



Bristol City Council Equality Impact Assessment

Name of proposal	Bristol Equality Charter
Directorate and Service Area	Policy and Strategy - Equalities
Name of Lead Officer	Jean Candler

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?

To recommend that Bristol City Council endorses Bristol Equality Charter and becomes a founding signatory to it. Bristol Equality Charter is a city-wide initiative which has been co-produced by representatives from 20+ private, public and voluntary sector organisations in conjunction with Bristol City Council.

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?

CITYWIDE

Bristol Joint Strategic Needs Assessment (JSNA) and citywide data available from Open Data Bristol shows that Bristol is a thriving and diverse city, but its success is not shared by everyone, and inequality is growing. A quarter of Bristol's children grow up in poverty, and the city has 42 neighbourhoods ranked in the most deprived 10% in England. The areas of Henleaze and Southmead are within walking distance in the north of the city, and yet average life expectancy varies by nine years between them.

Inequality, lack of social mobility and exclusion from the economic, social,

cultural and political spheres are among the key challenges facing Bristol's communities. The persistent inequalities in the city are a negative force in our social connectivity and our economy, and threaten our long-term resilience.

State of Bristol – Key Facts 2017-18 gives a useful overview of the demographics of the city including that:

- Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over. The median age of people living in Bristol is 33 years old, compared to 40 years in England and Wales.
- The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 180 countries of birth and at least 91 main languages spoken.
- The proportion of the population who are not 'White British' increased from 12% (2001) to 22% (2011)

BRISTOL CITY COUNCIL

The Public Sector Equality Duty requires all public authorities to publish data on the equalities profile of their workforce. BCC has workforce diversity statistics for Age; Disability; Gender; Ethnicity; Religion / Belief; and Sexual Orientation broken down by applications received; applicants shortlisted; job offers; employees in post; employees in post by salary; training received; acting-ups / secondments; grievances; disciplinaries; leavers; leavers by reason.

Key findings from our latest HR Management Information Report 31/3/2018:

Recruitment

We are attracting large numbers of BME and young applicants but they are not getting shortlisted or job offers at the same rate.

Disabled employees

There is a wide variance between the directorates for the percentage of disabled employees.

Salary

The number of female and BME employees on lower salary brackets is disproportionately high.

Fixed term contracts

Younger and BME employees are more likely to be employed on fixed term contracts than non-BME employees.

Religion / Belief

The number of employees declaring themselves as having no religion or belief has increased rapidly over the last five years.

Sexual orientation

The number of employees declaring themselves as LGB has been increasing over the last five years.

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

We know that there are gaps in our diversity data for some protected characteristics citywide, especially where this has not historically been included in census and statutory reporting e.g. for sexual orientation.

We also know there are some gaps in our organisational diversity information - especially where personal and confidential information is voluntarily requested from staff.

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

Bristol Equality Charter has been co-produced by representatives from 20+ cross sector organisations including a range of equalities leads and workers from organisations who directly work with and represent the views of people with protected characteristics including: Avon and Wiltshire Mental Health Partnership; Bristol BME Voice; Bristol Community Health; Bristol Disability Equality Forum; Bristol Multi Faith Forum; Bristol Older People's Forum; Bristol Physical Access Chain; LGBT Bristol; Stand Against Racism & Inequality (SARI); The Care Forum; University of Bristol;

As part of the launch and promotion of Bristol Equality Charter working group representatives will use their extended networks to encourage a large number of Bristol organisations to sign up to the charter.

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 have not identified any potentially adverse impacts as a result of Bristol City Council becoming a signatory to Bristol Equality Charter.

However we need to ensure that the charter is fully accessible and is representative of the needs of all protected characteristics.

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

We will ensure that the charter is available in accessible formats including BSL video, spoken word, easy read and community languages.

The cross-sector working group will continue to develop additional guidance to accompany the charter which will provide recommendations and share good practice about how organisations can promote equality, diversity and inclusion for people with protected characteristics, including under-represented and seldom-heard groups.

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

Yes – signatories to the charter will make organisational commitments to promote equality including identifying areas for improvement and setting their own improvement goals. We expect this will lead to tangible benefits for all equalities groups including:

- A reduction in the gap in life expectancy between different groups of people and different areas
- A reduction in the gap in educational outcomes for children and young people from different backgrounds and in different areas
- A reduction in health inequalities
- A reduction in unemployment and NEET figures for people from different equality groups
- A reduction in incidents of harassment and hate crime
- Increased involvement of people from different equality groups in public life
- Decision makers more representative of the demography of the city



3.4 Can they be maximised? If so, how?

These benefits can be maximised by ensuring there is a wide ranging and large scale sign-up by Bristol organisations through launching and promoting the charter well – we will work with BCC external communications team and our partners to achieve this.

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?
Consideration of equality and the needs of people with protected characteristics have been integral to this project and the development of Bristol Equality Charter.
4.2 What actions have been identified going forward?
<ul style="list-style-type: none"> • We will help to launch and promote the charter • We will participate in an ongoing Bristol Equality Forum to share good practice • As an organisational commitment of the charter (and our legal duty) we will regularly review our equalities practice and performance and publish update reports¹
4.3 How will the impact of your proposal and actions be measured moving forward?
We will continue to monitor our workforce diversity, and citywide progress towards the outcomes in Section 3.3 above.

Service Director Sign-Off:  Tim Borrett	Equalities Officer Sign Off:  Duncan Fleming
Date: 7/6/2018	Date: 7/6/2018

¹ The Equality Act 2010 (Specific Duties) Regulations 2011 require public bodies to prepare and publish one or more objectives it thinks it should achieve to do any of the things mentioned in the requirements of the PSED at least every 4 years.