

# Equality Impact Assessment [version 2.10]



Title: Reduction in discretionary learning and development spend	
<input checked="" type="checkbox"/> Budget Proposal	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Resources	Lead Officer name: Steph Griffin
Service Area: Workforce and Change	Lead Officer role: James Brereton

## 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.

#### Budget context

Every year, the council must agree an annual budget which balances the money we spend with the money we are expecting to receive. Councils across the country are continuing to face financial challenges and based on our current forecasts, we face a funding gap over the next five years (to 2028/29) of up to £81.2 million dependent on the severity of factors such as inflation, funding changes, and unavoidable service pressures. This is in addition to the £17.7 million of savings and efficiencies proposals for 2024-2028 outlined in the 2023/24 budget and assumed delivery of 2023/24 savings in the current year.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

To address these challenges, we are looking across all of our services with a focus on:

- maximising our transformation programmes – where we are looking to improve services whilst achieving the best value for money
- income opportunities – where we are looking to improve our external income and most effectively apply that income
- targeted reviews – where we are looking at services that are comparatively high in cost compared to other councils to see where we can do things differently to reduce costs, be more efficient in how we do things and, in some cases, stop doing some things entirely.

## This proposal

To reduce discretionary spend on learning and development by £50,000. This will be done by prioritising funding for statutory or mandatory training and for learning and development that is in direct support of organisational priorities such as:

- Equality and inclusion
- Leadership development
- Health and wellbeing
- Performance and talent development

Learning and development is one of the ways that we are seeking to improve our equality and inclusion practice and overcome disparity within the workforce. This proposal will protect all equality and inclusion training and development activities in our workforce strategy and equality action plan so we can continue this work. However, there is likely to be some impact on those with particular protected characteristics with a reduction in discretionary spend on core skills training or continuous professional development.

### 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 type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

### 1.3 Will the proposal have an equality impact?

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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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.

## 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: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

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](#)

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>																														
<a href="#">Census 2021</a>	The Census details the demographic profile of Bristol.																														
<a href="#">The population of Bristol</a>  <a href="#">Bristol Key Facts 2022</a>	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.  Population Profiles for Equalities Groups bring together detailed analysis looking at equalities groups and how they differ in relation to age, health, employment, education and housing, and maps the distribution of equalities groups across the city.																														
<p><a href="#">HR Analytics: Power BI reports (sharepoint.com)</a> [internal link only]</p> <p><a href="#">Equality and Inclusion annual progress report 2021-22 (bristol.gov.uk)</a> Appendix – Workforce Diversity Data – summary analysis</p> <p>Additional sources of useful workforce evidence include the <a href="#">Employee Staff Survey Report</a> and <a href="#">Stress Risk Assessment Form</a> completed by individuals and teams [internal links only]</p>	<p>The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for locally managed schools/nurseries, councillors, casual, seasonal and external agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).</p> <p><b>Summary of Bristol City Council workforce diversity</b></p> <table border="1" data-bbox="655 1644 1511 2119"> <thead> <tr> <th></th> <th>BCC headcount % (31 Oct 2022)</th> <th>Bristol Working Age Population (16-64)</th> </tr> </thead> <tbody> <tr> <td>Age 16-29</td> <td>12.2%</td> <td>39.0%</td> </tr> <tr> <td>Age 30-39</td> <td>22.0%</td> <td>24.0%</td> </tr> <tr> <td>Age 40-49</td> <td>24.4%</td> <td>16.0%</td> </tr> <tr> <td>Age 50-64</td> <td>41.4%</td> <td>21.0%</td> </tr> <tr> <td>Age 65+</td> <td>3.4%</td> <td>-</td> </tr> <tr> <td>Disabled</td> <td>9.0%</td> <td>12%</td> </tr> <tr> <td>Asian / Asian British</td> <td>2.9%</td> <td>5.8%</td> </tr> <tr> <td>Black / Black British</td> <td>5.1%</td> <td>5.3%</td> </tr> <tr> <td>Mixed ethnicity</td> <td>3.6%</td> <td>2.9%</td> </tr> </tbody> </table>		BCC headcount % (31 Oct 2022)	Bristol Working Age Population (16-64)	Age 16-29	12.2%	39.0%	Age 30-39	22.0%	24.0%	Age 40-49	24.4%	16.0%	Age 50-64	41.4%	21.0%	Age 65+	3.4%	-	Disabled	9.0%	12%	Asian / Asian British	2.9%	5.8%	Black / Black British	5.1%	5.3%	Mixed ethnicity	3.6%	2.9%
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	Other ethnic groups	0.4%	1.0%
	White	79.8%	85.0%
	Female	60.1%	49.0%
	Male	39.3%	51.0%
	Use another gender term	0.2%	-
	Christian	25.9%	43.5%
	Other religion/belief	6.6%	7.3%
	No religion/belief	41.9%	41.5%
	Lesbian, Gay or Bisexual	5.9%	9.1%
	Trans	0.1%	-
<p><a href="https://www.nomisweb.co.uk">Nomis - Official Labour Market Statistics (nomisweb.co.uk)</a></p> <p><a href="https://www.ons.gov.uk/business-demography">Business demography, UK - Office for National Statistics (ons.gov.uk)</a></p>	<p>84% of all people in Bristol are economically active which is higher than nationally (78.6%) and in the South West (80.7%). Of economically active people in Bristol 6.9% are self-employed, compared to 9.5% nationally. Of those who are economically inactive in Bristol, 33% are Students, 29% are 'long-term sick' and 16% are looking after family/home, as well as 9.2% who are retired. The percentage of 'workless households' in Bristol is 12.1%, compared to 13.6% nationally, and the proportion of working age people who are benefit claimants is 11.2%. Bristol has a higher proportion of people working in 'professional occupations' (36.2) than for the South West (24.4%) and nationally (25.8%).</p> <p>In 2020 (most recent data) the South West continued to have the highest five-year 'survival rate' in the UK of businesses that survived into 2020 (this has been the case since 2012). The largest proportion of these surviving businesses, 22%, was in the professional, scientific and technical industry.</p>		

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

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

Although our corporate approach is to collect diversity monitoring for all relevant characteristics, there are gaps in the available local diversity data for some characteristics, especially where this has not always historically been included in census and statutory reporting e.g. for sexual orientation. We also know there are some under-reporting gaps in our workforce diversity information - where personal and confidential information is voluntarily requested from staff.

The HR Diversity by training dashboard doesn't include marriage and civil partnership or pregnancy/maternity, so we don't have demographic reporting on access to learning and development from people with these protected characteristics to compare with the overall workforce data. Also, the HR dashboard is limited to corporate courses, so a wide range of learning and development isn't included such as e-learning. Another limitation is that most service specific training and development isn't included in the HR dashboard because it involves less than 50 people, (due to data confidentiality so it can't be included).

## 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.

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.

We launched a public consultation on our budget proposals between 09<sup>th</sup> November 2023 to the 21<sup>st</sup> December 2023. This consultation set out all the savings proposals we had identified to produce a balanced budget in the context of reduced available funding and increasing financial pressures.

We will have regular dialogue with our trade union learning reps and staff led groups as this proposal is developed so that we continue to assess and mitigate the impact on those from equality groups.

## 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.

All responses to the Budget Consultation will be analysed and included in the Council's Budget report that will be published on the Bristol City Council website in early 2024. We will take Budget consultation responses into account when developing this and other final proposals to put to the Cabinet and a meeting of the Full Council for approval. The final decision will be taken by Full Council at its budget setting meeting in February / March 2024.

We will continue our regular dialogue with our trade union learning reps and staff led groups as this proposal is developed so that we continue to assess and mitigate the impact on those from equality groups.

## 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.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
<p>Even when we plan to consult in more detail on specific service delivery proposals at a later time, we must ensure that any budget setting decisions that are likely to affect future services are informed by sufficient consultation and proper analysis. This is so that decision makers can have due regard to any likely disproportionate or negative impact on the basis of their protected and other relevant characteristics at the time the budget is approved – not afterwards<sup>1</sup>.</p> <p>Decision makers will have the ability to make changes to the individual spending plans following further consultation as appropriate and detailed evaluation of the impact of specific proposals. Within the proposed budget envelope there will be financial mitigation put aside for any non-delivery or amendments to proposals which may occur due to future consideration of equalities issues or other factors.</p> <p>As well as identifying whether budget changes will have a disproportionate impact on particular groups (e.g., because they are over-represented in a particular cohort), we need to pay particular attention to the risk of indirect discrimination: when an apparently neutral decision puts members of a given group at a particular disadvantage compared with other people because of their different needs and circumstances.</p> <p>We are also aware of existing structural inequalities and particular considerations, issues, and disparities for people in Bristol based on their characteristics, which we will take into account.</p> <p>We will mitigate the impact of this budget reduction proposal by continuing the in-house provision of equality and inclusion learning and development supplemented by external specialist provider training. This includes interactive workshops on Inclusive Leadership and Cultural Intelligence. Corporate Induction and the Team Leader Development Programme will continue to have dedicated sessions focused on equality and inclusion. The e-learning platform and offer of apprenticeships will be unaffected. We will continue to fund council staff on the Diverse Voices development programme.</p> <p>As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group from funding decisions made. They will also ensure funding is prioritised for actions related to learning and development in service Equality and Inclusion action plans.</p> <p>70% of learning is on the job and therefore unaffected by this proposal and is a significant part of learning for people in the age range where the council is most under-represented (aged 16-29). Also, apprenticeships aren't affected by this reduction in spend.</p> <p>Communication about learning and development can be targeted to boost participation levels in open courses evaluated against a framework but the measure of equity of take-up of learning is limited by the workforce demographic.</p>	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Young people are under-represented in the workforce</li> </ul>



	<ul style="list-style-type: none"> <li>• Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol.</li> <li>• Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc.</li> <li>• Young adults are most likely to have lost work or seen their income drop because of COVID-19 and the cost of living crisis</li> <li>• This proposal could impact the availability of core skill training for staff who are in the early stages of their career.</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Older people in Bristol are: <ul style="list-style-type: none"> <li>○ less likely to be comfortable using digital services</li> <li>○ more reliant on public and community transport</li> <li>○ more likely to be an unpaid carer</li> <li>○ more likely to help out or volunteer in their community</li> <li>○ less likely to have formal qualifications</li> </ul> </li> <li>• We must factor aging and the needs of older people into long term budgeting and service design</li> <li>• This proposal could impact the availability of skills training for staff who may need more help eg: digital skills</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• 9% of BCC's workforce have declared they are disabled</li> <li>• 17% of Bristol's population are disabled. There are more disabled women than men living in Bristol.</li> <li>• In 2021, the disability pay gap was 13.8% with disabled employees earning a median of £12.10 per hour and non-disabled employees a median of £14.03 per hour.</li> <li>• Disabled people are less likely to be employed in a managerial or professional occupation</li> <li>• the national disability employment rate was 52.7% in Q2 2021, compared to 81.0% for non-disabled people.</li> <li>• Disabled workers move out of work at nearly twice the rate (8.8%) of non-disabled workers (4.9%). Workless disabled people move into work at nearly one-third of the rate (11.0%) of workless non-disabled people (26.9%)</li> <li>• Disability increases with age: 4.1% of all children, for the working age population it increases to 12.3% and for people aged 65 and over it increases to 55.9%.</li> <li>• Disabled people on average have lower qualification levels than the population as a whole.</li> <li>• Budget setting needs to provide sufficient resource and flexibility to meet our legal duty to make anticipatory and responsive reasonable adjustments for disabled people including:</li> </ul>

	<ul style="list-style-type: none"> <li>○ changing the way things are done e.g. opening / working times;</li> <li>○ changes to overcome barriers created by the physical features of premises.</li> <li>○ providing auxiliary aids e.g. extra equipment or a different or additional service.</li> <li>○ is 'anticipatory' so we must think in advance and ongoing about what disabled people might reasonably need.</li> </ul> <ul style="list-style-type: none"> <li>● Disabled people must not be charged for their reasonable adjustments, accessible formats or other adaptations. It is a legal requirement under the Equalities Act to ensure information is accessible to disabled employees and service users.</li> <li>● For the training included in the HR diversity dashboard – more disabled colleagues participate than the equivalent workforce demographic so there is a potential that this group may be impacted by a reduction in overall L&amp;D spend.</li> </ul>
Mitigations:	<p>Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.</p>
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>● Women are over-represented in BCC's workforce</li> <li>● Men are under-represented in BCC's workforce</li> <li>● The average UK pay gap is 15.4% in favour of men. The South West average is 16.6% with women paid 83p for every £1 earned by male counterparts.</li> <li>● Women still bear the majority of caring responsibilities for both children and older relatives.</li> <li>● Women are more likely to be excluded from conversations which affect decision making due to lack of representation in boards / organisational leadership.</li> <li>● Services and workplace requirements may not take into consideration the impact of women's reproductive life course including menstruation, avoiding pregnancy, pregnancy, childbirth, breastfeeding, and menopause.</li> <li>● Young women between the ages of 16 and 24 have higher risk of common mental health problems and higher rates of self-harm and post-traumatic stress disorder etc.</li> <li>● Bristol female preventable mortality rates are significantly higher than the England rates</li> <li>● Nationally 27% of women experience domestic abuse in their lifetimes. The rate of recorded domestic abuse incidents in Bristol has shown a significant rise over the last two years and 74% of victims were female.</li> <li>● Men and boy's health is in general poorer than that of women and girl's</li> <li>● Male life expectancy at birth in Bristol is around four years less than for females.</li> <li>● On average men in Bristol live 18 years in poor health, women live 22 years in poor health</li> <li>● A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties.</li> <li>● Men in Bristol are more likely than women to have unhealthy lifestyle behaviours including being overweight and obese, smoking, alcohol and substance misuse</li> <li>● There are differences between men and women in health practices and the way they use health services</li> <li>● Men are three times more likely than women to take their own lives.</li> </ul>



	<ul style="list-style-type: none"> <li>Men are under-represented in take up of training opportunities included in the HR dashboard so may be impacted by a reduction in the availability of skills training.</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Lesbian, gay and bisexual people are statistically more vulnerable to verbal and physical abuse</li> <li>1 in 5 Lesbian, Gay, Bisexual and Trans (LGBT) staff have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT.</li> <li>More than a third of LGBT staff have hidden or disguised that they're LGBT at work in the last year because they were afraid of discrimination.</li> <li>1 in 10 Black, Asian and Minority Ethnic LGBT staff have similarly been physically attacked because of their sexual orientation and /or gender identity, compared to 3% of White LGBT staff</li> <li>One in four lesbian and bisexual women have experienced domestic abuse in a relationship, one third of them were abused by a man. Almost half of all gay and bisexual men have experienced at least one incident of domestic abuse from either a family member or a partner since the age of 16.</li> <li>Research shows LGBT people face widespread discrimination in healthcare settings and one in seven LGBT people avoid seeking healthcare for fear of discrimination from staff</li> <li>The Stonewall <a href="#">LGBT in Britain - Health Report</a> shows LGBT people are at greater risk of marginalisation during health crises, and those with multiple marginalised identities can struggle even more. In communications we should signpost and refer where possible to mutual aid and community support networks<sup>2</sup>.</li> <li>Research has shown that LGBT people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use.</li> <li>Half of LGBT people experienced depression in the last year</li> <li>14% of LGBT people have avoided treatment for fear of discrimination because they are LGBT.</li> <li>Colleagues identifying as LGB have participated in more training than the workforce demographic would suggest so there is a potential that this group may be impacted by a reduction in overall L&amp;D spend.</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>The Equality Act 2010 applies to those who are pregnant or have given birth in the past 26 weeks, as well as making provisions to protect the rights of breastfeeding mothers.</li> <li>Around 80% of women will give birth and many women will also experience termination, miscarriage and stillbirth</li> </ul>

	<ul style="list-style-type: none"> <li>• In the workplace we need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on maternity leave (including briefing and updates for any workforce changes)</li> <li>• Ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes e.g. providing physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc. , and flexible working patterns and service times for childcare arrangements</li> <li>• Women from minoritised ethnic backgrounds are more likely to experience complications at birth</li> <li>• Those returning from maternity, shared parental or adoption leave may have missed training opportunities, but data isn't available on this through the HR dashboard</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• As sexual orientation above trans people are statistically more vulnerable to verbal and physical abuse. Trans people regularly face prejudice and discrimination because of the way in which they transgress many of the norms of our culture and society.</li> <li>• 1 in 8 trans people (12%) in the workplace have been physically attacked by customers or colleagues in the last year because they were trans</li> <li>• The data shows participation in training by colleagues who identify as Trans is in line with the workforce demographic so there is a potential that this group may be impacted by a reduction in overall L&amp;D spend.</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in education and employment and this is particularly so for Black African people<sup>2</sup>.</li> <li>• In the last census (2011) 16% of the population belonged to a Black, Asian or minority ethnic group and this is likely to be higher now.</li> <li>• The top three countries of birth outside UK for Bristol residents are Poland, Somalia and India.</li> <li>• Although the race or ethnicity pay gap has narrowed in recent years there are still wide pay differences between particular ethnic groups and most minority ethnic groups earn less on average than White British people.</li> <li>• Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups</li> <li>• Black, Asian and minoritised ethnic households are less likely to own their home and more likely to living in overcrowded housing and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households.</li> </ul>

	<ul style="list-style-type: none"> <li>• Black people in the UK are less likely to hold a driving licence and more likely to rely on public transport.</li> <li>• Black, Asian and minority ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to</li> <li>• Black African young people are disadvantaged in education compared to their White peers<sup>8</sup>. A disproportionately high percentage of Bristol school pupils from Black, Asian and minority ethnic backgrounds are excluded from school and In Bristol pupils with the lowest 'Attainment 8' scores are from Black ethnic background (highest from Chinese ethnic background.)</li> <li>• Organisations may lack cultural competence because minoritised ethnic staff are under- represented.</li> <li>• People from Black African, Other, and Black Caribbean groups have persistently high levels of unemployment and almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people.</li> <li>• Black Asian and other minoritised ethnic groups are more likely to be self-employed than the Bristol average and over-represented in low income self-employment including taxis, takeaway restaurants</li> <li>• People from minoritised ethnic backgrounds are underrepresented in political and civic leadership.</li> <li>• People who do not speak English as a main language may require information in plain English and community language translations or videos etc.</li> <li>• The data shows participation in training by racially minoritised colleagues is in line with the workforce demographic so there is a potential that this group may be impacted by a reduction in overall L&amp;D spend.</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• There are at least 45 religions represented in Bristol. Approximately 1 in 20 people in Bristol are Muslim, and Islam is the second religion in Bristol after Christianity</li> <li>• Budget proposals should take into account differing needs because of people's religion and belief (for example different requirements around diet, life events, and holidays)</li> <li>• Having a designated multi-faith room can make environments such as workplaces and shopping centres is more accessible and friendly for people from faith groups where regular prayer is required.</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	

<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe &amp; Withywood, Filwood and Lawrence Hill.</li> <li>In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people.</li> <li>There are an estimated 29,045 households living in fuel poverty in Bristol, 14.4% of all households (BEIS, 2022)</li> <li>4.6% of households have experienced moderate to severe food insecurity, rising to 11.2% in the most deprived areas of the city (QoL 2021-22)</li> <li>34.6% of people in Bristol are dissatisfied with the way the Council runs things, but this is 47.5% for people living in the most deprived areas of the city (QoL 2021-22).</li> <li>The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.9 years for men and 6.7 years for women.</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Being a carer can be a huge barrier to accessing services and maintaining employment</li> <li>We need to consider the timing/availability of services, events etc. to allow flexibility for carers.</li> <li>As with Disability and Pregnancy and Maternity – policies which aim to restrict driving or parking can have a disproportionate impact on people who are reliant on having their own transport.</li> <li>Studies show around 65% of adults have provided unpaid care for a loved one.</li> <li>Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men)</li> <li>Young carers are often hidden and may not recognise themselves as carers_</li> </ul>
Mitigations:	Line managers of staff will continue to work with employees on an individual basis to support development needs. We will continue to promote the in-house provision of equality and inclusion learning and development to all employees, supplemented by external specialist provider training. As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group.
<b>Other groups</b> [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

The scale of the potential gap in our core funding means that there is very limited opportunity to bring genuine additional benefit to equalities groups in the circumstances. However we have considered as far as possible the need to: eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010; advance equality of opportunity between people from different groups; and foster good relations between people from different groups.

Our budget savings proposals are aligned to our Corporate Strategy and although we have limited resources our future focus will be on achieving those priorities we have identified including tackling poverty and intergenerational inequality.

## 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:

There is likely to be some impact on those with particular protected characteristics with a reduction in discretionary spend on core skills training or continuous professional development.

We will mitigate the impact of this budget reduction by continuing the in-house provision of equality and inclusion learning and development supplemented by external specialist provider training. This includes interactive workshops on Inclusive Leadership and Cultural Intelligence. Corporate Induction and the Team Leader Development Programme will continue to have dedicated sessions focused on equality and inclusion. The e-learning platform and offer of apprenticeships will be unaffected. We will continue to fund council staff on the Diverse Voices development programme.

As part of the scrutiny of learning and development plans during the service planning cycle, the learning and development team will ensure that there is no disproportionate impact on any equality group from funding decisions made. They will also ensure funding is prioritised for actions related to learning and development in service Equality and Inclusion action plans.

70% of learning is on the job and therefore unaffected by this proposal and is a significant part of learning for people in the age range where the council is most under-represented (aged 16-29). Also, apprenticeships aren't affected by this reduction in spend.

Communication about learning and development can be targeted to boost participation levels in open courses evaluated against a framework but the measure of equity of take-up of learning is limited by the workforce demographic.

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

None identified

### 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
All relevant EqlAs will be published on the Council’s website <a href="https://www.bristol.gov.uk/council-spending-performance/council-budgets">https://www.bristol.gov.uk/council-spending-performance/council-budgets</a> and continue to be updated as appropriate.	Steph Griffin	Dec 2023
Ensure learning and development plans are reviewed for potential impact on equality groups with mitigation action	Steph Griffin	April 2024

### 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.

Our Equality and Inclusion Annual Progress Reports show what we have done to achieve the aims of our Equality and Inclusion policy and strategy, and the progress we have made including reporting on all relevant KPIs and workforce diversity [Equalities policy - bristol.gov.uk](https://www.bristol.gov.uk/equalities-policy)

We will monitor the impact through our HR diversity dashboard, our Training by Diversity dashboard and feedback through the L&D programmes themselves and the annual staff survey – with a question specifically about access to learning and development opportunities.

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqlA. EqlAs 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> <b>Reviewed by the Equality and Inclusion Team</b>	<b>Director Sign-Off:</b> Steph Griffin
Date: 08/01/2023	22 December 23

<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.