

Appendix E. 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	Bristol Holding Group Company Business Plans 2020/21 – 2024/25
Please outline the proposal.	The purpose of this report is to recommend for approval the business plans of Bristol Holding Limited, Bristol Waste, Goram Homes and Bristol Energy.
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. The Bristol Energy plan also has a focus on improving the profitability and efficiency of the business.
Name of Lead Officer	Penny Fell, Director of Commercialisation, Citizens and Shareholder Liaison.

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.
Each business plan sets out how each company will deliver the strategic objectives set for them by the Council as Shareholder or as commissioner.
In general the companies will deliver a return to Bristol in several ways: - <ul style="list-style-type: none"> • Financially - direct financial returns to the Council • Investing in Bristol - through capital investments • Productivity and efficiency - through modernising the businesses, shared services, more efficient processes and agile working • Employment and skills • Expenditure - staff and business contribute to the GVA of Bristol. • Environment - companies are focussed on minimising the adverse impact to the environment • Local communities - our businesses consider carefully how they can contribute social value and add community benefits across their operations.
As the expanded role of the Bristol Holding company beds in over the period of the business plan, it is the companies intention to ensure a consistent approach is adopted across the businesses with respect to monitoring, and increasing diversity and inclusion across the group.
The Diversity data for the company directors across the group are.

- 3 women and 17 men
- 10 White British, 10 unknown.
- Sexual orientation unknown, religion unknown, disability unknown

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

- 4 men, 4 women
- 1 BME, 1 White other, 6 White British
- Sexual orientation unknown, religion unknown, disability unknown.

The business plan does not identify any significant opportunities or positive impacts.

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)

The business plan does not identify any impacts on staff with protected characteristics.

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

None

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. There will be no anticipated impact on any of these as a result of these proposals.

Service Director sign-off and date:



*Reviewed by Penny Fell, Director - Commercialisation + Citizens and Shareholder Liaison
07/01/2020*

Equalities Officer sign-off and date:

*Reviewed by Equality and Inclusion Team
16/12/2019*

