

Full Council

11 July 2023



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

Title: Equality and Inclusion Annual Progress Report 2022-23

Ward: City Wide

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

Recommendation

To note the Equality and Inclusion Annual Progress Report 2022-23

Summary:

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

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

The 'Equality and Inclusion Annual Progress Report 2022-23' shows what we have done in the period April 2022 to March 2023 to achieve these aims and the progress we have made.



Policy

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

Consultation

3. Internal

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

4. External

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

Context

5. 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 2022 to March 2023 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.
6. In 2022-23 we entered the final year of our existing strategy phase. During the delivery phase of this Policy and Strategy over the past five years, despite challenges, the Council has made substantial improvements 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.
7. The report details a wide range of equality and inclusion activities and initiatives, particularly with regard to leadership, workforce and policy influence initiatives. The report also shows how well the council is performing in terms of the measures and outcomes we have set for each of our equality objectives, including workforce diversity outcomes by characteristic.

Proposal

Full Council is asked to note the Equality and Inclusion Annual Progress Report 2022-2023.
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Other Options Considered – not applicable

Risk Assessment – not applicable

Summary of Equalities Impact of the Proposed Decision

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

Legal and Resource Implications

Legal

The Equality and Inclusion Annual Report 2022-23 is prepared and published to comply with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. It sets out the specific and measurable objectives the Council should achieve in order to meet the requirements of the Public Sector Equality Duty. (Legal Service Team Leader: Husinara Jones, Team Manager/Solicitor 10 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

There are no HR implications arising from the recommendation as this report is for information. (James Brereton (Head of Human Resources), 16 May 2023)

Appendices:

APPENDIX A: Equality and Inclusion Annual Progress Report 2022-23

APPENDIX B: Equality Impact Assessment

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: none