

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	International Strategy
Directorate and Service Area	International Service, Policy and Strategy Hub, City Directors
Name of Lead Officer	Caroline Twigg/Shelley Nania

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The proposal is that the council adopts and implements its first international strategy complementary and aligned with the international work done by other partner organisations in Bristol.

The strategy includes a vision and four strategic outcomes which will provide a focus for the council's international work from 2017-2027.

The Strategic outcomes are:

- 1) Global Leadership on shared global values and the UN Sustainable Development Goals, including reduced inequalities, inclusive and sustainable economic growth, and environmental protection.
- 2) A stronger Bristol economy and an international gateway to the UK
- 3) Bristol's global citizens and large international communities are an asset to the city, creating a diverse and vibrant culture and a cohesive and welcoming city.
- 4) A rebalancing of sovereignty giving a stronger voice to cities (a global agenda working with national and international partner cities).

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

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

The long term goal is that all Bristol citizens will benefit from the city's international engagement.

The strategy has the potential to positively impact on all equalities groups including:

- Disability
- Age
- Sexual orientation (for service users aged 15 and over)
- Transgender (for service users aged 15 and over)
- Ethnicity
- Religion/belief
- Gender

Some specific points to note:

- There are areas of the city that have not necessarily benefited from the city's strengthening economy through trade and investment or from other international experiences. This was referenced following the EU referendum. The strategy aims to ensure that actions are targeted at supporting international engagement with BME businesses and communities and lower income areas.
- Census data and other council documents have been reviewed to better understand the international communities within the city and how we can work with these communities.
- The strategy will seek funding for innovation and projects that impact on service delivery, as well as sharing best practice with other international cities. This will align with priorities of Council services and partners and could cover all equalities groups.

2.2 Who is missing? Are there any gaps in the data?

2.3 How have we involved, or will we involve, communities and groups that could be affected?

There are some specific actions in the strategy that target specific groups for specifically BME groups. However, to ensure we are addressing all needs it would be beneficial to have representation from all groups either on the governing board which will review the outcomes and actions of the international programme or as part of the International Ambassadors programme. The International Ambassadors programme aims to identify ambassadors that will raise the profile of Bristol overseas to bring opportunities back to Bristol but other Ambassadors will work with their communities to help grow global citizens that feel they benefit from international opportunities. Having representation from each of the equalities groups would ensure the international programme is comprehensive.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Disability: no adverse impact. Need to ensure that all actions could positively involve disabled people.

Age: no adverse impact. The strategy focuses on growing global citizens in the sense that all citizens should benefit from international opportunities inc economic growth, culture etc.

Sexual orientation (for service users aged 15 and over): no adverse impact and Transgender (for service users aged 15 and over): no adverse impact.

Ethnicity: no adverse impact: The strategy has specific actions that will address increasing engagement with BME communities. The strategy references the work that is being done through the City of Sanctuary work.

Religion/belief: no adverse impact.

Gender: no adverse impact.

There will be a need to build equality into all international work if everyone in Bristol is to benefit from it, otherwise there could be a danger that some international work could exacerbate existing inequalities – e.g disabled people, women, BME people if they fail to get jobs from international investment in the city

3.2 Can these impacts be mitigated or justified? If so, how?

Ensuring that internal and external partners are aware of the focus of our international work, and that the work is collaborative to ensure that people with protected characteristics benefit. A communications plan should be developed when the strategy is implemented.

3.3 Does the proposal create any benefits for people with protected characteristics?

International work will create benefits and opportunities but these must be used as a tool to help combat inequality rather than exacerbating inequalities, including:

- Increased investment and funding. Ensuring this reaches all groups including through growth of less developed sectors working with Invest Bristol and Bath and the economic development teams, applications for funding bids.
- There is a focus on recognising and valuing our own international communities in the city in terms of their diverse cultures and links with their home countries. This will contribute to increasing social cohesion in the city.

3.4 Can they be maximised? If so, how?

It is hoped that the international strategy maximise these benefits through specific actions eg setting up the Bristol International Ambassadors Group with representation from international communities in the city, strategically building on links we have with twin cities which often involve school children and cultural activities, and others. It is hoped that by coordinating some international work across organisations in the city, that our links abroad can be leveraged (eg building on specific local authority links to expand out to investment

opportunities) and the benefits maximised for the whole city. The International Ambassadors Group can help represent the views and priorities of people with protected characteristics by having representatives in the group.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
Comments provided have been taken on board and incorporated, especially the link between the strategy and social cohesion, and having representation from people with protected characteristics in Bristol International Ambassadors Group and/or on the International Programme Board. Also how we ensure that the economic growth (funding, trade and investment) impacts positively on all groups with protected characteristics.
4.2 What actions have been identified going forward?
To tailor some of the actions already in the implementation plan, and to add a communications plan. Quality of Life community cohesion indicators will also be investigated in relation to the strategy
4.3 How will the impact of your proposal and actions be measured moving forward?
The strategy has draft KPIS for measuring the four strategic outcomes. These will be made more specific in coordination with the performance management team developing indicators for the corporate plan, including those focused on social cohesion and equality. The Quality of Life community cohesion indicators will be investigated in relation to the strategy. During the first year of the strategy, there will be consultation with key community groups to ensure their priorities and needs are reflected in international work and that they benefit from it, and this taken on board in the first annual review. The Communications Plan will help measure activity.

Service Director Sign-Off: Di Robinson	Equalities Officer Sign Off: Anne James Equality and Community Cohesion Team Leader
Date: 16/2/2017	Date:16/2/2017