

Full Council

9th July 2024



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

Title: Equity and Inclusion Annual Progress Report 2023-24

Ward: City Wide

Member Presenting Report: Cllr Tony Dyer: Leader and Chair of the Strategy and Resources Policy Committee

Recommendation

To note the Equity and Inclusion Annual Progress Report 2023-24.

Summary

Our Equity and Inclusion Strategic Framework (2023-27) sets out our commitment to equity and inclusion and how we will:

- Tackle equality issues
- Aim to eliminate discrimination
- Foster good relations between communities in Bristol
- Advance equality of opportunity

Our 'Equity and Inclusion Annual Progress Report 2023-24' provides an overview of the work we have undertaken between April 23 and April 24 towards achieving our equality objectives. Bristol City Council is required by the Public Sector Equality Duty to:

- Publish one or more equality objectives at least every four years
- Publish information on general duty compliance with regard to people affected by our policies and practices every year
- Publish information on general duty compliance with regard to employees every year

Policy

1. Equality and Inclusion is a central 'Building Block' within the [Corporate Strategy](#) (page 10), a cross-cutting principle meant to apply to all council work and influence everything we do.
2. The report is an update on our progress against our five equality objectives, mapped out in the [Equity and Inclusion Strategic Framework 2023-27](#). The strategic framework sets out the opportunities and challenges facing equality and inclusion in Bristol (both the city and its council) and maps out how we plan to address these.

Consultation

3. Internal

Internal stakeholders have contributed towards the report including the Policy and Strategy team, Parks services, Legal and Democratic Services and Children and Education (please see case studies in the report for a comprehensive list). Additionally the report was reviewed by:

- Policy, Strategy and Digital Divisional Management Team
- Executive Leadership Meeting
- Corporate Leadership Board

4. External

Not applicable.

Context

5. Our Equity and Inclusion Annual Progress Report 2023-24 demonstrates our work to progress the equality objectives mapped out in the Equity and Inclusion Strategic Framework 2023-27. This is the first year we are reporting on the strategic framework, which was approved by Full Council in July 2023.
6. The report illustrates our programme approach to equity and inclusion and includes a broad range of case studies from across all four directorates within the council. This shows some of the progress we are achieving in making equity and inclusion everyone's responsibility.
7. The report details a wide range of equity and inclusion activities and initiatives including our reestablished governance framework, workforce diversity reporting and outcomes, embedding equity and inclusion into policy and strategy development, our broad range of collaborative partnership working and our work connecting communities. The report demonstrates how we are performing against our agreed metrics and measures of success.

Proposal

8. Full Council is asked to note the Equity and Inclusion Annual Progress Report 2023-24.

Other Options Considered

9. Not applicable.

Risk Assessment

10. Not applicable.

Summary of Equalities Impact of the Proposed Decision

We have not identified any equality impacts as a result of the publication of this report. This report allows us to directly contribute to our duty to publish information about our compliance under the Equality Act 2010 and the Public Sector Equality Duty. The report contains no new activities but summarises our programmes of work to promote and champion equity and inclusion between April 23-24. Activities covered in the report will have been subject to their own equality impact assessment including the [EQIA for the Equity and Inclusion Strategic Framework \(2023-27\)](#).

Legal and Resource Implications

Legal

The Equity and Inclusion Annual Report 2023-24 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.

Husinara Jones, Team Manager/Solicitor, 30 April 2024.

Financial

(a) Revenue

This report is for noting the Equity and Inclusion Annual Progress Report 2023/24, which is a retrospective assessment of progress against the 2023-27 Equity and Inclusion Strategic Framework. There are no financial implications arising from this report.

Kathryn Long, Finance Business Partner: Resources & Shareholding, 1 May 2024

(b) Capital

Not applicable.

Land

Not applicable.

Personnel

Not applicable.

Appendices:

Appendix A – Equity and Inclusion Annual Progress Report 2023-24.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.