

Equality Impact Assessment [version 2.9]



Title: International Strategy refresh	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Resources	Lead Officer name: Caroline Twigg
Service Area: International Affairs	Lead Officer role: Head of International Affairs

Step 1: What do we want to do?

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

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

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

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

The strategy refresh is aimed at all members of the public in Bristol and abroad who read the international strategy. This might be people interested in the city's international outreach and activity globally, as well as those wanting to understand more about people with international links who live in Bristol.

The key actions taken were updates to the international strategy first written in 2017, to better reflect the global context and Bristol's international activity and priorities. This has already been done, in consultation with organisations and individuals in the city, and is brought to Cabinet in September 2022 for information only.

More detail here:

Bristol's International Strategy was written in 2017, [Bristol: Global City Working with the world for local and global benefit](#), recognising the city's diversity and connections with over 91 languages, 187 countries of birth and 45 religions, its growing international reputation with titles from European Green Capital to City of Sanctuary. The intention was that an international strategy and cross-sector International Board would enable us to have focused and aligned international engagement to bring social and economic benefits to the city.

Since the strategy was written, the idea and importance of city diplomacy has gathered momentum. City diplomacy is where cities need to have proactive international engagement to influence national and international policy and governance structures that directly impact on our citizens and businesses. This is starting to open channels for the city both nationally and internationally at the UN level, for example shown through the COP climate emergency negotiations. There is also increasing recognition of the 'soft power' of cities through our international diaspora, civic/city links, cultural assets and vibrancy, sport, creative economies etc, which lead to wider prosperity opportunities through trade and investment but also trusted relations around the world to work with partners on shared challenges and implementation of the UN Sustainable Development Goals.

One of the four outcomes stated in the strategy was to build on the cultural, educational, and economic links of Bristol's citizens and businesses, including those of international heritage and young global citizens, to create a cohesive, vibrant, and welcoming city. In early 2022, five years after its launch, the strategy was updated to focus on this strategy and put more emphasis on

inclusivity by work with Bristol's international diaspora, as well as updates to tense and language. This was done in consultation with all International Strategy Board members.

The diaspora work included two over-arching research aims and four sub-objectives:

1. To develop a better understanding of the global links our diaspora citizens, businesses and communities hold.
2. To identify community and business interest and opportunities to grow those links and what support from 'the city' would be required to achieve this. Including around:
 - a. increased trade and investment and new business opportunities,
 - b. increased cultural and educational links, to promote greater understanding, respect and value of peoples' heritage and pride in our diversity.
 - c. a shared commitment to global values through local delivery/contribution of the UN Sustainable Development goals within Bristol and our connected cities (including research and innovation and shared leadership).
 - d. increased international engagement more generally (profile of Bristol globally and to attract visitors/those wanting to work and study in Bristol).

Whilst the first key aim was originally set out to include a mapping exercise of all Bristol diaspora's global links, this was not a feasible objective within the capacity and timescale assigned to the project. However, general recommendations on how to deepen the understanding of diaspora global links will be included in light of the new 2021 CENSUS dataset to be soon made available. An integration of the qualitative data collected for this research with the quantitative data soon to be made available by central government will result in a comprehensive mapping of Bristol diaspora links and communities.

Additional information: according to the Population of Bristol report , the Black, Asian and Minority Ethnic group (BAME) population (all groups with the exception of all the White groups) make up 16% of the total population in Bristol. This is an increase from 8.2% of all people in 2001. 'White British' make up 78% of all people and 'White non-British' make up 6% of all people. 'White non-British' include the Eastern European population as well as 'White Irish' and 'White Gypsy or Irish traveller'. Overall, people who are not 'White British' make up 22% of the total population in Bristol - this is an increase from 12% of all people in 2001. Although all parts of the city have experienced changes in population numbers since 2001, changes to population characteristics have been concentrated in the inner city and inner east areas of the city, in particular in the wards of Lawrence Hill, Ashley, Easton and Eastville. Central ward has also experienced a large growth in population but this is mainly attributable to a large increase in the number of students since 2001, in particular international students.

Note: the international diaspora in the city describes those citizens who live, work, or study in the city and maintain contact or relationship with their country of origin and can refer to lived diaspora (born overseas and living in Bristol); ancestral and next generation diaspora (born in Bristol/U.K. with heritage links overseas) and affinity diaspora (who have worked or studied in Bristol).

1.2 Who will the proposal have the potential to affect?

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

1.3 Will the proposal have an equality impact?

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

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

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

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

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

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

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

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

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Recent census data – waiting for updated information on demographics about diaspora in Bristol (age, race, sex)	The demographics of our international diaspora in different wards in the city
BSWN reports (race)	Types of businesses and sometimes international links by the BAME business community in the city
Diaspora working group report 'Report – An Exploration of the City's International Entrepreneurship, Global Identities and Shared Values' (race)	There are areas where a focus on the city's diaspora's trade and business relationships could support wider city goals eg raising Bristol's profile and attracting investment
Additional comments:	

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

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

2.3 Are there any gaps in the evidence base?

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

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

Updated census information isn't yet available

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

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

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

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

All Board members were consulted on the strategy refresh. The Board members represent different organisations and communities in the city including Chair of the Honorary Consuls group, 91 Ways, Culture team, international business representatives.

In addition, a diaspora working group was set up to focus on this element of the strategy. Members represent different parts of Bristol actively working in or with the international diaspora, ie:

- Cllr Asher Craig - CHAIR
- Kalpna Woolf - 91 Ways
- Dr Razvan Constantinescu - Chair of Bristol Honorary Consul group
- Silas Adekunle - International Ambassador and founder and CEO of Reach Robotics
- Mena Fombo - International Ambassador and Founder of Black Girl Convention
- Junior Sheikh - CEO of Bristol based MTM Awards
- Primrose Granville – Journalist, Community and business projects with Jamaican and Caribbean Community
- Dennis Hu - CEO at Bristol based Make it China Ltd,
- Zahra Kosar - Founder of Horumar – Bristol's Somali Womans Support Programme and Mental Health Co-ordinator at Somali Resource Centre
- Julio Mkok - Bristol Student Union Affairs Officer
- Ania Borowiec - Wellbeing Practitioner and Social Prescribing Link Worker at Wellspring Healthy Living Centre, Barton Hill
- Shiv Sama - Chair of Bristol based Avon Indian Community Association
- Forward Maisokwadzo - Mayor's Inclusion Adviser on Migration, Board of Africa Voices Forum
- Revd Mark Nam - Assistant Curate at United Church in Longwell Green and St, Anne's, Diocese of Bristol.
- Sibusiso Tshabalala - Member of Bristol Commonwealth Society. Founder of Cognitive Paths
- Arif Khan – Chair of Bristol Mosques
- Sado Jirde - Director of Black South West Network
- Peninah Achieng-Kindberg - Board Advisor/Trustee on Africa Voices Forum and Chartered Account

2.5 How will engagement with stakeholders continue?

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

The diaspora working group will continue to be linked by email, and the International Strategy Board will continue to meet quarterly, chaired by the Mayor. The strategy is reviewed annually and the updates will naturally be part of this process.

Step 3: Who might the proposal impact?

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

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

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

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

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
No negative impacts are anticipated on people based on their protected characteristics	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

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

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

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

Focused work with the international diaspora in Bristol will help create understanding and empathy, and is likely to provide increased opportunities for minority groups in the city. It will support our Public Sector Equality Duty – see section 4.1.

Step 4: Impact

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

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

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

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

None found

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

The refresh will support our Public Sector Equality Duty to 'advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it', and 'foster good relations between persons who share a relevant protected characteristic and persons who do not share it' (in this case, particularly race). This includes identifying opportunities to tackle prejudice or promote understanding (eg challenging stereotypes related to race).

4.2 Action Plan

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

Improvement / action required	Responsible Officer	Timescale
Review most recent census data when available – to understand whether there are unexpected data which should be considered on assessing the strategy at its next annual review, or sooner with specific stakeholders if necessary	Caroline Twigg	Asap when available

Improvement / action required	Responsible Officer	Timescale

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

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

A service KPI 2017-2022 was 'level of satisfaction of the Board members' about the work to deliver the strategy, and was always over 80% when annually analysed. The international strategy is reviewed annually by the International Affairs team and the International Strategy Board. Adaptations to the work programme are then considered if necessary. Success will be known through dialogue with the International Strategy Board and the Diaspora working group.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:
Date: 22/08/2022	Date:

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.