

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 Plan and Performance Framework 2021-22
Please outline the proposal.	<p>The aim of the Business Plan is to show what actions we will take in 2021-22 to meet the commitments that have been made in the Corporate Strategy 2018-2023.</p> <p>For each of the key commitments in the Corporate Strategy, the Business Plan summarises high level actions and success measures that will make sure we spend our money, time and resources as effectively as possible. These actions and activities are drawn from the detailed contents of Service Plans created by every service. Service Plans also incorporate their Equality Action Plans (EAP) into their planning and the final Business Plan includes specific actions informed by these EAPs.</p> <p>The Performance Framework is a more detailed set of measures used to measure, gauge, report upon, support and challenge performance from an operational managerial level up to the highest strategic levels of the council.</p>
What savings will this proposal achieve?	The Business Plan is aligned to the Corporate Strategy. Whilst the document is not a savings plan, it will note that savings will be achieved through individual proposals outlined in the council’s annual Budget and medium-term financial plan.
Name of Lead Officer	Tim Borrett
Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)	
<i>Please outline where there may be significant opportunities or positive impacts, and for whom.</i>	
<p>The Business Plan and Performance Framework outline what we will do (and measure) to meet the commitments in the Corporate Strategy including the key aim to create a fairer Bristol, where everyone can share in the city’s recovery and renewal.</p> <p>Reducing inequality runs throughout the themes and key commitments outlined in the strategy, and the actions are clearly aimed at creating positive outcomes for</p>	

disadvantaged groups/communities, particularly following the impact of the pandemic.

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

The actions summarised in the Business Plan touch on all aspects of council business and therefore bring all Bristol citizens in to scope, particularly vulnerable people who receive the most critical services. We will ensure that due regard is given to any potential negative impact of specific proposals on protected characteristics by conducting Equality Impact Assessments for specific actions and proposals as required.

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.

It is likely that some actions outlined in the Business Plan will require organisational change which will have an impact on our workforce. Equality Impact Assessments will be carried on an individual basis for these proposals (where required) to assess and maximise positive impacts for staff on the basis of their protected characteristics.

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

As above - Equality Impact Assessments will be carried on an individual basis for outlined proposals (where required) to assess and mitigate potential negative impacts for staff on the basis of their protected characteristics.

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. The Business Plan is a thematic summary of top level actions and the most important measures of our success only. On this basis, Equality Impact Assessments will be carried out for specific actions and proposals on a case by case basis. This must also apply if any target-setting to be completed within the performance framework includes targets which could impact on equalities groups.

Service Director sign-off and date:



Tim Borrett, Director: Policy, Strategy and Partnerships, 02/02/2021

Equalities Officer sign-off and date:

*Reviewed by Equality and Inclusion Team
3/2/2021*