

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 Business Plans
Please outline the proposal.	<p>The purpose of this report is to approve the 2021/2022 Business Plans for the Bristol Holding Group (comprising Bristol Holding Limited, Bristol Waste Company Limited and Goram Homes Limited).</p> <p>Please note that any impacts in respect of the potential award of a cleaning and security contract to Bristol Waste are considered as part of a separate Cabinet Report.</p>
What savings will this proposal achieve?	The Bristol Holding Business Plan and the Bristol Waste Business Plan both include proposals to drive cost efficiencies.
Name of Lead Officer	Tim O’Gara, Director: Legal & Democratic Services

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.

Bristol Holding Limited

Bristol Holding itself will not have an impact on citizens on the basis of their protected characteristics, as its purpose is to provide governance oversight and assurance to the council in respect of its trading subsidiaries.

Bristol Waste Company Limited

The Managing Director chairs a working group to identify, amongst other things, better ways of providing staff with increased knowledge and confidence around diversity and inclusion. This group supported the design of the company’s diversity and inclusion strategy which includes several initiatives and actions, such as identifying local community groups. Training will be rolled out across all levels of the business throughout 2021, embedding diversity and inclusion.

Goram Homes Limited

Goram Homes plans to work towards becoming B Corp certified, which is a certification that measures a company’s entire social and environmental performance, and evaluates how a company’s operations and business models impacts its workers, community,

environment and customers.

Goram Homes also intends to focus on integrating into its innovation action plan five of the nine housing innovation concepts identified by Future Cities Catapult, one of which is Assisted Living, both in the context of people over the age of 65, and disabled people. In particular, Goram Homes will consult Bristol Disability Equality Forum as a consultee on all its schemes to consider what proportion are accessible housing and how good design improves the accessibility of all housing and the community, and to engage with Better Lives at Home. It will explore developing inter-generational homes on its schemes to address assisted living in the context of the wider community and to address the loneliness epidemic.

Goram Homes has committed to delivering tenure blind housing where both the affordable and market element provides new homes with a generous living space, suitable private amenity space and good quality design. Wheelchair units will, as a minimum, comply with Part M of the Building Regulations.

Goram Homes has committed to ensuring that engagement and consultation on new projects reaches underrepresented groups. They will work with specialists and partners to identify the biggest barriers to engagement, find the most innovative solutions and, where appropriate, employ new technologies, to ensure our consultations are as effective as possible.

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.

Goram Homes

As above, Goram Homes plans to work towards becoming B Corp certified. This certification takes into account a range of factors relating to workforce, including the percentage of management that have certain protected characteristics.

Bristol Waste

Bristol Waste's people strategy aims to ensure an inclusive workplace and diverse workforce, to embed a culture where all colleagues feel valued, listened to and treated fairly for the work that they do.

The company has established wellbeing groups, mental health training, stress risk assessments, free MOT health checks and on site physiotherapy. In addition, the company launched 'Time to Talk' in 2019, a film featuring employees which encouraged

them to spot the signs of mental health difficulties and support each other. The company has dedicated resources on its intranet signposting support for issues such as bereavement and depression and all line managers have been trained on supporting staff with mental health problems. There are a number of fully trained Mental Health First aiders in the business.

The Managing Director chairs a working group to identify, among other things, what support is required for minority groups within the organisation and how to better attract a more diverse range of applicants. This group supported the design of the company's diversity and inclusion strategy which includes several initiatives and actions, such as reviewing online application processes and highlighting barriers for underrepresented groups. Training will be rolled out across all levels of the business throughout 2021, embedding diversity and inclusion.

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. We have not identified any significant equalities impact from approving the Bristol Holding Group Business Plans for 2021-22

Service Director sign-off and date:

Equalities Officer sign-off and date:
Reviewed by Equality and Inclusion Team
22/02/2021