



Bristol City Council Equality Impact Relevance Check

This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Bristol City Council Companies – Governance Action Plan
Please outline the proposal.	The proposal in this report is to strengthen governance arrangements for the Bristol City Council owned trading companies, namely, Bristol Waste Company Limited, Bristol Energy Limited and Bristol Holding Limited.
What savings will this proposal achieve?	None.
Name of Lead Officer	David Lawrence, Interim Shareholder Liaison Director

Could your proposal impact citizens with protected characteristics?

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

The report primarily strengthens and clarifies governance arrangements, which ultimately ensures that the councils companies are more accountable to the city council as their sole shareholder.

For example the report:

- Confirms resources for a number of roles to oversee the effective governance of the companies.
- Confirms the refresh of a number of the key governance documents which provide clarity on the governance mechanisms.
- Indicates were specific topics, including remuneration, audit and risk, business planning, conflicts and state aid will have refreshed approach.
- Identifies where best practise around training, development and selection will be used for critical roles including Non-Executive Directors.

This allows the council to ensure that they conduct business in such a way as the citizens of Bristol, including the most vulnerable, and those with protected characteristics are represented in the consideration of services and delivery plans.

In addition, as sole shareholder, the council can influence the make-up of the company boards, by either appointing councillors to the boards, or by appointing independent non-executive directors to the boards, thereby influencing the diversity of the boards which will ensure they better represent citizens with protected characteristics.

The diversity data for the councils Shareholder Group and advisors are

- 4 men, 4 women
- 1 BME, White other, 6 White British

Sexual orientation unknown, religion unknown, disability unknown.

The Diversity data for the company directors are.

- 0 women and 11 men
- 9 White British, 1 white other and the ethnicity of one director is not known.

Sexual orientation unknown, religion unknown, disability unknown

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

No positive or negative impacts have been identified for staff.

However, it is important to note that work is ongoing to increase board diversity, in order to ensure that the company's management is better representative of staff.

This includes specifically targeting recruitment campaigns for Non-Executive Directors and the Executive Management positions so that they reach a diverse audience. The recruitment campaigns will also make it clear that applications are welcomed from underrepresented groups.

This requirement has been set out in the specification for the Executive Search partner who will support the recruitments.

A longer term process of member briefings on the companies also aims to generate interest in roles on the companies – in the hope to attract more expressions of interest from members from underrepresented groups.

Please outline where there may be negative impacts, and for whom.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No.
This proposal is in relation to strengthening governance arrangements only.
It is important that as future decisions about the services which the companies provide are made, that individual Equality impact assessments are carried out as appropriate. This includes ensuring that equality and diversity is a priority when decisions are being made with respect to the recruitment of further non-executive directors to the boards of companies.

Service Director sign-off and date:
Denise Murray
7th August 2018

Equalities Officer sign-off and date:
Cherene Whitfield
6th August 2018