



# Bristol City Council **Equity and Inclusion Policy and Strategic Framework** 2023–2027





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## Foreword

**We want Bristol to be a place in which everyone's hopes and aspirations can be made real. We want to ensure people are not held back by poverty and that Bristol's success is shared.**

In the past five years we've laid solid foundations for progress and undergone a lot of transformation. Building on our previous Policy and Strategy, we still have an ambition to build an inclusive city where nobody is left behind.

During the delivery phase of that Policy and Strategy, despite challenges, the Council made substantial improvements around equity and inclusion practice- investing time, money, and effort to better live up to our high aspirations for inclusivity in our workplaces and our city.

We reported annually on this progress to ensure transparency and accountability. This document now gives us the framework to keep delivering on our ambitions and build

our Equity and Inclusion programme. We have reinforced this in our current Corporate Strategy where equity and inclusion is outlined as a fundamental building block for everything we do. This strategic framework sets out the high standards we expect of ourselves and connects to our One City Plan to ensure that we work with our partners to enhance equity and fairness.

Since the launch of the Bristol Equality Charter the number of contributors has risen year on year, and we now have over 280 partners from across the city signed up to the Charter. We want to thank them all for committing to these shared goals and their efforts to deliver them.

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. The document sets out how we will go about delivering on that ambition.

This document has been co-produced across Council teams led by our Equality and Inclusion Team, with additional input from our staff-led groups, and key local equalities stakeholders. Terminology is important, and

as part of that process we have recognised that we need to evolve past using the term “equality” and be clearer that what we are really seeking is “equity” - recognising that fairness is not enough and sometimes offering differing levels of support to those most in need is more likely to enable true social justice. This framework will enable us to continue creating an inclusive city, which works for all.



**Marvin Rees**  
Mayor



**Councillor Asher Craig**  
Deputy Mayor



**Stephen Peacock**  
Chief Executive



# Equality and Inclusion Policy

Our ambition is to create a fairer, safer, accessible, and inclusive city where everyone feels that they belong, that they have a voice, and have an equal opportunity to succeed and thrive.

This policy 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

These aims are at the heart of our organisational values and are a building block of our Corporate Strategy, which includes a commitment to improve equity and inclusion across the city by incorporating it into everything we do.

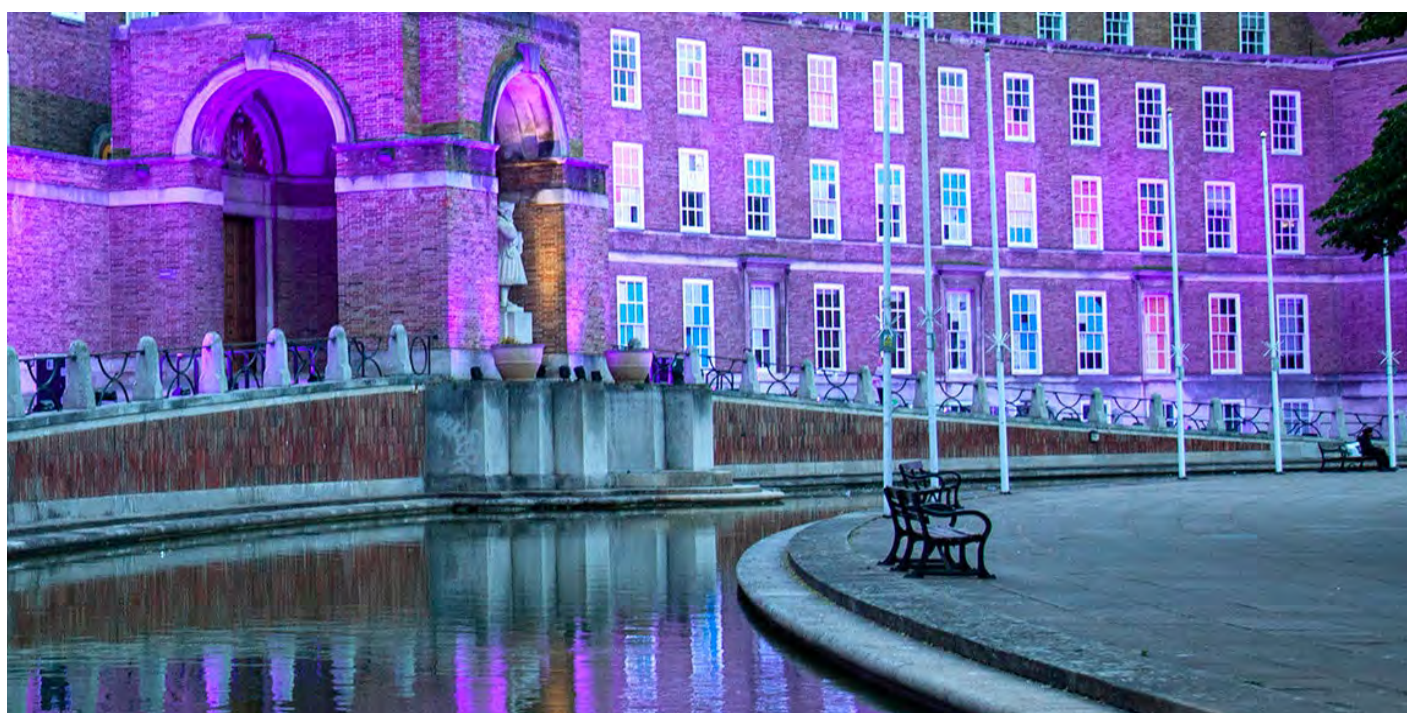
Across the Council we have many other policies and strategies that help us achieve our Equity and Inclusion goals. They each have their own specific goals and measures to address specific operational issues.

Both this Equity and Inclusion Policy and its accompanying strategic framework apply to the Council's roles as a service provider, an employer, as a leading agency in the city and in our work with communities.

## Tackling inequality

Many people in Bristol are held back because of inequality, discrimination and lack of opportunity connected to one or more of the characteristics that are protected under the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage or Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation



This policy re-states our long-held commitment to tackling inequality on these grounds, not just because it is our legal duty, but also because doing so helps create a more successful city.

Creating a successful and inclusive city also means recognising that there are other causes of inequality or exclusion, often inter-connected and mutually reinforcing. We are committed to tackling the root causes of multi-generational disadvantage and poverty which affect people from birth. We will also take an intersectional approach to understanding how multiple forms of inequality or disadvantage can compound themselves and create unique challenges for people.

We also recognise the entrenched negative impacts of economic deprivation, and the need for us to target our resources effectively to meet the needs of people in living in poverty. People can be also excluded for many other inter-related reasons such as being socially isolated, living in poor housing, or having poor health. Particular groups such as refugees and migrants, those with caring responsibilities, or who have been in care are also likely to face inequality or exclusion. We will consider these other relevant characteristics and circumstances in our approach to equity and inclusion alongside the protected characteristics.

## Promoting Equity

‘Equity’ is used as a distinct term to reference the need to go beyond just providing basic equality of opportunity, by recognising that we do not all start from the same place, and so we must acknowledge and make adjustments for the structural imbalance people face depending on their characteristics and circumstances.

## What inclusion means to us

Inclusion means that everyone is included and can join in with all that society has to offer. Inclusion does not happen by accident; it is something that needs to be carefully planned. It is about acknowledging and valuing people’s differences, creating an environment where everyone feels welcome and heard, and making sure people are not excluded from opportunity in all its forms.

We will consider everyone’s needs and take action to include everyone in the city as we make new plans or take decisions. We recognise that many issues affect individuals and groups differently and require specific solutions. We will work to fix issues with any systems, processes or actions that cause inequalities for individuals or between different groups of people.

## Our Public Sector Equality Duty

As a public body we are bound by the Public Sector Equality Duty. This document sets out how we will meet our statutory obligations under this duty, which are defined within the Equality Act as:

**A public authority must, in the exercise of its functions, have due regard to the need to**

- a. eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this Act;
- b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.



## Our commitments

We commit to fulfilling both the letter and the spirit of our legal obligations under the Equality Act 2010 and other relevant legislation relating to promoting equity.

As part of our commitment to equality and inclusion, we are founder signatories of the [Bristol Equality Charter](#). All signatories of the Charter undertake to:

- Recognise, support, and empower those responsible for promoting equality in our organisation
- Listen to and understand the diverse needs of all people to make our information, services, and products more accessible and inclusive
- Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
- Ensure that opportunities to achieve equity are integral to how we recruit and treat our workforce
- Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner
- Play our part in promoting good relations between people from different backgrounds
- Share good equality practice and improve outcomes for all those living, working, studying in, or visiting Bristol
- Measure and share our progress and success



## Focussing on specific needs

Whilst everybody holds some protected characteristics, we recognise that to properly address inequality we need to focus on the needs of people in specific ways, for example we will:

- Factor aging into long term service design and challenge stereotypes about different age groups
- Proactively seek the views of young people in engagement and consultation, design age appropriate services, and increase the proportion of young employees in our workforce
- Recognise and remove barriers faced by Disabled people, provide flexible services, communicate in a range of accessible formats, and promote the Social Model of Disability
- Take a strategic approach to promoting race equity, work with local minoritised ethnic communities to meet their needs, and address institutional racism in our workplace and services
- Improve safety, challenge sexism and misogyny, and ensure our services and workplace requirements consider women's needs and circumstances
- Promote awareness and understanding of LGBTQ+ identities and experiences through campaigns, initiatives, and events, with an active staff led group and visible allyship
- Build fruitful and constructive relationships with faith groups in Bristol, challenge prejudice and promote understanding of different religions and beliefs, and consider the requirements of people of faith in our services and workplace.
- Have a clear policy and guidance on how best to support trans and gender-diverse employees, service users and citizens.

## Tackling discrimination, harassment, victimisation and hate crime

As well as tackling direct discrimination we seek to eliminate instances of indirect discrimination where a practice, policy or rule applies to everyone, but ends up having a disproportionately negative impact for some people.

The Council recognises that harassment can take many forms and can be subtle and insidious in nature. Where we are aware any harassment is motivated by hostility towards Disabled people, or on the grounds of sex, race or ethnicity, religion or belief, sexual orientation, gender identity or gender expression, then this will be reported and recorded as appropriate. We will always take the impact of hate motivated abuse seriously and actively signpost victims to support services.

We will protect any employee, service user or citizen who makes a good faith disclosure from any form of victimisation or reprisal.

In addition to accepting a victim-centred definition of hate crime, we also commit to using the non-legally binding International Holocaust Remembrance Alliance's working definition of Antisemitism and the All Party Parliamentary Group on British Muslims' working definition of Islamophobia on all appropriate occasions. All types of harassment, victimisation and bullying in the workplace and in the community are unacceptable.



## Making it happen

In the future we want people and organisations, in Bristol and beyond, to look to the Council as a model of good practice in promoting equity 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 are talking about equity
- Hold space for constructive challenge and the development of allyship and shared goals, recognising that we are all on a journey towards equity
- 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

Everyone working for Bristol City Council has a part to play in achieving the goals of this policy. 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.



# Equity and Inclusion Strategic Framework 2023 – 2027

## Introduction

This strategic framework sets out how we will achieve the aims and commitments of our Equity and Inclusion Policy and fulfil our legal duties in line with the Corporate Strategy timeline.

Although we have made substantial improvements around our equity and inclusion practice in recent years, we recognise the need to respond dynamically to new and emerging challenges, as well as to address many long-standing disparities in Bristol caused by structural inequality.

To achieve these aims and continue on our transformative journey as an organisation,

we have identified an ambitious set of objectives with clear outcomes and goals. Taken together these objectives provide a road map which will take the Council where need to be over the next few years to significantly improve equity and inclusion across the city.





Equality and Inclusion Objectives	What is this about	Equality and Link with U.N. Sustainable Development Goals <sup>1</sup>
<b>E01. Leadership</b> “a respected reputation for innovative best practice”	This objective is about how the Council will make fair decisions and adapt to change	Reduce inequality within and among countries. (1)  End poverty in all its forms everywhere. (11)
<b>E02. Diverse Workforce</b> “a diverse and inclusive workforce which reflects our communities”	This objective is about the Council’s role as an employer	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. (8)
<b>E03. Council Services</b> “equitable, inclusive and quality services that promote wellbeing”	This objective is about the Council’s role as a deliverer and commissioner of services	Ensure healthy lives and promote well-being for all at all ages. (3)  Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. (4)  Make cities and human settlements inclusive, safe, resilient, and sustainable. (11)  Achieve gender equality and empower all women and girls. (5)
<b>E04. Partnerships</b> “to lead and strengthen partnerships so everyone shares in the city’s success”	This objective is about the Council’s role as a leading agency in the city	Strengthen the means of implementation and revitalize the global partnership for sustainable development. (17)
<b>E05. Communities</b> “tackle prejudice and promote understanding amongst communities”	This objective is about the Council’s role in the community	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels. (16)

Taken together these objectives relate to each aspect of the Council’s roles as a decision-making authority, as an employer, as a provider of services, as a leading agency in the city, and as a facilitator of resilient communities.

<sup>1</sup>[sdgs.un.org/goals](https://sdgs.un.org/goals)



## Reporting Progress

The Public Sector Equality Duty is supported by specific duties, set out in regulations which require public bodies to:

- publish relevant, proportionate information demonstrating their compliance with the Equality Duty
- prepare and publish one or more specific, measurable objective at least every four years and to report progress annually
- publishing relevant equality information which will make public bodies transparent about their decision-making processes, and accountable to their service users
- information needs to be published and accessible to the public

Our Annual Progress Report shows what we have done each year to achieve the objectives of this Equity and Inclusion

Policy and Strategic Framework and the progress we have made in relation to equity and inclusion work across the Council.

Our Annual Progress Reports are published here:

**Our equality policies and equalities legislation ([bristol.gov.uk](https://bristol.gov.uk))**





# Equality Objectives

## Objective 1 – Leadership

This objective is about how the Council will make fair decisions and adapt to change.

Our ambition:

“a respected reputation for innovative best practice”



## How we will achieve this

- Having an established governance structure so everyone is clear about the roles and functions of those responsible for equity and inclusion in our organisation
- Using a programme approach to align and coordinate the many strands of equity and inclusion activity across the council in a consistent and strategic way
- Being clear about our short, medium, and long terms goals so we can balance our capacity to respond dynamically to emerging issues with our core activities, and driving and supporting efforts to tackle the structural causes of inequality
- Taking a flexible approach so our governance system and networks can adapt to an evolving environment and changing circumstances
- Basing our work priorities on evidence and data in the widest sense – including the testimony of people with lived experience and expertise
- Supporting an effective network of equity and inclusion champions throughout the organisation
- Facilitating our Staff Led Groups to act as ambassadors to the Council and help to make sure that decisions are properly informed by diverse and representative points of view.
- Our leadership showing visible commitment and consideration of equity in decision-making and allyship through Director sponsorship of specific equality strands
- Maintaining a knowledge hub of emerging and established learning and good practice to preserve our organisational understanding of local equity and inclusion issues

- Promoting innovation and trialling new ways of responding to entrenched issues and emerging need
- Being honest and realistic about our progress and accepting we are on a developmental journey
- Welcoming ongoing peer review and scrutiny from a range of external organisations who provide unique perspectives and expertise
- Sharing good practice and innovation locally, nationally, and internationally so excellence can be recognised
- Providing an equity and inclusion ‘data dashboard’ to easily monitor progress in key areas

## Measuring our success

- We publish information at least once a year summarising progress against our equity and inclusion objectives and outlining any challenges we are facing in moving forward.
- Progress against this strategic framework is a standing item on senior leadership meeting agendas and features regularly in internal communications to colleagues.
- Self-assessment against external peer review frameworks and audit reports shows the organisational improvements we have made
- All Tier 3 and above managers have clear Equity and Inclusion objectives as part of their ongoing performance review



## Objective 2 – Diverse Workforce

This objective is about the Council’s role as an employer.

Our ambition:

“a diverse and inclusive workforce which reflects our communities”



### How we will achieve this

We are committed to ensuring we have an inclusive, high-performing, and motivated workforce that is representative of the city we serve.

The Council’s People policies set out our employees’ rights and obligations in relation to equality and inclusion and demonstrate that as an employer equality of opportunity is integral to our vacancy advertising, recruitment, retention, promotion, training, and grievances.

Our Workforce Strategy includes an equity and inclusion theme and an organisational commitment to addressing our culture and ways of working to promote inclusion and to tackle root causes of institutional inequality. Please see our Workforce Strategy for more details about our priorities and for this Objective which include:

- Promoting a workplace culture which creates the conditions for equity and inclusion to be actively part of our day to day working lives
- Valuing and making effective use of employees’ diverse backgrounds, experiences, and different ways of thinking
- Improving the levels of employment at all levels including leadership for currently underrepresented groups
- Putting equity and inclusion at the heart of our staff learning and development offer and ensuring that all employees understand their rights and responsibilities, and the diverse and intersectional needs of people in Bristol
- Meeting Disabled employees’ requirements for reasonable adjustments in a timely and effective way
- Supporting a positive sense of health and wellbeing for all our employees

- Proactively closing the gender, race and disability pay gaps for our workforce
- Offering positive action initiatives and dynamic support for staff from diverse backgrounds to develop their career and progress to senior roles
- Proving flexible working and dynamic support for staff with caring responsibilities so they can develop their career and progress to senior roles

## Measuring our success

- To avoid duplication the outcomes and measures used for this Objective will be detailed in our Workforce Strategy which will include:
  - Annual Pay Gap reporting
- Annual employee survey and other staff feedback
- Targets for representation, progression, pay and other outcomes by characteristic



## Objective 3 – Council Services

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

Our ambition:

“equitable, inclusive and quality services that promote wellbeing”



### How we will achieve this

- Carrying out equality impact assessments for every important decision we take to inform our thinking and so our leadership fully understand any potential impacts to inform their decision-making
- Considering the cumulative impacts of connected decisions such as our annual budget setting process
- Routinely considering the needs of other relevant groups such as carers and low-income households as well as those of the Equality Act protected characteristic groups
- Updating and reviewing an equality action plan for all our Council service areas
- Overcoming barriers to communication by providing information and services in a wide range of accessible and inclusive formats
- Improving our diversity monitoring for services so we understand where there are gaps and differences for particular groups
- Promoting intersectional analysis of diversity data to gain insight into the needs of people who hold multiple and combined characteristics
- Actively seeking and responding to satisfaction feedback about people’s experience of using our services
- Facilitating and evaluating new and innovative ways of working
- Monitoring our progress in implementing actions to address inequality based on external audits and reports
- Proactively addressing underperformance and disparity in services
- Using a trauma-informed approach to service design and delivery
- Prioritising activities which tackle the root causes of poverty and multi-generational inequality

- Making sure all organisations providing services on behalf of the Council have robust policies and a proper commitment and understanding of equity and inclusion
- Ensuring inclusive and accessible design for our public spaces and amenities
- Diversifying our supply chain through promotion and support of businesses led by underrepresented communities to the extent of our powers
- Seek to reduce poverty and inequality in the city by taking Social Value into account when making procurement decisions

## Measuring our success

- All service areas have an annual Equality Action Plan which is approved by a Director as part of the annual service planning cycle.
- Increase % of all Equality Action Plan actions reporting expected progress or better
- Reporting shows our progress in implementing recommendations and actions from Safeguarding Adults reviews and Serious Case Reviews etc.
- Reduction in the gap in life expectancy between the most deprived and least deprived areas of Bristol
- Reduction in the proportion of young people who are not in education, employment, or training
- Increase in % of citizens satisfied with the way Bristol City Council runs things
- Increase in % of citizens who are comfortable using digital services
- Increase in % of Council tenants satisfied overall with their current accommodation



## Objective 4 – Partnerships

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

Our ambition:

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



### How we will achieve this

- Leading city-wide approaches to tackling the intergenerational root causes of structural inequality and achieving the long-term equity and inclusion goals of our One City Plan
- Taking a participatory approach to decision making, involving a wider range of community voices in decisions to help maximise the reach and impact of our work
- Helping our key equity and inclusion partners and commissions transition effectively from working with a Mayoral to a committee-based governance system
- Acknowledging our interdependence with partners across all sectors and that we need each other to achieve our shared goals
- Seeking and responding to feedback from our key equity and inclusion partners and commissions about our responsiveness and interactions with them
- Promoting a more equal exchange with voluntary and community partners by recognising how much time and capacity it takes to do their work and resourcing them accordingly
- Maximising the impact of city-wide equality networks and groups, and facilitating and participating in the Bristol Equality Network to support effective implementation of the Bristol Equality Charter
- Leading city-wide partnership approaches to tackling inequality through collaborative strategic groups.
- Enable effective delivery of city-wide partnership action plans and work programmes. This will include the production of regular events and initiatives to ensure challenges, opportunities and priorities are shared with all city sectors and community groups for wider input and greater diversity of thought.

- Continue to lead transparent approaches to highlight the performance, challenges and opportunities relating to the diversity of our city’s major public sector organisations.
- Supporting Bristol as a City of Sanctuary that provides welcome and safety for all

“Services should be designed with people not for people”

## Measuring our success

- Successful delivery of citywide action plans and work programmes to improve performance
- Regular progress and data reporting provided to multi-agency partnerships e.g. strategic race equality leaders group
- Feedback and evaluation of large-scale city-wide equity focused initiatives and events
- Increase in % who are satisfied with the way BCC (Bristol City Council) asks for their views before it makes changes that affect them
- Increase in the consultation response rate for the most deprived Bristol citizens



## Objective 5 – Communities

This objective is about the Council’s role in the community.

Our ambition:

“tackle prejudice and promote understanding amongst communities”



### How we will achieve this

- Promoting and celebrating Bristol’s diversity and cultural heritage through a vibrant calendar of community led events and initiatives e.g. Black History Month, International Women’s Day, Pride, and the International Day of Disabled People
- Helping residents to take action and access opportunities in their neighbourhood and city using our Many Neighbourhoods, One City approach<sup>2</sup>
- Creating spaces for sharing knowledge, insight and experience between place-based communities and communities of interest to build alliances and understanding
- Finding opportunities to challenge stereotypes, tackle prejudice and promote understanding, such as welcome parties for newly arrived refugees
- Coordinating social action to foster good relations and promote understanding between different communities
- Actively participating in multi-agency partnerships which provide strategic coordination of Bristol’s hate-crime response
- Recognising Bristol as a globally connected city by valuing our international diaspora and all citizens with international links

<sup>2</sup>[Many Neighbourhoods One City | University of Bristol](#)

## Measuring our success

- Reduction in % of those living in the most deprived areas who feel fear of crime affects their day-to-day life
- Increase in % of citizens who agree people from different backgrounds get on well together in their neighbourhoods
- Increase in % of citizens who feel they belong to their neighbourhood
- Increase in % who feel police and public services successfully tackle crime and anti-social behaviour locally
- Reduction in residents who report experiencing discrimination or harassment in the past year

“Equality and Inclusion means being part of a community”

# Glossary

**Accessible communications** means communications that can be understood by all members of the community, including Deaf and Disabled people and people who use English as a second language.

## **Adverse Childhood Experiences**

are defined as stressful events occurring in childhood such as:

- domestic violence
- parental abandonment through separation or divorce
- a parent with a mental health condition
- being the victim of abuse (physical, sexual and /or emotional)
- being the victim of neglect (physical and emotional)
- a member of the household being in prison
- growing up in a household in which there are adults experiencing alcohol and drug use problems

**Afrophobia** is the prejudice or discrimination against; fear, hatred, or bigotry towards people of African heritage and things African.

**Antisemitism** is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. For further information and examples see: <https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism>

**Asylum seeker** – a person who has sought protection as a refugee, but whose claim for refugee status has not yet been assessed or confirmed.

**Bullying** is undermining, humiliating, or intimidating behaviour that is linked to an abuse of power. Although there is no legal definition of bullying, organisations are responsible for ensuring a safe and healthy working environment (Health and Safety at Work Act 1974) and to address workplace risks to health and safety (The Management of Health and Safety at Work Regulations 1999) – which includes the negative impact of bullying in the workplace.

**Care experienced** refers to anyone who has been or is currently in care or from a looked-after background at any stage in their life, no matter how short, including adopted children who were previously looked-after.

**Carer** is someone who provides support, unpaid, for a friend or family member who needs support owing to Disability, illness, or for another reason such as an addiction. A young carer might also provide support for other children/siblings.

**Disability** Bristol City Council is committed to the Social Model of Disability which recognises the right to self-identify as a Disabled person and that people are Disabled by barriers in society such as lack of physical access and lack of accessible communication, not by their impairment (including mental, physical, sensory, health conditions, learning difficulties among others). The Equality Act 2010 defines Disability as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do daily activities.

**Discrimination** 'direct discrimination' occurs if you treat someone less favourably because they have, or you think they have a protected characteristic – for example refusing to employ them or offer them a service which they would otherwise be able to receive. 'Indirect discrimination' is where a practice, policy or



rule applies to everyone in the same way but ends up having a disproportionately negative impact on some people – for example, a dress code that restricts certain ethnic groups or faith communities more than others.

**Diversity** is about recognising the many ways in which people are different from each other and the impact these differences can have on the opportunities people have. These differences go beyond the Equality Act protected characteristics and include e.g. class and family background.

**Employment rate** is the number in employment expressed as a percentage of everyone in that age group (in this case, all those of working age).

**Equality** is about recognising and respecting differences, including different needs, to ensure people can live their lives free from discrimination, know their rights will be protected, and have what they need experience equality of opportunity.

**Equity** goes beyond providing equality of opportunity, by recognising that we do not all start from the same place and must make adjustments to address existing imbalances, tackle the barriers that some groups face, and make society fairer by narrowing the social and economic divides that separate people.

**Equality Act 2010** is the main UK law which protects people from discrimination in the workplace and wider society. It replaced numerous previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. For more information see Equality Act 2010: guidance ([www.gov.uk](http://www.gov.uk))

**Food poverty** means that an individual or household is not able to obtain healthy, nutritious food, or cannot access the food they would like to eat. It often results in people eating poor diets, which can lead to heart disease, obesity, diabetes,

and cancer, as well as inadequate levels of many vitamins and minerals.

**Fuel poverty** Households that spend more than ten per cent of their income on fuel to maintain a satisfactory heating regime, as well as meeting their other fuel needs (lighting and appliances, cooking and water heating).

**Harassment** is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual

**Hate Crime** is a criminal offence which is motivated by hostility or prejudice, based on Disability, race, religion, sexual orientation, or transgender identity. This includes where the victim is not actually a member of a protected group but is thought to be. Incidents that are motivated by misogyny are not currently included in hate crime law, but Avon and Somerset Police officially recognise and record gender-based hate crime.

Homelessness is the state of lacking a place to live that is supportive, affordable, decent, and secure. While rough sleepers are the most visible homeless population, most homeless people live in hostels, squats, bed and breakfasts or in temporary and insecure conditions with friends and family.

**Human Rights Act 1988** is UK legislation which incorporates most aspects of the European Convention on Human Rights including those articles which relate specifically to equality, diversity and inclusion: The right to freedom of thought, conscience and religion (Article 9); The right to freedom of expression and to receive and impart information (Article 10); The right not to be discriminated against (Article 14).

**Inclusive** design creates environments that everyone can use to access and benefit from the full range of opportunities available

in society. It enables people to participate, confidently, independently and with choice and dignity. Inclusive design avoids separation or segregation and is made up of places and spaces that meet the needs of everyone in society.

**Inclusion** means taking active steps to create equity, ensuring equal access and opportunity for all, and tackling discrimination and injustice. It is also about ensuring that people feel they belong, and are encouraged and equipped to connect with others and to contribute to the life of the city.

### **Institutional (or systemic) discrimination**

is a form of discrimination that is embedded as normal practice within society or an organisation through its rules, policies, procedures, values, and culture. This can include institutional racism, institutional sexism, institutional ableism, institutional ageism, institutional homophobia, institutional transphobia, or other specific forms of discrimination.

**Intergenerational equity** is about striving toward fairness and justice between different generations and tackling the root causes of multi-generational disadvantage and poverty which affect people from birth and throughout their childhood, leading to restricted opportunities and poorer outcomes in later life.

**Intersectionality** is a framework for recognising that people have multiple and overlapping characteristics which when combined can lead to increased or particular kinds of discrimination and disadvantage.

**Islamophobia** is rooted in racism and is a type of racism that targets expressions of muslimness or perceived muslimness. For further information and examples see <https://appgbritishmuslims.org/>.

**LGBTQ+** stands for Lesbian, Gay, Bisexual, Queer (or Questioning) and Transgender (with a plus sign to include other aspects such as Genderqueer, Non-Binary etc.). Variations

include LGBTQ+, and LGBTQIA+ to specifically include Intersex and Asexual people.

**Misogyny** is a dislike of, contempt for, or ingrained prejudice against women. This can include a disapproval of certain women's behaviour such as holding ambition or power, or rejecting men's sexual advances or ideas.

**Neurodiversity** refers to the enormous range of differences in the way people learn and process information. 'Neurodivergence' is the term for when someone's brain processes, learns, and/or behaves differently from what is considered typical. This includes Autistic people, people who have dyslexia, ADHD, dyspraxia, or other neurological conditions.

**Pay gap** is the difference between the average hourly pay of two different groups of people, for example men and women, or groups from different ethnic backgrounds.

**Positive action** is voluntary, lawful activity taken to address an existing imbalance, or to meet the needs of a particular group where this is objectively justified. Positive action in employment may include initiatives to overcome disadvantage or to improve the diversity of a workforce so it is more representative of the overall population. Positive action should not be confused with positive discrimination, which is unlawful e.g. the setting of quotas.

**Protected characteristics** are the nine characteristics protected under the Equality Act 2010. They are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.

**Poverty** is defined relative to the standards of living in a society at a specific time.

People live in poverty when they are denied an income sufficient for their material needs and when these circumstances exclude them from taking part in activities that are an accepted part of daily life in that society.

**Racism** is prejudice, discrimination, or antagonism against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.

**Reasonable Adjustments** is a duty under the Equality Act 2010 which has three requirements that organisations must consider for their workplace and services that apply in situations where a Disabled person would otherwise be placed at a substantial disadvantage compared with people who are not Disabled. There are: changing the way things are done such as opening times, changes to overcome barriers created by the physical features of premises; and providing auxiliary aids such as extra equipment or a different or additional service.

**Refugee** - a refugee is someone who 'owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his [their] nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country...' (1951 Refugee Convention).

**Sexism** is a form of prejudice made up of beliefs, assumptions, and theories, around the fundamental nature of women and men and the stereotypical roles they should play in society.

**Social integration** is the extent to which people interact and connect with others who are different to themselves and is determined by the level of equality between people, the nature of their relationships, and their degree of participation in the communities in which they live.

**Socio-economic duty** is covered by Section 1 of the Equality Act 2010, which is not currently in force. It would require a public body 'when making decisions of a strategic nature about how to exercise its functions, [to] have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.'

**Socio-economic status** or National Socio-Economic Classification (NS-SEC) is formally defined as a proxy measure for social class, produced since 2001 by the Office for National Statistics, that is based on a person's occupation.

**Trans** is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, genderqueer, gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

**Victimisation** is treating someone badly because they have (or you think they have) made a claim or complaint of discrimination, or if they help someone who has been discriminated against.







