

Full Council

5 July 2022



Report of:	Tim Borrett, Director: Policy, Strategy and Digital
Title:	Equality and Inclusion Annual Progress Report 2021-22
Ward:	City Wide
Member Presenting Report:	Cllr. Asher Craig, Deputy Mayor; Children Services, Education and Equalities

Recommendation

To note the Equality and Inclusion Annual Progress Report 2021-22

Summary

Our Equality and Inclusion Policy and Strategy 2018-23 sets out our commitment to equality, diversity and inclusion, and how we will:

- tackle equalities issues
- aim to eliminate discrimination
- create good relationships between communities in Bristol
- ensure those from different backgrounds have similar life opportunities

The 'Equality and Inclusion Annual Progress Report 2021-22' shows what we have done in the period April 2021 to March 2022 to achieve these aims and the progress we have made.



Policy

1. Equality and inclusion is at the heart of the council's overall vision (set out in the Corporate Strategy 2022 – 2027) to 'play a leading role in driving a city of hope and aspiration where everyone can share in its success'.
2. The council's Equality and Inclusion Strategy 2018 - 2023 sets out the opportunities and challenges facing Bristol (both the City and its council) and how it plans to address these. Within this is a commitment to provide an annual report on its progress against the strategy.

Consultation

Consultation

3. Internal
 - Staff Led Groups: embRACE Staff Network; Disabled Colleagues Network; LGBT+ Employees Group; Young Professionals Network
 - Policy, Strategy and Digital Divisional Management Team
 - Corporate Leadership Board
 - Deputy Mayor (Children Services, Education and Equalities)
4. External

For summary update on their activities: Commission on Race Equality; Bristol Women's Commission; Disability Equality Commission

Context

1. In recent years the council has been on a substantial journey of improvement around equality and inclusion practice, investing time, money and effort to better live up to our high aspirations for inclusivity in our workplaces and our City. This annual report shows what we have done in the period April 2021 to March 2022 to achieve the objectives of our Equality and Inclusion Policy and Strategy and, more broadly, to make progress in relation to equality and inclusion work across the council and citywide.
2. The report details a wide range of equality and inclusion activities and initiatives, particularly with regard to leadership, workforce and policy influence initiatives. In 2021-22 we carried out a mapping exercise of all the strands of equality and inclusion work being carried out by the council's Equality and Inclusion Team and other service areas so that they could be embedded and mainstreamed together into a cohesive programme of work with a newly restructured and refocused team.
3. As part of a culture of openness the report also details how well the council is performing in terms of the measures and outcomes we have set for each of our equality objectives, including workforce diversity outcomes by characteristic. This reporting shows that overall the council is progressing well on activities related to improving workforce diversity and wellbeing, increased awareness of equality and inclusion issues, and to address disparities in representation and

outcomes for service users (e.g. through better data collection and links with community organisations). However the report also acknowledges that whilst our direction of travel is positive, embedding long-term change is a gradual process, and some actions were delayed due to ongoing COVID-19 related service interruptions and team staffing shortages.

4. These activities and measures sit along our partnership approach to addressing structural inequality in Bristol. This progress report details how we have continued to develop our One City approach to tackling race equality, alongside partners from other Bristol organisations, and how this model of collaborative work can be expanded for other areas, such as in the establishment of the new Disability Equality Commission, with representation from intersectional communities and cross-sector organisations working together to address the priorities of Disabled people in the city.

Proposal

Full Council is asked to note the Equality and Inclusion Annual Progress Report 2020-2021.

Other Options Considered – not applicable

Risk Assessment – not applicable

Summary of Equalities Impact of the Proposed Decision

We have not identified any significant equality impact from this update report, which supports our duty to comply with our duties under the Equality Act 2010 Regulations. The Equality and Inclusion Policy and Strategy 2018-23 to which it refers is subject to a separate equality impact assessment process - See [EqIA Equalities and Inclusion Policy and Strategy 12.10.18.pdf \(bristol.gov.uk\)](#) and 2020 update ([Public Pack](#))Agenda Document for Full Council, 08/12/2020 14:00 ([bristol.gov.uk](#))

Legal and Resource Implications

Legal

The Equality and Inclusion Annual Report 2021-22 is prepared and published to comply with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. It sets out the specific and measurable objectives the Council should achieve in order to meet the requirements of the Public Sector Equality Duty.

(Legal advice provided by Husinara Jones, Legal Service Team Manager 15 June 2022)

Financial

Approval of Bristol City Council's Equality and Inclusion Annual Progress Report for 2021/22 is requested. The report is a retrospective assessment of progress against the 2018/23 strategy. There are no financial implications arising from this report which are incremental to those covered by the Equalities and Inclusion service's annual Revenue budget.

(Financial advice provided by Jemma Prince, Finance Business Partner, 23 May 2022)

Land

Not applicable

Personnel

There are no direct HR implications arising from the report because it's for information only. The review of the council's Workforce Strategy offers a good opportunity to ensure alignment in our plans, including verifying that the actions proposed/underway are the right actions moving forward taking into account where BCC is now and the views of stakeholders.

(Personnel advice provided by James Brereton, HR Business Partner, 24 May 2022)

Appendices:

APPENDIX A: Equality and Inclusion Annual Progress Report 2021-22

APPENDIX B: Equality Impact Assessment

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: none