

# Full Council

11 July 2023



**Report of:** Tim Borrett, Director: Policy, Strategy and Digital

**Title:** Equity and Inclusion Policy and Strategic Framework 2023-2027

**Ward:** City Wide

**Member Presenting Report:** Cllr. Asher Craig, Deputy Mayor; Children Services, Education and Equalities

## Recommendation

To note the Equity and Inclusion Policy and Strategic Framework 2023-2027

## Summary

The purpose of this policy and strategic framework is to ensure that we create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

## The significant issues in the report are:

The Equity and Inclusion Policy and Strategic Framework 2023-2027 sets out our overall commitment to equity and inclusion, and how we will:

- aim to eliminate discrimination
- help people from different backgrounds to have similar life opportunities
- create good relationships between communities in Bristol



## Policy

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

## Consultation

### 3. Internal

This policy and strategic framework has been co-produced by Council teams led by the Equality and Inclusion Team, with additional input from our Staff Led groups. We also responded to feedback from Council Directors during decision pathway meetings by strengthening focus on the visibility and accountability of senior leadership in the document.

### 4. External

The final version is informed by feedback we had in response to a draft shared with key local equalities stakeholders including: 1625ip; Babbasa; Black South West Network; Bristol Disability Equality Forum; Bristol Equality Network Chairs; Bristol Multi Faith Forum; Bristol Muslim Strategic Leadership Group; Bristol Older Peoples Forum; Bristol Women's Voice; Creative Youth Network; Freedom Youth/OTR Bristol; Mayoral Commissions; SARI; The Care Forum; Trans Pride South West; VOSCUR; WECIL. We also held interviews with Listening Partnership participants to seek the views of young Disabled people on our policy and strategy approach.

## Context

5. Bristol City Council is required under the Public Sector Equality Duty to have due regard to the need to eliminate discrimination, advance equality of opportunity, foster good relations between different people when carrying out our functions.
6. We also have specific duties under the Equality Act to publish equality information at least once a year to show how we have complied with the equality duty, and to prepare and publish equality objectives at least every four years.
7. The existing policy and strategy for 2018-2023 is coming to an end and our new Equity and Inclusion Policy and Strategic Framework 2023-2027 sets out our overall commitment to equity and inclusion how we will achieve our commitments and fulfil our legal duties in line with the Corporate Strategy timeline.
8. To do this we have developed a set of objectives with clear goals and outcomes:
  - E01. Leadership "a respected reputation for innovative best practice"
  - E02. Diverse Workforce "a diverse and inclusive workforce which reflects our communities"
  - E03. Council Services "equitable, inclusive and quality services that promote wellbeing"

E04. Partnerships “to lead and strengthen partnerships so everyone shares in the city’s success”

E05. Communities “tackle prejudice and promote understanding amongst communities”

9. We want people and organisations, in Bristol and beyond, to look to the Council as a model of good practice in addressing equality and inclusion. We define this as meaning we will:
- ✓ Actively consider equity and inclusion in all that we do so others can see the difference it makes
  - ✓ Have a leadership that is fully committed to equity and inclusion, and hold ourselves to account
  - ✓ Respond effectively to changes in the city population and the emerging needs of different communities
  - ✓ Listen to people’s lived experience and take it into account when we make decisions
  - ✓ Have a rich organisational knowledge base of equity and inclusion issues and good practice
  - ✓ Recognise and address any aspects of our culture and ways of working that are toxic, dysfunctional, or discriminatory
  - ✓ Think about equity and inclusion in all our policy and strategy development so decisions are made on the basis of proper insight into the needs of our communities
  - ✓ Value diversity in how we all speak and behave every day, not just when we’re talking about equality
  - ✓ Hold space for constructive challenge, the development of allyship and shared goals recognising that we are all on a journey towards equity for all and being an anti-racist organisation
  - ✓ Be open and transparent about our progress, sharing learning from experience, including our mistakes
  - ✓ Promote diversity in the widest possible sense, where different backgrounds, experiences and ways of thinking are genuinely valued
  - ✓ Deliver and commission services that actively promote equity and inclusion
  - ✓ Put equity and inclusion at the heart of our partnership work with other organisations
  - ✓ Work with communities and neighbourhoods to support equity and inclusion at local levels
10. Everyone working for Bristol City Council has a part to play in achieving the goals of this policy and strategic framework. Councillors and senior officers have a particular responsibility because active, visible leadership is essential, and the organisation’s leaders are committed to this. Staff representatives, including our Staff-Led Groups and Trade Unions, have an important role to play and we will enable them to make effective contributions.

## **Proposal**

11. Full Council is asked to note the Equity and Inclusion Policy and Strategic Framework 2023-2027.

**Other Options Considered** – not applicable

**Risk Assessment** – not applicable

## **Summary of Equalities Impact of the Proposed Decision**

We have not identified any negative impact from the proposal. The policy and strategic framework aims to address existing structural inequality in Bristol, as detailed in our Equality Impact Assessment.

## **Legal and Resource Implications**

### **Legal**

The new Equality and Inclusion Policy and Strategy 2023 - 2027 will assist the Council in continuing to meet the legal requirements of the Equality Act 2010 and the Public Sector Equality Duty. (Husinara Jones, Team Manager/Solicitor 9 May 2023)

### **Financial**

There are no financial implications arising from this report which are incremental to those covered by the Equalities and Inclusion service's annual Revenue budget. (Olubunmi Kupoluyi, Finance Business Partner, 22 June 2023)

### **Land**

Not applicable

### **Personnel**

Successful implementation of this strategy is critical to the health and impact of the organisation now and in the future. (James Brereton - Head of Human Resources, 15 May 2023)

## **Appendices:**

*APPENDIX A: Equity and Inclusion Policy and Strategic Framework 2023-2027*

*APPENDIX B: Equality Impact Assessment*

## **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**Background Papers:** none