

# Equality Impact Assessment [version 2.12]



Title: Bristol City Council Endorsement of Bristol's Just Transition Declaration	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [Report]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Economy of Place	Lead Officer name: Alex Minshull
Service Area: Sustainable City and Climate Change	Lead Officer role: Sustainable City and Climate Change Service manager

## 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 \(EqIA\) \(sharepoint.com\)](https://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 report follows on from this formal endorsement to outline Bristol City Council's alignment to the city's Just Transition Declaration. The report lays out what the endorsement means in terms of this alignment with our own strategies and touching on the next internal steps taken toward the Just Transition.

The report covers the following areas:

- Alignment with the council's Governance process
- Alignment with the council's and the city's Environmental strategies
- Internal Communications of Just Transition
- External partnership work
- Next Steps

Besides the next steps, which looks at adapting procedures to include the Just Transition declaration and setting up a review period. The focus of the report will not produce new workstreams and/or policies/procedures but outlining the alignment and what specific areas this relates to with our own strategies to the city's Declaration.

The Just Transition Declaration is not a Bristol City Council owned document. This Just Transition Declaration has been written to accompany Bristol's Climate and Ecological Emergency Declarations and strategies. It should not be treated as an action plan of itself but is a set of 10 principles that all climate and ecological work in the city can embed into their plans to make them as just as possible.

The declaration is city-wide, therefore applies to all citizens, however endorsement of the declaration is optional to stakeholders large and small across the city.

The 10 principles, not in order of importance, are:

1. Centring the expertise of disadvantaged communities at every step of the journey
2. Good future-proof jobs for everyone
3. Empowering disadvantaged communities to take climate and ecological action
4. Supporting individual change through system change
5. Fair distribution of costs and benefits
6. Prioritising accessible communication
7. Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe
8. Building inclusive resilience
9. Infrastructure for all
10. Embedding the process internally and at the beginning.

For more information please see: [Just Transition - Bristol Climate Hub](#)

## 1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: This report largely focuses on summarising work we already undertake relating to the Just Transition Declaration, including our Corporate Strategy and Business Plan which affect all of the above.		

## 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 type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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The focus of the report will not produce new workstreams and/or policies/procedures but outlining the alignment and what specific areas this relates to with our own strategies to the city's Declaration. This report largely focuses on summarising work we already undertake relating to the Just Transition Declaration. However, the report has the potential to have a positive Equality impact, by widening the scope of what to consider especially in regard to Sustainability and Net Zero.

Bristol's Just Transition Declaration has been written by community climate activists, this report's focus is concerned with how the council's endorsement of this community-led approach is aligned with our current processes and procedures. A review period of two years is covered in the report, but there are no details placed in the report of how this review would take place yet. A Climate Change co-ordinator has been liaising with the declaration authors throughout the process of them writing the declaration, and then post-declaration around engagement with elected members and progressing the declaration forward. This channel of communication will be used when the report is published too


The declaration is a set of 10 principles that all climate and ecological work in the city can embed into their plans to make them as just as possible. The report demonstrates how this aligns with our various structures, policies

and strategies; therefore, it has the potential to positively impact a wide range of stakeholder, but not one particular stakeholder group besides those who otherwise could be disproportionately affected by climate change. A large portion of the declaration's focus is mitigating the unfair disproportionate effect climate change could have on deprived groups across the city, as well as impact on jobs (and how job market would change) in a decarbonised economy.

The report has the potential to have a positive Equality impact, by widening the scope of what to consider when making decision relating to but not solely limited to Sustainability, ecology and Net Zero.

## 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 Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> 
Date: 8/12/2023	Date: 03/01/2024

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<sup>1</sup> 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.