

Equality Impact Assessment [version 2.9]



Title: Budget Proposal – Reduce council contribution to International Twinning, with joint funding from external organisations	
<input checked="" type="checkbox"/> Budget Proposal R23	<input checked="" type="checkbox"/> Changing
Directorate: Resources	Lead Officer name: Shelley Nania
Service Area: International Affairs	Lead Officer role: Head of International Affairs

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Budget context:

Bristol City Council is required by law to set a balanced budget however we face a potential gap in our core budget of around £23.1 million next year. With such a significant challenge the budget cannot be balanced without additional funding, making greater efficiencies (doing the same for less money) or by transforming the way we do things.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

The COVID-19 pandemic has been far reaching, with a lasting impact on our people and our economy. Our finances are stretched to the limit, and the UK Government has stopped funding local COVID-19 responses. Up and down the country councils are facing this funding crisis with less money to keep services going. This is because more money is needed to: help citizens with the impact of the COVID-19 pandemic; support low-income households and local businesses in need of support post-COVID-19; support more people than ever with mental health and social care services; and meet the rising need and cost of home to school transport for children with special educational needs and disabilities (SEND) etc. At the same time, the pandemic saw us receive less income from business rates, commercial rentals, parking, sports facilities, and our museums, shops and cafes.

The [Medium Term Financial Plan](#) underpins the Council's financial planning process and outlines the approach we will take to meet the challenges presented by focusing primarily on delivering efficiencies, service re-design programmes which cut across directorate boundaries, and increasing external income and Invest to Save revenue.

This proposal:

This proposal suggests reducing the Council’s contribution for a full time employee twinning officer to 50% and securing funding from external organisations in the city to fund the remaining 50%. The twinning role currently manages twinning activities for the city both in terms of the relationship between the City Council and the municipal authority overseas as well as coordinating community twinning activities working with volunteers from the twinning associations, including with schools, youth networks, community centres, museums etc. This proposal suggests that if the Council is only able to fund 50% this would initially need to cover the city coordination part of the role and then the wider community development part of the role would need to be externally funded.

Twinning aims to forge strong civic relationships with other cities around the world, sharing culture, education and opportunities for businesses. Activities typically include school exchanges, arts and culture projects, ideas exchanges and more. It involves many civic partners, community groups and educational establishments in the city.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If ‘Yes’ complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically

active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Census 2011 and Census 2021 2011 Census Key Statistics About Equalities Communities	The Census details the demographic profile of Bristol. The first results of the 2021 census will not be available until Spring 2022, so demographic data is still informed by 2011 census and other population related documents (listed below)
The population of Bristol	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.
New wards: data profiles Ward Profiles - Power BI tool	The Ward Profiles provide a range of data-sets, including Population, Life Expectancy, health and education disparities etc. for each of Bristol's electoral wards.
Bristol Quality of Life survey 2020/21 final report Quality of Life 2020-21 — Open Data Bristol	<p>The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the 2020 QoL survey indicated that inequality and deprivation continue to affect people's experience in almost every element measured by the survey.</p> <p>The Open Data 'Equalities View' tool shows at a glance the disparities for each Quality of Life indicator based on people's characteristics and circumstances including protected characteristics, caring responsibility, tenancy, education level, and deprivation.</p>
Citizens' Assembly	The Citizens' Assembly was composed of 60 randomly selected participants. The group reflects as far as possible the diversity of the population in terms of age, sex, ethnicity, disability, employment status, and geographical location. Bristol Citizens' Assembly was part of a process created by the city of Bristol to gather public input to inform its COVID-19 recovery plan.
Joint Strategic Needs Assessment (JSNA)	The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and provide partner organisations with information on the

	changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.
Final report on progress to address COVID-19 health inequalities - GOV.UK (www.gov.uk) December 2021	Multiple sources of data and evidence have highlighted the disproportionate impact of COVID-19 on equalities communities, and the impact of measures taken to address this. This final report highlights the government response to the original recommendations and the long lasting 'take homes'. This highlights the importance of not treating ethnic minorities like a homogenous group and nurturing existing local partnerships and networks for public health programmes. It also gives recommendations around communications, developing and providing materials in multiple languages and working with community partnerships to improve understanding and co-create content for key audiences.
HR Analytics: Power BI reports (sharepoint.com) [internal link only] Equality and Inclusion Annual Progress Report 2020-21 (pdf, 982KB) Appendix – Workforce Diversity Data – summary analysis	The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for Locally Managed Schools/Nurseries, Councillors, Casual, Seasonal and External Agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).
Designing a new social reality - Research on the impact of covid-19 on Bristol's VCSE sector and what the future should be – Black South West Network 2020	Local research has highlighted how long-term underinvestment and lack of equity in funding and procurement has eroded the local Voluntary and community sector – in particular for Black and minority ethnic led organisations. 30% of the organisations surveyed stated to operate on an annual budget below £5,000, and an additional 18% operated on below £25,000. 42% of the organisations sampled had no paid staff at all and fully relied on volunteers to deliver their activities and services.
Additional comments:	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

Currently the twinning activities coordinated by the twinning officer have a large focus on engaging young people and Black, Asian and minority ethnic people to ensure that the activities are more accessible to minoritised groups who were previously under-represented in twinning activities.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

We held a public Budget Consultation from Friday 5 November 2021 until Friday 17 December 2021. Alongside asking for views on different options for Council Tax next year, we shared some of the broad areas where we were looking at to reduce council spend to seek citizen's view. We made it clear in our communications that "We know we may need to consult with you about some of our more detailed saving proposals before we make any final decisions about them in future, and they may include difficult choices."

As this is a workforce proposal, appropriate consultation with affected employees will be undertaken before a final decision is made.

At this time of writing this initial assessment (Dec 2021) we have yet to engage or consult with the public or partners, and do not anticipate that a full public consultation will be required. We plan to engage established partners, including various civic and community groups, early in 2022.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

All responses to the Budget Consultation will be analysed and included in a report that will be published on the Bristol City Council website in early 2022. We will take Budget consultation responses into account when developing our final proposals to put to the Cabinet and a meeting of the Full Council for approval. The final decision will be taken by Full Council at its budget setting meeting in February 2022.

From early 2022 we will engage by email, telephone and offers of meetings with existing partners involved in Twinning. Through these conversations we will work to deepen our understanding of potential impacts and needs, and also explore if, where and how existing activity might be continued – for example by a civic partner choosing to take on certain elements.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

Even when we plan to consult in more detail on specific service delivery proposals at a later time, we must ensure that any budget setting decisions that are likely to affect future services are informed by sufficient consultation and proper analysis. This is so that decision makers can have due regard to any likely disproportionate or negative impact for citizens, service users or employees on the basis of their protected and other relevant characteristics at the time the budget is approved – not afterwards¹.

Decision makers will have the ability to make changes to the individual spending plans following further consultation as appropriate and detailed evaluation of the impact of specific proposals. Within the proposed budget envelope there will be financial mitigation put aside for any non-delivery or amendments to proposals which may occur due to future consideration of equalities issues or other factors.

As well as identifying whether budget changes will have a disproportionate impact on particular groups (e.g. because they are over-represented in a particular cohort of affected service users), we need to pay particular attention to the risk of indirect discrimination: when an apparently neutral decision puts members of a given group at a particular disadvantage compared with other people because of their different needs and circumstances.

Because the underlying reasons for the Council's budget deficit are very far reaching and likely to impact other public bodies and providers - we need to avoid making any assumptions that people's needs will still be met by other / external provision if we reduce or decommission our existing services.

We are also aware of existing structural inequalities and particular considerations, issues and disparities for people in Bristol based on their characteristics, which we have taken into account in making this budget proposal (detailed below).

Twinning has a beneficial impact on different communities helping to develop an international focus across education, culture and business. Twinning gives people of all ages and backgrounds opportunities to get involved in international experiences without needing to go overseas. E.g. through film festivals.

Education networks in Bristol benefit from working with counterparts, hosting placements, sending students on exchanges and placements, sharing best practice and upskilling staff and improving delivery in particular of language teaching. A reduction in this would affect young people, and in light of previous targeting of our opportunities, this may be more prevalent or impactful in parts of the city with higher levels of deprivation. This in turn intersects with demographic over-representation of racially minoritised communities, so there could be a more noticeable impact on these groups.

Cultural organisations benefit from joint projects, exhibitions and training ranging from international exhibitions attracting tens of thousands to small scale community-based collaborative arts and dance projects. Gaps in data make it difficult to predict if and how a reduction or stopping of this would specifically impact protected groups.

Cutting the community development work of the Twinning Officer post would have a negative impact on the ability to deliver concrete benefits to communities across the city. Without the support of the Twinning Officer, the voluntary twinning associations would struggle to deliver the current offer to equalities groups and areas of high deprivation due to lack of resource, capacity and/or skills. For example, they would not have the capacity to deliver art and language initiatives for young people, and supporting the delivery of French and German through our twin cities in our primary schools would be likely to stop. The twinning input into community festivals such as the Bedminster Winter Lantern Parade, UPFest and the Bristol Festival of Literature would be likely to stop or be

¹ [Bristol judgment clarifies Councils' Budget consultation duties — The Consultation Institute](#)

seriously impacted. Fundraising support to the twinning associations would also be negatively impacted, as could trustee recruitment strategies, which may result in fewer opportunities for people from under-represented groups.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Engagement of young people is a key focus of the twinning work in Bristol, to ensure they benefit from the city’s international experiences. Because of this, the following insights about young people are relevant to this proposal:</p> <ul style="list-style-type: none"> • Young people are often under-represented in engagement and consultation and in Bristol are less satisfied than average with the way the council runs things. • Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc. • Young people in Bristol are more likely to: <ul style="list-style-type: none"> ○ have poor emotional health and wellbeing ○ find inaccessible public transport prevents them from leaving their home when they want to ○ 6.8% of 16-17 year olds (2020/21) were “not in education, employment or training” (NEET) • Young adults are most likely to have lost work or seen their income drop because of COVID-19 <p>In terms of specific examples of Twinning work positively impacting young people which may stop:</p> <ul style="list-style-type: none"> • Issue-based youth exchanges with partners such as Young Bristol, CYN, Youth Forum, Haus de Jugend and Politik zum Anfassen around Graffiti Art, Environmental Photography or youth democracy • Primary schools Bordeaux assistant scheme each year reaches thousands of local children through delivery of French and Bordeaux culture in six local primaries. • Nicaraguan Fairtrade Producer initiative reaches up to 2,000 local school students each year for past 12 years, where farmers go into schools with education programme around Fairtrade. • Hundreds of Primary school children involvement in creating giant lanterns inspired by our twin cities for the Bedminster Winter Lantern Parade each year. <p>These and other initiatives may stop or be seriously impacted if the funding for the Twinning Officer was reduced without another partner stepping in.</p>
Mitigations:	Pro-active engagement with impacted partners and potential collaborators would aim to limit any impacts and discuss other ways to deliver initiatives. However, the success of this cannot be guaranteed.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Twinning is a good way of engaging older people in Bristol and older people are very active in the organisation of some of the twinning associations. Bi-Annual citizen visits to Oporto are made up of over 55s and some twinning association activities are aimed at older people in terms of their content and programme.</p> <p>This proposal does not prevent the running of Twinning Associations, but there may be some lost benefit in terms of support and guidance provided to them by the council. This may result in some impact, but it is not considered disproportionate.</p>

Mitigations:	Pro-active engagement with impacted partners and potential collaborators would aim to limit any impacts and discuss other ways to deliver initiatives. However, the success of this cannot be guaranteed.
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Whilst there are some twinning projects that support disabled people, such as Bristol Hannover exchanges on disability judo over a number of years, the relatively small scale of this is unlikely to translate to a <i>disproportionate</i> impact but will nevertheless have an impact.</p> <p>Whilst not directly relevant to the delivery of UK-based legal equality duties, the Twinning Officer supports various Twinning Association projects benefitting disabled people overseas. Examples include the Bristol Link with Beira Twinning Association, which has worked with the Brandon Trust over a five-year period to build and deliver the first drop-in centre in Mozambique for children with learning disabilities, and to build a wheelchair production workshop in Beira to build custom made wheelchairs for land mine, polio and car crash victims. Future additionality such as this would be impacted by the proposal unless another funder or partner stepped in.</p>
Mitigations:	Pro-active engagement with impacted partners and potential collaborators would aim to limit any impacts and discuss other ways to deliver initiatives. However, the success of this cannot be guaranteed.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	The Twinning Officer supports the Twinning Associations on projects that raise issues around women's rights and empowerment and gender-based violence. In terms of material disproportionate impact in the UK this is limited, but overseas activity and some domestically aligned activity may cease. For example, there is indirect support through the role to the Amai Musananhi women's centre in Beira, helping women improve their crop growing and animal husbandry skills as well as offering education in other subjects such as women's health and reproductive rights. Bristol women support this initiative through fundraising efforts, providing material support and learning about the situation of women in Beira. Future additionality such as this would be impacted by the proposal unless another funder or partner stepped in.
Mitigations:	Pro-active engagement with impacted partners and potential collaborators would aim to limit any impacts and discuss other ways to deliver initiatives. However, the success of this cannot be guaranteed.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There are data gaps related to sexual orientation which impedes meaningful analysis. There are no current specific projects directly related to LGB issues, so a disproportionate impact is unlikely.
Mitigations:	/
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There are data gaps related to pregnancy and maternity which impedes meaningful analysis. There are no current specific projects directly related, so a disproportionate impact is unlikely.
Mitigations:	/
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There are data gaps related to gender reassignment which impedes meaningful analysis. There are no current specific projects directly related to trans issues (or relating to gender identity and expression), so a disproportionate impact is unlikely.
Mitigations:	/
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The following insights about race in Bristol are potentially relevant to Twinning activity due to its scope and various intersections within its work:

	<ul style="list-style-type: none"> • Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in education and employment and this is particularly so for Black African people². • In the last census (2011) 16% of the population belonged to a Black, Asian or minority ethnic group and this is likely to be higher now. • The top three countries of birth outside UK for Bristol residents are Poland, Somalia and India. • Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups • Black African young people are disadvantaged in education compared to their White peers⁸. A disproportionately high percentage of Bristol school pupils from Black, Asian and minority ethnic backgrounds are excluded from school and In Bristol pupils with the lowest 'Attainment 8' scores are from Black ethnic background (highest from Chinese ethnic background.) • Organisations may lack cultural competence because Black, Asian and minority staff are under- represented. • People from Black African, Other, and Black Caribbean groups have persistently high levels of unemployment and almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people. • Black Asian and minority ethnic people are underrepresented in political and civic leadership. • People who do not speak English as a main language may require information in plain English and community language translations or videos etc. <p>In terms of specific Twinning activities, in recent years these have aimed to be more inclusive through focusing on more racially diverse areas of the city and also working with partners in the city to address race equalities issues. Examples include:</p> <ul style="list-style-type: none"> • Legacy of Slavery and Colonialisation projects with Bordeaux and Hannover as well as Beira. Exchanges with Kestner museum and Aquitaine museum on exhibitions best practice. • Black History Month activities with speakers from twin cities • Franco British Council Local Leaders scheme recruiting participants from our Black, Asian and minority ethnic communities • Mozambican films arranged for the Africa Eye film festival • Collaboration with both Slavery Legacy Committee and History Commission <p>As race has been and would be an ongoing focus, the potential for lost future opportunities and cessation of existing ongoing programmes are likely to present a disproportionate impact.</p>
Mitigations:	Pro-active engagement with impacted partners and potential collaborators would aim to limit any impacts and discuss other ways to deliver initiatives. However, the success of this cannot be guaranteed.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There are data gaps related to religion which impedes meaningful analysis. There are no current specific projects directly related, so a disproportionate impact is unlikely.
Mitigations:	/
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There are data gaps related to marriage and civil partnership which impedes meaningful analysis. There are no current specific projects directly related, so a disproportionate impact is unlikely.

² CoDE Briefing Bristol v2.pdf (runnymedetrust.org)

Mitigations:	/
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Twinning activity has proactively considered socio-economic disadvantage in how it targets its projects, and therefore the following insights are potentially relevant:</p> <ul style="list-style-type: none"> • Bristol has 41 areas in the most deprived 10% in England, including three in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. • In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people. • 9.8% (approximately 19,572 households) of all households in Bristol are living in fuel poverty (<u>BEIS, 2020</u>) • 4.2% of households have experienced moderate to severe food insecurity, rising to 13% in the most deprived areas of the city (QoL 2020-21) • 25% of people in Bristol are dissatisfied with the way the Council runs things, but this is 43% for people living in the most deprived areas of the city (QoL 2020-21). • The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.6 years for men and 7.2 years for women. <p>The Twinning Coordinator ensures that twinning activities take place in deprived areas of Bristol to ensure all communities benefit from our international connections and experiences. Examples of previous or ongoing work likely to be impacted: Partnership over several years with both Ilminster (Filwood) and Hareclive (Hartcliffe) primary schools participating in a Bordeaux Assistants scheme BS3 primary schools regularly involved in Bordeaux Assistants scheme and Winter Lantern Parade Bordeaux and Oporto lanterns project. May Park (Eastville) new school to be involved in Bordeaux Assistants scheme in 2022. Hannover Police Sports Club junior teams exchanging with Bristol Central and Ashton Boys teams.</p> <p>With risk to projects of this nature and the specific focus of activity in more deprived areas, it is likely that impacts from this proposal would have a disproportionate impact.</p>
Mitigations:	Pro-active engagement with impacted partners and potential collaborators would aim to limit any impacts and discuss other ways to deliver initiatives. However, the success of this cannot be guaranteed.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There are data gaps related to carers which impedes meaningful analysis. There are no current specific projects directly related, so a disproportionate impact is unlikely.
Mitigations:	/
Other groups	
Potential impacts:	None identified.
Mitigations:	/

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The proposal to cut the community development element of the role will have no potential benefit other than those associated with helping ensure the council has a balanced budget and is able to deliver prioritised frontline services which have material impacts on all protected characteristics.

The reduction in this activity would negatively impact many initiatives which are currently being delivered.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

Negative impacts particularly impact in terms of lost future opportunity for young people, and particularly those from racially minoritised or social-economically deprived backgrounds. This includes the potential loss of some learning, travel and cultural opportunities that may otherwise be available.

Whilst the activity is value-adding and worthwhile, a reduction in it can be justified when set against the acute budget pressures and subsequent risks to the delivery of critical services in the city. In those terms, a reduction in this area would be considered to do less harm.

There are many partners and civic associations involved in Twinning and the council is aiming to mitigate impacts by retaining half of the role and engaging early to prompt potential new contributors (in-kind or financial) to come forward and continue as much activity as possible.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

There are no direct positive impacts in terms of this proposal, but the Public Sector Equality Duty could be promoted by engaging partners in the process and clearly explaining the risk-based judgements outlined in the 'Negative impacts' section above.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Contact existing partners to discuss proposal and explore options for alternative funding or delivery.	Shelley Nania, Head of International Affairs	By February 2022
Through the work of the International Funding Officer, continue to scan for complimentary funding opportunities that could mitigate impacts further or support residual or partner Twinning activity.	Shelley Nania, Head of International Affairs	Ongoing

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

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

If this proposal moves ahead, Twinning Associations would be asked to provide clarity on any lost opportunities and ended schemes so that we can understand the real-world impact and consider where there may be future mitigating action taken.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director³.

Equality and Inclusion Team Review: Reviewed by Equality and Inclusion team	Director Sign-Off: Tim Borrett, Director: Policy, Strategy and Partnerships
Date: 29/12/2021	Date: 29/12/2021

³ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.