

# Equality and Inclusion

## Annual Progress Report 2021-22



### Introduction

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

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

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.

### Making fair decisions

**Equality Objective E01 – “Our handling of equality and inclusion will reach the high standards we expect of ourselves, and others will look to us as a source of good practice.”**

This objective is about what we will do to support the quality of decision making.

### Mapping our Equality and Inclusion Programme

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 brought together into a cohesive programme of work.

We identified a set of updated key goals aligned to our Equality and Inclusion current policy and strategy, each with a set of intermediate outcomes and relevant activities:

#### Leadership

**Goal:** A respected reputation, nationally and internationally, for innovative best practice.

**Intermediate Outcomes:** Visible consideration of equality in decision-making \* Welcome peer review & scrutiny from external organisations \* Leaders visibly demonstrating equality values \* Delivery over and above Equality Duty \* Positive feedback on staff experience \* Regarded as a centre of excellence \* Reporting which demonstrates excellence \* Learning and Development is up to date and innovative \* Attracting good potential candidates \* Sharing good practice locally, nationally and internationally

**Relevant activities:** approximately 34 activities identified

## A diverse workforce

**Goal:** A diverse and inclusive workforce which reflects our communities

**Intermediate Outcomes:** Positive sense of health and wellbeing \* Support to develop roles and increase chances for career development \* Staff needs and reasonable adjustments met \* Improved staff representation and influence on decision-making \* Incremental and sustained improvement in representation of under-represented groups \* Improved internal pipeline of applicants to address delivery gaps \* Reduction in pay gaps \* Council is regarded as a nice place to work \* Difference is valued and utilised \* We attract good applicants \* Corporate values are demonstrated

**Relevant activities:** approximately 19 activities identified

## Council services

**Goal:** Equitable, inclusive and quality services that promote wellbeing

**Intermediate Outcomes:** Access to safe, comfortable housing for those most in need \* Increase % of all Equality Action Plans reporting expected progress or better \* Access to inclusive and representative education \* Fewer domestic violence deaths from equality groups \* Better equality standards for contracted or grant funded Voluntary and Community Sector Organisations \* Better commissioning and procurement service planning and service delivery programmes \* Effective implementation of integrated care systems \* Public transport is safe and inclusive \* Communications are accessible \* Reduction in health inequality \* Green spaces are inclusive \* Incremental reduction in inter-generational inequality

**Relevant activities:** approximately nine activities identified

## Partnerships

**Goal:** To lead and strengthen partnerships so everyone shares in the city's success

**Intermediate Outcomes:** Successful delivery of citywide action plans and work programmes to improve performance \* Improve learning and development across Bristol by sharing good practice across stakeholders throughout the city \* Driving up recording and reporting standards across the city \* A reduction in the life expectancy gap for men and women between the most deprived and least deprived areas \* Connect the city by bringing together many citywide partnerships together to share learning and resources \* Maximise impact in tackling inequalities by ensuring joined up approaches across all sectors \* Reach the widest possible audience across the city by setting Bristol wide initiatives and projects to maximise impact \* Improve diversity and representation across all partner organisations through evidence-based partnership initiatives \* Increase the percentage of people who feel they can influence local decisions

**Relevant activities:** approximately 16 activities identified

## Communities

**Goal:** Tackle prejudice and promote understanding amongst communities

**Intermediate Outcomes:** Promote and celebrate Bristol's diversity and cultural heritage \* Reduce % living in the most deprived areas who feel 'fear of crime affects my day to day life' \* Year on year reduction in victims of discrimination and harassment \* Build trust in the Council from diverse communities \* Increase in the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well \* Increase the % of people in the most deprived areas who are satisfied with their local area \* Reduce % living in the most deprived areas who say they lack information to get involved in the community

**Relevant activities:** approximately 12 activities identified

Our mapping exercise found that the majority of the Council's Equality and Inclusion Team's work was focused on leadership, workforce and policy influence initiatives. We recognised that our activities were sometimes ad-hoc or based on historic interventions, and that we needed better alignment and join-up with service-led work based on a programme approach rather than personal relationships, as there was not always a consistent approach to where impact of work lies and who it is targeted to.

We acknowledged there were some overarching systemic issues that impacted on our work including: the long-term impacts of COVID-19; the pre-existing reputation and perception of the Council's commitment to equality and inclusion; increased scrutiny of Black-led organisations; that intersectional thinking is still not embedded; an affluent and central-city bias in decision making; and a sometimes blurred boundary between Council and wider-city accountability.

We also identified some other potential gaps and issues with our existing approach including that: a large volume of initiatives does not necessarily equate to impact; that our choice and prioritisation of initiatives was not always systematic or evidence-based and was led by service areas rather than taking a cross-council or cross-city approach; and that a focus on internal improvements can dominate but be less visible and seem less relevant to service users and citizens.

## **Equality and Inclusion Team restructure**

Towards the end of 2021-22 the Equality and Inclusion Team began a restructure process to be fully implemented by early 2022-23. The purpose of the team restructure was to ensure alignment with our priorities for a new equality and inclusion programme, and to provide more investment in areas of growth (such as strategic and externally facing work) and a reduction in areas where more ownership needs to be taken across the Council (such as workforce initiatives).

This will put the newly structured Equality and Inclusion Team in a stronger position to:

- Deliver on the Council's Equality and Inclusion Strategy according to the associated metrics, with direct responsibility for:
  - external reputation and promoting innovative practice
  - external scrutiny and equality frameworks; response to Freedom of Information Requests, complaints and external enquiries as appropriate
  - management of key networks including Bristol Equality Network, Commission on Race Equality, Women's Commission, Race Equality Strategic Leaders' Group, Race Equality Covid-19 Steering Group and Race Equality H.R. Leaders' group and support for Disability Equality Commission,
- Develop and manage a new Equality and Inclusion Programme, including:
  - reviewing governance, quarterly and annual reporting, monitoring and evaluation
  - assessment of new initiatives and prioritisation of projects against programme aims
- Provide advice, guidance and organisational support for the Council including:
  - supporting business planning, budget setting and monitoring service equality plans

- overseeing Equality Impact Assessments and reviewing the process when needed
- new policies when required
- oversee support for staff led groups
- strategic overview of issues related to migration
- consultancy support for HR, Learning and Organisational Development, and other key teams

We expect that the new approach will provide a number of additional benefits including: an enhanced focus on external facing transformational work; more oversight and join-up across BCC teams; a dedicated resource to support monitoring and evaluation; better support for Staff Led Groups; encourage ownership in the rest of the Council for workforce related initiatives, support and leadership on cross-cutting migration issues ; and better alignment of related work areas that are currently split across several team members, such as oversight for networks and research.

## **Embedding our Equality and Inclusion Governance Structure**

Our corporate equality and inclusion governance structure helps to strengthen our governance and create formal opportunities for senior leaders and staff representatives to collaborate on equality and inclusion (E&I) work. As part of this structure, the Chief Executive is our senior equality and inclusion champion and Chairs the Strategic Equality and Inclusion Group.

### **Strategic Equality and Inclusion Leadership Group**

The aims of the Strategic Equality and Inclusion Leadership Group are:

- to give assurance to the Corporate Leadership Board that the council is fulfilling its legal obligations under the Equality Act 2010 and the Public Sector Equality Duty
- to ensure that ‘due regard’ is considered in all key decision-making processes
- to provide strategic leadership and direction on the implementation of the Council’s Equality and Inclusion (E&I) Policy and Strategy, to monitor and review performance against the strategic equality and inclusion objectives, and supporting Equality Action Plans to ensure meaningful change is taking place as an employer and in service delivery

Members champion, inspire and role-model behaviours that are aligned with the values of the council.

The group commissions, receives and considers reports from Council Directorates, Service Areas, Staff Led Groups, the Equality and Inclusion team, HR and Organisational Development teams to identify key strategic and operational issues relevant to equality and inclusion, and make recommendations as appropriate.

### **Directorate Equality and Inclusion Groups**

The aims of the Directorate Equality and Inclusion Groups are:

- To create a positive and supportive working environment that enables everyone to thrive and realise their maximum career potential and work-life balance, enabling directorate staff to deliver high quality services to the diverse citizens of Bristol.
- To provide a formal reporting mechanism to discuss and manage all equality and inclusion issues that relates to employment and service delivery across the Directorate and agree shared actions for improvement.
- To strategically oversee the work necessary to ensure that 'due regard' is considered in all key decision-making processes.
- To support the implementation of the Equality and Inclusion (E&I) Policy and Strategy actions, ensuring key actions are incorporated into individual E&I Service Action Plans.
- To manage and provide updates on the progress of E&I Service Action Plans, workforce metrics, Learning and Development programmes and Equality Impact Assessments/Equality Analysis; identify trends, hotspots, areas of concerns, improvements and share best practice
- To champion, inspire and role model behaviours that are aligned with the values of the council.
- To work with the Equality and Inclusion team, to ensure compliance with any legal requirements, standards, frameworks and implementation of best practice measures.
- To communicate and disseminate equality and inclusion information where relevant within their respective Directorate/ Service Areas, for example, promoting activities, learning and development programmes and raising awareness of the work of the Staff Led Groups.
- To ensure that appropriate mechanisms are in place to empower staff from all protected groups within the Directorate to achieve their full potential.
- To work with Staff Led Groups to raise their profile across the Directorate and Service Areas and work together on any joint initiatives or events relating to the Directorate/Service Areas.
- To be creative, innovative and identify best practice initiatives which will be presented and introduced into the BCC, where appropriate external individuals or organisations will be invited to share best practice and learning.

### **Directorate E+I Champions, and Service E+I Champions:**

The purpose of these roles is to:

- encourage a comfortable and safe working environment
- raise awareness of relevant equality and inclusion initiatives
- demonstrate positive behaviours to colleagues, partners and service users
- constructively challenge discrimination, harassment, and inappropriate behaviour in their setting
- signpost to new initiatives and events
- promote the Staff Led Groups' work plan across the Service Area (and Directorate for Directorate E+I Champions)
- respect confidentiality and adhere to the Council's values
- attend quarterly Directorate E&I Group meetings (Directorate E+I Champions)
- provide regular updates through team meetings highlighting best practice

- improve own and others' career and personal development
- read and share the documents/outputs from E&I Directorate meetings

### **Equality and Inclusion Director Sponsors**

We have established equality and inclusion sponsors at a senior leadership level. This provides visible leadership and helps to raise awareness by being a visible member or ally of particular equality groups, as well as to sponsor specific activities, and constructively challenge discrimination and harassment. Our senior leadership representation has since changed, however during the 2021-22 period our Director Sponsors were:

<b>Name</b>	<b>Title</b>	<b>Equality groups</b>
Nuala Gallagher	Director of Economy of Place	Age Gender
Simon Oliver	Director of Digital Transformation	Age Gender
Hugh Evans	Director of Adult Social Care	Disability
Tim O'Gara	Director of Legal and Democratic Services	Disability
Tim Borrett	Director of Policy, Strategy and Partnerships	LGBTQ+
Ann James	Director of Children and Families	LGBTQ+
Alison Hurley	Director of Education and Skills	Race
Christina Gray	Service Director Public Health	Race
Carol Slater	Health Equality Lead	Religion and belief

## **Staff Led Groups**

<p><b>embRACE Staff Network</b></p> <ul style="list-style-type: none"> <li>• we aim to support Bristol City Council to develop and maintain a safe and positive working environment for Black, Asian and minoritised staff and the elimination of racial discrimination for employees and citizens</li> <li>• we work in collaboration with and on behalf of our embRACE members in partnership with council teams on our top priorities: HR Operating Model; Leaving a Legacy; The Black Pound; Communication, Marketing &amp; Events; Workforce Development; Equality and Inclusion; Learning and Development</li> <li>• a platform for Black, Asian and minoritised staff to ensure their voices are heard and to help shape and develop a leadership approach that is more inclusive</li> <li>• be part of a wider community through the Members channel on Teams</li> <li>• ongoing events throughout the year covering the following themes: social, cultural, wellbeing, learning &amp; development</li> </ul>	<p><b>Disabled Colleagues Network</b></p> <ul style="list-style-type: none"> <li>• work with the council to improve the recruitment, retention, training and career developmental opportunities for colleagues with disabilities</li> <li>• ensure that disabled colleagues have a voice and are fully involved in helping shape and improve how Bristol City Council operates</li> <li>• maintain a network for Bristol City Council colleagues who have disabilities</li> <li>• provide a safe space in which issues can be raised with other Staff Led Groups to promote and champion diversity and equality issues</li> </ul>
<p><b>LGBT+ Employees Group</b></p> <ul style="list-style-type: none"> <li>• support and advise Bristol City Council in raising awareness on equality and diversity issues within the workplace</li> <li>• maintain a network for Bristol City Council employees from a Lesbian, Gay, Bisexual and Transgender (including Genderqueer, Non-Binary, Questioning, Intersex and Asexual) background to support one another on work related issues</li> <li>• continue to develop a working relationship with other Staff Led Groups (Staff Led Groups) including the Promoting Diversity in the Workforce Group</li> <li>• ensure that Staff Led Group staff have a voice and are fully involved in helping shape and improve how Bristol City Council operates</li> </ul>	<p><b>Young Professionals Network</b></p> <ul style="list-style-type: none"> <li>• support young staff working for the council with their development and wellbeing</li> <li>• promote a more diverse and younger workforce</li> <li>• provide training opportunities to staff: both to young people for their personal development, and to not-young people on how to support and encourage the young people they work with</li> <li>• provide a space for young employees to network and socialise with colleagues their own age</li> <li>• work with senior leaders on policies and programmes that support and promote young staff in the council and get more young people working with us</li> </ul>



Our Staff Led Groups act as ambassadors to the Council and help to make sure that decisions are properly informed by diverse and representative points of view. The groups are run by a committee of members who are employees that share a particular characteristic. Staff Led Groups work together to support the Council to have more inclusive policies, process and training. They support their members and facilitate initiatives and events to bring about organisational improvement and raise awareness.

Members elect a Chair, or Co-chairs, and organise steering groups for particular strands of work. This core team takes responsibility for leading the Staff Led Groups' agenda and delivery. Staff Led Groups hold a budget, and Chairs are given one day a week protected time to carry out their role. Our Staff Led Groups also have regular meetings with Equality and Inclusion, HR and Learning & Development teams to discuss work programmes.

## **Grievance resolution policy**

We drafted and consulted on a new Grievance Resolution Policy which was launched with effect from 1 April 2021. The new policy includes a survey to be completed by the employee when their grievance is concluded, which will provide a greater insight into how well grievances are being resolved. This information will be incorporated into our reporting moving forward.

## **Ethical and Equitable Investment Policy**

In 2021-22 we refreshed our Ethical and Equitable Investment Policy through co-design with key stakeholders to align with the Council's values and other ethical policies, to ensure it is equitable with regards to inclusive access to finance and addressing economic inequalities. The refreshed policy goes beyond applying exclusions and also sets out investment principles based on:

- being proactive in seeking out investments and investees that are ethical and equitable and provide a positive social and/or environmental impact alongside financial return
- incorporating equitable investment principles into the policy, which is a pioneering concept for local authority investments

Equitable investment principles have been developed and incorporated for the first time, to enable investments to be used as a lever to help address inequalities affecting disadvantaged groups and communities in Bristol, as well as groups under-represented when it comes to receiving investment. The principles are:

- a. Engaging with local groups – to ensure awareness of investment opportunities by local disadvantaged and under-represented group and improve their chances for successful application.
- b. Targeting investment – to empower communities that experience the greatest inequity. We will place greater weighting on investments which invest in communities and enable greater self-determination. Priority will also be given to investments that achieve positive impact on equalities issues affecting Bristol.
- c. Improving success – by identifying and removing barriers that prevent disadvantaged groups from applying and successfully securing investments.



- d. Collecting and monitoring equalities data – collecting equalities data specifically around investments to improve our intelligence and monitor and track progress and inform our targeted approach

## **Equality Impact Assessments**

The council uses Equality Impact Assessments (EqIAs) to examine the potential impact of our proposals on equality communities and make sure we meet our legal duties as defined by the Public Sector Equality Duty.

During 2021-22 we carried out 519 equality impact assessments – a significant increase from the 106 impact assessments and 98 equality relevance checks completed in the previous year. This was due in part to the success of our new equality impact assessment template and guidance which has been well received by Council staff with positive feedback from EqIA authors and managers.

Another contributing factor to the significant increase in EqIAs has been a new requirement in our procurement process for any contract with a value of £25,000+ to have an EqIA that covers the goods, services or works being procured. The purpose of these EqIAs is to influence service specifications, and to ensure that any potential issues such as disruption during works which might reduce accessibility or quality of life for particular groups are considered on a case-by-case basis and addressed in advance. Whilst for many proposals there may already be an existing EqIA for an overarching project or commissioning plan – this process helps to embed equalities thinking at an operational level as part of the planning and implementation of works, and to ensure that appointed contractors fully meet the differing requirements of Bristol's diverse citizens.

To streamline this process our Equality and Inclusion Team supported service areas who carry out a lot of works (such as Planned Maintenance and Responsive Repairs) to create template EqIAs that cover common considerations for broadly similar procurements. These templates are used as a starting point but need to be tailored to address any unique aspects of a specific procurement, and then reviewed in the usual way so that they do not become a 'tick box exercise'.

To support the roll out of our new EqIA process our Equality and Inclusion Team have continued to provide monthly face-to-face training for 68 officers in 2021-22. Feedback from this training has been positive with participants reporting a significant increase in their confidence in carrying out EqIAs; understanding of equalities groups in Bristol; knowledge of where to find equalities evidence and data; and insight into how proposals can affect different groups.

In addition to providing face-to-face training we have updated our e-learning module on Equality Impact Assessments with a new step-by-step video guide. This e-learning was completed by 916 employees in 2021-22.

## **Stonewall Workplace Equality Index**

As a public body we welcome ongoing peer review and scrutiny from a range of external organisations who provide unique perspectives and expertise. Our Equality and Inclusion Policy and Strategy 2018-2023 includes a commitment to work towards year on year improvement in the [Stonewall UK Workplace Equality Index](#) ranking.

However due to COVID-19 Stonewall changed the normal annual submission and benchmarking index for a year and replaced it with a comprehensive series of Workplace Equality Index Support sessions, which we engaged with. In 2021-22 the Council did not submit a Workplace Equality Index application, and instead focused on implementing the advice and support we have received about how we can develop and work in different areas of employment policy and practice.

## Disability Confident employer

The Disability Confident project team is working on three streams of work as laid out in the Disability Confident Action Plan. The action plan is a roadmap to help the Council to progress from Level 2 to Level 3 of the Disability Confident employer scheme. The process is based on a self-assessment model.

We are moving towards achieving the main requirements of the scheme which is about encouraging long term behavioural change and empowering employers to take action to improve how they attract, recruit, retain and develop disabled people in the workplace. The scheme has 3 levels designed to support employees on their disability confident journey these are:

- Level 1 signing up and showing your commitment
- Level 2 Being a disability confident employer
- Level 3 Being a leader and advising other businesses

Having signed up to show our commitment we have Progressed to 'Level 2 Disability Confident Employer'. This means we are further increasing our understanding of disability and building a reputation of an inclusive employer and helping new and existing disabled employees fulfil their true potential. The Council aspires to demonstrate that we have reached Level 3 of the Disability Confident employer scheme in 2022-23.

## Our workforce

**Equality Objective E02 – “To build an inclusive organisation where the workforce reflects the city we serve and the needs of all citizens, and where colleagues feel confident about being themselves at work”.**

This objective is about the council's role as an employer.

## Workforce diversity reporting

We produce a Workforce Diversity Dashboard on our intranet which is available to all managers so they can see differences in representation and outcomes for our staff based on their protected characteristics, which can be used to inform e.g. positive action and other initiatives to promote diversity. This is updated monthly and provides statistics for Headcount, Sickness, Starters and Leavers etc. from our HR records. It excludes data for Locally Managed Schools/Nurseries, Councillors, Casual, Seasonal and External Agency employees.

This workplace diversity report is based on the sensitive information that staff add to their employee profile on our HR Self-Service system, which we ask staff to add and update to

make sure our report is as complete, current and accurate as possible. It is anonymised, and granular reporting is not available for smaller teams, to avoid any risks of personal identification.

Please see [Workforce Diversity Data – Summary Analysis](#) below for more information about what this data shows us.

## **Workforce Strategy**

We have begun a refresh of the Workforce Strategy and action plan which is informed by: our new Corporate Strategy priorities; findings from our 2021 pulse survey results and 2022 staff survey; emerging workforce needs as we learn to live with Covid; and our new programme approach to equality and inclusion.

Our Workforce Strategy (last updated in 2020) provides the framework for our transformational journey to become a council that people are proud to work for, which delivers the corporate strategy priorities to high standards. This helps us to proactively meet the future challenges and requirements of the organisation through the six themes of the strategy: An empowering organisation; equality and inclusion; performance and talent development; health and wellbeing; structure, pay and policy; brand and recruitment.

## **Learning and Development**

See [Summary of our E&I Learning and Development Offer](#) section.

As part of the COVID-19 pandemic response we continued to ensure colleagues had full access to the learning and development programme and put in place new products to support them adapt to new ways of working.

A planned review of the Learning and Development programme took place with new elements being introduced. An example of these is a deaf awareness course which has initially been targeted at Housing and Landlord Services with 73 people trained so far. Positive feedback includes improved interactions and conversations between hearing and non-hearing colleagues.

Development sessions have been arranged for Diverse Recruiters to reflect on and share their experiences, skills and knowledge; network and access peer support; and build their influencing skills ensuring their voices are heard.

In addition to new courses, work has started on developing a diversity dashboard for Learning and Development which will be available to employees via The Source (council intranet) by summer 2022. This will provide information about take-up of courses across the diverse demographic of the council's workforce.

The review has also resulted in modifications to some courses, but many elements of the Learning and Development programme have been retained e.g. an equality and inclusion dedicated session within corporate induction which 216 new starters have participated in during 2021-22.

Other elements of the Learning and Development programme continue to be mandatory for particular groups of the workforce such as Equality Impact Assessment online learning where 916 completions were achieved during 2021-22. Managing Diversity is mandatory for managers and 642 leaders completed this eLearning during 2021-22.

All staff undertake mandatory “Your Rights and Responsibilities” eLearning with 1,548 eLearning course completions and 201 participants on the face-to-face course bringing the total number of the workforce to 5,990 and 404 respectively, (COVID-19 and the associated restrictions impacted on what was possible in terms of face-to-face development).

In addition, equality and inclusion related eLearning is available and accessible to the wider workforce covering subjects such as trans awareness and hate crime. Many key skills for inclusion are covered by coaching modules on subjects such as communication and through our face-to-face workshops on effective conversations.

### **Staff Led Group Support**

A range of support has been made available to Staff Led Groups including mentoring workshops for the Disabled Colleagues Network and Young Professionals Network, and a mentors' toolkit was developed. Staff Led Group Chairs can also have regular one-to-one support meetings with their Director Sponsors and the Head of Equality and Inclusion.

An induction pack was produced for the newly elected Staff Led Group Chairs containing information on the corporate strategy, values and behaviours, leadership development etc. In collaboration with Staff Led Groups a workshop has been scheduled for July 2022 to boost confidence in meetings for new chairs.

### **Cultural Intelligence**

190 colleagues attended the 2 day Leading with Cultural Intelligence workshop with a 30% increase in confidence reported following this. Due to the positive feedback, with colleagues starting to engage in more open discussions with their teams to ensure that cultural values are understood and respected, this programme will continue throughout 2022-23.

### **Talent Development Programme**

As part of the talent development strategy which was created in collaboration with staff led groups and trades unions the steering group continues to shape the work in this area. The programme is designed to provide opportunities for colleagues to develop their careers, develop positive action initiatives, and create a ‘talent pipeline’. Focus groups have helped develop initiatives including Grow Your Career hub and Diverse Voices, (more detail under Workforce Diversity Initiatives section).

### **Leadership and Management Development**

We have continued emphasizing equality and inclusion in leadership development and the leadership pipeline<sup>8</sup> which helps colleagues with their career development planning has been refreshed. This shows the expected leadership behaviours at each level, and

the learning and development opportunities to support their personal development plans.

39 colleagues have participated in the Leading Inclusively module of our Leadership Programme. This explores ways to embrace inclusion, acknowledging how bias/prejudices impact the workplace, preparing managers for difficult conversations and exploring approaches to challenge using non-violent communication. The Programme was refreshed to create more space for learning, reflection and time to practice as well as offering protected time with peers to share learning and experiences, (more detail on the Programme is available within the summary).

We also offer leadership development for new and aspiring managers with a manager toolkit 'key information for managers' which includes guidance on promoting equality and inclusion.

During 2021-22 Housing and Landlord Services commissioned specialist external equality and inclusion training for operational staff in our Planned Maintenance Service and Responsive Repairs teams. Attendees reported feeling more confident in how to challenge inappropriate behaviours, and how to have open conversations about equality and inclusion issues. Positive feedback included:

*"Tone was relaxed and engaging to those who might normally be defensive. Explaining banter good. Good conversations which encourage change to culture."*

*"I learnt a lot and how my role can make inclusivity better within BCC"*

*"Putting terms/names to things I've had feelings about. Understanding things from other people's perspective...was dreading coming if I'm honest as thought it would be boring but wasn't"*

*"Not lectured but discussions and thought provoking and has made me think about my role and how I conduct myself and me as a person - an excellent course"*

## Workforce diversity initiatives

### Diverse Voices

Diverse Voices – Director Experience was piloted. This positive action scheme was designed to increase the diversity of the council's senior leadership. 10 people participated in cohort one, 11 in cohort two. The scheme involves a package of coaching and development for existing managers as well as the opportunity for participants to take part in leadership forums such as Corporate Leadership Board each week for one month. This helps provide diverse perspectives in Council decision making, whilst offering a development opportunity for the participants.

A stakeholder group, involving Staff Led Groups and trade union representatives agreed that the next priority area is 'Diverse Voices – Team Leader Experience'. This is to give the cohort valuable experience of leading a team, which might not otherwise be available. A programme has been designed in collaboration with the stakeholder group and will launch in June 2022 with 16 participants.

## **Reverse Mentoring**

The Reverse Mentoring programme is open to all staff. It is an opportunity for our managers to learn from a diverse range of staff. This is through developing an understanding of viewpoints from under-represented groups within the Council.

For example, a manager may have little or no engagement with members of the LGBTQ+ community and seeks to expand on their understanding of issues and requests a mentor. It provides managers with the lived experiences of staff from diverse groups. Reverse Mentors will have an opportunity to mentor senior leaders to develop their equality and inclusion skills and receive advice or learn new skills in return.

Each pair meets for at least one hour a month for six months or has 6 meetings over a longer time period. They meet to talk about issues that affect colleagues from a diverse background or equality group such as race, ethnicity, gender, disability or sexual orientation.

### **Reverse Mentoring Experiences:**

'I joined the scheme because I wanted to understand how a particular diversity issue impacted someone with that characteristic in the workplace. Whilst ultimately you can never 'walk in someone else's shoes', I found my mentor to be really good at describing the issues they found in the workplace, and helping me understand discrimination, which is as both real and often unintended, from their perspective. In terms of turning my sensitivity to discrimination up, the scheme definitely worked for me.' Mentee – ICT Project Manager

'I really enjoyed taking part in reverse mentoring and would recommend it to any manager or employee to take part in. It was a great opportunity to speak to a manager that I wouldn't normally have come in to contact with and to learn from her. More to the point, it was a great opportunity for her to learn from me about LGBT issues in the workplace. I feel that we were able to have frank and open discussions and she has told me that it has changed the way that she will see and do things which is great news!' Mentor - Estate Management Supervisor

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## **Diverse Recruiters**

The Diverse Recruiters scheme is designed and managed by the Equalities and Inclusion Team to help us recruit the best talent for roles within the Council. The objective is to help managers and candidates get the best possible outcome from a job interview. Diverse Recruiters also help to ensure interview panels are aware of potential bias and have sufficient diversity of thought and experience. Our Diverse Recruiters scheme has a wide range of participants to ensure recruitment panels include members from under-represented groups in our workplace.

## **Project Bristol Internship**

Our Project Bristol Internship has been running for eight years and provides young people aged 18-24 years who have learning disabilities with a programme which aims to develop the skills required to match job opportunities within the council and help to obtain permanent roles or apprenticeships.



## **The Strive Internship**

We worked alongside Hargreaves Lansdown to establish the Strive Internship scheme which aims to offer at least 50 paid internships annually to Black, Asian and minority ethnic university students and graduates living or studying in the West of England. Internships last for a minimum of four and up to 12 weeks and are available across a range of organisations and sectors in the West of England.

In 2021-22 we hosted five interns at Bristol City Council in Finance; Mayor's Office; Communications; and Energy Service teams. At least one intern has gone on to secure employment with the Council, and we aim to expand these opportunities as the scheme continues.

For more information on what we achieved in 2021 please see the West of England Black Interns Impact Report.

## **Stepping Up Programme**

Stepping Up Bristol is an award-winning program for excellence in diversity and mentoring. The programme aims to unlock potential and develop talent while ensuring a fair representation of Black, Asian and minoritised ethnic, disabled people and women in positions of leadership.

It was launched in January 2018 as a city-wide accelerated Black, Asian and minoritised ethnic leadership experience and development opportunity - to create a diverse talent pool in Bristol and supply a ready flow of individuals with aspiration and skills to reach the more senior roles. The design of the talent pipeline and pool has been co-created with employers, and the programme has since been expanded to include women, and disabled participants (whether they are also of Black, Asian or minoritised ethnicity).

As a spin-off from the main Stepping Up programme, Horumar is a community-based project for Somali women. The programme provides Somali women with the right tools to increase their skills and knowledge to obtain meaningful, professional, well-paid self-employment or employment.

The programme has achieved positive outcomes in the acceleration of career development and enhancing civic leadership. In 2021-22 there were 80 participants. There have been 300+ participants since 2017; 100+ partnership organisations; 300+ paired mentors. Participants get the support of a dedicated virtual mentor during the duration of their training; join workshops online (or in person) and develop new leadership skills; access a dedicated e-learning account; undertake a stretch assignment; and get the support of a professional tutor.

For the next steps of Stepping Up it will change its name to Stepping Up Learning Academy, offer more tailored support to businesses - There'll also be another Stepping Up funded by WECA targeted at minoritized groups like the GRT community.

For more information see <https://www.stepsupbristol.com/>



## Workforce health and wellbeing

Supporting our colleagues' health and wellbeing is one of the top priorities in our Workforce Strategy. To address this priority we have:

- Delivered a range of workshops, webinars and resources to support mental health, wellbeing and resilience
- Introduced health and wellbeing plans – for colleagues to discuss and agree individual support arrangements
- Promoted the Mental Health First Aider scheme
- Procurement of a new Employee Assistance provider
- Launched a replacement corporate safety flagging system

### Reasonable adjustments for disabled colleagues

We have continued to undertake a range of activities to meet the needs of disabled colleagues including:

- providing day to day Disability Advisor Casework and reasonable adjustments support to Council staff and teams regarding disability and long-term condition related adjustments.
- leading and initiating activities relating to the Disability Confident Scheme working groups alongside the Disabled Colleagues Network and colleagues, as the organisation works towards Disability Leader status.
- informing the return to the workplace planning.
- providing up to date DSE assessments and advice adapting to meet the new ways of agile working.
- working collaboratively with the Disabled Colleagues Network to promote disability awareness events.

## Staff engagement

### Pulse Surveys

Because of the Covid-19 pandemic, we didn't carry out a full staff survey in 2021. Instead, we asked colleagues to complete a series of short pulse surveys to get their views on current issues in a way we could analyse and respond to quickly.

Our first pulse survey focussed on colleagues' mental and physical wellbeing, how useful our support for these has been during the pandemic and how we can continue to develop what we do in future. We heard from 1,750 employees who told us that being able to hold virtual meetings with colleagues was the most beneficial change, but that resources including self-service resources for setting up Display Screen Equipment at home and online wellbeing webinar sessions proved useful too. The top recommendation for the future was to provide additional guidance for colleagues working in a virtual world.

Another pulse survey focused on the quality of the conversations employees have with their line manager about performance and development, including what resources would make regular 1:1s more useful. The results gave us some encouraging news, including the fact that more than three quarters of respondents had a performance review/appraisal with their line manager in the past 12 months (despite the disruption of COVID-19 lockdowns). Similarly, just short of three quarters said that their line manager provided them with the right amount of feedback on how they are doing in their job. The responses also showed us that one area which can improve is the quality and content of these conversations. For example, nearly a third of respondents say they don't discuss and plan their learning and development needs with their line manager, and over half of respondents had not created a plan with their line manager for their career development and progression. In line with this, respondents' top option for the future was more online resources focused on helping them to develop their career – which we have now produced and shared.

### **Young Professionals Network survey**

In June 2021 our Young Professional Network's (YPN) staff led group carried out a survey for all those working at the council aged under 31, including apprentices and temporary staff.

The biggest concerns for young employees at the Council were:

- Career progression: a perceived lack of specific routes of progression with existing senior staff staying in role / not moving on, as well as stretches in the level of experience expected between grades, making it harder for staff at lower grades to gain promotion.
- Lack of personal development opportunities: few options to shadow other roles, and limited investment in young people's personal development, including difficulty accessing leadership training.
- Not being taken seriously: including not having skills recognised, ideas not being considered, and not being 'heard'.
- Working from home: young people disproportionately impacted due to shared accommodation and lack of space, as well as increased isolation and lack of opportunity to communicate with and learn from teams in person.

27% respondents said they joined because they wanted to make a difference or have a positive impact on the city. Other reasons for joining included there being the right role at the right time, people wanting a specific public sector role, and the benefits such as pensions, annual leave, and flexi-time. This shows that the organisation has a lot of reasons for young people to be attracted to it, and that young people's reasons for joining are not different from older colleagues' reasons.

43% of the respondents wanted to stay at the council in the future, 42% might want to stay and 15% do not expect themselves to be working for the organisation in three years' time. Reasons to continue working for the Council included being happy in current role and/or enjoying the work, having a team, long-term Bristol City Council plans, utilising opportunities for career progression, and having a fixed-term contract. Some respondents said that they would not stay at the Council as they did not see career progression options. Some said they would pursue changing a role/specialism or relocate to a different place.

In general young people were supportive of returning to the office so long as there was sufficient flexibility and choice, and they mostly felt supported by the Council throughout the lockdowns. Comments emphasised the importance of seeing colleagues face-to-face, and being around teams to gain experience and knowledge, as well as the social element.

A range of things to help apprentices feel supported were also suggested including meeting up with other apprentices, development opportunities and mentoring.

The results have informed a workplan for the Young Professionals Network, as well as some actions which have been passed on to other teams in the Council.

### **Developing a new gender identity and transitioning Policy**

Bristol City Council is considering its approach to gender identity and transitioning, aiming to develop a new policy to provide clarity on how best to support trans and gender diverse employees and service users, as well as ensuring other characteristics including sex-based protections are also correctly and lawfully accounted for in any approach we take.

In 2021-22 we sought colleagues' feedback on workforce related aspects of our proposed approach to ensure we were hearing all voices and that our workforce had the chance to identify and rectify any gaps, issues, or ambiguities. We had 55 responses to an online survey. Most respondents agreed with our overall approach, with helpful feedback and recommendations. We also held a workshop with members of the Council's LGBT+ Employee Group, with a follow on session for a small group of staff with relevant lived experience who gave us more specific advice on meeting the needs of non-binary and gender-fluid people, and people with variations in sex characteristics etc.

We plan to consult more widely on those aspects of the proposed policy approach which may impact on service users and citizens in 2022-23 which will inform a new policy.

### **Other staff engagement**

We have developed a transparent communication approach to ensure we reach staff with regular and timely updates about COVID-19; help them understand corporate priorities such as the budget position; provide wellbeing support; and celebrate success.

We have also introduced more engagement opportunities for colleagues to meet with senior leaders to discuss cross-cutting issues – such as corporate strategy workshops, budget drop-in sessions, and post COVID-19 working arrangements.

## **Social Care Workforce Race Equality Standard**

The Social Care Workforce Race Equality Standard (WRES) was developed by Skills for Care, as a tool to measure improvements in the workforce with respect to the experiences of Black & minority ethnic staff<sup>1</sup>. This initiative is run DHSC with Skills for Care having been rolled out in the NHS five year ago. Bristol applied to be one of 18 initial local

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<sup>11</sup> [Social Care Workforce Race Equality Standard \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)

authority sites implementing WRES in social care and our own Social Care WRES project was launched in April 2021.

The Social Care WRES creates a framework for progressing workforce race equality and promoting anti-racism. It requires local authorities to collect data on an annual basis on nine key metrics which highlight differences in experience of minority ethnic staff. Findings from these metrics are taken into account in subsequent action planning:

1. Percentage of employees from a minority ethnic background in each of the Council pay bands compared with the percentage of staff in the rest of the workforce
2. Comparative rate of employees from a minority ethnic background being appointed from shortlisting
3. Comparative rate of employees from a minority ethnic background entering the formal disciplinary process
4. Comparative rate of employees from a minority ethnic background entering the fitness to practice process
5. Comparative rate of employees from a minority ethnic background accessing funded non-mandatory CPD as compared to White staff
6. Percentage of employees from a minority ethnic background experiencing harassment, bullying or abuse from people who use social care, relatives or the public in last 12 months
7. Percentage of employees from a minority ethnic background experiencing harassment, bullying or abuse in the last 12 months from a) Colleague b) Manager
8. Comparative rate of employees from a minority ethnic background leaving the organisation during the last year
9. Percentage difference between organisations' senior management membership and its overall workforce and population

Our WRES Action Plan has been developed through a period of engagement and consultation with minority ethnic staff groups and through the involvement of staff representatives in the WRES Project Group. Consultation included a survey of social care staff in September 2021 - findings of which have been used to inform the Action Plan. The Action Plan has approval from Council leadership and progress will be monitored through our wider Equality and Inclusion governance structure.

## Equality Objective 2 - measures and outcomes

Measure	2020-21	Target	2021-22	Rating	Trend	Comment on Progress
Reduction in the gender, race and disability pay gaps:						
Gender pay gap (mean)	4.55%	3.75%	4.41%	Worse than target	↓ lower	See pay gap reports <a href="https://www.bristol.gov.uk/equality/equalities-success">Measuring equalities success - bristol.gov.uk</a> and Workforce Diversity Data – Summary Analysis section below for more details
Race pay gap (mean)	8.74%	7.5%	7.33%	Better than target	↓ lower	

Disability pay gap	2.82%	-	2.99%	-	↑ higher	Although below our target of 0% difference this is an improvement in performance compared to last year
Increase the percentage of employment offers made to people living in the 10% most deprived areas.	4.7%	6.5%	3.0%	Worse than target	↓ lower	
Difference between progression rate of Black, Asian and minoritised ethnic employees, and non-Black, Asian and minoritised ethnic employees.	0.55%	0.00%	0.08%	Worse than target	↓ lower	
Difference between progression rate of female and male employees.	-0.5%	0.0%	-0.3%	Worse than target	↓ lower	
Percentage of top earners who are women.	54%	56%	56%	On target	↑ Higher	
Year on year increases in the proportion of colleagues who self-declare their diversity characteristics.	Comparing end March 2021 diversity reports to the previous year our proportion of 'Unknown' diversity data has reduced for Ethnicity 6.4% (was 7.1%); Religion/Belief 7.7% (was 8.3%); and Sexual Orientation 6.6% (was 7.3%). However the proportion of 'Unknown' for Disability status has increased to 14.7% from 11.3%. Where we have recently included diversity monitoring for Marital Status and Trans Colleagues the proportion of unknowns is still high, although it is gradually improving as more colleagues provide this confidential information on our HR system					
Year on year improvement in the Stonewall Workplace Equality Index ranking.	Due to the challenges many employers faced in immediate response to the COVID-19 pandemic, Stonewall decided not to run the 2021 Workplace Equality Index <sup>12</sup> .					
Bristol City Council's workforce is broadly reflective of the demographics of the working age population in the communities we serve.			see Workforce Diversity Data – Summary Analysis section below for details			
Percentage of <u>grievances</u> from Black, Asian and minoritised ethnic colleagues	20.6%	-	15.6%	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details

Percentage of <u>grievances</u> from disabled colleagues	15.9%	-	19.3%	-	↑ Higher	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving Black, Asian and minoritised ethnic colleagues	17.1%	-	35.5%	-	↑ Higher	see Workforce Diversity Data – Summary Analysis section below for details
Percentage of <u>disciplinary</u> s involving disabled colleagues.	13.3%	-	11.8%	-	↓ lower	see Workforce Diversity Data – Summary Analysis section below for details

## Providing inclusive services

### **Equality Objective E03 – “To provide inclusive services which actively address inequality and exclusion and enable all of Bristol’s citizens to realise their potential and live safely”**

This objective is about the council’s role as a deliverer and commissioner of services.

### **Equality Action Plans**

As part of the annual business planning cycle all Council service areas carry out review of their functions to produce an updated Equality Action Plan. These plans prioritise relevant equality issues for their area of work, including addressing any under-representation and identifying ways to address them with measurable targets to track progress.

The actions in these plans link to the five objectives in the BCC Equality and Inclusion Policy and Strategy 2018-2023. Updated plans for 2021-22 were required to include specific actions and targets in relation to race equality, as part of our organisational response to the findings of an independent report by DWC Consulting<sup>2</sup>.

The Council has a key performance indicator (KPI) to “increase % of all Equality Action Plan actions reporting expected progress (or better)”, which acts as an aggregate to help us understand overall progress. Our target for this KPI is 80% and in 2021-22 the overall percentage of equality actions with expected or better progress was 84.5%.

End of year reporting indicates 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). Some actions were delayed due to COVID-19 related service interruptions and team staffing shortages.

<sup>2</sup> Advancing Equality and Inclusion Action Plan Closure Report ([bristol.gov.uk](http://bristol.gov.uk))

*Legal & Democratic Services has agreed three divisional equality & inclusion objectives to pursue in the coming year. These focus on ensuring that our division represents the diversity of the city, that each of us feels empowered to act as confident allies to colleagues, and to promote greater equality and inclusion in democratic processes in the city. To support the implementation of these objectives, we have set up a Working Group with members of staff from the division, which meets quarterly. Members of this group lead on developing particular workstreams in support of these objectives, for example holding focus groups with younger colleagues to understand their experience of our recruitment processes and how we can improve them, identifying best practice in recruitment and how to ensure managers are following it, and running events on E&I topics of interest to our colleagues. The Working Group is still in its first year, but we hope that it supports tangible change and improvements in our division over time.*

*As an example of action being taken by a particular service area, Legal Services has a rolling programme of Solicitor apprenticeships as an alternative route to qualification over 6 years. The service also offers paralegal apprenticeships over 2 years. Both are focussed on young people from disadvantaged communities in Bristol. Legal Services has also created a permanent paralegal training post to enable a successful apprentice to gain permanent employment and progress their qualifications. The Council supports training at both levels.*

## **Race Equality COVID-19 Steering Group**

The Race Equality COVID-19 Steering Group was set up with representation from a wide range of organisations to address policy recommendations from a rapid review on the impact of Covid-19 on people from Black, Asian and minoritised ethnic backgrounds, along with recommendations in the Public Health England 'Understanding the impacts on BAME communities' report. We continue to support the steering group to meet monthly and ensure the policy recommendations are adopted and implemented across Bristol.

Some of the outcomes of the group have been:

- Working with the Race Equality Strategic Leaders Group & HR Leaders group to develop work around representation in leadership
- Working across the health system to increase the data that is available to us
- Working with the community and partners to offer mobile community vaccination centres
- Developing culturally appropriate public health communications for communities about the vaccines.

During 2021-22 the steering group also facilitated events attended by nearly 600 people which were designed to help people make more informed decisions about the COVID19 vaccination. Speakers and panellists included doctors, consultants, scientists, public health and community leaders answering key questions about the vaccines. The events urged people to consider ensuring information received about the vaccine are genuine and to seek advice from medical experts about particular issues.

As COVID-19 restrictions ease across the city, the group will now be taking a collective view on also focusing on other health inequalities prevalent in Bristol which could benefit from multi agency initiatives through this group.



## Equality Objective 3 - measures and outcomes

Measure	2020-21	Target	2021-22	Rating	Trend	Comment on Progress
Increase % of all Equality Action Plan actions reporting expected progress (or better)	76%	80%	84.5%	Better than target	↑ Higher	End of year reporting indicates 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). Some actions were delayed due to COVID-19 related service interruptions and team staffing shortages.

## Our Role as a Leading Agency

**Equality Objective E04 – “To achieve a measurable increase in the extent to which communities facing inequality can share in and contribute to the city’s success”.**

This objective is about the council’s role as a leading agency in the city.

## Supporting our Mayoral Commissions

### Bristol Disability Equality Commission

The new Disability Equality Commission will work with Disabled people and organisations and city partners to help improve the lives and opportunities for those living in the city.

The commission is Chaired by Alun Davies who was appointed in September 2021. Alun has 40 years of experience as a national and local activist for equal rights and opportunities for Disabled people.

The commission has 11 commissioners who are Disabled people from intersectional communities, with organisational representation from Centre for Deaf and Hard of Hearing People; Bristol Disability Equality Forum; West of England Centre for Inclusive Living; and Bristol Reclaiming Independent Living.

The first task of the commission will be to listen to Disabled people about their experiences and priorities, which will inform action plan setting out what the commissions wants to focus on in the first four years.

### Bristol Women’s Commission

Bristol Women’s Commission was formed in 2013 as a partnership of key agencies across the city to meet Bristol’s obligations as a signatory to the European Charter for Equality between Women and Men in Public Life.

The Women's Commission has established multi-agency task groups to address Women's Safety; Women's Representation in Public Life (not currently active); Women and Girls' Education; Women's Health; Women and Economy; and Women in Business.

Since the report to Full Council in November 2021 the Women's Commission has provided strong responses to Government consultations on Women's Health which have been recognised and included in Government's vision for Women's Health the precursor to a national strategy. Penny Gane (Chair) was keynote speaker at the Department for Communities and Levelling Up International Women's Day celebrations which was attended by all government departments. She spoke about the work of the Women's Commission and One City's initiative to tackle period poverty, women's health and other priorities areas. The commission have worked with Mark Shelford and CC Sarah Crewe in setting up a regional Summit to tackle violence against women and girls.

For information about the commission's successes and reports please see their annual report to Full Council summarising the work undertaken by the commission during 2021 in areas of; Safety, Health, Education, Economy and Business: [Women's Commission - Full Council Report \(bristol.gov.uk\)](#)

<https://www.bristol.gov.uk/mayor/womens-commission>

### **Commission on Race Equality**

The Commission on Race Equality (CORE) was formed in 2018 and works in partnership with cross-sector networks to advance and prioritise race equality, influence local leaders, and increase the power and influence of Black, Asian and minoritized people in Bristol.

CORE has recruited a new chair Museji Takolia CBE, along with the recruitment of three new commissioners. Black South West Network (BSWN) continue to provide the secretariat function.

In November 2021, CoRE presented a progress report to Full Council detailing the contribution of the commission to policy locally and nationally, and the activities undertaken in the past year to tackle systemic racial inequality – including work streams for education, criminal justice, health and wellbeing, community engagement, and economy [Commission on Race Equality - Full Council Report 2021.pdf \(bristol.gov.uk\)](#)

For more information please see [bristolcore.co.uk](http://bristolcore.co.uk)

### **We Are Bristol History Commission**

Following the removal of the Colston statue in June 2020 the Mayor of Bristol, Marvin Rees, established the city's first ever History Commission. The Commission posed a series of questions to help us tell our full history and how we have become the city we are today. As we learn this fuller history and the key topics such as wars, protests, the harbour and the docks, manufacturing and industry, research and innovation, transport, slum clearances, housing, modern gentrification, migration and faith in the development of the city, we will be in a better position to understand who we are, how we got here and who we wish to commemorate.

The History Commission worked with the Culture & Creative Industries' museum team and created a temporary display of the statue in M Shed museum alongside a record-breaking public consultation exercise to engage the city and beyond in a conversation as to what should happen to the statue and the plinth. After the display closed the Commission prepared an in-depth report which considered perspectives shared by Bristolians and beyond. The report set out six recommendations as to the next steps for Bristol City Council to consider including what to do with the statue. This work will help us to manage our journey in building our city according to our commitment to equality, diversity and inclusion and finding a way to live with our differences. It is important that all perspectives continue to find a home in Bristol, and we live with our collective difference and go on a journey together.

For more information and access to the report please see: [We Are Bristol History Commission - bristol.gov.uk](https://www.bristol.gov.uk/we-are-bristol-history-commission)

### **Mayoral Commission on Domestic Abuse**

The Mayoral Commission on Domestic Abuse first formed in 2020. Twenty-eight local and national organisations took part in five themed workshops. These workshops produced the series of principles in a report to help prevent domestic abuse.

For more information please see [Mayoral Commission on Domestic Abuse Report - bristol.gov.uk](https://www.bristol.gov.uk/mayoral-commission-on-domestic-abuse-report)

### **Bristol Equality Charter and Bristol Equality Network**

In November 2018 we launched the [Bristol Equality Charter](https://www.bristol.gov.uk/bristol-equality-charter) - a city-wide initiative co-produced by 20+ private, public and voluntary sector organisations in conjunction with Bristol City Council. The charter sets out several commitments to help with the aim of making Bristol a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

The Bristol Equality Charter continues to have a growing number of signatories (now 190+) and our Equality and Inclusion Team provides ongoing support to the Bristol Equality Network, which is open to representatives of organisations who have signed the Bristol Equality Charter.

The purpose of the Bristol Equality Network is to support network members to achieve the aims and commitments of the Bristol Equality Charter, Develop excellent equality practice through cross-sector partnership working and knowledge sharing, and encourage more organisations to sign the Bristol Equality Charter and participate in the network. The network is chaired on a rotating basis and has four main meetings a year where members come together to promote partnership working and to share information and good practice.

The Bristol Equality Network continued to meet digitally throughout 2021-22. As well as working collaboratively on priority actions such as collaborating to provide meaningful work, apprenticeships and volunteering opportunities; promoting positive action activities; and improving city wide data on diversity to support the case for making changes, the Network held member sessions focusing on themes such as:

- Positive action initiatives
- Volunteering opportunities
- Neurodiversity and accessibility
- Muslims in Bristol and Britain

## **Bristol's Race Equality Strategic Leaders' Group**

The city-wide Race Equality Strategic Leaders' Group was first established in August 2015, in response to the Manifesto for Race Equality, to bring together all public sector organisations in the city to work collaboratively to tackle the endemic issues that the Manifesto raised and to make a difference to our communities. The aim of the group is to ensure we collectively tackle race inequality across Bristol by identifying opportunities and tackling issues through transparent approaches.

The group is a city-wide forum (currently Chaired by Bristol City Council) which now has full attendance and representation from 16 major public sector agencies in the City (all Health trusts, Universities, Criminal Justice agencies and the City Council), as well as excellent support and scrutiny from wider strategic partners such as SARI, Commission on Race Equality, VOSCUR & Black South West Network. To help deliver the strategies set by the group there is also support from the Bristol H.R. Leaders Group.

The group meets on a bi-monthly basis to discuss how all public sector city partners can work together to improve the opportunities and experiences of Black, Asian and minoritised ethnic individuals and take an action-centred approach to making a difference for Bristol communities.

Over the past years the momentum behind the group has grown significantly with ever increasing group membership and attendance at strategic levels. This has enabled the group to formally agree strategic and collaborative annual work plans and projects for delivery to produce tangible outputs to share through networks and with wider city stakeholders.

Some of the projects delivered by the group recently have included:

### **Race Equality Data Product Update 2021**

This 3<sup>rd</sup> iteration of one of the group's key strategic projects transparently presents how all major public sector agencies (and now other sector partners) in the City are performing in terms of race equality data, including detail on key H.R. indicators such as representation, pay, grievance, disciplinary and sickness data for over 50,000 employees within Bristol. This detailed work goes way beyond statutory guidelines for race data reporting with the aim of ensuring we achieve greater diversity and equality within our organisations.

This report again highlights areas of concern and significant challenges, as well detailing progress - to share these challenges openly and to encourage scrutiny and support from our many city partners to tackle these issues. We will utilise the report's key findings to drive an action plan for our group, to ensure we focus our collective efforts on addressing these most prominent matters. We have again, ensured that we improve the product during each iteration and there have been a range of very significant steps forward taking during this update. We have also included a focused area around Leadership

representation by ethnicity to align and support the Covid-19 race equality steering group action plan. We are now closely working with partners and specialists to effect change and improvement.

### **Launching Bristol's Race Eco System**



Bristol's Race Eco System is a simple visual display of the many groups, networks and partnerships that exist across Bristol in tackling race inequality. The aim being to produce a high level overview and directory for all interested parties to try and explain what a complex landscape in a clear and concise manner, to help facilitate even greater understanding and collaboration across stakeholders throughout the region. The document enables all users to easily find out more about many of the city's key groups, their priorities and make-up, as well as signposting to all websites where greater detail such as work plans, reports, terms of reference and membership can be found.

There has been a commitment throughout this process to ensure this is a 'living' document and we will continue to ensure the document adapts and grows to enable inclusion of wider race focused groups / projects or organisations as they request.

For more information please see [Bristol's Race Eco System - Bristol One City](#)

### **Race and the City 2 Events**

In 2021-22 the Race Equality Strategic Leaders' group launched Race & the City 2, a free programme of events open to the public, to explore ideas and answers. This programme followed the previous Race & the City Conference held by Bristol City Council in late 2019. This series of events was run in collaboration between Bristol City Council and race



focused partnerships and groups throughout the city and beyond. To date more than 500 stakeholders and community group members have attended these events.

At these five themed events, Bristol City Council and partner organisations facilitated discussion and engagement, as well as sharing key learnings and current and future priorities. The Race & the City 2 events were a mixture of webinars and in-person with a focus on tackling race inequality in five key areas:

- A spotlight on Health & Covid-19
- A spotlight on Recruitment and Employment
- A spotlight on Muslims in Bristol and their diversity
- A spotlight on Education
- A spotlight on Criminal Justice

For more information please see <https://www.bristoloncity.com/race-equality-strategic-leaders-group/>

## **Bristol Black Pound and Diverse Supplier Workstream**

We know that COVID-19 has had a disproportionate impact on small businesses, and 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<sup>3</sup>. During 2021-22 we carried out a range of activities to directly address the economic inequalities and imbalances affecting Black businesses and entrepreneurs in the UK and global diasporic communities.

The Bristol Black Pound project, which ended in March 2022 was instigated to address growing concerns that the council was not doing enough to support Black-led businesses, and to help assist adjusting economic inequalities that have affected the Black community historically (which have been exacerbated by COVID-19). The project has led to specific actions to improve access to procurement advice and guidance for diverse suppliers; to improve communication of available tenders and low value contracts to diverse suppliers; to increase data mapping and review through tender evaluation; and to clarify and standardise procurement policies.

We held a number of engagement workshops supported by Black South West Network and VOSCUR aimed at improving opportunities for local communities to bid for tendered opportunities. These will continue with future workshops aimed at local diverse SME's from Black and under-represented backgrounds, aimed at improving supplier access to procurement information, as well as gaining feedback to shape future sessions. Future workshops will include practical advice for providers such as procurement sustainability, access to tenders and e-tendering, details of upcoming tender opportunities etc.

### **Diversification of the Supply Chain**

In addition to the Social Value Policy and assessment of Modern-Day Slavery risks, we will:

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<sup>3</sup> [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](#)

- Establish a supplier diversity lead officer, dedicated to making a significant economic impact in the Black business community, assessing opportunities and leading on actions.
- Ensure that Black-owned and other diverse businesses have sustainable opportunities to work with the Council
- Improve the supplier diversity data we hold in our contract database and develop monitoring and reporting to focus action and measure success
- Promote use of known Black-owned and other diverse businesses to the extent of our powers within procurement rules (e.g. through requests for quotes)
- Actively encourage and provide training for Black-owned and other diverse businesses on how to register as potential suppliers to the Council and on how our tender processes work.
- Ensure greater engagement with and use of Black-owned and other diverse businesses (e.g. through co-design, research & stakeholder engagement, and finding other opportunities to promote use of Black businesses by other individuals and organisations)

## Equality Objective 4 - Measures and Outcomes

Measure	2020-22	Target <sup>19</sup>	2021-22	Rating	Trend	Comment on Progress
Ratio of consultation response rate for the most and least deprived 20% of Bristol citizens.	1.91%	1.7%	1.07%	Better than target	↓ lower	The end of year actual is much lower (better) than target and continues an improving trend towards parity in response rates (target value of 1) between people in the most deprived 20% and least deprived 20% areas of the city. The end of year figure is affected (positively) by a very high response rate to paper surveys targeting deprived communities with a survey on advertising of alcohol, gambling and unhealthy food.
Increase the percentage of people who feel they can influence local decisions.	21.1%	22.6%	20.6%	Worse than target	↓ lower	The 2021-22 figure is two percentage points worse than target and is 0.5 percentage points below the 2020-21 outturn, however, is still 3 percentage points higher than the low-point value in 2018/19. This PI is likely to be influenced by a wide range of factors, and the reduction in 2021/22 mirrors trends in other PIs observed in the Quality of Life survey. The positive response in 2020/21 was tentatively attributed to the council's work with communities in its response to the COVID-19 pandemic, plus the 'Your City Our Future' programme leading to Bristol's first citizens' assembly. The worsened perception in 2021/22 may reflect the return to more 'business as usual' conditions with the negative legacy of COVID-19 still impacting many people.



An increase in the proportion of Children in Care who meet and exceed their educational achievement outcomes.	Various measures					Bristol City Council has updated its <a href="#">Corporate Parenting Strategy and Pledge to our young people in care and care leavers</a> . Education, training and employment all feature in the documents
Reduce the number of people sleeping rough on a single night (BCC Quarterly Count)	43	60	45	Better than target	↑ Higher	The end of year figure is the lowest number reported for some time; likely to have been positively affected by winter pressure funding and "protect and vaccinate" programme
A reduction in the difference between high performing and poorly performing areas in the number of unemployed people.	7.5 (2019)	-	7.8%	-	↑ Higher	For people in full time work (QoL) the deprivation gap has increased from 7.5% in 2019 to 7.8% in 2021 (2020 results were skewed because of COVID-19). However, the actual percentage of people living in deprived areas in full time work has increased slightly from 66.7% to 69.7%. In terms of relative deprivation Bristol has seen its relative ranking improve (on six measures) and stay the same overall in income and employment scale <sup>20</sup> .
A reduction in the proportion of young people who are not in education, employment, or training (including destination unknown)	15%	4.9%	5.9%	Worse than target	↓ lower	Since improved data reporting figures remain steady reflecting activities in the Participation team to track and improve employment, education and training (EET) figures. Throughout the year we have seen an increase in the number of year 13's who have dropped out of education and the Council is working hard to get them re-engaged back into EET. Those that are year 12 and NEET we are making contact now to ensure that they have a place secured for Sept or if they need additional help and support. The % of unknown has been the lowest it has been due to the data clean work the teams have done. Currently this rests at 1.33%.
An increase in the proportion of residents in deprived areas who have access to the internet at home via home broadband, mobile phone, or mobile broadband.	92%	92%	91.3%	Worse than target	↓ lower	This forms part of the Digital Inclusion agenda set by the One City Digital Board and will be delivered through large-scale Digital Place and smaller-scale Council initiatives. Currently, we have delivered a pilot project broadband into high-rise buildings, and we actively promote discount schemes currently available via broadband/mobile providers to our citizens. We are looking longer-term for potential opportunities/partnerships to provide subsidised access to broadband using

						Council assets to our tenants and the wider communities
A reduction in the gap in life expectancy for men and women between the most deprived and least deprived areas.	9.6 years (M) 7.2 years (F)	9.6 years (M) 7.2 years (F)	9.9 years (M) 6.9 years (F)	Worse than target (M) Better than target (F)	↓ lower	The data for this indicator is released annually by Public Health England. A comprehensive programme of work is being led by public health to address health inequalities and improve life expectancy.

## Our role in the community

### Equality Objective E05 – “Progressive building of good relationships between different communities in Bristol so everyone is able to participate and contribute”

This objective is about the council's role in the community.

### Fostering good relations

Part of our Public Sector Equality Duty is to foster good relations between people who share a relevant protected characteristic and people who do not share it. This includes community activities to tackle prejudice (a stereotypical opinion or feeling about individuals who share a particular protected characteristic) and promote understanding (a proper knowledge of the real nature and circumstances of individuals who share a particular protected characteristic).

#### Examples of what we are doing now and will be doing in future

It is the diversity of our life experience and our personal understanding of inequity which enables us to connect with citizens with whom we have shared experience. We have colleagues who speak Arabic, Sudanese, Somali, Bangladeshi and Kurdish; born and bred in the places where we work; who identify as working class; women, young people, older people, Disabled people and LGBTQ+. This is what makes it possible to do our job well.

As with last year responding to the pandemic has been a significant part of our work with citizens and communities. We have continued to work with over 50 community hubs and community organisations focused on equity to get practical help and support to Bristolians wherever they live. This work is coordinated through the Community Exchange.

A freephone helpline 'We Are Bristol' continued to provide a single point of access to anyone who needed help. They were matched with a volunteer from one of the community hubs who was able to give them practical help e.g. with shopping or dog-walking, but also social connection and contact over the phone.

We have continued to build a network of Community Champions which has proved very effective in connecting more meaningfully with Black and minoritised communities. Champions are trusted and deeply rooted in their communities. They act as a bridge,

taking information into their communities in ways that are relevant and accessible and relaying information back. These roles have proved invaluable in building trust - reducing COVID-19 transmission and increasing vaccine take up.

This work was given a real boost in January 2021 when we appointed two Inclusive Community Facilitators focusing on Race Equality and Disability Equality which also adds to the diversity of our team which is so important for our work.

We have been learning learn from and building on what we have been able to achieve together in the way we work with communities.

We continue working with partners in ten neighbourhoods across Bristol to build communities – facilitating connections between neighbours and communities who may not otherwise come together to take action on shared interests including:

- one to one conversations with focus on residents who are not involved in their neighbourhood
- facilitating residents to take action in their neighbourhood
- connecting residents into opportunities within their neighbourhood and the city such as learning, education employment and wellbeing activities
- place based social action to foster good relations and promote understanding where hate crime and anti-social behaviour is impacting on citizens

We are developing an 'inclusive communities' approach in the way Bristol City Council and partners work in and with place-based communities to build more welcoming and inclusive places to live.

We have continued to develop the 'Growing the Power of Communities' initiative with two learning sites where Council, police and health services work together using a community development ethos.

We are facilitating the co-design and co-development of Frome Gate and Victoria Gardens regeneration work using the principle of place-making to engage residents and equalities communities in the process of planning and design.

Future Parks - we are working alongside five voluntary sector organisations who work with equality groups to make sure everyone has an opportunity to take action in their local park.

We will continue to collaborate with others to create spaces for sharing knowledge, insight and experience between place-based communities and communities of interest to build alliances and understanding such as:

- community conversations and play events, linking residents of different areas of Bristol e.g. Hartcliffe with St Pauls and Easton areas
- working alongside residents to host people power events where community activists and communities of interest across the city meet to share knowledge and expertise
- delivering training workshops on the tools and principles of asset-based community development
- community conversations focussing on children and young people leading to re-opening of a youth centre and youth provision with local people leading the change

In March 2021 we invited applications from the community and voluntary organisations to the Bristol Impact Fund which has the overall purpose of addressing inequity and build our resilience as a city. Through this we have increased our investment in Black-led and Disabled people-led groups. A commitment was also made to explore setting up a group run by and for people with learning difficulties which is being progressed by a group of partners.

In March we awarded the Enabling the Community and Voluntary Sector grant to both Voscur and Black South-West Network which is about building the capacity and infrastructure of the sector and to working towards a strategic collaboration with equity at the heart of the approach.

## Equality Objective 5 - measures and outcomes

Measure	2020-21	Target <sup>21</sup>	2021-22	Rating	Trend	Comment on Progress
Reduce % living in the most deprived areas who say they lack information to get involved in the community.	34.3%	34%	27.7%	Better than target	↓ Lower	During the first phase of the pandemic there was an impressive community led response and neighbourly connections with a real drive to communicate and reach out. Bristol has a strong network of community and voluntary organisations working really hard to support their communities whilst also grappling with the ongoing challenge of COVID 19 and all that comes with it.
An increase in the proportion of residents who report they see friends and family as often as they like.	73.20%	76%	77.0%	Better than target	↑ higher	Vaccines and end of restrictions will have led to more face to face connectivity. This should lead to an increase. However, it is also possible face to face is happening but less often than online or that face to face is happening in addition to online.
Reduce % living in the most deprived areas who feel 'fear of crime affects my day to day life'.	33.2	-	35.5%	-	↑ higher	This percentage has returned to 2019 levels after a slight improvement in 2020, which may have been related to COVID-19 lockdown measures leading to a significant overall reduction in crime and antisocial behaviour.
Increase in the proportion of residents in the most deprived areas who report that people in their area from different backgrounds get on well.	51.6%	-	56.7%	-	↑ higher	Whilst the proportion of residents in the most deprived areas who say people in their area from different backgrounds get on, the 'deprivation gap' between this and the average for Bristol overall is slightly worse than in 2020 at 5.8%

Increase % satisfied (in deprived areas) with the range and quality of outdoor events.	40.3%	50%	39.6%	Worse than target	↓ lower	There has been a slight reduction in satisfaction from residents in the 10% most deprived areas of the city with the range and quality of outdoor events. However across the whole city there was a greater drop overall (51.6% down from 57%.) Outdoor events were gradually being re-established with the easing of restrictions from July 2021 although the usual big scale events for the city, such as Harbour Festival and the Balloon Fiesta were either not held or took place with a revised offer. Work continued with events organisers to encourage them to broaden the events offer beyond the city centre to the wider city to enable more people to feel able to participate.
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Reduction in proportion of residents who report experiencing discrimination or harassment in the past year:

% pregnant women or women who have given birth in past 6 months, who have suffered discrimination or harassment	21.2%	-	14.7%	-	↓ lower	<p>The Quality of Life in Bristol Survey shows that overall there has been a reduction in the proportion of Bristol residents who report experiencing discrimination or harassment in the past year, although over 1 in 10 people said they were a victim of sex or gender discrimination or harassment in the last year, and this was higher for young people aged 16-24, LGBTQ+ people, and those living in private rented accommodation.</p> <p>Interpreting this data can be complex because we want to see an increase in people recognising (and reporting) problematic behaviour, but at the same time we also want the overall level of incidents to reduce.</p>
% victim of age discrimination or harassment in last year	7%	-	5.2%	-	↓ lower	
% victim of disability discrimination or harassment in last year	3.2%	-	3.3%	-	↓ lower	
% victim of discrimination or harassment in last year due to sexual orientation	2.6%	-	2.3%	-	↓ lower	
% victim of racial discrimination or harassment in last year	6.8%	-	4.9%	-	↓ lower	

% victim of religious discrimination or harassment in last year	2.3%	-	1.7%	-	↓ lower	
% victim of sex or gender discrimination or harassment in last year	9.9%	-	12%	-	↑ Higher	
Increase the % of people in the most deprived areas who are satisfied with their local area	49.1	49.0%	50.6%	Better than target	↑ Higher	Although there has been small improvement, and this measure is Better than target, it is possible the deprivation gap will widen as the long term impact of the COVID-19 pandemic is felt in terms of poverty, access to jobs and wellbeing – as in some areas with high there has been anti-social behaviour and criminal activity including violence and hate crime.

## Summary of E&I Learning and Development Offer

Detail is provided below for a few elements of the E&I related training and development. Further information is contained in other sections of this report, e.g. under Workforce Diversity Initiatives and/or on the Source in "Time to Learn", the council's catalogue.

### E-learning available through Learning Hub

- A Guide to the Menopause
- Equality and Diversity – Your Rights and Responsibilities
- Equality Impact Assessments
- Hybrid Working
- Introduction to Reasonable Adjustments
- Managing Diversity
- Managing Mental Health at Work
- Managing Stress and Anxiety
- Navigating Change
- Recruitment and Selection refresher
- Trans Inclusive Guidance

### Trainer Facilitated Courses available through ESS – Employee Self Service - on iTrent<sup>4</sup>

- Autism Spectrum Conditions
- Corporate Induction which includes an equality and inclusion session
- Cultural Intelligence

<sup>4</sup> Internal link only

- Deaf Awareness
- Diverse Recruiters (continuing development/refresher)
- Equality Impact Assessment
- Giving Constructive Feedback
- Leading Inclusively
- Mental Health First Aid
- Recruitment and Selection
- Rights and Responsibilities
- Stepping Up
- Supporting Attendance with Effective Conversations

## **Cultural Intelligence**

This 2-day workshop encourages participants to explore their ability in working and relating effectively in culturally diverse situations. Participants reflect on their CQ self-assessment results and review methods to raise:

- self-awareness of how culture influences interactions with others
- understanding of how to develop and apply CQ
- effectiveness in working with multicultural colleagues and customers

## **Leadership Programme**

There are 5 modules:

- Working Smarter – helping build skills and confidence to feel more in control of workloads and make space for thinking, (with an e-learning module on how to avoid burn-out)
- Working Together
- Leading Inclusively – exploring ways to embrace inclusion, acknowledging how bias/prejudices impact the workplace, preparing managers for difficult conversations, exploring approaches to challenge using non-violent communication
- Developing Talent – empowering managers to have good career conversations and build the talent and skills in their team.
- Leading Sustainably - acknowledging and addressing the climate and ecological emergencies that we are in, and through doing so, focus on team building and personal development

## **Rights and Responsibilities Training**

This is for teams who have identified that there is some learning required around equalities, unconscious bias and microaggressions/ inclusive attitudes. The 2-hour course is designed to explore individual/ societal attitudes to equality & diversity inclusion with a focus on unconscious biases, explaining micro-aggressive behaviours. Attendees review Bristol City Council's organisational values and behaviours and discuss their importance in building a safe and inclusive place of work. Other learning outcomes include gaining an understanding of our legal duty under the Equality Act 2010 and demonstrating how to challenge inappropriate/ unacceptable language and behaviours and microaggression.



## Workforce Diversity Data – summary analysis

Data in this section is a snapshot of workforce diversity on 31<sup>st</sup> March 2022 – the end of the 2021-22 time period for this report.

### Bristol City Council's overall workforce representation by characteristic

Characteristic Category	Headcount	BCC Headcount %	Bristol population (16-64) %
16 - 29	778	11.9%	39%
30 - 39	1413	21.6%	24%
40 - 49	1551	23.7%	16%
50 - 64	2588	39.6%	21%
65 +	210	3.2%	-
Disabled	593	9.1%	12%
Not Disabled	4808	73.5%	88%
Prefer not to state Disability	208	3.2%	-
Unknown Disability	931	14.3%	-
Asian or Asian British	173	2.6%	5.8%
Black or Black British	336	5.1%	5.3%
Mixed Ethnicity	224	3.4%	2.9%
Other Ethnic Groups	28	0.4%	1.0%
White	5266	80.5%	85%
Prefer not to state Ethnicity	97	1.5%	-
Unknown Ethnicity	416	6.4%	-
Female	3946	60.3%	49%
Male	2567	39.3%	51%
I use another term	7	0.1%	-
Prefer not to say	20	0.3%	-
Civil Partnership	12	0.2%	-
Declared Partnership	16	0.2%	-
Divorced	48	0.7%	-
Married	681	10.4%	-
Partner	217	3.3%	-
Single	566	8.7%	-
Widowed	4	0.1%	-
Prefer not to state Marital Status	85	1.3%	-
Unknown Marital Status	4911	75.1%	-

Characteristic Category	Headcount	BCC Headcount %	Bristol population (16-64) %
Christian	1759	26.9%	43.5%
Other religion or belief	426	6.5%	7.3%
No religion or belief	2615	40.0%	41.5%
Prefer not to state Religion	1244	19.0%	7.7%
Unknown Religion	496	7.6%	-
LGB	371	5.7%	9.1%
Heterosexual	4559	69.7%	90.9%
Prefer not to state Sexual Orientation	1178	18.0%	-
Unknown Sexual Orientation	432	6.6%	-
Trans Person	5	0.1%	-
Not Trans Person	2059	31.5%	-
Prefer not to state Trans	55	0.8%	-
Unknown Trans	4421	67.6%	-

## Age

### Recruitment and representation

The number of employees aged 16 to 29 as a proportion of our entire workforce has been slowly increasing over the past few years, but this increase has somewhat plateaued from 12% in March 2021 to 12.6% in March 2022. There remains a considerable under-representation of young people working for the Council in comparison with the 39% Bristol working age population in this age band.

The proportion of council starters who are aged 16-29 was 31.5%. Younger employees are more likely to be employed on fixed term contracts and go on a secondment than older employees, and 27.1% of leavers were aged under 30.

Numbers of employees aged 50+ plus as a proportion of the entire workforce has been slowly increasing over the last five years.

### Pay

13.9% of employees aged 16-29, and 21.2% of employees aged 65+ were paid less than £20,000 per year, compared to 8.8% of the Council workforce overall.

### Grievance and disciplinary

Employees in the 50-64 years age range were more likely to submit a grievance than other age groups, and younger employees were less likely to submit a grievance. The proportion of disciplinaries by age band was slightly higher for employees are aged 50+.

## Disabled people

### Recruitment and representation

Over the previous five years the overall proportion of Disabled employees has been stable and slowly increasing, with some variance between the directorates in the proportion of Disabled employees. At end of March 2021 there were 581 (9.1%) employees who said they were Disabled, compared to 12% for the Bristol working age population. There was an increase from 6.5% to 9.3% of candidates who considered themselves to be Disabled being offered a job.

### Pay

The council's disability pay gap at end March 2022 indicates that the mean pay for non-Disabled staff was 2.99% higher than that of Disabled staff (slightly higher than 2.89% at the end of March 2021).

### Grievance and disciplinary

Disabled employees were over-represented in those submitting grievances (19.3%), and subject to disciplinaries (11.8%).

## Ethnicity

### Recruitment and representation

The overall percentage of the council's Black, Asian and minoritised ethnic workforce has decreased slightly from 11.9% to 11.7%, which is somewhat less than the official working age population comparison for Bristol of 13% (based on 2011 Census proportions which are likely to be higher now). Within this comparison there was a significant underrepresentation of Asian or Asian British employees (2.5% compared to the Bristol working age population of 5.8%).

The difference between progression rate of Black, Asian and minoritised ethnic employees, and non-Black, Asian and minoritised ethnic employees has improved significantly compared to 2021 (0.55%) and is minimal for 2022 at 0.08%.

### Pay

Black, Asian and minoritised ethnic employees were proportionally under-represented on higher salary bands. The council's race pay gap analysis indicates that mean pay for White British employees is 7.33% higher than that of Black, Asian and minoritised ethnic staff (this has been reducing year on year and was 15.38% in 2017). 11.1% of Asian/Asian British; 19.6% of Black/Black British; and 14.3% of Mixed Ethnicity employees were paid less than £20,000 per year, compared to 8.8% of the Council workforce overall.

### Grievance and disciplinary

	Subject to Disciplinary #	Subject to Disciplinary %	Raised a Grievance #	Raised a Grievance %	Proportion of Workforce %
Asian or Asian British	4	5.3%	2	3.4%	2.7%
Black or Black British	12	17.6%	6	10.2%	5.1%
Mixed	7	10.3%	1	1.7%	3.5%

Other Ethnic Groups	1	1.5%	0	0.0%	0.4%
White	40	58.8%	40	67.8%	80.3%
Prefer not to say	0	0.0%	6	10.2%	1.4%
Unknown	4	5.9%	4	6.8%	6.6%
Total	68	100%	59	100%	100%

Overall case number are small and equate to 0.01% of the Council's workforce. Black, Asian and minoritised ethnic employees were statistically more likely to raise formal grievances (11.9%) and be subject to disciplinaries (34.7%). The number of grievances has fallen compared to the same time in 2021 (13 cases). We have seen a fall in the number of disciplinary cases compared to the same time in 2021 (75 cases). In relation to White employees, there has been a reduction of 14.5% reduction in the number of disciplinary cases and a 6.8% decrease in the number of grievances.

## Sex

### Recruitment and representation

Men were somewhat under-represented in our workforce (39.3%) however there was wide variance between the directorates in the proportion of female and male employees, and in some service areas women are under-represented.

There was a disparity between male and female employees working full time and part time. The full-time working ratio split was 52:48 in favour of males, whereas part time workers were 81% female. This was influenced by the far higher proportion of women tending to seek a home life balance for family commitments compared to men and therefore tend to be attracted to part time roles that can fit around childcare provision. The council has a Flexible Working Policy<sup>25</sup> and is committed to helping all its employees achieve a balance between their working life and other priorities such as parental and caring responsibilities etc.

### Pay

We publish our gender pay gap every 12 months. The gender pay gap report shows the pay gap between female and male Bristol City Council employees. In March 2022 the mean average pay for men was 4.41% higher than that of women, and the median average for men was 11.05% higher than that of women. The difference between the mean and median figures is due to the high proportion of women in the top quartiles of employees, whilst female employees are still over-represented on the lowest salary bands. The median gender pay gap is also significantly lower than the national average of 15.5% (2021).

Bristol City Council will continue to address the ongoing difference in both mean and median percentages through further analysis of the reasons for disparity at a service level, and our Workforce Strategy will set out measures to make the Council a fairer and more representative employer.

### Grievance and disciplinary

Men are over-represented in those raising grievances (47.0%) and subject to disciplinary measures (52.6%) compared to their overall representation in the council workforce).

## Religion and Belief

### Recruitment and representation

The proportion of employees from Other (non-Christian) faith groups is 6.5%, slightly lower than 7.3% for Bristol working age population. The proportion of employees declaring themselves as having no religion or belief has been increasing over the last five years and is now 41% which is representative of the local working age population.

### Pay

The proportion of employees from non-Christian faith groups who were paid less than £20,000 per year was 15.4% compared to 8.8% for the Council workforce overall.

### Grievance and disciplinary

Christian employees are over-represented in disciplinaries (40.8%), and grievances (34.9%) compared to their representation in the workforce (25.8%).

## Sexual Orientation

### Recruitment and representation

The overall proportion of council employees who have told us in confidential diversity monitoring they are lesbian, gay or bisexual (LGB) is 5.8%. The proportion of LGB starters is 10%, and the proportion of leavers is 7.1% however 8.4% of employees prefer not to declare this information.

### Grievance and disciplinary

LGB employees are somewhat less likely to be raise grievance processes in the council, and Heterosexual employees are slightly over-represented in those who are subject to disciplinaries (75% compared to being 69.9% of overall workforce).

## Trans Colleagues

In 2020-21 we began including reporting of Bristol City Council employees who have answered the question "Do you consider yourself to be Trans?" on confidential HR records. At end of March 2022 65.8% of employees had not yet responded to this question (an improvement from 80.5% at the end of 2021) and only six employees had answered 'yes'.

There is no local economically active comparison to benchmark the number of trans employees, and we do not have an accurate picture of how many trans people there are in the UK or locally. The best estimate currently is that around one per cent of the UK population might identify as trans, including people who identify as non-binary. That would mean about 600,000 trans and non-binary people in Britain, out of a population of over 60 million<sup>27</sup>.

On the same basis there may be over 4,600 trans and non-binary people living in Bristol<sup>28</sup>. The numbers of people in Britain who have obtained a gender recognition certificate are much smaller (less than 5,000 people in 2018).