

Appendix D - Bristol Equality and Inclusion Policy and Strategy - Risk Register

Negative Risks that offer a threat to Bristol Equality Charter and its Aims (Aim - Reduce Level of Risk)

Ref	Risk Description	Key Causes	Key Consequence	Status Open / Closed	Strategic Theme	Risk Category	Risk Owner	What we have done	Direction of travel	Current Risk Level			Monetary Impact of Risk £k	Risk Tolerance			Date	Management Action, Control and Fallback Plans			Management Status/ Comments
										Likelihood	Impact	Risk Rating		Likelihood	Impact	Risk Rating		Actions to be undertaken	Resp. Officer	Due date	
1	The Council fails to meet its statutory obligations under the Equality Act 2010	<p>1. Lack of consistent council-wide knowledge on the Public Sector Equality Duty and how to take equalities into consideration.</p> <p>2. Gaps in available data and analysis to understand potential impacts of decision making.</p> <p>3. Compliance driven rather than understanding based on good analysis.</p> <p>4. High turnover of staff resulting in loss of knowledge/institutional memory.</p>	The Council challenged in court via Judicial Review for failing to meet its equality duty	Open	Our Organisation, Empowering and Caring, Fair and Inclusive, Well Connected, Wellbeing.	Legal	Mike Jackson, Head of Paid Service	<p>1. Conducted an independent review, including desktop research, stakeholder survey and engagement, report published and recommendations actioned (SPB approved, 21.6.18)</p> <p>2. Second phase of review, appointed a second consultant to refresh equality policy and draft equality strategy (between August - October). Policy and Strategy has been approved at CLB, was considered by OSMB and is requested for approval at Full Council on 13 October 2018</p> <p>3. Developed and delivering EQIA training as well as embedding other equalities related training into Learning Development offer.</p>	↔	2	5	10		1	3	3	31.10.2018	Good progress has been made and we are assured that our self-assessment of potential issues has been largely validated by the independent review. There is clarity on required actions and appropriate resource being put in place. Some complex work has been carried out considering future structure, required levels of investment in this function and how the new strategy/policy is embedded and assurance provided. The outcome is a newly revised policy setting out the vision and strategy to deliver a 5 year programme of work.	Jean Candler, Head of Policy and Public Affairs	Nov-18	
2	Insufficient resource is put in place to ensure strategy is mainstreamed and embedded.	<p>1. Overall budget pressures. Other priorities require funding.</p> <p>2. Some funding is put in place but not sufficient to meet all aspirations.</p>	Our aspirations are not achieved and this could result in stakeholders' concerns not being addressed.	Open	Our Organisation, Empowering and Caring, Fair and Inclusive, Well Connected, Wellbeing.	Finance / Reputation	Mike Jackson, Head of Paid Service	A revised equality structure with additional resource has been recommended, subject to approval with the 2019/20 budget	↔	2	3	6		1	3	3	31.10.2018	<p>A revised policy and strategy has been drafted and we are seeking approval from Full Council for its adoption. This sets out our ambitions and the demands it places on a central equalities function as well as all service areas.</p> <p>A proposal for additional resource is subject to final 2019/20 budget approval.</p>	Jean Candler, Head of Policy and Public Affairs	Feb-19	
3	The strategy sets out aspirations that are not achievable.	<p>1. Insufficient prioritisation at all levels. Competing against other priorities.</p> <p>2. Lack of ownership within service areas.</p>	Our aspirations are not achieved and this could result in stakeholders' concerns not being addressed.	Open	Our Organisation, Empowering and Caring, Fair and Inclusive, Well Connected, Wellbeing.	Communities / Reputation / Service provision	Mike Jackson, Head of Paid Service	As part of the second phase of the equality review we appointed a second consultant to refresh equality policy and draft equality strategy between August - October. We are requesting Full Council to adopt the policy and strategy in order to take this programme of work forward, at which point more detailed action plans will be developed. All service areas are required to develop their own equality action plans.	↔	1	3	3		1	3	3	31.10.2018	Commitment has been sought at Corporate Leadership Board, and from the Mayor and Deputy Mayor, to ensure ownership and leadership at the senior level. Included in the strategy is the development of Equality and Inclusion Champions and a steering group to ensure this programme of work is taken forward with tangible outcomes. At the end of the 5 year strategy we will undertake self assessment against the Local Government Equality Framework	Jean Candler, Head of Policy and Public Affairs	Mar-19	
4	Service areas may focus on what they consider their core business and consider equality KPIs less relevant.	<p>1. Inconsistent ownership across service areas.</p> <p>2. Competing demands within services.</p>	Failings within some service areas	Open	Our Organisation, Empowering and Caring, Fair and Inclusive, Well Connected, Wellbeing.	Communities / Reputation / Service provision	Mike Jackson, Head of Paid Service	<p>Within the draft strategy are actions including: to prioritise areas/teams where feedback suggest bias hotspots. Targeted training including inclusive leadership training for all senior colleagues and for colleagues with line management/supervisory roles.</p> <p>Each service area will be required to produce an equality action plan and held accountable for it.</p> <p>We will report annually on our equalities activities and hold an annual event with external stakeholders to discuss progress.</p> <p>Baseline measures will be collected for the first 2 years of the strategy to inform new targets, which will be set midpoint during the lifespan of the strategy. We will also conduct a mid-point review.</p>	↔	1	3	3		1	3	3	31.10.2018	<p>The strategy includes actions to identify where challenges lie within service areas to focus on those and ensure high standards are met across the organisation.</p> <p>The central equalities team (within Policy and Strategy) and the central human resources team focusing on equality and diversity within the workforce have already taken steps to address issues within their respective areas: identifying new resource, priorities and action plans. These teams will support other service areas to develop and implement robust equality plans.</p>	Jean Candler, Head of Policy and Public Affairs	Mar-19	