



Environmental Impact Assessment [version 1.0]

Proposal title: The Bristol Anti Racism in Education Engagement Report – To support the co-production of an Anti Racism in Education Settings Strategy		
Project stage and type: <input type="checkbox"/> Initial Idea Mandate <input checked="" type="checkbox"/> Outline Business Case <input type="checkbox"/> Full Business Case		
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review	<input type="checkbox"/> Changing
Directorate: Education and Skills	Lead Officer name: Su Coombes	
Service Area: School Partnerships	Lead Officer role: Head of Service	

Step 1: What do we want to do?

The purpose of this Environmental Impact Assessment is to help you develop your proposal in a way that is compliant with the council’s policies and supports the council’s strategic objectives under the [One City Climate Strategy](#), the [One City Ecological Emergency Strategy](#) and the latest [Corporate Strategy](#).

This assessment should be started at the beginning of the project proposal process by someone with a good knowledge of the project, the service area that will deliver it, and sufficient influence over the proposal to make changes as needed.

It is good practice to take a team approach to completing the Environmental Impact Assessment. See further [guidance](#) on completing this document. Please email environmental.performance@bristol.gov.uk 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. Please use plain English, avoiding jargon and acronyms.

This proposal is to note Bristol’s Anti Racism in education engagement report and recommend the use of the evidence to support the co production of an Anti-Racism in Education settings strategy. The strategy will be a co-constructed plan to address the disproportionality of outcomes for children and young people in Bristol. The Anti-Racism strategy aims to work with leaders, communities, young people and families in educational settings and partners from the statutory and voluntary sector to create positive and sustainable change. This Anti–Racism strategy is rooted in the world of education but lends itself to the multiple strategies that underpin the work across the council like The Belonging strategy. In the Anti-Racism in education settings strategy, we aim to triangulate the lived experiences of Black and Minoritised children and young people, data of outcomes, attendance and exclusions and ensure care, understanding and the opportunities we want for our most vulnerable young people who are at risk of being marginalised.

We want to make a measurable change to current and future generation of Black and Minoritised people by tackling racism. We have listened to what children and young people told us about their experiences within their educational journeys, their informed, lived experience is the reason this strategy has come to life. The young people have called for anti -racism in educational settings strategy, it is our duty to respond and as the adults in positions of power and influence, to listen to the call to action and co-produce a strategy that will enable systemic change for the future. Children, young people, families and partners rightly want to see change; not actions that have very little impact or indeed fail to improve lives.

In developing this work we heard from children about their lived experiences of racism in education settings who did not and still do not feel heard. We also had feedback from parents and carers finding it hard to navigate complaints processes and/or get their complaint heard. We have also listened to education professionals both from white and Black and Minoritised communities who find it difficult to negotiate and address racism within education.

The strategy will set out priorities for the next 5 years, but the action plans will build on learning annually and inform developments year by year. We will also have measurable targets and indicators of success

related to these priorities. These will help partners assess if we are making progress whilst also listening to lived experiences.

This co-constructed strategy with leaders in education demonstrates the value of children and young people's lived experience underpinning the ways in which we will work to move this agenda forward. All education institutions will need to consider and review systems and policies and the impact of these on Black and Minoritised children and young people. *(For further details including evidence base please refer to the full report)*

Governance

To ensure that the strategy has both support and challenge, Bristol City Council recognises that the governance will need to be rigorous and robust to hold leaders and partners to account. The groups outlined in the decision-making boards will challenge and hold to account for any financial commitments that are made by Bristol City Council and have the powers to make the necessary decisions as an organisation as well as what is required in the best interests of the city.

The groups and boards identified in the non-decision making pathway will be key enablers in supporting drivers and sharing best practice, highlighting opportunities and linking into larger and wider organisation that strand owners can learn and develop from.

It is expected that all impact reports will reach the boards outlined in the non-decision making group as well as Keeping Bristol Safe partnership and / or the Health and Well-being board.

Governance will be key to ensuring that plans do not stall, dissipate, or diminish as they will enable officers and partners to embed actions into everyday work and be part of the engrained services that we offer. The governance will be fundamental to holding all partners to account.

Corporate Strategy alignment:

The Anti Racism Strategy is fundamental to core business of BCC, it also aligns with the strategies below to ensure an equitable approach to key priorities to ensure all children and young people; particularly Black and Minoritised children, families and workforce feel included, value and accepted in all schools and places of learning.

1. Belonging strategy
2. One city plan
3. SEND and Inclusion Strategy

1.2 Will the proposal have an environmental impact?

Could the proposal have either a positive or negative effects for the environment now or in the future? If 'No' explain why you are sure there will be no environmental impact, then skip steps 2-3 and request review by sending this form to environmental.performance@bristol.gov.uk

If 'Yes' complete the rest of this assessment.

Yes No [please select]

At this stage of the process, it is difficult to quantify the environmental impacts of the strategy as many details are not known, however they are likely to be minimal. We will update it with additional details as this information is available.

1.3 If the proposal is part of an options appraisal, has the environmental impact of each option been assessed and included in the recommendation-making process?

If 'Yes' please ensure that the details of the environmental impacts of each option are made clear in the pros and cons section of the [project management options appraisal document](#).

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Not applicable	[please select]
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If 'No' explain why environmental impacts have not been considered as part of the options appraisal process.

Step 2: What kinds of environmental impacts might the project have?

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. See detailed [guidance documents](#) for advice on identifying potential impacts.

Does the proposal create any benefits for the environment, or have any adverse impacts?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our corporate environmental objectives and the wider [One City Climate and Ecological Emergency strategies](#).

Consider how the proposal creates environmental impacts in the following categories, both now and in the future.

Reasonable efforts should be made to quantify stated benefit or adverse impacts wherever possible.

Where the proposal is likely to have a beneficial impact, consider what actions would enhance those impacts. Where the proposal is likely to have a harmful impact, consider whether actions would mitigate these impacts.

Enhancements or mitigation actions are only required when there is a likely impact identified. Remember that where enhancements or mitigation actions are listed, they should be assigned to staff and appropriately resourced.

GENERAL COMMENTS (highlight any potential issues that might impact all or many categories)		
<p>ENV1 Carbon neutral: Emissions of climate changing gases</p> <p>BCC has committed to achieving net zero emissions for its direct activities by 2025, and to support the city in achieving net zero by 2030.</p> <p>Will the proposal involve transport, or the use of energy in buildings? Will the proposal involve the purchase of goods or services? If the answer is yes</p>	Benefits	
	Enhancing actions	
<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>		

<p>to either of these questions, there will be a carbon impact.</p> <p>Consider the scale and timeframe of the impact, particularly if the proposal will lead to ongoing emissions beyond the 2025 and 2030 target dates.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	<p>Adverse impacts</p>	
	<p>Mitigating actions</p>	
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	
<p>ENV2 Ecological recovery: Wildlife and habitats</p> <p>BCC has committed to 30% of its land being managed for nature and to halve its use of pesticides by 2030.</p> <p>Consider how your proposal can support increased space for nature, reduced use of pesticides, reduce pollution to waterways, and reduce consumption of products that undermine ecosystems around the world.</p> <p>If your proposal will directly lead to a reduction in habitat within Bristol, then consider how your proposed mitigation can lead to a biodiversity net gain. Be sure to refer to quantifiable changes wherever possible.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	<p>Benefits</p>	
	<p>Enhancing actions</p>	
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	
	<p>Adverse impacts</p>	
	<p>Mitigating actions</p>	
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	
<p>ENV3 A cleaner, low-waste city: Consumption of resources and generation of waste</p> <p>Consider what resources will be used as a result of the proposal, how they can be minimised or swapped for</p>	<p>Benefits</p>	
	<p>Enhancing actions</p>	
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	

less impactful ones, where they will be sourced from, and what will happen to any waste generated Further guidance <input type="checkbox"/> No impact	Adverse impacts	
	Mitigating actions	
Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years		

ENV4 Climate resilience: Bristol’s resilience to the effects of climate change Bristol’s climate is already changing, and increasingly frequent instances of extreme weather will become more likely over time. Consider how the proposal will perform during periods of extreme weather (particularly heat and flooding). Consider if the proposal will reduce or increase risk to people and assets during extreme weather events. Further guidance <input type="checkbox"/> No impact	Benefits	
	Enhancing actions	
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years	
	Adverse impacts	
	Mitigating actions	
Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years		

Statutory duty: Prevention of Pollution to air, water, or land Consider how the proposal will change the likelihood of pollution occurring to air,	Benefits	
	Enhancing actions	
Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years		

water, or land and what steps will be taken to prevent pollution occurring. Further guidance <input type="checkbox"/> No impact	Adverse impacts	
	Mitigating actions	
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years	

Step 3: Action Plan

Use this section summarise and assign responsibility for any actions you have identified to improve data, enhance beneficial, or mitigate negative impacts. Actions identified in section two can be grouped together if named responsibility is under the same person.

This action plan should be updated at each stage of the project. Please be aware that the Sustainable City and Climate Change Service may use this action plan as an audit checklist during the project’s implementation or operation.

Enhancing / mitigating action required	Responsible Officer	Timescale

Step 4: Review

The Sustainable City and Climate Change Service need at least five working days to comment and feedback on your impact assessment. Assessments should only be marked as reviewed when they provide sufficient information for decision-makers on the environmental impact of the proposal.

Please seek feedback and review by emailing environmental.performance@bristol.gov.uk before final submission of your decision pathway documentation¹.

Where impacts identified in this assessment are deemed significant, they will be summarised here by the Sustainable City and Climate Change Service and must be included in the ‘evidence base’ section of the decision pathway cover sheet.

Summary of significant beneficial impacts and opportunities to support the Climate, Ecological and Corporate Strategies (ENV1,2,3,4):
Summary of significant adverse impacts and how they can be mitigated:

¹ Review by the Sustainable City and Climate Change Service confirms there is sufficient analysis for decision makers to consider the likely environmental impacts at this stage. This is not an endorsement or approval of the proposal.

Environmental Performance Team Reviewer: Daniel Shelton	Submitting author: Susan Coombes
Date: 26.03.2024	Date: 25.03.2024