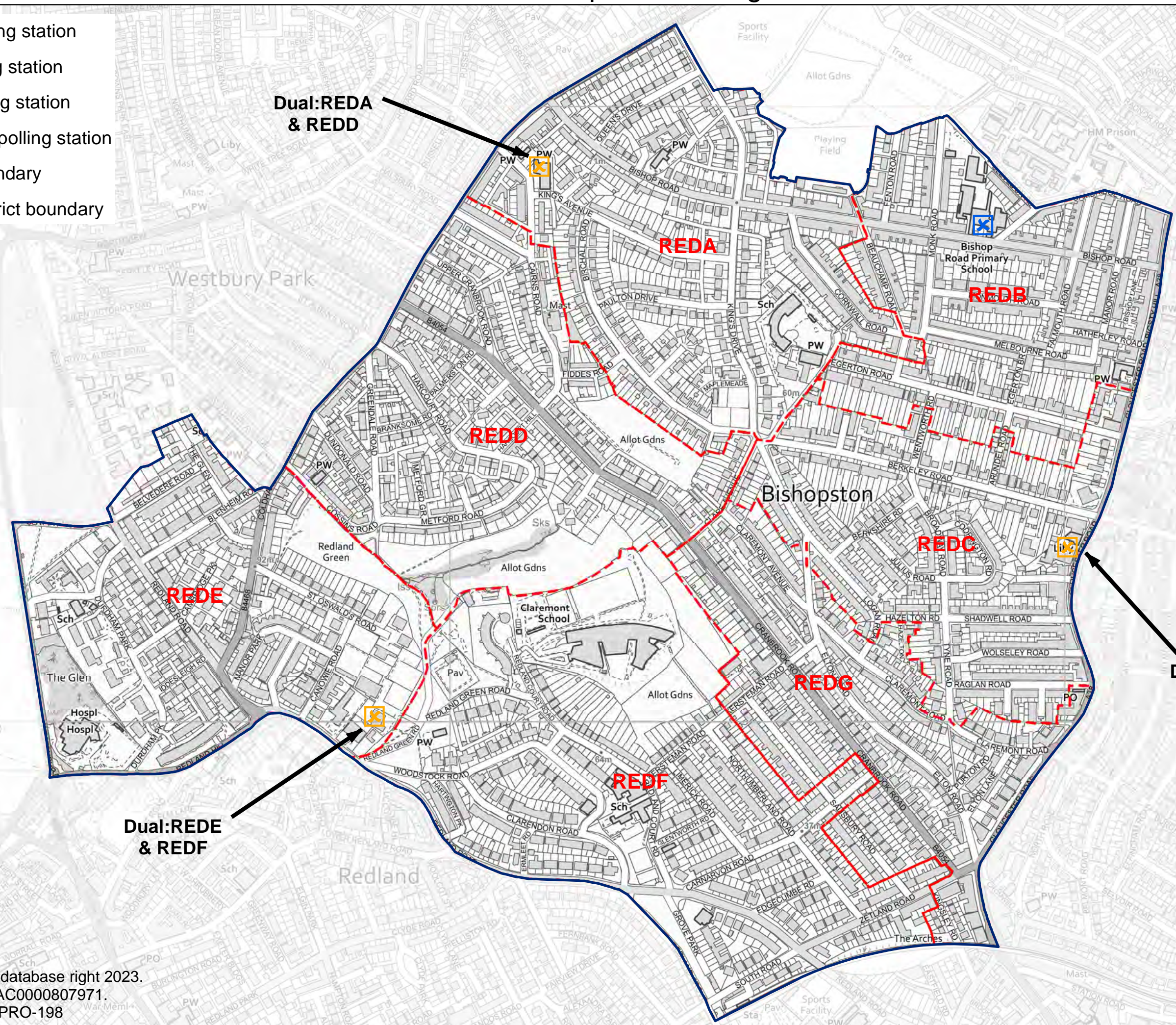




# Redland Ward - Proposed Arrangements

September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary



Dual:REDA & REDD

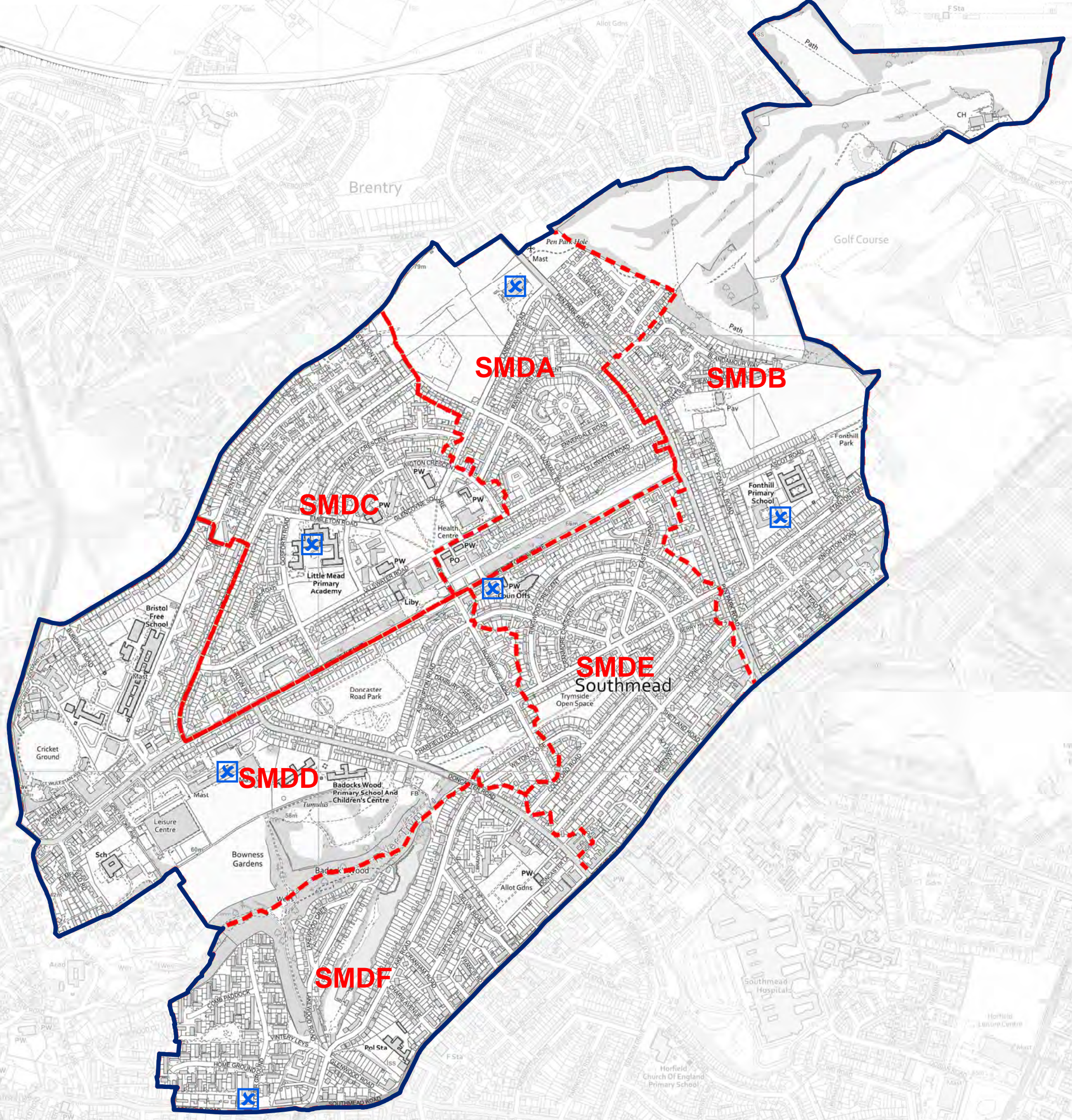
Dual:REDC & REDG

Dual:REDE & REDF

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- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary



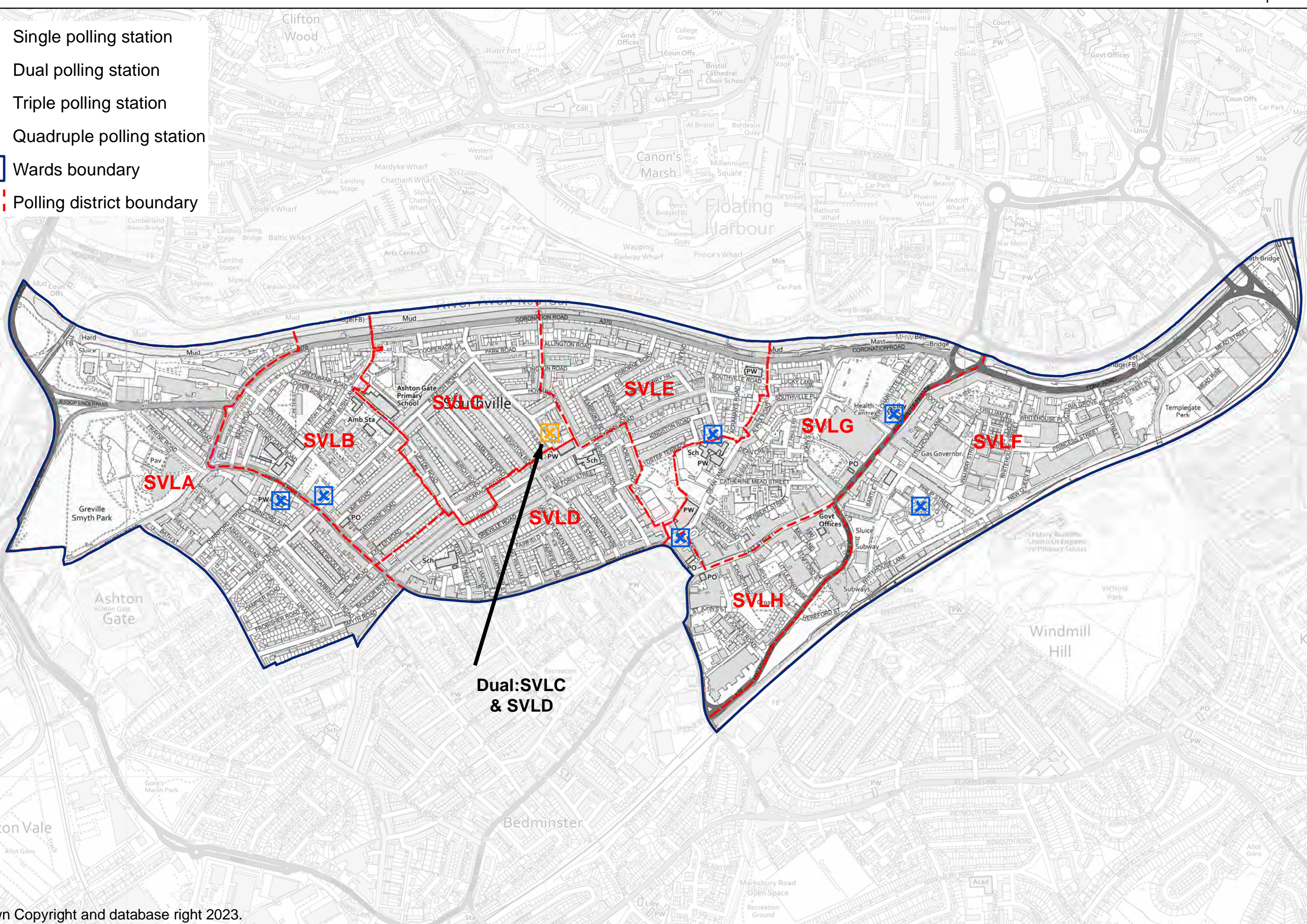




# Southville Ward - Proposed Arrangements

September 2023

- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary









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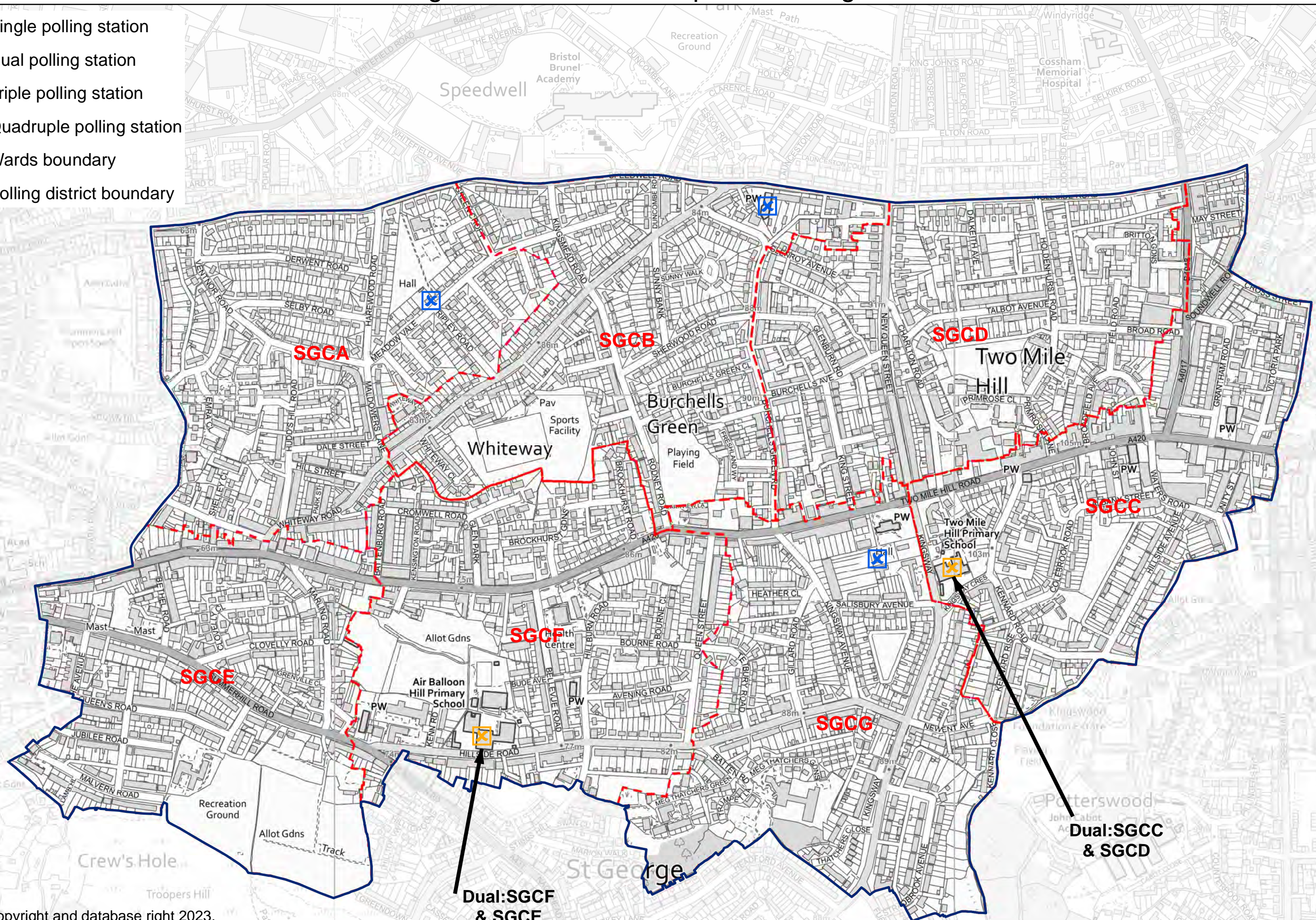




# St George Central Ward - Proposed Arrangements

September 2023

-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary



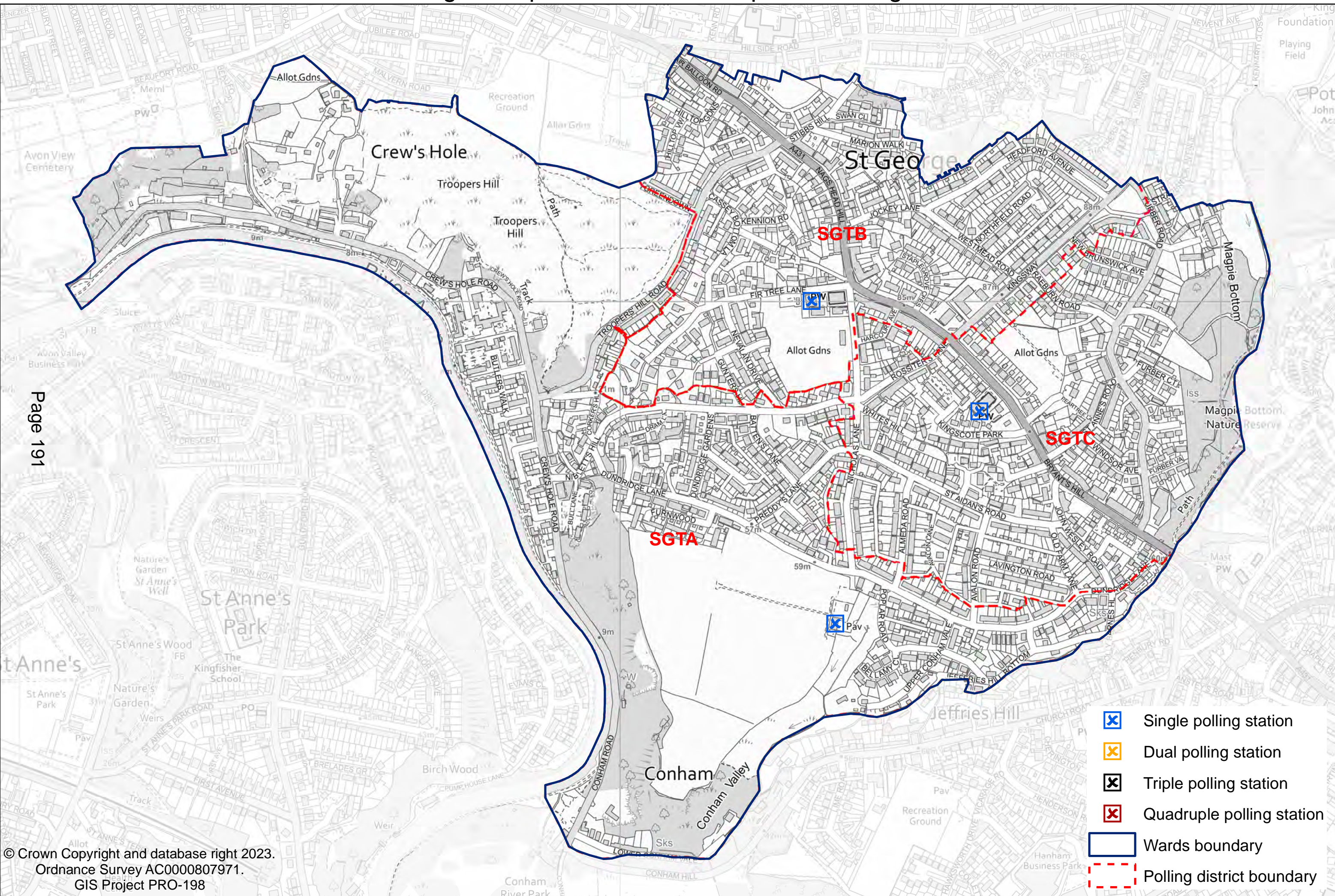
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# St George Troopers Hill Ward - Proposed Arrangements

September 2023



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-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary

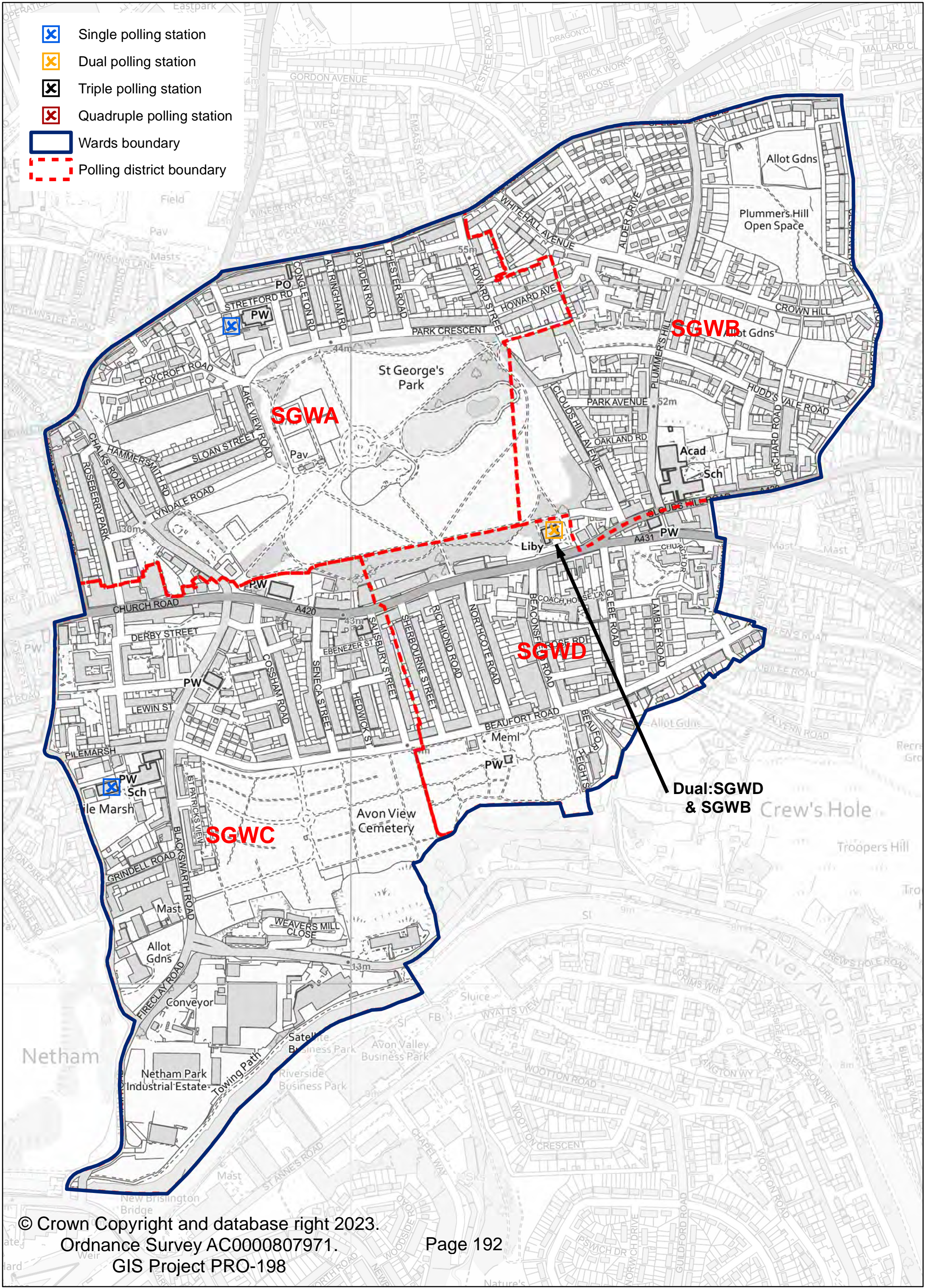




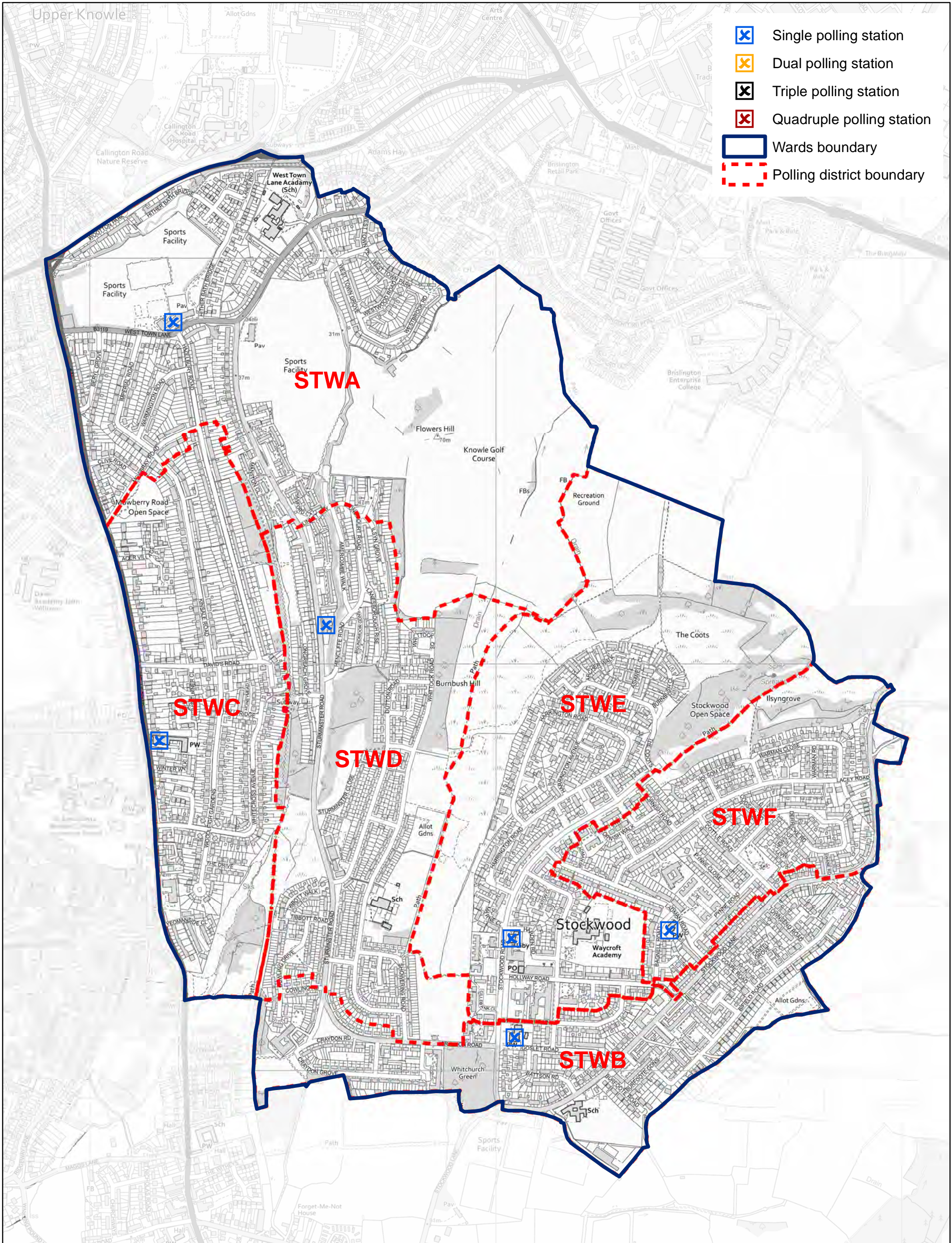
# St George West Ward - Proposed Arrangements

September 2023

- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary





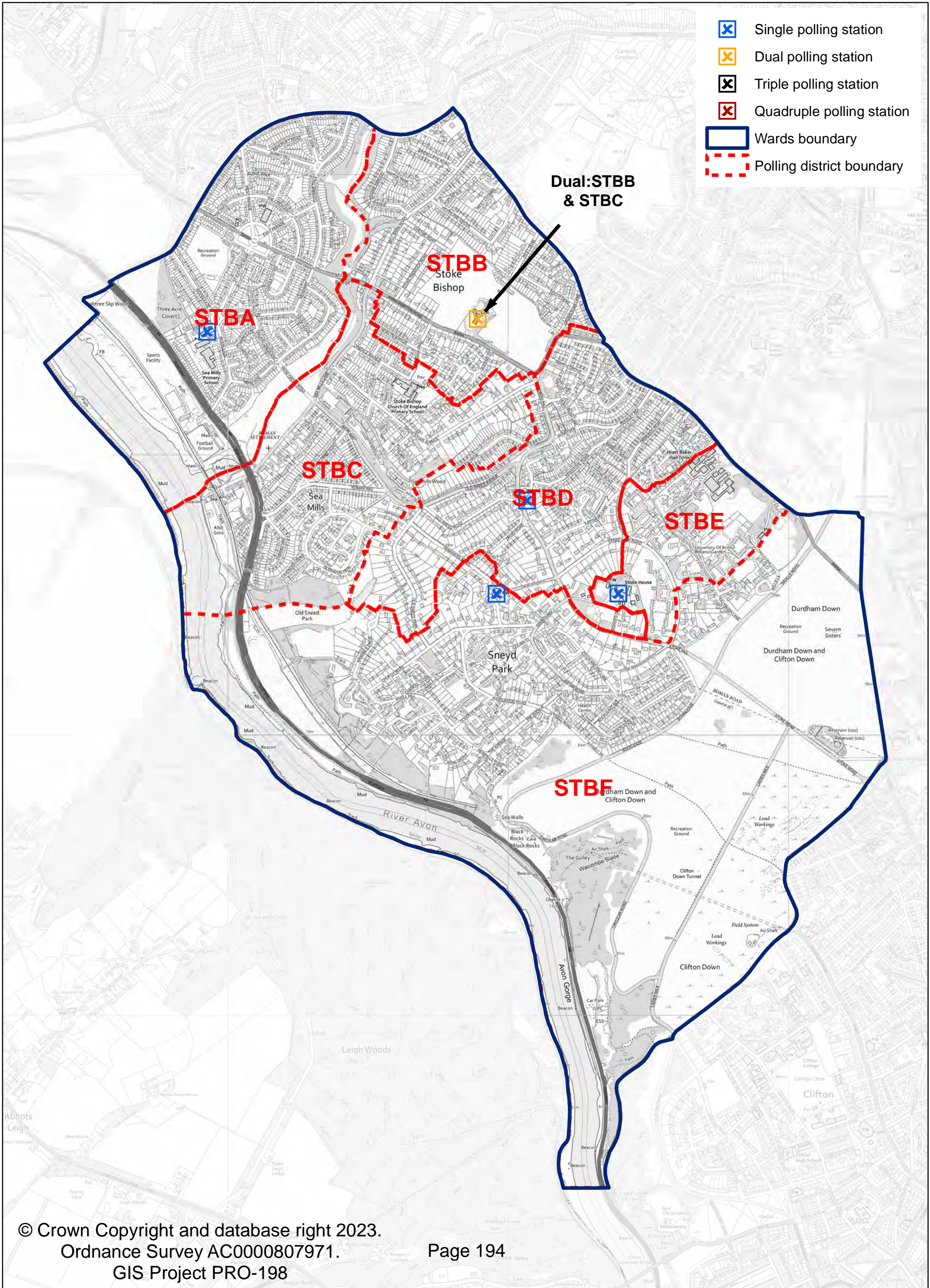












# Stoke Bishop Ward - Proposed Arrangements

September 2023



-  Single polling station
-  Dual polling station
-  Triple polling station
-  Quadruple polling station
-  Wards boundary
-  Polling district boundary

Dual: STBB  
& STBC

**STBB**  
Stoke  
Bishop

**STBA**

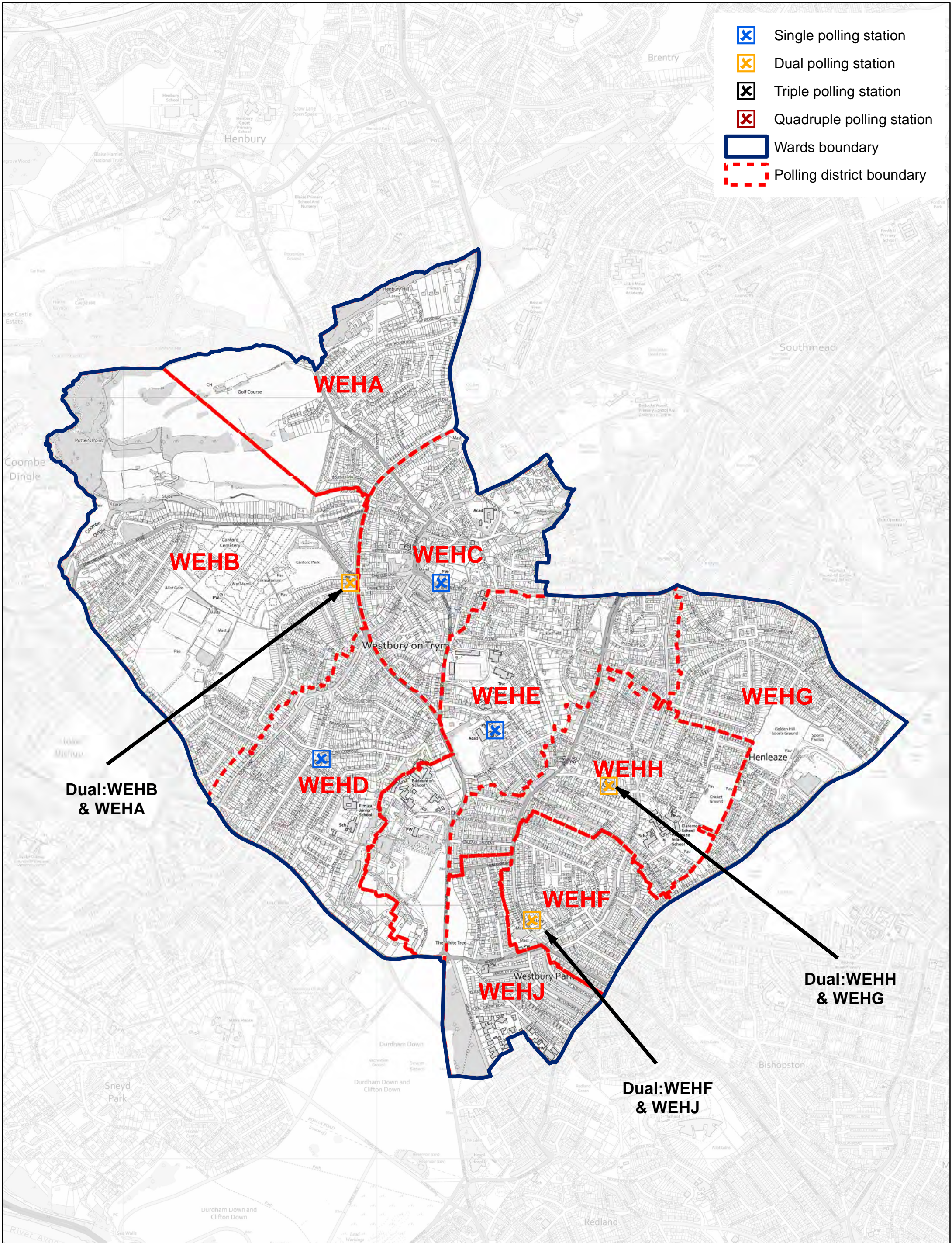
**STBC**

**STBD**

**STBE**

**STBF**





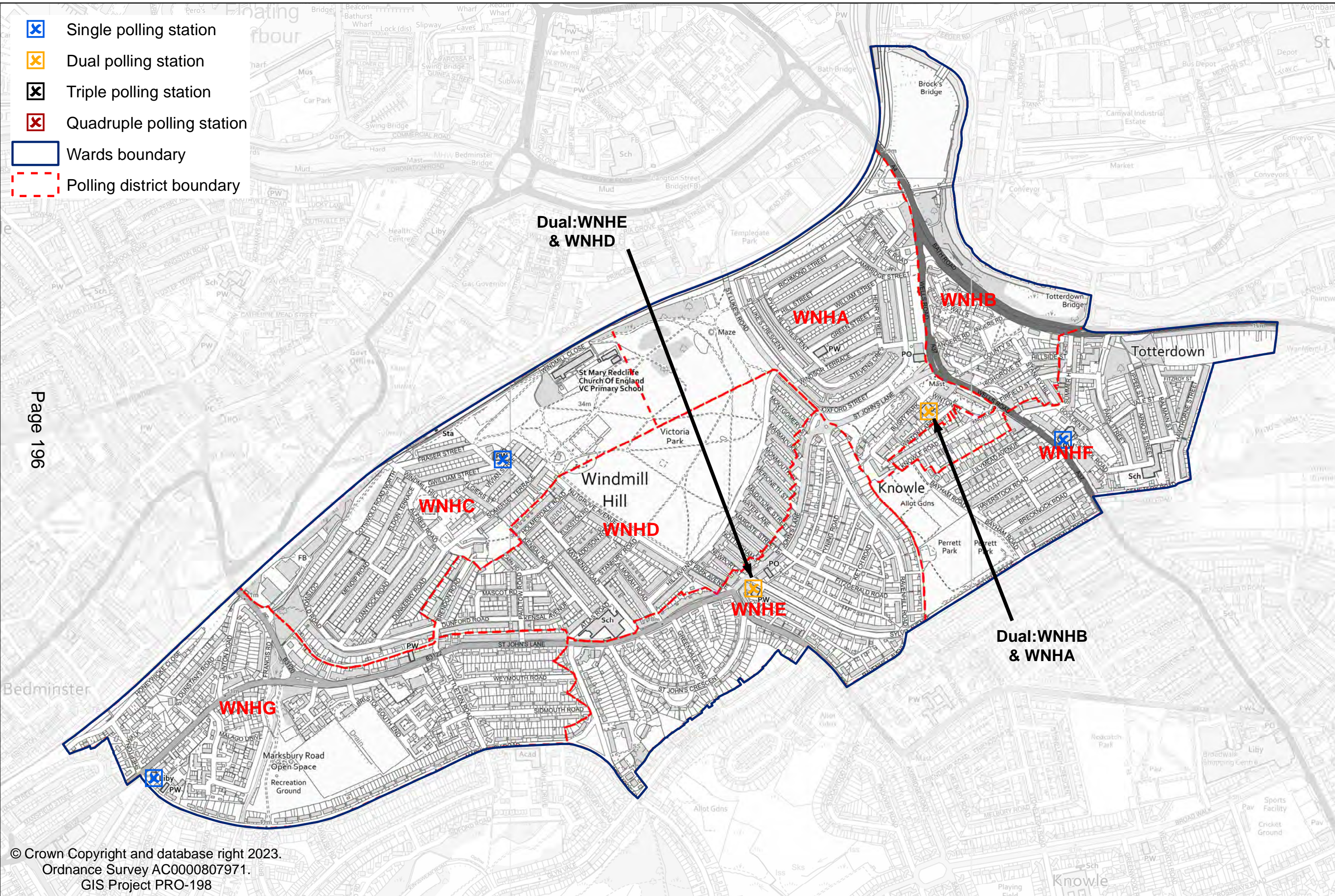




# Windmill Hill Ward - Proposed Arrangements

September 2023

- Single polling station
- Dual polling station
- Triple polling station
- Quadruple polling station
- Wards boundary
- Polling district boundary



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**2023 Review of Polling Districts and Places**  
**List of Polling Stations Per Ward**

Ward	Polling District	Polling Station
ASHLEY	ASHA	B & A St. Andrew's Park Hall, Sommerville Road, BS6 5BX
	ASHB	Scout Hut 6388, St Bartholomew's Road, BS7 9BJ
	ASHC	B & A St. Andrew's Park Hall, Sommerville Road, BS6 5BX
	ASHD	Salvation Army Citadel, 6 Ashley Road, BS6 5NL
	ASHE	Ivy Pentecostal Church, Assemblies of God, Ashley Hill, BS6 5JD
	ASHF	Ivy Pentecostal Church, Assemblies of God, Ashley Hill, BS6 5JD
	ASHG	St Werburgh's Community Centre, Horley Road, BS2 9TJ
	ASHH	Salvation Army Citadel, 6 Ashley Road, BS6 5NL
	ASHJ	Malcolm X Community Centre, 141 City Road, BS2 8YH
	ASHK	St Paul's Community Sports Academy, Newfoundland Road, BS2 9NH
	ASHL	St Paul's Community Sports Academy, Newfoundland Road, BS2 9NH
	AVONMOUTH & LAWRENCE WESTON	AVLA
AVLB		Nova Primary School, Barracks Lane, Shirehampton, Bristol BS11 9NG
AVLC		Hope Café and Church, 117 - 119 Long Cross, BS11 0HL
AVLD		The Rock Community Centre Ltd, St Peter's Church, Ridingleaze, BS11 0QF
AVLE		Lawrence Weston Youth Centre, Lawrence Weston Road, BS11 0RX
AVLF		Jim O'Neil House, Kilminster Road, BS11 9ZE
AVLG		Shirehampton Public Hall, 32 Station Road, BS11 9TX
AVLH		Stow House, Nibley Road, BS11 9UY
AVLJ		Sea Mills Library, Sylvan Way, BS9 2NA
AVLK		Sea Mills Library, Sylvan Way, BS9 2NA
AVLL		Hope Café and Church, 117 - 119 Long Cross, BS11 0HL



Appendix C

Ward	Polling District	Polling Station
BEDMINSTER	BEDA	St Aldhelm's Scout Hall, Raynes Road, BS3 2DL
	BEDB	Ashton Vale Community Centre, Risdale Road, BS3 2QY
	BEDC	St Aldhelm's Scout Hall, Raynes Road, BS3 2DL
	BEDD	Compass Point South St School & Children's Centre, British Road Entrance, BS3 3BY
	BEDE	Bedminster Methodist Church Hall, British Road, BS3 3BW
	BEDF	Compass Point South St School & Children's Centre, British Road Entrance, BS3 3BY
BISHOPSTON & ASHLEY DOWN	BIAA	Ashley Down Primary School, Downend Road, BS7 9PD
	BIAB	Ashley Down Primary School, Downend Road, BS7 9PD
	BIAC	B & A Church, The Brynland Hall, Brynland Avenue, BS 7 9DU
	BIAD	B & A Church, The Brynland Hall, Brynland Avenue, BS 7 9DU
	BIAE	Brunel Field Primary School, Arthur Milton Street, BS7 9EB
	BIAF	B & A Church, The Brynland Hall, Brynland Avenue, BS 7 9DU
	BIAG	Brunel Field Primary School, Arthur Milton Street, BS7 9EB
BISHOPSWORTH	BISA	Bedminster Down Secondary School, Tyntesfield Road Entrance, BS13 7DQ
	BISB	Blenheim Scout Centre, Cheddar Grove Playing Field, Access Banwell Close, BS13 7EN
	BISC	Blenheim Scout Centre, Cheddar Grove Playing Field, Access Banwell Close, BS13 7EN
	BISD	Bishopsworth Children's Centre, 2 Lakemead Grove, BS13 8EA
	BISE	Headley Park Community Centre, Headley Park Avenue, BS13 7NW
	BISF	Headley Park Community Centre, Headley Park Avenue, BS13 7NW

Appendix C

Ward	Polling District	Polling Station
BRISLINGTON EAST	BREA	St. Anne's Park Children's Centre, Lichfield Road, BS4 4BJ
	BREB	St. Anne's House, St. Anne's Road, BS4 4AB
	BREC	St Peter's Methodist Church Hall, Allison Road, BS4 4NZ
	BRED	Wick Road Library, Wick Road, BS4 4HE
	BREE	St Peter's Methodist Church Hall, Allison Road, BS4 4NZ
BRISLINGTON WEST	BRWA	St Anne's Infants School Community Room, Bloomfield Road, BS4 4EJ
	BRWB	St Cuthbert's Parish Church, Sandringham Road Entrance, Sandy Park Road, BS4 3PG
	BRWC	St Christopher's Parish Hall, Hampstead Road, BS4 3HN
	BRWD	Holymead Primary School, Rossall Road Entrance, BS4 4HB
	BRWE	St Christopher's Parish Hall, Hampstead Road, BS4 3HN
	BRWF	Hungerford Community Centre, Hungerford Road, BS4 5EX
CENTRAL	CENA	Woodlands Church, Belgrave Road, BS8 2AA
	CENB	Kings Centre, 16-18 Kings Square, Bristol BS2 8JL
	CENC	Bristol Register Office, Old Council House, Corn Street, BS1 1JG
	CEND	Bristol Register Office, Old Council House, Corn Street, BS1 1JG
	CENE	Broadmead Baptist Church , 1 Whippington Court, Bristol BS1 3HY
	CENF	YHA, 64 Prince Street, BS1 4QD
	CENG	Faithspace Community Centre, Redcliffe Methodist Church, Prewett Street, BS1 6PB
	CENH	Faithspace Community Centre, Redcliffe Methodist Church, Prewett Street, BS1 6PB
	CENJ	Broadmead Baptist Church, 1 Whippington Court, Bristol BS1 3HY



Appendix C

Ward	Polling District	Polling Station
CLIFTON	CLIA	Clifton Cathedral, Apostle Room, Worcester Road, BS8 3BX
	CLIB	Clifton Cathedral, Apostle Room, Worcester Road, BS8 3BX
	CLIC	Clifton Library, Princess Victoria Street, BS8 4BX
	CLID	Holy Trinity Church, Hotwell Road, BS8 4ST
	CLIE	University Student Union Building, Gordon Road Side Ramp Entrance, Richmond Building, 105 Queen's Road, BS8 1LN
	CLIF	Hope Community Church, Hope Chapel, Hope Chapel Hill, BS8 4
	CLIFTON DOWN	CLDA
CLDB		Redland Park United Reformed Church, Whiteladies Road Entrance, BS6 6SA
CLDC		Redland Library, Whiteladies Road, BS8 2PY
CLDD		Tyndale Baptist Church, Whiteladies Road, BS8 2QG
CLDE		All Saints Church, Pembroke Road, BS8 3ED
CLDF		St Paul's Church Rooms, St Paul's Road, BS8 1LR
COTHAM		COTA
	COTB	Redland Quaker Meeting House, 126 Hampton Road, BS6 6JE
	COTC	Elmgrove Centre – Small Hall, Redland Road entrance, BS6 6AG
	COTD	Elmgrove Centre – Small Hall, Redland Road entrance, BS6 6AG
	COTE	St Matthew's Church, Clare Road, BS6 5TB
	COTF	St Matthew's Church, Clare Road, BS6 5TB
	EASTON	ESTA
ESTB		Church of God of Prophecy Hall, Tudor Road, BS5 6BW
ESTC		St Anne's Church, St Leonard's Road, Bristol BS5 6JN
ESTD		Easton Community Centre, Kilburn Street, BS5 6AW
ESTE		Whitehall Primary School, Johnson's Road, BS5 9AT
ESTF		St Anne's Board Mill Social Club, Avonvale Road, BS5 9RN
ESTG		St Anne's Board Mill Social Club, Avonvale Road, BS5 9RN

## Appendix C

Ward	Polling District	Polling Station
EASTVILLE	ESVA	Stapleton Church Hall, 23 Park Road, BS16 1AZ
	ESVB	Bristol Metropolitan Academy, Snowdon Road, BS16 2HD
	ESVC	May Park Primary School, Orchard Hall, Coombe Road, BS5 6LE
	ESVD	All Saints Church, Grove Road, BS16 2BW
	ESVE	All Saints Church, Grove Road, BS16 2BW
	ESVF	May Park Primary School, Orchard Hall, Coombe Road, BS5 6LE
	ESVG	Rose Green Centre, Gordon Road, BS5 7DR
	ESVH	Rose Green Centre, Gordon Road, BS5 7DR
FILWOOD	FWDA	Community Room, Hastings Road Sheltered Housing, 10A Hastings Road, BS3 5RE
	FWDB	Oasis Academy Connaught, Melvin Square, BS4 1NH
	FWDC	Knowle West Media Centre, Leinster Avenue, BS4 1NL
	FWDD	Oasis Academy Connaught, Melvin Square, BS4 1NH
	FWDE	Filwood Library, Filwood Broadway, BS4 1JN
	FWDF	Greenfield E-Act Primary Academy, Novers Lane, BS4 1QW
	FWDG	Filwood Library, Filwood Broadway, BS4 1JN
FROME VALE	FRVA	Stapleton and Begbrook Community Association Hall, Frenchay Park Road, BS16 1HY
	FRVB	Stapleton and Begbrook Community Association Hall, Frenchay Park Road, BS16 1HY
	FRVC	Avanti Gardens School, College Road, BS16 2JP
	FRVD	Avanti Gardens School, College Road, BS16 2JP
	FRVE	Oldbury Court Children's Centre, Frenchay Road, BS16 2QS
	FRVF	The Old Fishponds Library, Fishponds Road, BS16 3UH
	FRVG	Fishponds Baptist Hall, Downend Road, BS16 5AS



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Ward	Polling District	Polling Station
HARTCLIFFE & WITHYWOOD	HAWA	The Withywood Centre, Queens Road, BS13 8QA
	HAWB	Hartcliffe Club For Young People, Gatehouse Avenue, BS13 9AE
	HAWC	The Gatehouse Centre, Hareclive Road, BS13 9JN
	HAWD	South Bristol Methodist Church Hall, Mowcroft Road, BS13 0LT
	HAWE	The Withywood Centre, Queens Road, BS13 8QA
	HAWF	Fair Furlong Primary School, Vowell Close, BS13 9HS
	HAWG	@Symes Community Building, Symes District Centre, Peterson Ave., BS13 0BE
	HAWH	@Symes Community Building, Symes District Centre, Peterson Ave., BS13 0BE
HENBURY & BRENTY	HEBA	Henbury Village Hall, Church Lane, BS10 7QG
	HEBB	Henbury Village Hall, Church Lane, BS10 7QG
	HEBC	Henbury Library, Crow Lane, BS10 7DR
	HEBD	Henbury Library, Crow Lane, BS10 7DR
	HEBE	Scout Hut, Tranmere Avenue, BS10 7JN
	HEBF	Brentry Primary School, Brentry Lane, BS10 6RG
	HEBG	Brentry Primary School, Brentry Lane, BS10 6RG
HENGROVE & WHITCHURCH PARK	HWPA	Christ Church, Petherton Road, Hengrove, BS14 9BP
	HWPB	Christ Church, Petherton Road, Hengrove, BS14 9BP
	HWPC	Whitchurch Library, Whitchurch District Centre, Oatlands Avenue, BS14 0AX
	HWPD	St Bernadette's Parish Hall, 731 Wells Road, BS14 9HU
	HWPE	Whitchurch Library, Whitchurch District Centre, Oatlands Avenue, BS14 0AX
	HWPF	St Bernadette's Parish Hall, 731 Wells Road, BS14 9HU
	HWPG	Wansdyke Primary School, School Close, BS14 0DU
	HWPH	St Augustine's Church, 2 East Dundry Road, BS14 0LL
	HWPJ	St Augustine's Church, 2 East Dundry Road, BS14 0LL
	HWPK	Wansdyke Primary School, School Close, BS14 0DU
	HWPL	Whitchurch Library, Whitchurch District Centre, Oatlands Avenue, BS14 0AX
HWPM	Whitchurch Library, Whitchurch District Centre, Oatlands Avenue, BS14 0AX	

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Ward	Polling District	Polling Station
HILLFIELDS	HILA	Community Room at Ledbury Flats, Ledbury Road Flats, BS16 4AG
	HILB	St John's Parish Hall, Lodge Causeway, BS16 3QG
	HILC	Hillfields Library, Summerleaze, BS16 4HL
	HILD	St John's Parish Hall, Lodge Causeway, BS16 3QG
	HILE	Seventh Day Adventist Church Hall, Worcester Close, BS16 3PW
	HILF	Minerva Primary Academy, The Greenway, BS16 4HA
	HILG	Minerva Primary Academy, The Greenway, BS16 4HA
	HORFIELD	HORA
HORB		Upper Horfield Community School, Sheridan Road, BS7 0PU
HORC		Horfield C.E.V.C. Primary School, Bishop Manor Road, BS10 5BD
HORD		Horfield Leisure Centre, Dorian Road, Horfield, BS7 0XW
HORE		Ebenezer Church, 286 Filton Avenue, BS7 0BA
HORF		Horfield Methodist Church Hall, Churchways Avenue, BS7 8SN
HORG		Ebenezer Church, 286 Filton Avenue, BS7 0BA
HOTWELLS & HARBOURSIDE		HOHA
	HOHB	Create Centre, B Bond, Smeaton Road, BS1 6XN
	HOHC	Central Library, College Green, BS1 5TL
	HOHD	Great Eastern Hall, SS Great Britain, Gas Ferry Road, BS1 6TY
KNOWLE	KNLA	The Park Centre - Knowle, Daventry Road, BS4 1DQ
	KNLB	Knowle Methodist Church Hall, Wells Road Entrance, Knowle, BS4 2EP
	KNLC	Knowle Methodist Church Hall, Wells Road Entrance, Knowle, BS4 2EP
	KNLD	The Park Centre - Knowle, Daventry Road, BS4 1DQ
	KNLE	Knowle Community Association Hall, The Square, Cross Ways Road, BS4 2SS
	KNLF	Knowle Community Association Hall, The Square, Cross Ways Road, BS4 2SS
	KNLG	St Martin's Scout and Guide Headquarters, St Martin's Road, BS4 2ND



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Ward	Polling District	Polling Station
LAWRENCE HILL	LAWA	The Hellenic, Greek Community Hall, Lower Ashley Road, BS5 0YL
	LAWB	Newton Hall, Stapleton Road Congregational Chapel, Newton Street, BS5 0QZ
	LAWC	Easton Business Centre, Felix Road, BS5 0HE
	LAWD	Newton Hall, Stapleton Road Congregational Chapel, Newton Street, BS5 0QZ
	LAWE	Salvation Army Hall, Hassell Drive, BS2 0AN
	LAWF	Stanley Room St Luke's Church, Queen Anne Road Access, BS5 9FB
	LAWG	Hannah More Primary School, New Kingsley Road, BS2 0LT
	LAWH	Stanley Room St Luke's Church, Queen Anne Road Access, BS5 9FB
	LAWJ	Hannah More Primary School, New Kingsley Road, BS2 0LT
	LAWK	Hannah More Primary School, New Kingsley Road, BS2 0LT
LOCKLEAZE	LAWL	Hannah More Primary School, New Kingsley Road, BS2 0LT
	LOCA	Horfield Library, Filton Avenue, BS7 0BD
	LOCB	Lockleaze Sports Centre, Bonnington Walk, BS7 9XF
	LOCC	Filton Avenue Primary School, Lockleaze Road, BS7 9RP
	LOCD	The Hub, Fedden Buildings, Gainsborough Square, BS7 9FB
	LOCE	The Hub, Fedden Buildings, Gainsborough Square, BS7 9FB
REDLAND	LOCF	The Old Library - Eastville, Muller Road, BS5 6XP
	REDA	Cairns Road Baptist Church, Westbury Park, BS6 7TH
	REDB	Bishop Road Primary School, Front Entrance, BS7 8LS
	REDC	Bishopston Library, Bristol North Baths, Gloucester Rd, Bristol BS7 8BN
	REDD	Cairns Road Baptist Church, Westbury Park, BS6 7TH
	REDE	Redland Church Halls, Redland Green Road, BS6 7HE
	REDF	Redland Church Halls, Redland Green Road, BS6 7HE
	REDG	Bishopston Library, Bristol North Baths, Gloucester Rd, Bristol BS7 8BN

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Ward	Polling District	Polling Station
SOUTHMEAD	SMDA	Bristol Community Links North, Lanercost Road, BS10 6HZ
	SMDB	Bristol Music Centre, Stanton Road, BS10 5SJ
	SMDC	Little Mead Primary Academy, Gosforth Road, BS10 6DS
	SMDD	Greenway Centre, Doncaster Road, BS10 5PY
	SMDE	Southmead Community Centre, 248 Greystoke Avenue
	SMDF	Cote Bank House, Clover Ground, BS9 4UA
SOUTHVILLE	SVLA	St Francis Centre, Access St Francis Road, BS3 1JP
	SVLB	Tobacco Factory, Raleigh Road Bristol BS3 1TF
	SVLC	The Southville Centre, Beaufort Road, BS3 1QG
	SVLD	The Southville Centre, Beaufort Road, BS3 1QG
	SVLE	Southbank Club, Dean Lane, BS3 1DB
	SVLF	Windmill Hill City Farm, Philip Street, BS3 4EA
	SVLG	Bedminster Library, Bedminster Parade, BS3 4AQ
	SVLH	Elephant House, 1 Dean Street, BS3 1BG
ST GEORGE CENTRAL	SGCA	Meadow Vale Community Centre, Meadow Vale, BS5 7RF
	SGCB	Speedwell Methodist Church, 378 Speedwell Road, BS15 1ES
	SGCC	Two Mile Hill Primary School, Kingsway, BS15 8AA
	SGCD	Two Mile Hill Primary School, Kingsway, BS15 8AA
	SGCE	Air Balloon Primary School, Hillside Road, BS5 7PB
	SGCF	Air Balloon Primary School, Hillside Road, BS5 7PB
	SGCG	St Michael's Church Hall, Two Mile Hill Road, BS15 1BQ
ST GEORGE TROOPERS HILL	SGTA	Saint Nicholas Wanderers Football Club, Dundridge Lane, BS5 8SE
	SGTB	St Aidan's Church (Lady Chapel), Nicholas Lane Entrance, BS5 8TY
	SGTC	Wesley Memorial Methodist Church Hall, Bryant's Hill, BS5 8QS



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Ward	Polling District	Polling Station
ST GEORGE WEST	SGWA	St Ambrose Beehive Centre, Stretford Road, BS5 7AW
	SGWB	St George Library, Church Road, BS5 8AL
	SGWC	Shore Gallery, St Patrick's RC Church, Dillon Court, BS5 9PF
	SGWD	St George Library, Church Road, BS5 8AL
STOCKWOOD	STWA	Imperial Sports Ground, West Town Lane, BS14 9EA
	STWB	Christ the Servant Church, Goslet Road, BS14 8SP
	STWC	Counterslip Baptist Church Hall, 648 Wells Road, BS14 9HT
	STWD	Sturminster Community Association Hall, Sturminster Road, BS14 8AU
	STWE	Stockwood Library, Stockwood Road, BS14 8PL
	STWF	Stockwood Free Church, Ladman Road, BS14 8PZ
STOKE BISHOP	STBA	St Edyth's Church - Parish Centre, Avonleaze, Sea Mills, BS9 2HU
	STBB	Stoke Lodge Centre, Shirehampton Road, BS9 1BN
	STBC	Stoke Lodge Centre, Shirehampton Road, BS9 1BN
	STBD	Stoke Bishop Hall, Stoke Hill, BS9 1EX
	STBE	Trinity College, Bishops Close Entrance, Stoke Hill, BS9 1JP
	STBF	St Mary Magdalene Church, Mariners Drive, BS9 1QJ
WESTBURY ON TRYM & HENLEAZE	WEHA	Westbury Library, Falcondale Road, BS9 3JZ
	WEHB	Westbury Library, Falcondale Road, BS9 3JZ
	WEHC	Westbury-on-Trym Methodist Hall, Westbury Hill, BS9 3AA
	WEHD	Scout Hall - Westbury Baptist Scout Group, Westbury-on-Trym Baptist Church Car Park, Brainsfield, BS9 3TD
	WEHE	Newman Hall, Grange Court Road, BS9 4DR
	WEHF	Henleaze Library, Northumbria Drive, BS9 4HP
	WEHG	St Peter's Church, The Drive, BS9 4LD
	WEHH	St Peter's Church, The Drive, BS9 4LD
WEHJ	Henleaze Library, Northumbria Drive, BS9 4HP	

## Appendix C

Ward	Polling District	Polling Station
WINDMILL HILL	WNHA	Totterdown Methodist Church Hall, Winton Lane, Off Winton Street, BS4 2EG
	WNHB	Totterdown Methodist Church Hall, Winton Lane, Off Winton Street, BS4 2EG
	WNHC	St Michael & All Angels Church, Vivian Street, BS3 4LW
	WNHD	Victoria Park Baptist Church, Sylvia Avenue, BS3 5DA
	WNHE	Victoria Park Baptist Church, Sylvia Avenue, BS3 5DA
	WNHF	Church of the Holy Nativity, Wells Road, BS4 2AG
	WNHG	Marksbury Road Library, Marksbury Road, BS3 5LG



**2023 Review of Polling Districts and Places**  
**Summary of polling district boundary changes by ward**

<b>Ward</b>	<b>Summary of changes to polling districts and polling places</b>
Ashley	A number of changes to the majority of polling district boundaries were made to improve equality of voters between polling districts.
Avonmouth & Lawrence Weston	Boundary adjusted between AVLK, AVLD and AVLE and 1 new polling district AVLL created to improve equality of voters between polling districts.
Bedminster	Boundary adjusted between BEDA and BEDC to improve equality of voters between polling districts. Boundary adjusted between BEDC and BEDF to improve equality of voters between polling districts.
Bishopston & Ashley Down	2 polling districts merged into 1 and boundary adjusted to improve equality of voters between polling districts.
Bishopsworth	No changes to polling district boundaries.
Brislington East	A number of changes have been made, including 2 polling districts merged into 1 and changes to majority of the polling district boundaries to improve equality of voters between polling districts.
Brislington West	3 polling districts merged into 1 to improve equality of voters between polling districts.
Central	A number of changes have been made, including 1 new polling district CENJ created and changes to majority of the polling district boundaries to improve equality of voters between polling districts.
Clifton Down	No changes to polling district boundaries.
Clifton	A number of changes have been made, including 1 polling district deleted and changes to majority of the polling district boundaries to improve equality of voters between polling districts.
Cotham	No changes to polling district boundaries.
Easton	Boundary adjusted between ESTA, ESTB, ESTD and ESTF to improve equality of voters between polling districts.
Eastville	1 new polling district ESVH created and boundary adjusted between ESVC, ESVF and ESGV to improve equality of voters between polling districts.
Filwood	Boundary adjusted between FWDE and FWDG to improve equality of voters between polling districts.
Frome Vale	Boundary adjusted between FRVC and FRVF to improve equality of voters between polling districts.
Hartcliffe & Witherwood	No changes to polling district boundaries.
Henbury & Brentry	Boundary adjusted between HEBA and HEBB to improve equality of voters between polling districts. Boundary adjusted between HEBC and HEBD to improve equality of voters between polling districts.
Hengrove & Whitchurch Park	Several changes have been made, including 2 new polling districts HWPL and HWPM created and changes to majority of the polling district boundaries to improve equality of voters between polling districts.

**2023 Review of Polling Districts and Places**  
**Summary of polling district boundary changes by ward**

<b>Ward</b>	<b>Summary of changes to polling districts and polling places</b>
Hillfields	No changes to polling district boundaries.
Horfield	1 new polling district HORG created and boundary adjusted between HORE and HORF to improve equality of voters between polling districts.
Hotwells & Harbourside	No changes to polling district boundaries.
Knowle	Boundary adjusted between KNLE and KNLF to improve equality of voters between polling districts.
Lawrence Hill	A number of changes have been made, including 3 new polling districts LAWJ, LAWK, LAWL created and changes to majority of the polling district boundaries to improve equality of voters between polling districts.
Lockleaze	A number of changes to the majority of polling district boundaries were made to improve equality of voters between polling districts.
Redland	A number of changes to the majority of polling district boundaries were made to improve equality of voters between polling districts.
Southmead	A number of changes to the majority of polling district boundaries were made to improve equality of voters between polling districts.
Southville	A number of changes have been made, including 1 new polling district SVLH created and boundary adjusted to all polling districts to improve equality of voters between polling districts.
St George Central	A number of changes to the majority of polling district boundaries were made to improve equality of voters between polling districts.
St George Trooper's Hill	2 polling districts are merged into 1 to improve equality of voters between polling districts.
St George West	No changes to polling district boundaries.
Stockwood	A number of changes have been made, including 3 polling districts merged into 1 and changes to majority of the polling district boundaries to improve equality of voters between polling districts.
Stoke Bishop	Boundary adjusted between STBB and STBC to improve equality of voters between polling districts.
Westbury-on-Trym & Henleaze	Boundary adjusted between WEHE, WEHF, WEHH and WEHJ to improve equality of voters between polling districts.
Windmill Hill	Boundary adjusted between WNHA and WNHB to improve equality of voters between polling districts.



# APPENDIX E: Equality Impact Assessment [version 2.12]



Title: Polling District Review	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" 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: Resources	Lead Officer name: Gareth Cook
Service Area: Electoral Services	Lead Officer role: Electoral Services Manager

## 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.

Under the Electoral Registration and Administration Act 2013, Bristol City Council has a duty to review the location of polling stations for voting and the assignment of electors to each polling station. The outcome is a series of polling districts (voting areas) with venues for voting in (polling stations) assigned to the polling district. The review will account for future population growths and new developments and it will rebalance who votes in which polling station so as to reduce the possibility of queues occurring

It is a city-wide right of all persons within the authority area who meet the legal franchise (age, nationality, residency) to be able to vote and have a polling station and polling district assigned to them. . No right of access to voting is being withdrawn.

After a city-wide consultation is held, Full Council is required to approve the outcome of the review. Full Council will approve the boundaries used to determine which properties vote together. The Returning Officer, not the council, is responsible for the choice of polling station, though due consideration is given to the requests of the consultees.

### 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: The ability to vote is for all residents of the city equally that meet the legal requirements to be able to vote (see franchise above).		

### 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 standards 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.

Yes                       No                      [please select]

The purpose of this review is to ensure that polling is accessible for all electors and thus that polling places and polling districts are set up to enable the Returning Officer to identify polling stations that meet the aim of S149 of the Equity Act and the need to promote equality for persons with "protected characteristics"

The Electoral Registration and Administration Act 2013 requires a review to be undertaken for the whole of the authority area.

It is a requirement of the review to

- Undertake a public consultation, to which 40 responses have been received and changes implemented as a result;
- Make representations to the following to raise awareness of the review and to request a response.
  - o Political parties and elected representatives
  - o Disability and age-related equality organisations within the local authority area.
  - o Equalities and inclusion representatives internal and external to the council.
- Promote the review to aid engagement;
- Account for population trends for which we included known developments within the city and made census based sub-ward level population predictions up to 2028.

The basis used for the recommendations that were consulted upon were the availability of potential venues coupled to the following desirable criteria: -

- A venue reachable for all voters regardless as to the means of travelling there.
- A venue within 1 mile safe walking distance.
- Circa 1,500 polling station electors (based on projected 2028 electorate numbers) at a polling station where geographical and physical features such as rivers and railways allow. This is to reduce the potential for queuing issues.
- Polling station must stay within the ward.
- A voter must not walk past another in-use polling station to get to their own one.
- Minimise the use of Portacabins.

All potential polling station venues have been assessed by physically visiting between October 22' and July 23'. A full suitability and accessibility assessment was undertaken that considered

- Location (bus routes, parking on-site, parking near-by)
- Disabled parking, drop curbs
- Main entrance route (pavement quality, lighting, door operation, signage)
- Separate disabled access (as main entrance)
- All doorways (opening operation, ramps., step colour contrasts, door widths, thresholds)
- Flooring (mats, surface coverings, trip hazards)
- Voting area (space, temperature, draughts, induction loops, lighting, fire safety, security features, kitchen facilities)

All venues have additionally been assessed for suitability to deliver voting when taking into account new space requirements for voter ID checks as required by the Election Act 2023 ie:- future proof their usability and ensure they remain fit for purpose until the next review in 2028.



## 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> T O’Gara
Date: 17/11/2023	Date: 20/11/2023

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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

12<sup>th</sup> December 2023



**Report of:** Director of Legal and Democratic Services

**Title:** Recommendations of the Independent Remuneration Panel

**Ward:** Not applicable

**Member Presenting Report:** Not applicable

## Recommendation

That Full Council considers the recommendations from the Independent Remuneration Panel regarding Members' allowances as set out in Appendix 1.

## Summary

The legislation requires that recommendations be sought from the Independent Remuneration Panel at least once every four years. The last approved full review of the scheme was agreed in September 2019 for the period 2020 to 2024.

## The significant issues in the report are:

The proposed amendments to Members' allowances, as set out at Appendix 1, which if approved would come into effect from May 2024.





**Policy**

1. The policy and procedure for the Independent Remuneration Panel are governed by The Local Authorities (Members' Allowances) (England) Regulations 2003 and subsequent amendments to the regulations.

**Consultation****Internal**

2. The Party Group Leaders.

**External**

3. Not applicable

**Context**

4. The Panel was convened under The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021). These Regulations require all local authorities to set up and maintain an advisory Independent Remuneration Panel to review and provide recommendations on Members' allowances, prior to any changes or amendments being made to the Members' Allowances Scheme.
5. The Panel was given general terms of reference, namely to review Bristol City Council's Members' Allowances Scheme and to make recommendations to Full Council on the appropriate form and level of remuneration for:
  - All elected Members; Special responsibility allowances;
  - Childcare and dependant carers' allowances for Councillors;
  - Any other issues covered by the 2003 Regulations.

**Legal and Resource Implications****Legal**

Legal comments contained throughout the report.

**Financial****(a) Revenue**

The IRP proposal to amend Members' allowances in line with the recommendation of the Independent Remuneration Panel would result in decreased annual spend of around £32,850.

**(b) Capital**

No Capital implications

**Land**

Not applicable.

**Personnel**

Not applicable.

**Appendices:**

Appendix 1 – Report of the Independent Remuneration Panel.

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

**Background Papers:**

None.



# **REPORT OF THE INDEPENDENT REMUNERATION PANEL (MEMBERS' ALLOWANCES) TO BRISTOL CITY COUNCIL**

**DECEMBER 2023**

## **Introduction and Context**

1. The Local Government Act, 2000 required local authorities to produce a Scheme in respect of councillors' allowances. Under the Local Government (Members' Allowances) (England) Regulations 2003, Councils have to set up an independent remuneration panel to make recommendations on members' allowances.
2. The Panel comprises:

### **Wendy Stephenson (Chair of the Panel)**

*Wendy was, from 2005 to 2017 Chief Executive of VOSCUR, the support and development organisation for Bristol's voluntary and community sector. In this role, Wendy gained a good knowledge of the workings of the local authority and the roles and responsibilities of councillors. Wendy has participated in Bristol City Council assessment panels during the recruitment of senior officers and has worked with councillors and officers in a number of different policy areas.*

### **Ronnie Alexander**

*Ronnie left the Civil Service in 2013 to pursue a variety of other interests including consultancy. He is currently an independent Member of Powys Teaching Health Board and a non-executive member on the Board of the Independent Monitoring Authority. Ronnie serves as Independent Chair of the Standards Committee for the South Wales Fire and Rescue Service and for Blaenau Gwent County Borough Council. He has a considerable record of engaging with the public, professionals and politicians at all levels, to influence policy. This follows from a civil service career spanning over 20 years and an equivalent period working in local government.*

### **Keira Stobie**

*Keira has moved on from full-time classroom teaching but remains employed within the education sector and has become more involved with her voluntary interests which predominately focus on heritage, arts and working with people at either end of the age spectrum. Keira is motivated to use her experience to contribute actively to her community.*

### **Graham Russell (Vice Chair of Panel)**

*Graham was the Head of Democratic Services for Bath & North East Somerset Council from 1993 to early retirement in 2005. Prior to that was a long career in local government corporate departments. He developed some expertise in the whole subject of members' allowances and was commissioned by South West Councils to produce on-line guidance on the subject for IRP members, their support officers and councillors. He is currently a marriage celebrant and a volunteer at Salford Community Association in various roles.*

3. In ordinary circumstances, the Panel would, at this time, have engaged in a fundamental review of the Scheme of Allowances to ensure that it remained relevant to the way the City Council was working and adequately recognised the roles of councillors.
4. However, as a result of the Mayoral Referendum on 5<sup>th</sup> May 2022, the City Council has resolved to adopt a Committee-style of governance effective from 6<sup>th</sup> May, 2024, replacing the Directly Elected Mayor and Cabinet model currently operating. Accordingly, we have considered decisions of the Council on how it sees this new system of governance operating in detail and have made recommendations on how this might impact on member roles both within the community and in City Hall. The recommendations set out within this report are intended to be applied with effect from 6<sup>th</sup> May 2024.
5. The Panel is mindful that there is limited experience of such a large Council operating a committee model of governance. Consequently, there will be much to learn from operational experience in Bristol. The Panel is happy to work with the City Council in keeping these initial arrangements under review and is prepared to re-consider issues as and when they are referred by the Council.
6. Notwithstanding the changes in governance, the Panel has also considered the adequacy of the present Basic Allowance in the context of current and potential demands on elected councillors, including the cost of living.
7. As with all our reviews, the direct evidence from councillors is invaluable to our considerations. We are grateful for the time given by the many elected Members who took part in our survey questionnaire and/or who took the time to have face to face/virtual meetings with the Panel.
8. Finally, the Panel wishes to acknowledge the invaluable support it has received from Lucy Fleming, Head of Democratic Engagement and Tim O’Gara, Director of Legal and Democratic Services in guiding us through the many issues that we have had to consider. We are extremely fortunate to have such consistent and professional support for our work.



## **The Review**

9. The Panel has based its review on a number of key principles as follows:
- recognising the core values of Bristol City Council as a service provider;
  - recognising that under the Committee style of governance, all members play a part in the formulation, delivery and review of policy;
  - recognising the limited operational evidence on which to base recommendations about key member roles in this style of governance;
  - the need for recommendations that did not of themselves create or perpetuate barriers to people standing or returning as a local councillor;
  - there should be a sound basis for calculating and reviewing the level of Basic Allowance for all councillors;
  - the need for recommendations on Special Responsibility Allowances that clearly distinguished those member roles that involved sufficient special characteristics (**see para 39 below**) to justify an allowance over and above the Basic Allowance;
  - recognising that while there was very little prescription in the Regulations governing members' allowances, there was statutory guidance which should be followed – and an awareness of the public's perception if this was not the case; and finally
  - the overall financial implications of implementing our recommendations were a matter for the Council to consider, on advice from Officers.

## **Review Methodology**

10. The point has already been made that there was limited direct comparable evidence available to help the Panel in making its recommendations. We have looked at allowances in variety of Local Authorities, including the Core Cities but with a particular focus on Sheffield and Brighton and Hove Councils, both of which operate a committee style of governance.
11. An important part of the evidence base for the Panel has been to hear directly from elected councillors in Bristol. We issued a questionnaire seeking views about the level of Basic Allowance, opinions on the various member roles that a committee style of governance involves and generally on allowances and expenses. Out of a total 70 councillors we received responses from 55, an excellent return and a sound basis for collecting evidence for our review.

12. The returns have given the Panel a valuable insight into the time and effort expended by councillors in their duties and responsibilities to the electorate and to the Council both at present and in the future.
13. Included in members' comments were suggestions about how basic and special responsibility allowances should be awarded. It is important to emphasise that the Panel is only able to make recommendations within the framework of what is permitted under existing legislation. Principally, the Basic Allowance must be awarded to all members at the same level – there is no provision for variable Basic Allowances according to workload or level of commitment. Neither is there provision for any form of attendance allowance. The Panel has used special characteristics to help determine how special responsibility allowances should be awarded (see para 40).
14. It is also relevant to point out that this review has been conducted in advance of the outcome of the 2024 election. Consequently, there may be a need to review further the Scheme of Allowances once the new arrangements have been embedded.
15. As part of the review, the Panel was asked to consider a Parental Leave policy for members. This is addressed later in our report (para 117 below).

### **The Basic Allowance**

16. The present Basic Allowance is £15,758. For comparative purposes (subject to any uplifts that will be applied for 23/24) the Sheffield allowance is £15,606 and that for Brighton and Hove £13,359. The allowances among the Core Cities range from £18,876 to £9,200.
17. According to Government Guidance issued in 2003, the purpose of the Basic Allowance is to *"recognise the time commitment of all councillors, including such inevitable calls on their time as meetings with officers and constituents and attendance at political group meetings. It is also intended to cover incidental costs such as the use of their homes"*.
18. In the context of modern local government, the Panel believes this description does not offer enough clarity. The Panel has identified the following as being the main aspects of a councillor's role recognised



through the Basic Allowance and has used this to inform its recommendations:

- time and effort in conducting the local representation role;
- use of home as an office/work base;
- travel within the electoral ward;
- recompense in part for the direct impact of the councillor role on the family;
- serving on such outside bodies to which the member may be appointed;
- membership of the full Council and its Committees/Sub Committees/Working Groups/Task and Finish Groups/Boards and reasonable attendance at meetings of those bodies to which the member has been appointed;
- performing a chairing or other lead role at such meetings where the time and effort involved does not equate to a chairing role for which a special responsibility is justified;
- attendance at political group meetings;
- making a contribution towards the effective governance, administration and performance review of the Council's strategies, policies and service delivery;
- attendance at a reasonable number of training and development events, including all mandatory training events;
- IT consumables (including printing, ink and paper) broadband and telephone.

19. Regarding the last point on the list at para 18, the Panel has noted that members are currently entitled to £15 per month as a separate contribution towards broadband costs. It will be seen later in this report that the Panel is recommending a robust Basic Allowance. Accordingly, the Panel believes that this separate award should in future be subsumed into the overall Basic Allowance. This would make administration easier and is a better fit for what we believe the Basic Allowance should cover.

20. **RECOMMENDATION 1: That the Council accepts the list at para 18 as being recognised through the Basic Allowance.**

21. A key part of our considerations in a routine fundamental review would be the basis on which the Basic Allowance might be indexed. That remains a relevant consideration in this current review. At present, the allowance is adjusted in accordance with the national pay award to local government

staff. The Panel feels this is a fair and reasonable basis for indexing the Basic Allowance and should therefore continue.

22. **RECOMMENDATION 2: That the present provisions of the Scheme regarding adjustments to the Basic Allowance (and consequently to other allowances) related to officer pay awards be continued and confirmed for the period up to the next fundamental review of the Scheme;**
23. **RECOMMENDATION 3: That in the event of a further flat-rate pay award to staff, the percentage applied within the award to officers' expenses be used as the basis for adjusting members' allowances.**
24. In considering the Basic Allowance, the Panel is mindful of the current financial situation facing the City Council. While the Council must consider our recommendations alongside affordability, it should be noted that our recommendations are primarily evidence based.
25. The Panel received many comments about the Basic Allowance. 90% of the 55 councillor respondents to our questionnaire felt that the number of hours worked by councillors would increase under the committee system of governance. The principal reasons put forward were:
  - increased Councillor involvement (attendance and preparation for meetings) in committees, sub committees, working groups etc. with councillors at the *"heart of the decision making process"*;
  - greater level of political group liaison prior to decision making;
  - changes in how the public interact with the Council which, it has been claimed, makes direct contact with local councillors an easier option for addressing local issues;
  - increased engagement with social media;
  - developing greater awareness of Council-wide issues in the context of decision making at committees;
  - more involvement in policy development work;
  - a shared responsibility for Committee outcomes, in an "executive" capacity.
26. Another point made clearly to us was the transient and vulnerable nature of a councillor's role with the lack of financial security and no pension provisions (this provision was removed by legislation). These points were given as examples of barriers to standing for election.



27. We have given careful consideration to all of these points. We have balanced this with a recognition that a period of operational experience would be essential to build a better picture not only of the practical impact on councillors of this governance change but also of the way the new committee structure agreed by the Council has operated.
28. In addition to comments about councillors' hours, 62% of respondents felt that the present level of Basic Allowance (£15,758) would not be sufficient to cover relevant Council work or costs from May 2024. Many also referred to the impact of the cost of living.
29. The Panel is aware that members' allowances were never intended to meet all the costs of being a councillor. Indeed, the Government has always held the position that a proportion of the hours worked by elected councillors should be un-remunerated, to reflect the public service element of the role. The majority of Panels in the South West have recommended a 30/33% reduction as appropriate to reflect this voluntary element. In Bristol however the percentage reduction used in the past has been 20%, a level which the Panel supports as a better reflection of a councillor's commitment.
30. The Panel is further aware that its recommended Basic Allowance for 2024 onwards might be judged against the present role of a councillor. The reality is that, for the first time, the Council has a clear role description for a City Councillor in a committee style of governance. It is in effect a different role to that undertaken previously in that councillors will be directly involved in decision making as well as constituency advocacy and representation. In the previous Mayor/Cabinet model, the majority of councillors had no direct role in decision making, other than at Full Council and the Regulatory Committees.
31. A fundamental issue for the Panel is to ensure that everything possible is done to create a councillor cohort that is diverse, and that the allowances Scheme does not in any way act as a barrier to inclusion. We recognise of course that, within the present legislative framework and financial parameters, the allowances Scheme alone will not fully address some of the concerns about creating diversity in the council chamber, resolving career disincentives, and achieving a better Council/ family life balance for councillors.
32. That said Bristol has come a long way in enabling diverse representation within the Council chamber and it appears that compared to data

collected in the LGA census 2022, the diversity among elected representatives is more diverse than most councils.

33. The evidence suggests that it would be reasonable to base our considerations of workload for all councillors on 25 hours per week. This was the figure used in the most recent national councillors' survey and one that has been quoted in direct evidence to us. (There will be some members in receipt of special responsibility allowances who could work considerably more hours than this.)
34. In the past, the Panel has used a local employment statistic as a basis for a formulaic approach to calculating the basic allowance. The most appropriate figure for our present purpose would be the average hourly gross pay for all employees in Bristol (full and part time) - £15.44 per hour.
35. Using this figure, and applying a 20% reduction to the total weekly hours to reflect the voluntary element of the role, the following formula arises:

$$25\text{hpw (minus 20\%)} = 20\text{hpw} \times \text{£}15.44 \text{ per hour} = \text{£}308.80 \text{ pw} \times 52 \text{ weeks} \\ = \text{£}16,058.$$

The figure was uplifted in November 23 by 3.88% in keeping with the pay award given to staff for 23/24. This produces a figure of **£16,681**

The Panel feels this is a relevant local formula with a product that will reflect our carefully considered evidence about the demands to be placed on councillors under the committee system. We emphasise again that we have heard that the role of a Councillor will change under the Committee system of governance. For the first time, the Council has produced role descriptions which we have evaluated in the context of recommending a Basic Allowance for the future.

36. **RECOMMENDATION 4: That the Basic Allowance for 2024/25 be set at £16,681.**



## **Special Responsibility Allowances**

37. These are the allowances that are awarded to members performing key roles within the Council which have specific and significant responsibilities and/or accountabilities and/or which demand significant time and effort.
38. The Panel has applied the following principles in determining its recommendations:
- a. the Scheme currently provides for only one SRA to be claimed by a member, even if they hold more than one role that attracts a SRA – a principle that the Panel upholds and recommends should continue;
  - b. the Panel considers the duties of a Councillor, rather than any individual's approach to the role – the production of new and clear role descriptions has helped the Panel;
  - c. a councillor receiving a robust basic allowance should reasonably be expected to undertake specific roles within the Council that are not overly demanding of time or effort (e.g. the occasional chairing role).
  - d. to qualify for a SRA, the role should satisfy a number of the special characteristics shown at para 40 below; and
  - e. some current member roles easily transfer into the new arrangements whereas others are new to the Council and may need to be assessed in due course against a period of operational experience.
39. In determining our recommendations on these allowances, we have looked at each member role, using the new role descriptions, in the context of its primary purpose, the activities related to that role (e.g. meeting officers, media management) and the special characteristics attaching to each as follows:
- Time commitment
  - Specialist skills set
  - Functional leadership (*i.e. agenda management, prioritisation of work; public interface; focus on corporate/Council objectives*)
  - Decision making
  - Complexity of role
  - Identifiable accountability
  - Direct responsibility for important outcomes
  - Constitutional relevance

40. **RECOMMENDATION 5: That the principle that a member may only claim one SRA be continued.**

Special responsibility allowances will be calculated as multiples of the Basic Allowance. This means that there will be an automatic adjustment to these allowances as and when the Basic Allowance index is applied. This is reflected in our recommendations below.

41. The following paragraphs reflect our consideration of the various member roles.

### **Leader of the Council**

42. The Leader of the largest political group on the Council, post-election, may be appointed by the Council as the Leader of the Council. However, there may be cross-party discussions resulting in an alternative arrangement.
43. Unlike in a Leader/Cabinet executive arrangement, the Leader will not have direct executive powers nor the power to determine decision-making arrangements. Those will be matters for the full Council, which has already put arrangements in place for implementation in 2024.
44. That said, it is clear, from the approved role description, that the Leader will hold a significant role in the political management, good governance and strategic direction both within the Council and with partner bodies/communities at local, regional and national level.
45. Allowances for the Leader in the comparator Councils of Sheffield and Brighton and Hove respectively are £26,010 and £32,505.
46. Having regard to the special criteria listed in para 39 above, it is clear that the Leader will satisfy all of these, and in particular the time commitment, leadership, accountability and responsibility.
47. **RECOMMENDATION 6: That a special responsibility allowance for the Leader of the Council be set at £33,362 (2 x Basic Allowance) for 2024/25.**



### **Deputy Leader of the Council**

48. Unlike in an executive model of governance, there is no legal obligation to appoint a Deputy Leader for the committee model.
49. Nevertheless it is assumed that a deputy role would be required to ensure consistency in the leadership of the Council.
50. The role description for the Deputy Leader indicates a strong supporting and deputising role in all aspects of the Leader's remit. Alongside this, the deputy Leader would work with all Committee Chairs on strategic matters such as the budget and aspects of policy development.
51. The Panel believes that the position of Deputy Leader does satisfy a number of the criteria at para 39 and in particular those relating to leadership, complexity of role, accountability and time commitment. The position should therefore receive a SRA. The Panel is aware however that the role is an untested one in the context of a committee-style model of governance.
52. **RECOMMENDATION 7: That a special responsibility allowance for the Deputy Leader be set at £16,681 (1 x Basic Allowance) for 2024/25;**
53. **RECOMMENDATION 8: That this matter be kept under review and reconsidered as necessary in the light of operational experience.**

### **Chairs and Vice Chairs of Policy Committees**

54. It was clear from evidence received that the fundamental component of the committee form of governance was the establishment of Policy Committees with decision making powers on matters within their respective remits. There will be 8 such committees in Bristol each with a remit aligned to one of the Council's corporate strategy themes.
55. Evidence offered to the Panel shows clearly that the Chairs of these Committees will provide political direction to officers and lead and develop the work programme of the Committee. They are significant posts which many consider to be the equivalent of Cabinet Members under the present governance arrangements.

56. While the Chairs will not have the same decision making powers as Cabinet Members, they will provide political steers in between meetings as necessary.
57. Much of the evidence we have received identifies the significant attendance commitment required of these chairing positions including:
- Agenda-setting meetings;
  - Chairs' and Vice Chairs' briefings;
  - Liaison meetings with other Chairs;
  - Member Forums and
  - Liaison meetings with key partner bodies.
58. It is imperative that the Policy Committee Chairs have a detailed working knowledge of their Committee's remit and also of the broader context of Council policies and strategies, including budgets. It is both an inward and outward facing role.
59. It has been suggested to the Panel that the SRA for Chairs might be set according to the size of the relevant Committee's budget. The Panel has considered this but, as the role description of the Chairs does not differentiate between the Policy Committees, we have made a single recommendation for the SRA.
60. The Panel believes that most of the criteria shown at para 39 above are present in the Chairs' role and in particular the time commitment required, functional leadership, some elements of decision making and accountability and constitutional relevance.
61. **RECOMMENDATION 9: That a special responsibility allowance for the Chairs of the Policy Committees be set at £25,022 (1.5 x Basic Allowance) for 2024/25.**
62. The Panel has heard much evidence about the robust role that the Vice Chairs of the Policy Committees will play in the governance of their Committee's business.



63. The role descriptions of both Chairs and Vice Chairs refer to ongoing consultation and association between the roles. These role descriptions identify a clear and robust role for the Vice Chairs that goes far beyond “just in case” deputising. They are for example fully involved in all briefings and agenda setting/work programming arrangements.
64. Accordingly, the Panel feels that a SRA is justified since many of the criteria at para 39 are satisfied including in particular the time commitment and elements of functional leadership when acting with or on behalf of the Chair.
65. **RECOMMENDATION 10: That a special responsibility allowance for the Vice Chairs of the Policy Committees be set at £8,341 (0.5 x Basic Allowance) for 2024/25.**

#### **Political Group Lead Members (Group Spokespersons)**

66. These members will represent the political group generally and at agenda meetings, where the group will not otherwise be represented (e.g. by the Chair or Vice Chair). They will assist the Chair and Vice Chair in the work programming of the committee.
67. Using our criteria at para 39, these members will need some understanding of the functions, policies, services and budgets of the relevant Policy Committee. There will also be a small time commitment in attending agenda setting meetings with the Chair and Vice Chair.
68. We believe however that the level of commitment involved is not particularly onerous when measured against the agreed role description. The Panel believes that the duties might be considered reasonable for a member in receipt of a robust Basic Allowance to perform without additional recognition.
69. This is a new and untested role. In the circumstances, the Panel will be happy to keep the matter under review in the light of operational experience.
70. **RECOMMENDATION 11: That no special responsibility allowance be allocated for the Political Group Lead Member/Group Spokesperson role but that the matter be kept under review in the light of operational experience.**

### **Political Group Leaders**

71. The present Scheme of Allowances in Bristol provides an allowance for a Group Leader, (including the group whose party holds the position of Directly Elected Mayor) of £14,902. There is no limit to the number of groups. There is no allowance for a Deputy Group Leader.
72. It is clear from the role description that Group Leaders play an important part in both group management and governance of the Council, through liaison with other Leaders and senior Officers. The Panel feel that the full role of a Group Leader needs to be recognised in the Scheme.
73. While the degree of group management will vary according to group size, the role of a Leader in the governance of the Council will be the same. Their views at Group Leader meetings will hold equal relevance.
74. The Panel believes that the new committee style of governance, and the potential for more collegiate working at member level, suggests the need for a new approach to these allowances. Accordingly, the Panel wishes to put forward the following balanced approach for consideration which offers equal recognition of the governance role, supplemented by a group management role graded according to group size:

<b>Group Leader</b>	<b>Governance Element (30% BA)</b>	<b>74% + (52+ members) (100% BA)</b>	<b>73% - 51% (51-36 members) (75% BA)</b>	<b>50%-31% (35-22 members) (50% BA)</b>	<b>30%-15% (21 – 11 members) (25% BA)</b>	<b>14% - 4% (10 – 3 members) (12.5% BA)</b>	<b>Less than 4% (2 members) (0% BA)</b>	<b>Total</b>
Leader of Group	£5,004	£16,681						<b>£21,685</b>
Leader of Group	£5,004		£12,511					<b>£17,515</b>
Leader of Group	£5,004			£8,341				<b>£13,345</b>
Leader of Group	£5,004				£4,170			<b>£9,174</b>
Leader of Group	£5,004					£2,085		<b>£7,089</b>
Leader of Group	£5,004						£0	<b>£5,004</b>



75. It should be noted that the Leader of the Council is a separate position to the Group Leader, and providing those posts are held by different individuals they can both receive the relevant special responsibility allowance.
76. The Panel believes this is a fairer and more balanced way to recognise the commitment of all Group Leaders to the good governance of the Council together with the variable workload of group management roles which does relate directly to group size. This approach can be applied against whatever form of political administration is in operation.
77. **RECOMMENDATION 12: That the special responsibility allowances for Political Group Leaders be determined in future in accordance with the above table, effective from 2024/25.**
78. **RECOMMENDATION 13: That in the light of the indication that the Group Whip role is to continue (see para 81 below), there be no special responsibility allowance set for a Deputy Group Leader.**

### **Political Group Whips**

79. It has been the culture in Bristol for political groups to appoint Whips to help with the effective management of the Group. These member roles also provide an important link with the Officers in managing logistical matters for Council meetings. In evidence it is clear that this role is valued highly in providing an important liaison between the group and senior officers. In addition, while there is a full role description for the group Whip role, there is no such role description set for a Deputy Group Leader (see Recommendation 13 above).
80. Of particular interest to the Panel is their role in providing pastoral support to members of the Group. The need for such support was identified during the evidence gathering stage of the review.
81. The Panel believes that the role will carry some considerable importance and a special responsibility allowance is therefore justified, particularly with regard to the time commitment and complexity of the role. It is however felt appropriate to apply the same approach to this role as has been recommended for Group Leaders i.e. recognising both the

governance role and group size – as set out in the table below. In broad terms the totals represent close to half of the Group Leaders’ allowances.

<b>Group Whip</b>	<b>Governance Element (15% of BA)</b>	<b>74% + (52+ members) (50% of Group Leader)</b>	<b>73% - 51% (51-36 members) (50% of Group Leader)</b>	<b>50% - 31% (35-22 members) (50% of Group Leader)</b>	<b>30%=15% (21-11 members) (50% of Group Leader)</b>	<b>14% - 4% (10 – 3 members) (50% of Group Leader)</b>	<b>Less than 4% (2 members)</b>	<b>Total</b>
Group Whip	£2,502	£8,340						<b>£10,842</b>
Group Whip	£2,502		£6,255					<b>£8,757</b>
Group Whip	£2,502			£4,170				<b>£6,672</b>
Group Whip	£2,502				£2,085			<b>£4,587</b>
Group Whip	£2,502					£1,043		<b>£3,545</b>
Group Whip	£2,502						£0	<b>£2,502</b>

82. **RECOMMENDATION 14: That the special responsibility allowance for the Political Group Whips be determined according to the table at para 81 above for 2024/25.**

### Regulatory Committee Chairs

83. The present Scheme makes provision for special responsibility allowances as follows:

Chair Audit Committee - £7,452

Chair Planning Committee (DC) - £7,452

Chair Licensing – Nil but sliding scale of allowances for member attendances

Chair Public Safety and Protection (PSP) - £7,452

Chair Human Resources Committee - £7,452

84. The Panel has not received any direct representation in respect of these allowances other than to confirm that the special arrangements introduced for Licensing members are working well. We have had evidence that a similar approach might usefully be adopted for members of the sub-committee of the Public Safety and Protection Committee which hears taxi and other licence/permit cases. The parent Committee does not meet regularly but the sub-committee does.



85. The Panel is therefore minded to propose that the special responsibility allowance for the Chair of the Public Safety and Protection Committee be removed from the Scheme and that a similar arrangement to that operating for Licensing members is put in place.
86. Of particular relevance to the Panel is the effective management of risk to the Council on planning matters and the role that the Chair must play in the proper conduct of meetings and the relevance of their decisions within the planning framework.
87. Although we have not received any representations relating to the Chairs of the Audit and Human Resources Committees, the Panel believes it is right to maintain the parity of allowance with the Chair of Planning.
88. In all cases, and using our special criteria at para 39, the Regulatory chairing role will have elements of time commitment, but complexity and specialist skills will be key criteria.
89. **RECOMMENDATION 15: That a special responsibility allowance for the Chairs of Planning, Human Resources and Audit Committees be set at £8,341 (0.5 x Basic Allowance) for 2024/25.**
90. **RECOMMENDATION 16: That the present arrangements for payment to Licensing Committee members be continued as follows:**  
  
**£150 for 2 sessions and that a similar arrangement be introduced for hearings under the auspices of the Public Safety and Protection Committee;**
91. **RECOMMENDATION 17: That accordingly, no special responsibility allowance be allocated for the Chair of the Public Safety and Protection Committee.**

### **The Lord Mayor and Deputy Lord Mayor**

92. Not to be confused with the Directly Elected Mayor, which is to be discontinued, the Lord Mayor of Bristol is an historic civic office representing the City as First Citizen at a significant number of civic and ceremonial occasions in a year. The Lord Mayor also acts as the Chair of the City Council.
93. The Scheme provides allowances as follows:
- Lord Mayor £24,837  
Deputy Lord Mayor £7,452
94. We have noted that there is in addition a small separate budget to cover a clothing allowance for the Lord Mayor of £1,500.
95. The time commitment involved in the Lord Mayor role is significant and satisfies our criteria. The Deputy Lord Mayor can also be required to undertake a broad range of engagements throughout the year. Therefore, the Panel opt to retain the current allowances for both of these positions but may wish to look at this in more detail in a future review.
96. **RECOMMENDATION 18: That a special responsibility allowance for the Lord Mayor of Bristol be set at £25,022 (1.5 x Basic Allowance) for 2024/25.**
97. **RECOMMENDATION 19: That a special responsibility allowance for the Deputy Lord Mayor be set at £8,341 (0.5 x Basic Allowance) for 2024/25.**

### **Chair, Standing Finance Sub Committee**

98. The Panel has noted the intention to establish a standing Finance Sub Committee of the Strategy and Resources Policy Committee. We understand this will be the body that formulates the budget recommendations to the full Council and monitors its implementation.
99. It is conceivable that this Sub Committee may be chaired by a senior member already in receipt of an SRA in another capacity. Nevertheless, the Panel believes the Scheme should show clearly that this role satisfies a number of our criteria for awarding such an allowance, including important outcomes, constitutional relevance and time commitment.

100. It is noted that the workloads of Members sitting on the Finance Sub Committee (and/or Strategy and Resources Policy Committee), may be significant. Therefore, the Panel will keep this under review and may recommend additional payments in the future.

101. **RECOMMENDATION 20: That a special responsibility allowance for the Chair of the Finance Sub Committee be set at £12,511, (0.75 x Basic Allowance) for 2024/25.**

### **Chair, Health Sub Committee**

102. Health Scrutiny remains a statutory requirement of the Council under its committee style model of governance. This includes the important liaison role with other health agencies, partner bodies and environmental health, calling them to account as required.

103. We believe this chairing role will need to develop clear leadership and subject-related skills and should receive an allowance not dissimilar to those that apply to Scrutiny Commission Chairs under the current arrangements.

104. **RECOMMENDATION 21: That a special responsibility allowance for the Chair of the Health Sub Committee be set at £8,341 (0.5 x Basic Allowance) for 2024/25.**

105. As a general point, the Panel wishes to remind those who read this report that there remains in place a one-member-one SRA rule. This means that it is unlikely that all the SRAs proposed in this report will be taken up. There is also the need to be mindful that if more than 50% of councillors on an authority receive a SRA, they cease to be special and the public might be rightly sceptical.

### **Chairs of Task and Finish Groups**

106. The Panel understands that it is the intention to continue to enable the Policy Committees to convene Task and Finish Groups to examine particular issues in depth and to report to the parent committee. This continues an arrangement under the current overview and scrutiny system.



107. The present Scheme provides that the Chair of such Groups will be entitled to a special responsibility allowance of £2,000 once the final report of the group is submitted to the parent committee. For clarification, this payment can only be made to Councillors not already in receipt of another special responsibility allowance.
108. The Panel believes this has worked well and proposes therefore to continue the allowance arrangement under the new Policy Committee system.
109. **RECOMMENDATION 22: That a special responsibility allowance of £2,000 be set for the Chair of a Task and Finish Group established under a Policy Committee, once the Group’s final report has been submitted to the parent committee.**

**Overall Comparisons between Present and Proposed Schemes**

110. The table below shows how the cost of our proposals differs from that for the present system of governance (using the BA of £16,681).

<b>Role</b>	<b>Present</b>	<b>Total</b>	<b>Proposed</b>	<b>Total</b>
Basic Allowance x70	£15,758	£1,103,060	£16,681	£1,167,670
Directly Elected Mayor x1	£73,973	£73,973	-	-
Deputy Mayor x2	£29,378	£58,756	-	-
Cabinet Members x 7	£27,118	£189, 826	-	-
Leader 2xBA	-	-	£33,362	£33,362
Deputy Leader 1x BA	-	-	£16,681	£16,681
Policy Committee Chairs x 7 1.5BA  (note – one SRA removed as it will be chaired by the Leader)	-	-	£25,022	£175,154
Policy Committee	-	-	£8,341	£66,728

Vice Chairs x8 0.5BA				
Lord Mayor x1 1.5BA	£24,837	£24,837	£25,022	£25,022
Deputy Lord Mayor x1 0.5BA	£7,452	£7,452	£8,341	£8,341
Political Group Leaders x5	£14,902	£74,525	£47,957 (based on the 23/24 group size)	£47,957
Political group Whips x5 0.55BA	£9,040	£45,200	£23,978 (based on the 23/24 group size)	£23,978
Chairs of Scrutiny Commissions x 4	£7,452	£29,808	-	-
Chair of Audit Committee x1 0.5BA	£7,452	£7,452	£8,341	£8,341
Chair of DC Committees x2 0.5BA	£7,452	£14,904	£8,341	£16,682
Chair of PS&P Committee x1 0.5BA	£7,452	£7,452	£8341 (estimate)	£8341 (estimate)
Licensing Sub Committee hearings	£7,452 (estimate)	£7,452 (estimate)	£8341 (estimate)	£8341 (estimate)
Chair of HR Committee x1	£7,452	£7,452	£8,341	£8,341
OSMB Chair x1	£9,040	£9,040	-	-
Chair Standing Finance Sub Cttee x1 0.75BA	-	-	£12,511	£12,511
Chair Health Sub Committee x1 0.5BA	£7,452	£7,452	£8,341	£8,341
		£1,668,641		<b>£1,635, 791</b>
<b>Difference</b>				<b>-£32,850</b>

*(It should be noted that this table contains some speculation regarding the number of formal Political Groups that will be formed after the May 24 whole Council elections and consequently the number of group-related member roles.)*

### **Travel and Subsistence**

111. The Panel has received evidence that the introduction of the bus pass provision for councillors and the car parking permits have both been well supported and are proving of benefit to councillors. These should continue.
112. Of less relevance is the mileage payment provision which has not been taken up.
113. **RECOMMENDATION 23: That the present travel and subsistence provisions within the Scheme be continued with the exception of the mileage payments which should be deleted.**

### **Dependent Care and Child Support**

114. The Panel is aware that there is very little take up of the expenses provisions available to councillors in support of child care costs and specialist disability care costs. The Panel has been anxious to consider what barriers might exist that prevent or discourage councillors from claiming their entitlements. Members' comments on this have been helpful.
115. This appears to be an issue across the south west region and one that a number of Independent Panels are reviewing.
116. The Panel is keeping the matter under review but in the meantime wishes to recommend the continuation of the Scheme's current provisions.
117. **RECOMMENDATION 24: That the present provisions relating to expenses for all forms of dependent care support be continued pending further review.**

### **Parental Leave Policy**

118. The Panel understands that the Council is considering adopting a Parental Leave policy setting out members' entitlements in relation to basic allowance and special responsibility allowances.



119. Although not wholly within our brief, the Panel does support the introduction of such a policy. Of particular relevance to us is that members are clear about the extent to which their entitlement to allowances continues during periods of such leave.
120. Using models that have been considered elsewhere, the Panel supports the approach that Basic Allowance continues in full during approved periods of parental leave.
121. A phased withdrawal of a special responsibility allowance is also considered helpful.
122. The Panel has noted that there does not exist, within the region, any policy relating to fostering leave. While this again is not a matter of direct relevance to us, we intend to examine this further only in the context of our ongoing concerns about the barriers that exist to members standing for or remaining as councillors.
- 123. RECOMMENDATION 25: That the Council notes the Panel’s support for a clear parental leave policy relating to councillors and notes in particular the points raised above about the payment of allowances under such a policy.**

### **Conclusions**

124. This has been a challenging review in a number of ways. The Panel, like the Council, has been familiar with the executive style of working and has had to adapt its considerations to accommodate new aspects of a councillor’s role.
125. Much of the evidence is based on presumption about these roles, without the benefit of operational experience.
126. In this context, the Panel intends to conduct a review of the revised scheme of allowances after the Committee system has been operational for approximately 12 months. This may lead to recommendations to either increase or reduce allowances.
127. Our recommendations are all evidence based and for this we are extremely grateful to all the councillors and officers who have supported our work.

128. I make particular mention of the Committee Model Working Group which has shaped the new structure. We have enjoyed unprecedented access to information about their work and to their conclusions.
129. Thanks are due to the Independent Remuneration Panel members for their commitment to this process and diligence and judgement in the production of this report.
130. Finally, I commend these recommendations in the hope that they together form a sound framework for councillors in their new and continuing roles within the Council.

Wendy Stephenson  
Chair of the Panel

November, 2023

## Motions received for 12 December 2023 Full Council

### **GOLDEN MOTION (LABOUR PARTY): HEALTH NEEDS ASSESSMENT**

This council notes:

- Bristol's population is set to reach 550,000 by 2050.
- The rise in population will affect more areas of the city than others. Notable examples include: Bedminster, where 7,700 homes are set to be built; Hillfields and Fishponds, where at least 1,500 homes are being built as part of the Atlas Place development; Hengrove, where the council-owned housing developer Goram Homes is building 1,400 homes; and the city centre.
- A rise in population will cause increased demand for health services in Bristol and across the West of England.
- The Bristol, North Somerset and South Gloucestershire (BNSSG) Integrated Care Board (ICB), a statutory NHS organisation is responsible for developing a plan for meeting the health needs of the population, managing the NHS budget and arranging for the provision of health services in the BNSSG sub-region of the Southwest.
- There is a particular shortfall in dentistry provision in Bristol, with very few dentists taking on new NHS patients.
- A 2009 needs assessment recommended both a minor injuries unit at Cossham Hospital and a community hospital at Frenchay. Neither of these facilities have yet been built.

This council believes:

- The UK's health services have been failed by thirteen years of government austerity and spending restraint. Despite this, the NHS in Bristol is doing commendable work, but it needs increased, sustained funding to meet the needs of a growing population.
- Likewise, NHS staff in Bristol deserve our utmost thanks and appreciation. Doctors and nurses deserve a decent pay rise after thirteen years of wage restraint.
- The Government has a responsibility to ensure all healthcare services are well-funded. While the Government is responsible for funding health services, the ICB has a duty to ensure that Bristol's population has adequate access to healthcare.
- Hospital provision in the eastern and north-eastern fringes in Bristol could be improved. Cossham and Frenchay hospitals are both likely to need additional capacity and facilities. However, the promised Minor Injuries Unit and Community Hospital facilities respectively may not now be appropriate, so a review is needed to see what other types of healthcare facility are needed to meet current population requirements.
- Additional healthcare facilities – including General Practitioners and Dentists – as well as hospital facilities, will be needed to keep up with Bristol's growing population. Areas of high population growth such as Bedminster and Hillfields and neighbouring wards will need expanded healthcare infrastructure. The Integrated Care Board should work closely with the Council and its partners to ensure residents get the healthcare services they will need.



This Council resolves to:

- Work with BNSSG ICB to carry out an analysis including consultation of local residents and VCSE delivery partners to survey what form of additional health infrastructure is required to meet need, and to understand how this might most effectively be delivered. For example, General Practices, Dentists, etc. taking account of changing life patterns, digital innovations, population demographics, and the opportunities to implement and integrate progressive delivery models such as Mental Health Integrated Network Teams (MINTS) and Women's Health Hubs for better health outcomes
- As a member of the Integrated Care Board that the Council formally asks the ICB to carry out a strategic needs assessment of health care provision and bring that report back to Full Council, the Health and wellbeing board and the Health Scrutiny Committee.
- To prepare a plan which takes account of the BNSSG Strategic Needs assessment and local authority JSNA and population modelling data
- Act on recommendations of the strategic health care needs assessment and plan and work closely with the local authority to implement its recommendations.
- That the Council lobby the Government for funding to see the ICB's recommendations implemented.

**To be moved by Cllr Ellie King**

**Date of submission: 2<sup>nd</sup> November 2023**

## **GOLDEN MOTION (LIBERAL DEMOCRATS): USE OF CAZ MONIES**

### **Full Council notes:**

1. Bristol's Clean Air Zone was introduced on 28 November 2022 with the express intention of reducing the levels of NO<sub>2</sub> recorded in the City.
2. That the Council has issued a Press Release stating that they have received a positive report from the Joint Air Quality Unit although this report is not yet public.
3. That in the Statement of Accounts for the year to the end of March 2023, a sum of £7.4m is noted as having been allocated to the Operational Reserve in 2022-23.
4. That, other than this figure, no data pertaining to the collection rate, fines issued, or monies raised, has been released.
5. That the administration has advised that a report on the first year of the zone's operation, containing both performance and financial data, will be brought to Cabinet on 23 January 2024.
6. That the Council's Budget Consultation Information Guide outlined proposals to use over £8.9m of Clean Air Zone monies to replace existing expenditure, including a £6.3m contribution to the transport levy paid to WECA.
7. That the Full Business Case for the CAZ noted that "Defra's Clean Air Zone Framework (May 2017) prevents Local Authorities from setting a charge as a revenue raising measure, but any charging scheme will need to be set at a level to produce a change in behaviour."
8. That the Full Business Case further stated that "The Transport Act 2000 requires any excess revenue that may arise from charges above the costs of operation to be re-invested to facilitate the achievement of local transport policies. These should aim to improve air quality and support the delivery of the ambitions of the zone."
9. That revenue from the scheme is anticipated to fall as compliance rises.
10. That once the objectives of the scheme have been met, there will be local discretion as to whether it should be discontinued.

### **Full Council believes:**

1. That revenue raised through the CAZ, and the projects it is spent on, should be clearly and transparently reported to the relevant meetings of this authority, subject to appropriate scrutiny, and be open to public examination.
2. That the majority of funds raised through the CAZ should be spent on additional projects to promote active travel and the use of a public transport rather than replacing core spending.
3. That the diminishing nature of CAZ revenue makes it unsuitable for funding regular expenditure within the Council's control as when this falls and/or ceases, the regular funding will have to be raised / reallocated from other sources.

### **Full Council resolves:**

1. To request the administration publishes full data on the performance of the scheme, as promised, as soon as possible.
2. To request the administration brings forward a budget that utilises the majority of CAZ funds to deliver new projects designed to increase the proportion of journeys undertaken by walking or wheeling, cycling, or public transport.

**Motion to be moved by: Cllr Clark**

**Date of submission: 30th November 2023**



## 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 6 October 2023**

## **FACING REALITY ON DELIVERY OF MASS TRANSIT**

“This Council endorses the stance recently taken by the Regional Mayor in seeking to rule out further consideration or exploration of the option to build a substantial mass transit underground for our city.

Council is particularly concerned over the City Mayor’s largely unsubstantiated claim (made in his last State of the City Address) that an overground mass transit system is undeliverable.

Whilst, from a practical, engineering, point of view, it might still be arguable or conceivable that some tunnelling could be a solution to overcome an exceptional geological or other feature along the proposed three main routes, this Council recognises that Mayor Rees’s hazy (at best) vision of a Bristol Metro is completely unrealistic in terms of cost and timescale.

Accordingly, Council calls on the City Mayor to accept and finally publicly acknowledge this reality and to commit to working more collaboratively on the Combined Authority on this major infrastructure project. Attracting Government capital investment and delivery of a viable, modern, and attractive public transport system has to be a political priority for the present and any future Administration.”

**Motion to be moved by: Cllr Mark Weston**

**Date of submission: 31<sup>st</sup> October 2023**



## **LOCAL EFFLUENT ECOLOGICAL RIVER REVIEW**

“This Council acknowledges the concerns which have recently been raised highlighting the deterioration in the state of the country’s rivers, waterways, and coastline, caused by the dumping of untreated sewage. Worryingly, more than 384,000 discharges of raw sewage were reported by water companies across England and Wales in 2023, and environmental campaigners point out that even Lake Windermere is now threatened by encroaching phosphorus pollutants.

Council recognises that the Government has taken significant steps to address these problems by seeking to provide stronger powers to regulating authorities in the Environment Act 2021 and through a new “Plan for Water” which aims to provide an extra £1.6bn in funding for infrastructure investment. These are all necessary but more work will be needed to improve the management of our water systems.

Last year, Council was hugely sympathetic to and supportive of the Conham River Bathing Group in its campaign to clean up the River Avon and bid for access to Bristol Harbour for swimming. All the accepted arguments used in the debate at that time over the importance of these habitats and leisure spaces dictate that much more needs to be done at a national and local level.

Therefore, Council calls on the Mayor to support and where possible resource such initiatives as:-

- Working closely with community volunteer groups like SusWot etc. to help coordinate river cleaning action days.
- Commit to conducting an audit of the city’s rivers and tributaries to identify problems, policies and plans to improve them.
- Investigate whether changes to development plans could make a meaningful contribution by requiring even more environmental features in new builds such as ‘blue roofs’ (capture & storage) and better drainage facilities.
- Lobby Central Government – perhaps through the LGA – for even tougher action on water companies found to have broken the law. In addition, there needs to be an exploration of alternative strategies, methods or systems which separate sewage from storm overflows entirely.

Clearly, there are no easy solutions to this environmental challenge. Nevertheless, our Victorian-era sewer network is coming to an end of its working life and is increasingly unable to cope with the demands of a growing population. As a result, Council believes that the vast majority of people (once made aware of the threat this poses to human health and wildlife) will demand that its resolution is made a political priority.”

**Motion to be moved by: Cllr Steve Smith**

**Date of submission: 31st October 2023**

## **Just Transition Declaration**

This Council notes:

- Bristol City Council has declared a Climate Emergency, setting a target of becoming a carbon-neutral and climate-resilient city by 2030.
- The Just Transition Declaration, written by four Bristol-based community group leaders, which outlines ten principles of how to ensure Bristol's decarbonisation is socially just.

This Council believes:

- Bristol City Council is right to have bold climate action plans and to place a strong emphasis on decarbonisation. As we work towards these ends, we must ensure that workers and disadvantaged communities are at the heart of these changes.
- The council and city stakeholders must ensure that disadvantaged communities do not bear the financial brunt of decarbonisation. Rather, they must actively work to prevent that scenario by centring them at the heart of their decarbonisation strategies, ensuring they benefit from decarbonisation investment.
- Implemented correctly, the transition to net-zero represents an enormous opportunity to provide thousands of well-paid green jobs across Bristol. E.g., the City Leap deal will see over a thousand new jobs in green industries in Bristol, whilst saving 140,000 tonnes of Co2 emissions over the next five years.
- The Just Transition Declaration offers a model for how we can become a sustainable city whilst ensuring any transition to net-zero is socially just.

This Council resolves:

- To commit to the ten principles listed in the Just Transition Declaration, and ensure they remain embedded within Bristol City Council policies until Bristol reaches net-zero emissions.
- To instruct the One City Office to liaise with city partners to sign them up to the Just Transition principles.

**Motion to be moved by: Cllr Kye Dudd**

**Date of submission: 31st October 2023**

## **Standing up for Responsible Tax Conduct**

Full Council notes that:

1. The pressure on organisations to pay their fair share of tax has never been stronger.
2. Polling from the Institute for Business Ethics finds that “corporate tax avoidance” has, since 2013, been the clear number one concern of the British public when it comes to business conduct.
3. Almost two thirds of people (64%) agree that the Government and local councils should consider a company’s ethics and how they pay their tax, as well as value for money and quality of service provided, when awarding contracts to companies.
4. Around 17.5% of public contracts in the UK have been won by companies with links to tax havens.
5. It has been conservatively estimated that losses from multinational profit-shifting (just one form of tax avoidance) could be costing the UK some £17bn per annum in lost corporation tax revenues.
6. The Fair Tax Mark offers a means for business to demonstrate good tax conduct, and has been secured by a wide range of businesses across the UK, including FTSE-listed PLCs, co-operatives, social enterprises and large private businesses.

Full Council believes that:

1. Paying tax is often presented as a burden, but it shouldn’t be.
2. Tax enables us to provide services from education, health and social care, to flood defence, roads, policing and defence. It also helps to counter financial inequalities and rebalance distorted economies.
3. As recipients of significant public funding, local authorities should take the lead in the promotion of exemplary tax conduct; be that by ensuring contractors are paying their proper share of tax, or by refusing to go along with offshore tax dodging when buying land and property.
4. Where councils hold substantive stakes in private enterprises, influence should be wielded to ensure that such businesses are exemplars of tax transparency and tax avoidance is shunned.
5. More action is needed, however, as current and proposed new UK procurement law significantly restricts councils’ ability to either penalise poor tax conduct (as exclusion grounds are rarely triggered) or reward good tax conduct, when buying goods or services.
6. UK cities, counties and towns can and should stand up for responsible tax conduct - doing what they can within existing frameworks and pledging to do more given the opportunity, as active supporters of international tax justice.

Full Council resolves to:

1. Approve the Councils for Fair Tax Declaration.
2. Lead by example and demonstrate good practice in our tax conduct, right across our activities.
3. Ensure IR35 is implemented robustly and contract workers pay a fair share of employment taxes.
4. Not use offshore vehicles for the purchase of land and property, especially where this leads to reduced payments of stamp duty.



5. Undertake due diligence to ensure that not-for-profit structures are not being used inappropriately by suppliers as an artificial device to reduce the payment of tax and business rates.
6. Demand clarity on the ultimate beneficial ownership of suppliers UK and overseas and their consolidated profit & loss position, given lack of clarity could be strong indicators of poor financial probity and weak financial standing.
7. Promote Fair Tax Mark certification especially for any business in which we have a significant stake and where corporation tax is due.
8. Support Fair Tax Week events in the area, and celebrate the tax contribution made by responsible businesses are proud to promote responsible tax conduct and pay their fair share of corporation tax. .
9. Support calls for urgent reform of UK procurement law to enable local authorities to better penalise poor tax conduct and reward good tax conduct through their procurement policies.

**Motion to be moved by: Cllr Tom Renhard**

**Date of submission: 31st October 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**

**Date of submission: 31st October 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 offer only 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**

**Date of submission: 31st October 2023**

## **Residence-based voting rights**

The Council notes:

The Elections Act is a major piece of national legislation with local implications for the residents of this local authority, including the use of mandatory photographic voter ID at the polling station and changes to overseas voting and voting and candidacy rights of EU citizens.

According to the 2021 census, one in six usual residents of England and Wales were born outside the UK. They live, work, study, make use of public services, and call the UK their home. Many foreign-born residents of this local authority from EU and Commonwealth countries can vote in our local elections. However, approximately over 1 million residents across England and Northern Ireland from non-EU and non-Commonwealth countries do not have a right to vote.

Scotland and Wales implemented residence-based voting rights where all residents with lawful immigration status have the right to vote in local and devolved national elections.

Over 50% of people agree that every resident, no matter where they are from, should have the right to vote at least in local elections.

The Council believes:

That all our residents, no matter their nationality, call this local authority their home and bring significant value to our area.

The Council expresses concern that:

EU citizens who enter the UK from the 1st of January 2021 and are not covered by bilateral voting rights treaties (currently only active with Poland, Luxembourg, Portugal, and Spain) will lose voting and candidacy rights in local elections when the Elections Act is fully implemented by May 2024. This will create an unequal situation where some EU citizens will have the right to vote where others will not.

The complexity in voting eligibility will cause confusion and will reduce voter turnout in local elections amongst migrant voters, a group already seen as having disproportionately a lower voter registration rate compared to British voters.

A resources-burden will be placed on Local Authorities managing the removal of a significant number of EU citizens from the electoral register. This may result in some being wrongfully removed from the electoral register.

The Council resolves to:

Ask Party Group Leaders to write to the Minister of State at the Department for Levelling Up, Housing and Communities requesting that the franchise for local elections be extended

in England and Northern Ireland to all qualifying foreign nationals in line with eligibility criteria in Scotland and Wales. This would ensure a UK-wide and fair approach so that all our residents who are also our council tax payers are enfranchised.

Deliver training to councillors and relevant officers on the changes brought by the Elections Act so that residents can be accurately informed about their current voting rights.

Work collaboratively with voluntary sector organisations in our local authority to reach residents about current voter eligibility rules and how to vote.

Request that the Electoral Registration Officer puts appropriate procedures in place to ensure that eligible EU citizens are not inadvertently removed for the electoral register as a consequence of the implementation of the Elections Act.

Continue promoting voter registration and photo ID requirements to residents at citizenship ceremonies, events, and other communication channels.

**Motion to be moved by: Cllr Ellie King**

**Date of submission: 2<sup>nd</sup> November 2023**



## Energy Crisis and Cost of Living

Full Council notes that:

- We must take action to address the energy crisis and its impact on fuel poverty especially when the energy price cap keeps on rising.
- We must be ready to protect our citizen from this crisis which will plunge people into poverty at no fault of their own.
- We must protect the most vulnerable in our community who may be left out.
- We must support the volunteers and action groups who will offer their help, with a well organised and well-informed action plan.
- That this is a huge problem that needs to be addressed and that having a actionable plan sooner may not be conceivable. However, this problem is not going away.
- There is a strong link between lifting people out of poverty and making real terms cost savings, especially in education, welfare, and criminal justice.
- If you convince people who can afford implementing energy saving actions that are cost neutral, a model to facilitate change is created that can then be funded for lower income homes in the future.

Full council believes that:

- Support for households so far is very welcome - but it simply does not go far enough.
- People are struggling to pay their bills and intervention is needed.
- The support so far has not extended to businesses, schools, and other public institutions such as hospitals and care homes, who will not be able to afford electricity therefore either going under or seeing periods of closures.
- Bristol is fortunate in having the Bristol Energy Network (BEN) which has the skills and expertise to resurrect their approaches around education and support outlined in the resolution.

The Council Resolves to:

1. Work with WECA and the Skills and Carbon Reduction Initiative (under the green recovery fund) to seek funding for a direct-action campaign with the “No Cold Homes” Bristol partnership including Bristol Energy network.
2. Work with BEN and the No Cold Homes partnership (subject to any procurement rules) to support them in delivering their programme of education and ‘DIY’ approach to low cost, impactful measures open to homeowners and tenants. (e.g. draft-proofing, perplex secondary glazing etc).
3. Provide a dedicated tab and a web page on the Cost-of-Living Hub, with regularly updated details of all support available, including details of the Warm / Welcome Spaces Programme

4. Work with Bristol's energy suppliers to widely advertise the discounts and grants available to fixed or low-income Bristolians.

Notes -

Reference - Warm Home Discount Scheme: Overview - GOV.UK ([www.gov.uk](http://www.gov.uk))  
About Us - Enough is Enough ([wesayenough.co.uk](http://wesayenough.co.uk))

The warm home discount scheme: if you live in England and Wales, you qualify if you either:

- get the Guarantee Credit element of Pension Credit - known as 'core group 1'
- are on a low income and have high energy costs - known as 'core group 2'

How you apply for the Warm Home Discount Scheme depends on how you qualify for the discount.

**Motion to be moved by: Cllr Lisa Stone**

**Date of submission: 2<sup>nd</sup> November 2023**

## Plant Based solutions for the Climate

A motion for a debate at Bristol City Council on plant based solutions to the climate emergency.

This council:

Notes:

- A recent study found that it will be impossible for the EU to cut its methane emissions in line with what the science says is needed (45% reduction by 2030) without cutting emissions in the meat and dairy sector.[1]
- Producing a kilo of beef creates, on average, 12 times more CO<sub>2</sub>e than a kilo of tofu or other soya based proteins; [2]
- Producing a litre of dairy milk uses, on average, at least four times as much land as producing a litre of plant milk. [3]
- Savings to the NHS will come from healthier, plant-based diets. Sustain estimates that meat over-consumption costs the NHS directly £1.2 billion, and 45,000 deaths annually. [4]
- A 2018 Oxford University study concluded that adopting a plant-based diet is the single biggest thing we can do to reduce emissions.
- Henry Dimbleby, in the National Food Strategy concluded that a 30% reduction in meat consumption is necessary for future food security. The National Food Strategy also states that obesity alone accounts for 8% of annual health spend in the UK, or £18bn. [5]
- In June 2021, the Committee on Climate Change (CCC) recommended that the consumption of beef, lamb and dairy should be reduced by at least 20% by 2030.
- Sir David Attenborough has said that we ‘must reduce our meat & dairy consumption for the sake of the planet’, & that the planet ‘simply cannot sustain billions of meat eaters’
- That a growing number of councils have made a commitment to plant-based catering or a shift away from meat:
  - o Lewisham Borough Council - fully plant-based in all corporate events
  - o Enfield Borough Council - does not serve meat at any meetings or events
  - o Faversham Town Council - fully plant-based at events
  - o Hythe Town Council - fully plant-based at all council functions
  - o Leeds City Council - two meat free days per week in schools
  - o Oxfordshire County Council - fully plant-based in all meetings & events
  - o Cambridge City Council - fully plant-based at meetings & promoting PB at events

Believes:

- We should act in line with the One City Climate Strategy which identifies consumption in the city as the leading source of global heating emissions to be tackled;
- Without meat and dairy consumption, global farmland use could be reduced by more than 75% – an area equivalent to the US, China, European Union and Australia combined – and still feed the world. Loss of wild areas to agriculture is the leading cause of the current mass extinction of wildlife. [6]
- What we do with land is important from a climate perspective because of its ‘opportunity cost’. If land wasn’t being used for livestock farming it could be used for



something that is beneficial for the climate and ecological emergencies, like reforestation, which removes carbon from the air, or rewilding.

Therefore Council Calls on the Mayor to:

- Ensure that food provided at all council-sponsored events and meetings is entirely plant-based, preferably using ingredients sourced from local food surplus organisation, using these events to promote plant-based food options through information about the climate benefits and relative cost of different protein/food sources
- Ensure that Council school meals services have plant-based menus available as part of their regular offer on at least two days per week
- Work on outreach to schools and young people to actively influence and inform of food choices and their impact on the environment, health and animal welfare.
- Encourage and empower students to make informed decisions about the food available in their school.
- Inspire, promote and support initiatives surrounding food growing, preparation and waste avoidance, especially as part of school and community projects.
- Recognise the benefit of sourcing food locally from producers who follow sustainable principles.
- When events occur on City Council open spaces, and where catering is provided, ensure that plant-based options are available (ie minimum from at least one caterer), secured through the use of licensing or terms and conditions of hire (where reasonably possible).
- Secure through a contract specification when re-tendering for suppliers that plant-based food and drink options are to be available at kiosks on City Council open spaces and Council run cafes (where reasonably possible). Similarly when possible, via future contract specification when re-tendering for suppliers for Council run cafes, specify that vegetable/legume rich plant-based options are listed prominently on menus, above non plant-based options in line with Flexitarian principles.
- Endorse the Plant Based Treaty [7] locally and on behalf of the city write to the government to support the UK signing the Plant Based Treaty, inviting all Party Group Leaders to sign the letter.

**Motion submitted by: Cllr Martin Fodor**

**Date submitted: 2<sup>nd</sup> November 2023**

Footnotes

1. [http://changingmarkets.org/wp-content/uploads/2022/06/CE\\_Delft\\_210502\\_Methane\\_reduction\\_potential\\_in\\_the\\_EU\\_Def.pdf](http://changingmarkets.org/wp-content/uploads/2022/06/CE_Delft_210502_Methane_reduction_potential_in_the_EU_Def.pdf)
2. [www.ethicalconsumer.org/food-drink/climate-impact-meat-vegetarian-vegan-diets](http://www.ethicalconsumer.org/food-drink/climate-impact-meat-vegetarian-vegan-diets)
3. [www.ethicalconsumer.org/food-drink/plant-vs-dairy-comparing-their-climate-impacts](http://www.ethicalconsumer.org/food-drink/plant-vs-dairy-comparing-their-climate-impacts)
4. <https://www.foodfortheplanet.org.uk/faqs>
5. National Food Strategy (published July 2021) - <https://www.nationalfoodstrategy.org/wp-content/uploads/2021/07/National-Food-Strategy-Recommendations-in-Full.pdf>

6. <https://josephpoore.com/Science%20360%206392%20987%20-%20Accepted%20Manuscript.pdf>
7. <https://plantbasedtreaty.org/>

## A Universal Basic Income Trial for Bristol

This council notes:

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

This council believes:

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



6. Given its history of social innovation, wealth of expertise, and active networks across community, business and public services, Bristol is ideally placed to pilot a UBI.

This council calls on the Mayor to:

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

**Motion proposer: Ani Stafford-Townsend Central Ward Green Party Councillor**

**Date submitted: 2<sup>nd</sup> November 2023**

Sources

- 1) Birmingham City Council's official UBI briefing - see [https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50TbZg0riXhiHQcf3zr1WGQ%3D%3D&rUzwRPF%2BZ3zd4E7lkn8Lyw%3D%3D=pwRE6AGJFLDNlh225F5QMaQWctPHwdhUfCZ%2FLUQzgA2uL5jNRG4jdQ%3D%3D&mCTIbCubSFfXsDGW9IXnl%3D%3D=hFfIUdN3100%3D&kCx1AnS9%2FpWZQ40DXFvdEw%3D%3D=hFfIUdN3100%3D&uJovDxwdjMPoYv%2BAJvYtyA%3D%3D=ctNJFf55vVA%3D&FgPIIEJYlotS%2BYGoBi5oIA%3D%3D=NHdURQburHA%3D&d9Qjj0ag1Pd993jyOJqFvmyB7X0CSQK=ctNJFf55vVA%3D&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3D&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJFf55vVA%3D&fbclid=IwAR3v5XWzNYc\\_KENecR4\\_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3Gdl3\\_M](https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50TbZg0riXhiHQcf3zr1WGQ%3D%3D&rUzwRPF%2BZ3zd4E7lkn8Lyw%3D%3D=pwRE6AGJFLDNlh225F5QMaQWctPHwdhUfCZ%2FLUQzgA2uL5jNRG4jdQ%3D%3D&mCTIbCubSFfXsDGW9IXnl%3D%3D=hFfIUdN3100%3D&kCx1AnS9%2FpWZQ40DXFvdEw%3D%3D=hFfIUdN3100%3D&uJovDxwdjMPoYv%2BAJvYtyA%3D%3D=ctNJFf55vVA%3D&FgPIIEJYlotS%2BYGoBi5oIA%3D%3D=NHdURQburHA%3D&d9Qjj0ag1Pd993jyOJqFvmyB7X0CSQK=ctNJFf55vVA%3D&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3D&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJFf55vVA%3D&fbclid=IwAR3v5XWzNYc_KENecR4_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3Gdl3_M)
- 2) <https://www.bristol247.com/opinion/your-say/otherpartieswillriudiculegreenpolicies/>

## **Release Arts and Culture funding**

Full Council notes:

1. Since the pandemic, many arts and cultural organisations have closed, including Theatre Bristol who played a key part in opening doors to those with less socioeconomic privilege.
2. That Arts and Culture organisations in Bristol should have had applications for the Council's funding grants approved in October 2022, however at the date of submission of this motion, these applications were yet to be approved.
3. The Arts and Cultural sector in Bristol is an intrinsic and vital part of the city, with a social value which goes far beyond its significant economic value.
4. That for every £1 of investment into the sector, £4-7 is returned into the economy.
5. The creative Arts and Cultural sector in our city is of national and international significance; without Bristol creatives many major events elsewhere would not be the success and create the sense of wonder that they do.

Full Council believes:

1. Arts and Culture are in every part of our lives, from the clothes we wear, our homes and the way we live our lives. The Covid Pandemic would have been significantly harder to endure without TV shows and music, although workers in the sector were least likely to receive furlough support.
2. That grass roots organisations require financial support in order to provide social value and that the Arts sector should not only be for those with economic privilege.

Full Council resolves:

1. To call upon the administration to approve applications and implement the Arts & Culture Funding Grants immediately.

**Motion proposer: Ani Stafford-Townsend Central Ward Green Party Councillor**

**Date submitted: 2<sup>nd</sup> November 2023**

## ISRAEL-GAZA CONFLICT

This council notes:

1. Following the terrorist attack on Israel by Hamas on 7 October, Israeli forces imposed a “complete siege” on Gaza, with “no electricity, no food, no fuel.”
2. The political leadership of the UK has rightly condemned the atrocities carried out by Hamas. However, they have refused to condemn Israel’s atrocities or back the United Nations General Assembly resolution calling for an “immediate, durable and sustained humanitarian truce” and “continuous, sufficient and unhindered” provision of lifesaving supplies and services for civilians”..
3. Israel is continuing to attack civilian targets in Gaza. Only limited humanitarian aid has been allowed to enter, and supplies of water are critically low.
4. More than 8,000 Palestinians and 1,400 Israelis have now been killed. Over 200 Israelis and foreign nationals are hostages.
5. Israel currently is illegally occupying East Jerusalem, the West Bank, the Golan Heights and Gaza, and is engaged in an illegal programme of settlement in these territories, as recognised by the United Nations and the majority of its member nations including the UK.
6. Previous conflicts in the region have been associated with increases in community tensions, islamophobia, antisemitism and hate crime in the UK.

This council believes:

1. There must be an immediate ceasefire to end the violence. Humanitarian aid and basic services must be immediately restored. Hostages must be immediately released.
2. Israel’s actions in Gaza include the indiscriminate bombing of residential areas and refugee camps, forced displacement of civilians, and blockades on electricity, food, fuel and water, which amount to collective punishment. These constitute war crimes and crimes against humanity under international law.
3. The long absence of a meaningful political dialogue and peace process has created a vacuum, which has been filled by those who offer violence as a solution. There is only one way to secure peace between Israel and the Palestinians. That is for a just political settlement based on the end of occupation of the Palestinian territories and the creation of a Palestinian state. A just and lasting peace in the region cannot and will not be brought about through violence, but will only be the result of a political negotiation based on democratic principles, equal rights for all and an end to occupation.
4. As a UN Security Council member, with a particular responsibility due to its historical mandate, the UK must do all in its power to prevent the spread of the conflict to



neighbouring countries, and press urgently for a new political initiative that addresses the fundamental cause of these latest acts of violence.

5. There can be no place for hate in our city. Bristol must be a safe place for those of all faiths and nationalities. We must support those whose families and loved ones are caught up in this conflict. And as a City of Sanctuary we extend a special welcome to those fleeing war and persecution.

This council resolves:

1. To ask the mayor and party group leaders to write to the UK government demanding that it call for an immediate ceasefire.
2. To call for a renewed peace process to establish a political settlement that guarantees freedom, justice and safety for both Israelis and Palestinians.
3. To work with city partners to ensure safety for our Muslim and Jewish communities, and to be ready to welcome refugees from the Occupied Palestinian Territories.

**Motion submitted by: Cllr Barry Parsons, Cllr Mohamed Makawi and Cllr Martin Fodor (Green Party)**

**Date submitted: 2<sup>nd</sup> November 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**

**Date of submission: 2nd November 2023**

## ENDORSEMENT OF THE PLANT BASED TREATY

Full Council notes that:

1. In November 2018 Full Council declared a Climate Emergency and Bristol committed to becoming carbon neutral and climate resilient by 2030. [1]
2. The sixth Intergovernmental Panel on Climate Change (IPCC) reported in 2021 in its Working Group 1 Assessment Report [2] that it is “virtually certain” that heat waves have become more frequent and more intense since the 1950s, with human-caused warming being “the main driver” and some of the heat extremes seen over the past decade would have been “extremely unlikely to occur” without the climate crisis.
3. The earth's average surface temperature is projected to hit 1.5C above pre-industrial levels around 2030, a decade earlier than the IPCC predicted just three years ago.
4. Between 2014 and 2021 there has been faster growth of atmospheric concentrations of methane. Growth since 2007 is largely driven by emissions from fossil fuels and agriculture, with 32% of methane emissions attributed to animal agriculture.
5. The UN recommends 45% cuts to methane by 2030 [3] in order to limit temperature rises to 1.5 degrees Celsius.
6. Data derived from the IPCC 2014 5th assessment [4] reveals animal agriculture emissions as 35% of energy production, a figure which excludes deforestation emissions attributed to the growing of crops for farmed animals.
7. The Amazon rainforest is now a carbon source rather than a carbon sink as a direct result of deforestation, with around 80% of the deforestation caused by animal agriculture. [5]
8. The 2019 Land Use report by Ritchie, H. and Roser, M. (2019)[6], calculated that 78% of farmland is used to farm animals yet supplies just 18% of global calories and 37% of protein.
9. A global initiative is underway calling for a Plant Based Treaty [7] that through its three Rs, Relinquish, Redirect and Restore aims to halt the accelerating expansion of animal agriculture, incentivise and promote a plant-based food system, rewild critical ecosystems in line with the global commitment to limit warming to 1.5°C, and work to mitigate the climate crisis with fair, equitable transition plans.
10. The Plant Based Treaty has been welcomed by 20 Members of the UK Parliament through EDM 434 [8] which calls on the Government “to be a world leader in recognising the negative impact of industrial animal agriculture on climate change and commit to developing a global strategy to transition towards more sustainable plant-based food systems.”



11. Several local authorities across the UK have already made a commitment to move towards a plant-based future, including Lewisham Borough Council (fully plant-based in all corporate events), Enfield Borough Council (does not serve meat at any meetings or events), Faversham Town Council (fully plant-based at events), Hythe Town Council (fully plant-based at all council functions), Leeds City Council (two meat free days per week in schools), Oxfordshire County Council (fully plant-based in all meetings & events), and Cambridge City Council (fully plant-based at meetings & promoting PB at events).

Full Council believes that:

1. The rapid, strong, and sustained reduction in the three greenhouse gases, namely Carbon Dioxide, Methane and Nitrous Oxide and zero deforestation is a climate imperative.
2. The Paris Climate Agreement is silent on the impact of animal agriculture, one of the largest sources of greenhouse gases, and that needs to be collectively addressed by other means.

Full Council resolves to:

1. Formally endorse the call for a Plant Based Treaty and write to the UK government to call for a global Plant Based Treaty.
2. Help mitigate the climate, ocean, and biodiversity crisis by addressing our food system, including promoting the benefits of locally grown, plant-based foods. For example, encouraging council-run schools to have regular, meat-free days.
3. Lead by example and follow other local authorities in making a commitment to plant-based food at all council meetings and events, where food is served.

**Motion to be moved by: Cllr Varney**

**Date of submission: 2 November 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**

**Date of submission: 2 November 2023**