

Decision Pathway – Report



PURPOSE: For reference

MEETING: Cabinet

DATE 2nd October 2018

TITLE	Bristol Equality Charter		
Ward(s)	Citywide		
Author: Duncan Fleming	Job title: Equalities and Community Cohesion Officer		
Cabinet lead: Cllr. Asher Craig	Executive Director lead: Mike Jackson		
Proposal origin: Councillor			
Decision maker: Cabinet Member			
Decision forum: Cabinet			
Purpose of Report:			
<ul style="list-style-type: none"> To recommend that Bristol City Council endorses the Bristol Equality Charter and becomes a founding signatory to it. 			
Evidence Base:			
<p>The 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.</p> <p>Bristol is a thriving 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. Life expectancy is 9.6 years lower for men and 7.0 years lower for women in the most deprived areas of Bristol than in the least deprived areas. 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.</p>			
Recommendations:			
<ul style="list-style-type: none"> That Bristol City Council endorses the Bristol Equality Charter and becomes a founding signatory to it. 			
Corporate Strategy alignment:			
<ul style="list-style-type: none"> Bristol Equality Charter aligns with all four strategic themes of our Corporate Strategy – in particular 'Fair and Inclusive'. Launching a city Equality Charter is an action under Key Commitment 4 of Bristol City Council Business Plan 2018/19 to 'help improve equalities practice in city institutions and create communities in which people live and work well together'. 			
City Benefits:			
<ul style="list-style-type: none"> As a signatory Bristol City Council will be making a clear public statement that it is are fully committed to the values of equality, diversity and inclusion. Supporting the launch and citywide promotion of the charter will encourage more organisations to take positive steps towards increasing equality. The Bristol Equality Charter working group will continue as a network of equalities leads within organisations which will serve as a forum for sharing good practice and shared accountability. Signatories commit to setting their own organisational goals for improvement and sharing their progress, which will lead to a richer set of equality data across the city. The Bristol Equality Charter aims to enable the city to make progress towards: 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 NEET¹ 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; having decision makers that are more representative of the demography of the city.

Consultation Details:

- The charter was drafted by a cross-sector working group that included Cllr Asher Craig and Cllr Ruth Pickersgill alongside representatives from 20+ private, public and voluntary/community organisations.

Revenue Cost	£2,000 to host and promote launch event.	Source of Revenue Funding	Within existing Equalities and Social Inclusion budget
Capital Cost	n/a	Source of Capital Funding	n/a
One off cost <input checked="" type="checkbox"/> Ongoing cost <input type="checkbox"/>		Saving Proposal <input type="checkbox"/> Income generation proposal <input type="checkbox"/>	

Required information to be completed by Financial/Legal/ICT/ HR partners:

1. Finance Advice:

The proposed cost of hosting the launch of the Bristol Equality Charter is expected to be £2k which will be funded from within current approved budget from Equalities service. There was opportunity cost of current staff in leading the development of the charter which was funded from within current establishment.

Finance Business Partner: Michael Pilcher 13th June 2018

2. Legal Advice:

Section 149 of the Equalities Act require the local authorities to have due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not . Fostering good relations includes tackling prejudice and promoting understanding. The Equality Charter will assist with this legal duty.

Legal Team Leader: Sarah Sharland 11th June 2018

3. Implications on ICT:

There are no immediately identifiable IT implications in this initiative. However, should such requirements (e.g. web pages) become apparent during implementation; early engagement with IT Services would help ensure successful delivery.

ICT Team Leader: Ian Gale 11th June 2018

4. HR Advice:

No direct HR implications. HR actions arising from adoption of the Charter should be identified in the Council's Workforce Plan.

HR Partner: James Brereton 11th June 2018

EDM Sign-off	Denise Murray (Resources EDM) and Patsy Mellor (Communities EDM)	20/6/2018 (both)
Cabinet Member sign-off	Cllr Asher Craig	17/7/2018
CLB Sign-off	Mike Jackson	7/8/2018
For Key Decisions - Mayor's Office sign-off	[name]	[date]

Appendix A – Further essential background / detail on the proposal	YES
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¹ NEET: Not in employment, education or training

Appendix B – Details of consultation carried out - internal and external	YES
Appendix C – Summary of any engagement with scrutiny	NO
Appendix D – Risk assessment	NO
Appendix E – Equalities screening / impact assessment of proposal	YES
Appendix F – Eco-impact screening/ impact assessment of proposal	NO
Appendix G – Financial Advice	NO
Appendix H – Legal Advice	NO
Appendix I – Combined Background papers	NO
Appendix J – Exempt Information	NO
Appendix K – HR advice	NO
Appendix L – ICT	NO