

# People Scrutiny Commission

14 December 2020



**Report of:** Director of Public Health

**Title:** **The Council's response and plans to address the disproportionate impact of Covid-19 on BAME communities.**

**Ward:** ALL

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## **Recommendation:**

To review and endorse the plans and priorities described in this paper.

To provide feedback and guidance on the progress and next steps.



## 1. Summary

The report focuses the actions taken by council in response to the reports highlighting the disproportionate impact on black, Asian and minority ethnic communities.

It includes:

- Commissioned a review on the impact of Covid-19 on Black, Asian and Ethnic Minority Communities
- Established the Race Equality Covid-19 Steering Group
- Created an Outbreak management
- Developed Community Engagement with Black, Asian and minority ethnic Communities
- Focus on Health Equity
- Increased availability of data

## 2. Policy

The report refers to the following strategies and policies:

- One City Plan
- House of Commons Women's & Equalities Committee: Coronavirus (Covid-19-) Inquiry
- Bristol City Council's Equality and Inclusion Policy and Strategy 2018-2023
- Economic Growth and renewal Strategy
- Outbreak management plan

This is also based on research reports which:

- [ARC West rapid review on the disproportionate impact of Covid-19 on BAME communities \(BRR\)](#)
- [Public Health England report: COVID-19: understanding the impact on BAME communities \(PHE\)](#)

## 3. Public Sector Equality Duty

- 3a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following "protected characteristics": age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
  - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
    - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;

- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
  - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
  - promote understanding.

3b) The work outlined in this report has its basis in the Public Sector Equality Duty (PSED). The actions that have been undertaken look to eliminate discrimination. We are particularly looking at developing work to address harassment and victimisation through working with SARI on developing a project to support front line workers who are experiencing Covid-related hate crime.

As much as possible, we have ensured that the policy recommendations have been adopted by established boards and mechanisms, and that Race Equality isn't seen as an 'add on'. Achieving race equality is a fundamental step a civilised society and must be built into existing strategy and delivery plans. In this way we are committed to having due regard to tackling prejudice and promote understanding between groups.

This is based on a report on inequalities. It wholeheartedly embodies the PSED.

**Appendices:**

People Scrutiny Commission Report