

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	Business Planning Update: the Bristol Waste Company Ltd 2019/20 – 2021/22.
Please outline the proposal.	<p>The purpose of this report is to recommend for approval the business plans of Bristol Waste Company Ltd.</p> <p>The Bristol Waste Company Business Plan sets out its plan to:</p> <ul style="list-style-type: none"> - Deliver a cost-effective professional service in support of BCC shareholders and residents - Ensure safe working practices are ingrained in the business - To deliver a successful and growing commercial enterprise - Invest in employee training and development and restructure/refocus the business - Behaviour change campaigns to reduce residual waste production and increase recycling incorporating smart waste projects - Finalise Avonmouth HWRC and develop third HWRC - Implement effective marketing and lead generation campaigns to support - commercial growth objectives
What savings will this proposal achieve?	The BWC Plan includes a number of areas for investment, and driving cost efficiencies from the delivery of waste services.
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.
<p>BWC's social mission has the following strands:</p> <ul style="list-style-type: none"> - Tackling homeless issues - Career development for young people - Diversity programmes - Engagement with elderly people

The plan also includes the launch of a Learning Academy, work-based welfare programme, enhanced management support to the areas where it is most needed and outline involvement through participation in an improvement team network. This includes for example working with ex-offender training programmes.

BWC is currently recruiting for a third Non-Executive director to join the company and applications are being welcomed in particular from women from diverse backgrounds and other industries than the Waste sector.

The Waste Company serves every resident in Bristol, and therefore its workforce, board and Directors should be representative of Bristol demographics. We do not have exact data on the workforce but we know it to be predominantly male and white.

The Diversity data for the company directors across the group are.

- 0 women and 5 men
- 4 White British, 1 unknown.
Sexual orientation unknown, religion unknown, disability unknown

The diversity data for the company's shareholders and advisors are

- 4 men, 3 women
- 1 BME, 1 White other, 5 White British
- Sexual orientation unknown, religion unknown, disability unknown.

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

None identified.

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.

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

None identified.

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. It would be prudent to ensure that all arm's length companies the council set up in the future have a plan in place to ensure diversity of its Board, Director and workforce at inception, so that the Council's vision that

	everybody should share in the cities success is realised.
Service Director sign-off and date:	Equalities Officer sign-off and date:  Duncan Fleming 14/12/2018