



**Appendix C**  
**LGA Equality Framework for Local Government**  
**Recommendations and response**  
**June 2021**

In March 2021 Bristol City Council invited the Local Government Association to undertake an independent Peer Review of the Council's progress against the LGA's Equality Framework for Local Government. This report provides a precis of the LGA's recommendations and the Council's response.

Recommendations (summarised)		Accepted?	Management Response	Proposed Action(s)		
<b>Leadership and Organisational Commitment</b>						
1.1	Review Member training on E&I generally to include awareness of EQIAs and the importance of equality and inclusion issues in their community leadership role.	Y	<p>We are committed to meeting the development needs of elected Members and would be pleased to arrange an expanded training and awareness-raising offer around equality and inclusion.</p> <p>We already include mandatory learning on this for all staff and Members, and have been using the opportunity afforded by the 2021 elections to offer new and returning Members initial training and familiarisation with the Equality and Inclusion service, including requirements such as EQIAs.</p> <p>However, there is clear scope for a more comprehensive workshop offer and regular refreshers – both of which</p>	1	Provide workshop to all Members and record completion.	<p>Head of Equality and Inclusion (working with Head of Democratic Engagement)</p> <p>By 30 September 2021</p>
				2	Establish annual refresher workshop(s) for all Members.	<p>Head of Equality and Inclusion (working with Head of Democratic Engagement)</p> <p>By 30 September 2022</p>

			will be offered.			
1.2	Review the Equality Charter with partners to ensure a connection between its aims and actions. It would now be timely to review its impact and consider whether it needs to include a stronger link between aims and actions by signatories and an element of monitoring outcomes. This could be an annual celebration of achievement rather than a holding to account.	Y	<p>The Bristol Equality Charter invites signatories to work together towards continuous improvement using a 'One City' approach. One of the commitments of the Charter is for organisations to 'Measure and share our progress and success'. The Charter is not an accreditation scheme or an award system, and is not 'owned' by the council.</p> <p>However, we would be pleased to facilitate a review process and hold an annual learning event in line with our original intentions for the Charter. An inaugural event was not held due to the Covid-19 pandemic.</p> <p>We would note that whilst the Council is very active in promoting an integrated Bristol-wide approach to diversity reporting for public, private and VCSE sectors, signatory organisations are free to report their progress in different ways, because they are at different stages of their journey.</p>	3	Arrange an event to share progress, learning and good practice between Bristol Equality Charter partners. This will include an element of Charter review.	<p>Head of Equality and Inclusion</p> <p>By 30 November 2021</p>
<b>Understanding and Working With Your Communities</b>						
2.1	Keep under review the mechanisms for the different Mayoral Commissions to work better together. The Commissions recognise that they are still largely	Y	There is a balance to strike in maintaining the independent nature of the Commissions and not seeking to 'manage' them directly, or be	4	Review governance structure and embed opportunities to collaborate and share good practice;	<p>Head of Equality and Inclusion</p> <p>By 30 September</p>

	“working in silos”, despite the fact that together they span a great deal of intersectionality. Finding ways for them to work better together will deliver on outcomes far more efficiently.		perceived to do so. However we would be pleased to facilitate discussions and reviews alongside the Commission chairs, and the forthcoming establishment of a new Disability Commission provides a natural opportunity to reflect on Terms of Reference and ways of working.		which can be reflected in updated Terms of Reference where appropriate.	2021
<b>Responsive Services and Customer Care</b>						
3.1	Continue the work to embed and improve the quality and consistency of EQIAs. The EQIAs that we saw were of variable quality and lacked analysis of data or adequate action plans. We know that the template and process is under review. This should be completed and training rolled out to support its use.	Y	<p>We recognise this challenge, which fits with the broader theme raised in the review of improving the consistency of practice and being systematic about driving high levels of performance.</p> <p>We had identified this issue prior to this Peer Review, and we are well developed in introducing an improved system and training. Our actions reflect the need to complete and monitor this.</p>	5	Offer training for all officers responsible for EQIAs	<p>Head of Equality and Inclusion</p> <p>By 31 December 2021</p>
				6	Establish rolling programme of EQIA training and refreshers	<p>Head of Equality and Inclusion (working with Head of Organisational Development)</p> <p>By 31 March 2022</p>
				7	Bi-annual assessment of EQIA quality and consistency produced and brought to Strategic Equality and Inclusion Group for corporate overview; and to Directorate E&I Groups for directorate detail.	<p>Head of Equality and Inclusion</p> <p>By 30 September 2021 and bi-annual thereafter</p>

Diverse and Engaged Workforce						
4.1	Continue to work with the Staff Led Groups to fine tune their participation. This dialogue will need to be ongoing as projects are completed and commitments and capacity of those involved change.	Y	<p>There has been a very significant investment in our staff led groups, including facilitated support around their functions, Terms of Reference and more.</p> <p>We recognise the need to bed-in and fine tune arrangements and support Chairs and Committees to be effective and can continue this dialogue through our established governance and management channels.</p>	8	A facilitated session will be convened between the SLGs and the Heads of Equality and Inclusion, Learning and Development and HR. This will discuss future ways of working and review current practice and participation within the corporate Equality and Inclusion governance structure.	<p>Head of Equality and Inclusion</p> <p>By 31 August 2021</p>
4.2	Agree workforce representation targets for Black, Asian and Minority Ethnic and other protected characteristics even if these are aspirational.	Y	<p>Our agreed Equality and Inclusion Policy and Strategy acknowledges our ambition to reflect the city we serve, as does our Workforce Strategy.</p> <p>However, the lack of robust current Census data hampers this and a reliance on data relating only to the more robust and available 'Economically Active' population data would risk both compounding and repeating inequality.</p> <p>We are keen to set suitable targets and acknowledge these may need to be aspirational rather than aligned to hard data until 2021 Census data is available. Even then, not all groups are suitably covered, and an element of subjectivity could remain. We also need to consider what level of</p>	9	Set formal workforce representation targets.	<p>Head of HR and Head of Equality and Inclusion</p> <p>By 30 July 2021</p>

		<p>disaggregation is required, as target setting against aggregated groupings such as 'Black, Asian and Minority Ethnic' or 'LGBT+' can disguise important areas of under-representation.</p> <p>Targets will be drafted, and the appropriate Member and Officer forums will be sighted. The 'decision pathway' for approval has yet to be determined but will be enacted in line with the Council's Constitution and Scheme of Delegations.</p>			
--	--	--	--	--	--