

Bristol City Council Equality Impact Assessment Form



Name of proposal	Equality and Inclusion Policy and Strategy
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?

The proposal is to update Bristol City Council's Equalities and Inclusion Policy and Strategy.

This new policy and strategy will help us to fulfil and go beyond our Public Sector Equality Duty to achieve our ambition to create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

We recognise that as a council our current approach to corporate equalities needs strengthening. Following the recent Safeguarding Adult Reviews (SARs) and Safer Bristol's Ebrahimi report we also know that we need to do more to challenge unconscious bias, racism and discrimination.

The updated Policy sets out our approach and emphasises the role that everyone working for the council has to play in promoting equality, diversity and inclusion.

The updated Strategy identifies our equality and inclusion objectives for the next four years, what we will do to achieve them, and how we will measure our success.

Each year we will agree a corporate action plan setting out in more detail what we are doing to work towards each objective. Our equalities and inclusion

policy and strategy directly support our Corporate Strategy and in future they will be updated alongside each other.

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?

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 HR information analysis:

Recruitment

We are attracting large numbers of BME and young applicants but they are not getting shortlisted or job offers at the same rate as employees who are not in these groups.

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 LGBT has been increasing over the last five years.

BCC workforce diversity data¹:

AGE GROUPS

	Head-count	16 to 24		25 to 34		35 to 44		45 to 54		55 to 64		65 plus	
		No	%	No	%	No	%	No	%	No	%	No	%
Bristol City Council	6279	259	4.1	1020	16.2	1421	22.6	2001	31.9	1407	22.4	171	2.7
Bristol Economically Active Citizens (Census 2011)			17		29		22		19		11		2

DISABLED EMPLOYEES

	Head-count	Not Disabled		Disabled		Unknown	
		No	%	No	%	No	%
Bristol City Council	6279	5230	92.1	447	7.9	602	
Bristol Economically Active Citizens (Census 2011)			93		7		

ETHNICITY

	Head-count	White British		WME		BME		Unknown
		No	%	No	%	No	%	No
Bristol City Council	6279	4688	82.3	309	5.4	698	12.3	584
Bristol Economically Active Citizens (Census 2011)			80		8		13	

GENDER

	Head-count	Female		Male		Unknown
		No	%	No	%	No
Bristol City Council	6279	3784	60.3	2494	39.7	1
Bristol Economically Active Citizens (Census 2011)			47		53	

RELIGION / BELIEF

	Head-count	No religion	Christian	Other religion	Unknown

¹ From BCC Diversity Dashboard June 2018

		or belief				or belief		
		No	%	No	%	No	%	No
Bristol City Council	6279	2061	50.6	1656	40.7	356	8.7	2206
Bristol Economically Active Citizens (Census 2011)			45		42		7	

SEXUAL ORIENTATION

	Head- count	Hetero sexual		LGB		Unknown
		No	%	No	%	No
Bristol City Council	6279	3923	94.6	222	5.4	2134
Bristol Economically Active Citizens (Census 2011)			94		6	

Bristol Citizens

Bristol Joint Strategic Needs Assessment (JSNA)² and citywide data available from Open Data Bristol³ 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. 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.

State of Bristol – Key Facts 2017-18⁴ provides a summary of the city demographics including that:

- 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 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.

² https://www.bristol.gov.uk/en_US/policies-plans-strategies/joint-strategic-needs-assessment

³ <https://bristol.opendatasoft.com/pages/home/>

⁴ <https://www.bristol.gov.uk/documents/20182/32947/State+of+Bristol+Key+Facts+2017-18/94b14c82-b664-0f5f-4487-8623f4be9ae6>

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

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 workforce diversity information - especially where personal and confidential information is voluntarily requested from staff. A new refresh of personal data will be launched in November 2018

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

The development of this policy and strategy has been informed by an independent review of Bristol City Council's equality and diversity which took place in Spring 2018. This review included:

- A review of policies, structure and roles of teams/posts with an equality brief.
- One to one conversations with 15 key individuals, ranging from members, including the Deputy Mayor, key staff with an equality and diversity brief across the Council, representatives from BCC staff led equality groups, a union representative, and representatives from the Race and Women's Commissions.
- 44 responses from an online survey asking for feedback on key issues of concern, barriers to progress and ideas for improvement.
- Feedback from a stakeholder meeting, attended by 31 people, including the Mayor. Participants at the meeting were asked to reflect on key emerging themes and recommendations, and raise any other issues.
- A review of equality and diversity policies from other local authorities, including core cities, Camden and Birmingham, other practice in civil service and the higher education sector.

In September 2018 we met with key external stakeholders to provide a full update on the process of drafting our new Equalities and Inclusion policy and strategy, and to discuss the next steps in working together to develop our equality and diversity culture. We held a follow-on session in October 2018 to share the draft Policy and Strategy and seek further feedback.

We will continue to engage with our internal and external stakeholders to ensure that this new policy and strategy, plus emerging action plans, are fully integrated into the council's activities and partnership working.

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?

The purpose of the policy and strategy is to challenge and address discrimination and inequalities, and promote equality and good relations. At its heart lies the council's Public Sector Equality Duty to consider how our policies and decisions affect people who are protected under the Equality Act. The strategy is a living document and will be continually monitored and updated to address inequalities and discrimination.

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

- We will ensure that the activities and measures that we use to achieve the objectives identified in this proposal are evidenced based.
- The strategy requires a range of activities to be undertaken to ensure that we meet our objectives to become a more inclusive organisation.
- We will work closely with key internal and external stakeholders, including the staff led equality groups, and representative external organisations to ensure we meet the needs of people with protected characteristics.

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

Our refreshed approach will ensure that the council is embracing Public Sector Equality Duty requirements with respect to people with protected characteristics. Focussing on the benefits of inclusion will allow the council to go beyond basic compliance towards delivering good inclusive practice.

By considering socio-economic inequality alongside the protected characteristics recognised by the Equality Act 2010 we will align with emerging good practice that addresses the structural causes of inequality.

3.4 Can they be maximised? If so, how?

The potential benefits of the new Equality and Inclusion policy and strategy can

be maximised through sustained ownership of the equality agenda by the council's leadership and workforce.

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 the potential impact of council activities on people with protected characteristics has been central to the development of the Equality and Inclusion Policy and Strategy.

4.2 What actions have been identified going forward?

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 Public Sector Equality Duty at least every 4 years.

We will fulfil this duty by updating the Equality and Inclusion strategy and action plans in alignment with the council's Corporate Strategy.

Additionally we will:

- Strengthen the core equalities team in policy and strategy and devise closer working arrangements with the Diversity and Inclusion team in HR
- The Head of Paid Service will become our Senior Equality and Inclusion Champion
- Equality and Inclusion will be a regular item at Corporate Leadership Board
- Equality and Inclusion Champions will be identified on each directorate EDM to lead directorate level equalities action plan
- Identify service level champions to ensure robust equality impact assessments

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

Each service area will identify local equalities risks and priorities and create an

annual action plan for addressing them with appropriate performance indicators.

Service Director Sign-Off:	Equalities Officer Sign Off:  Duncan Fleming
Date:	Date: 10/10/2018

DRAFT