

## Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Bristol: Social Action Plan 2018-20 The Mayor's call to action
Directorate and Service Area	Communities
Name of Lead Officer	Dominic Murphy

### 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?

Over the next two years (up until May 2020) the proposal is to encourage and enable citizen action in Bristol which focusses on some clearly defined priorities. These are:

- Giving all children and young people the best start in life
- Ending Rough Sleeping
- Creating a cleaner and healthier local environment
- Improving mental health by reducing loneliness and isolation.

To do this we will create a series of Mayoral "calls to action" which will encourage Bristolians to get involved, showcase projects that are seeking help, and develop some new initiatives that will enable us to take identified good practice in communities and scale them up to work across the city or in areas of greatest need.

The proposal will impact on service users in, staff and the community in several ways.

Firstly, the Social Action Plan (SAP) and the Mayor is committed to the ideal that EVERYONE has something to give to their neighbours, their community and/or to the city as a whole. It takes an 'Asset Based' approach to social action, seeing all people as an asset rather than potential recipients of a 'service'. This is a fundamental value and means that we are keen to see all protected characteristics (whether they be service users or not) playing an active role in the programme. In practical terms this means to enable service users to become more socially active, thereby reducing dependency and increasing inter-dependency. We recognise that, in some cases this won't be

easy as the 'traditional' approach to volunteering has tended to see minorities as the receivers of help or services. However there are some excellent examples of good practice, both in Bristol and further afield.

Secondly the plan consistently focusses its activity (projects) on communities and areas of the city that are known to be excluded or deprived. Examples are the reading and code club projects which will focus on schools and communities where there is evidence of need and/or where opportunities have been restricted. The 'Meaningful Work Experience' project will work with the Learning City to target the most deprived people in the city (Care leavers and homeless people), though these may not be specifically 'protected' under the Equalities Act 2010, these groups often contain high numbers of people with these characteristics. The same goes for the Thrive Bristol and Age Friendly Bristol programmes, both of which aim to have a positive impact on people with protected characteristics both as active participants and as recipients of help (but mainly the former!).

Lastly, the plan seeks to mobilise the (largely untapped) resource of citizens as employees and students by promoting Employer Sponsored Volunteering schemes (including within Bristol City Council), directing student volunteering and course based placements towards people and communities in the greatest need, and promoting Youth Social Action programmes such as the National Citizen Service, The Duke of Edinburgh Awards, Step up to Serve and the European Volunteer Service.

## **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?**

Our source of citywide data on volunteering has been the Quality of Life Survey, which can provide citywide figures and can also break these down to the ward level, older people, disabled people, BAME, Carers, LGBT, Gender and faith.

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

The sample size isn't very big and we need to improve that. The 2017 figures (not published yet) show an improvement...but it was hard work! We've been working on the wording of the question to make it less class biased as there is lots of evidence now that the work 'volunteer' has a class bias (i.e. working

class people are less likely to see their unpaid work in the community as 'volunteering').

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

We have consulted with and over the past three years have been working with members of faith groups (Muslim and Christian mainly), Bristol Ageing Better, the after-care teams, Youth Groups (including disabled young people), organisations working with homeless people, the Inner City Health Champions and many others.

### **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?

We are not aware of any potentially adverse impacts of the Social Action Plan on people with protected characteristics. However, whilst the aim of this proposal is to mobilize all Bristol citizens we are aware that some equalities groups may find it more difficult to access opportunities. We plan to prioritise our engagement activity in the neighbourhoods/wards in the bottom 10% (Index of Multiple Deprivation) some of which also contain large numbers of BAME residents. We have consulted with specific agencies such as WECIL and Disability Rights UK to develop our ideas around involving disabled people as 'active citizens' rather than always being 'service users'.

We are also very aware that though the new digital technology we intend to utilise is very user friendly, there are still large numbers of people who either don't have broadband or do not have access to a smartphone, so we are also working with colleagues to ensure that messaging about new opportunities can be in person (utilising the network of community workers the Mayor has called together) and text messaging on the back of existing technology we have at BCC.

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

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

Yes, work on reading, IT skills, employment support, mental health improvement and NCS all aim to benefit people with protected characteristics

3.4 Can they be maximised? If so, how?

By working with existing services and projects and by specifically targeting neighbourhoods where larger numbers of people with protected characteristics live.

**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?

It has/will have an effect on our thinking about the use of data to target communities and people with protected characteristics and also to evidence our impact.

4.2 What actions have been identified going forward?

To work with the Universities and the team that runs the Quality of Life Survey, so we can understand better who is active and what they are doing, as well as the barriers to citizen action for certain groups such as disabled people

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

The plan has a section called 'What will success look like?' that lists the data we wish to collect.

On top of this we will be looking to collect and report on social action statistics to the point that the activity can better reflect the profile of Bristol citizens.

Service Director Sign-Off:	Equalities Officer Sign Off:
Date:	Date:  Duncan Fleming 19/04/2018