

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Updated Equality and Inclusion Policy and Strategy
Directorate and Service Area	Policy Strategy and Partnerships
Name of Lead Officer	Tim Borrett

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 council's E & I policy and strategy has been updated to:

- a. Provide a new introduction setting the policy and strategy in the context of recent global and local events.
- b. Adopt the All Party Parliamentary Group on British Muslims' working definition of Islamophobia
- c. Refine the actions and measures used to support each Equality Objective
- d. Amend the 'Terminology' annex to reflect current thinking and evolving language

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. .

2.1 What data or evidence is there which tells us who is, or could be affected?

With a population increasing at a higher rate than comparable UK cities Bristol continues to build on its strengths as a place welcoming to all, where an increasing number of people enjoy living, working and studying, and with some of the most environmentally conscious residents in the UK. Bristol is also a city of contrasts, where some of the most some of the most deprived areas border the most affluent.

The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 187 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). More recent data on school pupils shows that the % of pupils who are not 'White British' has increased from 31% in 2011 to 38% in

2020. State of Bristol Key Facts 2020

We carry out research into equality groups and analyse data to identify where work needs to be done to tackle disadvantaged and low represented groups in the community; and make sure everyone gets equal access to our services <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>

We know that there are differences in the extent to which equality groups in Bristol are satisfied with the way the council runs things:

Indicator	% satisfied with the way the Council runs things
Characteristic	Percentage
16 to 24 years	46.3%
50 years and older	41.0%
65 years and older	42.7%
Female	44.0%
Male	41.9%
Black, Asian and minority ethnicity	46.8%
White Minority Ethnicity	43.8%
Disabled	39.1%
Carer	37.1%
Single Parent	44.4%
Religion or faith	43.9%
No religion or faith	44.8%
Lesbian, Gay or Bisexual	47.4%
Bristol Average	42.8%

source: Quality of Life in Bristol survey 2019-20

The COVID-19 outbreak has tested our ability to consider equality and inclusion impacts and address the differing needs of Bristol's diverse citizens when we have to respond rapidly to emerging situations. The pandemic has increased the challenges faced by people who were already deeply affected by systemic and structural inequality. We have also learned how powerful the One City approach can be in building and bridging social capital through the Can Do Bristol campaign and through citywide discussions about inclusive recovery.

The Black Lives Matter movement and recent high profile removal of Bristol's statue of Edward Colston have brought long-standing issues of race inequality even more sharply in to focus for the city. Since this policy and strategy was originally published we have undertaken more work to acknowledge and address institutional racism, including independent support, facilitation and review which has helped inform our ongoing activities to improve practice across the council.

Bristol City Council commissions the Bristol Hate Crime and Discrimination Services (BHC&DS) which are carried out by a group of six partner organisations brought together to

provide a complete service for victims of hate crime in Bristol. It is led by SARI (Stand Against Racism & Inequality), together with Bristol Mind, Brandon Trust, LGBT (Lesbian, Gay, Bisexual & Transgender) Bristol, the Avon and Bristol Law Centre, and Bristol Mediation. SARI and BHC&DC use a person-centred definition of hate crime and discrimination and will support anyone who feels they are facing Islamophobia on a case-by-case basis.

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

We know there are gaps in citywide equalities data especially where this has not historically been included in statutory reporting e.g. sexual orientation and gender reassignment.

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

We circulated a draft of this update and invited comments from Cllr Asher Craig (Deputy Mayor, Cabinet Member for Communities, Equalities & Public Health); relevant Heads of Service; Chairs of our BCC staff-led groups; Bristol Muslim Strategic Leadership Group; Commission on Race Equality; Voice and Influence Partnership; Women’s Commission; Off The Record; The Care Forum; WECIL; Bristol Older People’s Forum; VOSCUR; SARI; Bristol Centre for Deaf - whose feedback informed the final draft of this update.

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 equality groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Whilst we have not identified any significant potentially negative impacts from this proposed update, we need to ensure that the updated Equality and Inclusion Policy and Strategy fully addresses the needs of Bristol’s diverse citizens and our workforce on the basis of their protected and other relevant characteristics.

Both Bristol Hate Crime and Discrimination Services and Bristol Muslim Strategic Leadership Group support BCC in adopting the All Party Parliamentary Group working definition of Islamophobia. Bristol Muslim Strategic Leadership Group added a caveat that although the definition does not completely encompass all views expressed at BMSLG (and possibly other Muslims in Bristol) until such time they have a more complete definition they accept and endorse the APPG one.

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

We have publicly stated that we are committed to regularly reviewing and updating our approach to Equality and Inclusion so it remains relevant and reflects our evolving understanding of the root causes of inequality and exclusion in our city.

We have aligned and updated some of the actions identified under our Equality Objectives to reflect emerging priorities and subsequent updates to other council plans and strategies. This refresh also reflects recommendations highlighted in the [Transforming Race and Equality at BCC report](#), and related actions in [Advancing Equality and Inclusion at BCC –](#)

New Actions for 2020-21 .

In addition to updating this Equality and Inclusion Policy and Strategy we also produce an Annual Progress Report which shows in detail what we have done each year to achieve our aims and the progress we have made in promoting equality.

<https://www.bristol.gov.uk/people-communities/equalities-policy>

The use of language, definitions and terminology are continually evolving and we have updated some of the wording used in this policy and strategy and in the 'Terminology' section to reflect this - including providing new definitions and disambiguation for lesser known terms such as 'Afriphobia'¹ in order to promote awareness and understanding of Equality and Inclusion issues.

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

Having specific and agreed working definitions of religious hatred including Islamophobia should lead to a more coherent and cohesive approach to tackling this type of hate crime and discrimination. Citizens, council employees, and commissioned services are more likely to recognise and report religious hate crime if they have a clear working definition to refer to.

3.4 Can they be maximised? If so, how?

We will integrate the principles of our updated Equality and Inclusion Policy and Strategy into council functions, procedures, training and communications etc. as appropriate.

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?

The assessment has highlighted the need to ensure that any changes to our Equality and Inclusion policy strategy are embedded throughout the council's functions to maximise impact.

4.2 What actions have been identified going forward?

Specific actions are detailed in the updated policy strategy and Annual Progress reports

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

As above - measures are captured in the updated strategy and Annual Progress reports

Service Director Sign-Off:	Equality & Inclusion Officer Sign Off:
	Reviewed by Equality and Inclusion Team
Date:	Date: 04.11.2020

¹ <https://www.blackhistorymonth.org.uk/article/section/african-history/confronting-afriphobia/>