

Bristol's Race Equality Strategic Leaders' Group



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Foreword

from the Deputy Mayor



Deputy Mayor – Asher Craig

I am delighted to provide the Foreword to the 2021 Annual Report for the Bristol Race Equality Strategic Leaders' Group.

The past year (1 April 2020 to 31 March 2021) has certainly been a year like no other with COVID-19 and the Black Lives Matter movement. Both significant events have had a long-lasting impact, and in particular we have seen the disproportionate effect of the coronavirus on our black, Asian and minority ethnic citizens.

In Bristol's One City Plan (more details below), we committed to a vision of freedom from racism and prejudice by 2050. This is no straightforward task. The toppling of the statue of Edward Colston during a Black Lives Matter protest in June 2020 was a symbolic demonstration of our city's complex relationship with race. It highlights the long shadows cast by slavery and racism in Bristol, and how this shapes our city's discourse about inequality and exclusion amid modern concerns about institutional racial violence and the disproportionate effect of the coronavirus on our Black and Brown citizens. In this context, visible and responsible leadership matters. So too does the recognition that solving entrenched racism and inequality is a collective responsibility—no single organisation or individual can tackle this problem alone.

Back in April 2020, I commissioned ARC West to produce a rapid review on the impact of COVID-19 on people from black, Asian and minority ethnic backgrounds to ensure we had localised evidence of the impact available to help set us on our way to implementing an action plan on how we were going to tackle these matters. This review came back with 8 key policy recommendation areas which you can read more about here: <https://arc-w.nihr.ac.uk/news/arc-west-rapid-review-explores-disproportionate-impact-of-COVID-19-on-black-asian-and-minority-ethnic-communities/>

The COVID-19 Race Equality Steering Group was set up to address both the recommendations of the Review as well as the Public Health England report 'Understanding the Impacts on Black Asian and Minority Ethnic Communities Report'.

I have been extremely pleased to see many of our city's sectors and groups show incredible resilience and adaptability to respond so impressively to these landmark events. In particular it has been hugely encouraging to see Bristol's Race Equality Strategic Leaders' Group adapt its annual work plan in order to help with the critical Bristol-wide response needed around COVID-19.

The COVID-19 pandemic has shone a spotlight on the systematic inequalities, exposing uncomfortable truths and glaring disparities that exists in society. Health status for example being an outcome of broader structural, social and economic condition, such as unequal representation, income and social circumstances, compounded by the generational impacts of stress from living with endemic discrimination and racism. We, as a collective of city leaders have to tackle these racial and ethnic inequality factors. The complex and multi-faceted nature of these issues means we need to tackle the inequalities from a range of perspectives encompassing everything from education to housing, health to employment, experiences of police and the justice system to representation in city leadership. It is vital that we work with our communities to change this with all sectors and public institutions acknowledging the unprecedented socio-economic impact of COVID-19 on black Asian and minority ethnic groups by building in short, medium and longer term support.

What this year's huge challenges have brought is even greater strength to our One City Approach, particularly around Race Inequality. Our One City Gatherings have regularly brought together over 400 organisations from across Bristol to help collectively tackle our most prominent challenges, as well as to enable positive networking and good practice sharing opportunities. You can read more about the very latest refresh of the One City Plan here: [**One City Plan - Bristol One City**](#)

On the theme of One City, this group has led on this principle for a number of years and I have been very pleased to see the excellent progress made this year to work across the city with our many other race equality networks, groups and commissions. November 2020 saw us deliver our first Race Equality Gathering which enabled key strategic conversations to happen with a vast array of stakeholders. The feedback and enthusiasm around this event (both locally and nationally) was extremely positive and it was a very positive move led by the Strategic Leaders' Group to lead and co-ordinate this event. Another of the outcomes of the gathering is the commitment to deliver a range of race equality events for all our public sector and community organisations during 2021 (more about this on page 11 of the report).


Despite the significant ongoing challenges we face in tackling race inequality, there is some comfort to be taken in the sheer volume of national and international requests received by Bristol to share our journey on race with many feeling they can learn from the range of city-wide initiatives we are delivering and the experiences we have gained.

I would like to take this opportunity to thank all members of the group for their continued commitment, consistency and leadership throughout such a turbulent year. Your work has helped to ensure the city's public sector organisations continue to commit to bringing about real change through your comprehensive and strategic approaches to tackling racial inequalities within our respective organisations. I must also highlight the invaluable support of our wider partners and contributors, particularly the Commission on Race Equality, SARI, Black South West Network and VOSCUR for their ongoing support and challenge to ensure the focus of the group continues to be firmly targeted on making a real difference to our employees and to the communities we all serve across Bristol.

From reading this report and reflecting on the vast amount of work delivered during such a challenging year is of great credit to the strength of the group, your partnership commitment and your dedication. Significant strides forwards in terms of our One City approaches to dealing with race have been taken this year with even further major commitments scheduled to be delivered in what promises to be another vital stage of our journey during 2021/2022.

We will be ensuring progress on next year's work plan as well as latest news will be updated and available on our new website throughout the year. You can keep up to date on our key developments by visiting us at: <https://www.bristolonecity.com/race-equality-strategic-leaders-group/>

With continued thanks and best wishes,



Deputy Mayor Asher Craig

Cabinet Member for Communities, Equalities and Public Health.



Introduction

from the Group Chair



Group Chair – Mike Jackson

On behalf of Bristol's Race Equality Strategic Leaders' Group I am very pleased to introduce our latest Annual Report, summarising the progress and outputs delivered by our group between 1st April 2020 and 31st March 2021. Within the document we also highlight some of the key challenges faced during this extraordinary year.

The production of this latest Annual Report further demonstrates how far we have come as a group of the last 5 years. This is testament to our ever growing group membership, our wider city partnerships and the consistency and commitment of our core group members who have enabled us to get to a position where we now set collective annual work plans with a shared commitment to tackle the city's key strategic challenges. We also continue with our focus on ensuring how all our public sector city partners work together to improve the opportunities and experiences of Black, Asian and Minority Ethnic individuals and take an action centred approach to making a difference for our communities.

Our group was set up in response to the **Bristol Manifesto for Race Equality - "Batook's Blueprint"**, which highlighted the need to bring together all public sector organisations in the city to work collaboratively to tackle the endemic issues that the Manifesto raised and to make a difference to our communities. We also ensure our focus remains on continuing to improve the diversity of public sector organisations in Bristol. Despite progress in areas in recent years and that we still have a long way to go with that. Otherwise this looks good.

On reflection of this last 12 months, I have been highly impressed with the continued commitment of all our group members to ensure we retain our focus in pursuing our priorities around tackling race inequality, despite the incredible challenges and demands faced by all organisations and stakeholders throughout the COVID-19 pandemic period to date.

We have adapted our work plan to ensure we also worked to support efforts in tackling race inequality relating to COVID-19, however, the group also took the view that our strategic priorities initially set became even more important, to ensure we continue to reduce the systematic inequalities and disparities faced by many groups within the city which COVID-19 has further shone a significant spotlight on.

Throughout the year, we have collectively adapted to new ways of working as a group, as well as with our wider stakeholders to ensure a positive response to all the strategic targets set within the year's work plan and we have also worked collaboratively to set out our key aims for delivery in 2021 / 2022 where city-wide joint working and engagement with all sectors, stakeholders and community groups will be at the forefront of our efforts.

A key milestone

Looking back on the last 12 months, one of the key milestones delivered was convening our Bristol Race Equality Gathering as this was a real first of its kind for our city and helped us to take a significant step forwards in connecting the city in tackling race inequality.

We had an incredible interest in the event and extremely positive engagement and response by the 70 plus agencies who attended with some very encouraging commitments agreed towards future city-wide joint working to bring about change (you can read more about the event in the following pages).

Group changes and new memberships

This year I have been very pleased to welcome Charlotte Hitchings as our new group Vice-Chair. Charlotte is the Chair of Avon & Wiltshire Mental Health Partnership NHS Trust and has been a valuable addition to

the work of the group. You will hear from Charlotte later in the document. On this note, I wish to thank our previous Group Vice-Chair, John Smith for all his hard work and constant commitment since the inception of the group and for the invaluable role John has played in helping to get the group to the strong position it finds itself in today.

As has been the case in previous years, we have continued our approach to ensure we further expand our group representation. I am delighted to add that this year we have seen a range of Criminal Justice System partner agencies joining the group, as well as welcoming SIRONA Care & Health to ensure a full representation of major public sector agencies working within Bristol.

In addition the group have also been further strengthened by strategic representation at our meetings this year from both Black South West Network and VOSCUR. Both organisations have added to the ongoing excellent support, challenge and scrutiny also provided by SARI and the Commission on Race Equality in ensuring our public sector members receive input on wider perspectives where decisions and actions are taken.

My final thank you goes to the members of Bristol's Race Equality HR Leaders' Group, who work effectively as a 'delivery arm' for our group, helping to work through the detail and action plans to ensure our strategic targets and aspirations are turned in to processes and policies to be delivered effectively throughout our organisations to help bring about the changes we need in ensuring a fairer city going forward.

Should you wish to find out more about the work of your group or if you wish to access and view any of our detailed reports, data products or find out about our latest news as the year develops then you can do so by visiting our new online home, which was one of our key priorities set for this year. I am pleased to say this has been delivered successfully and you can access the site by visiting: <https://www.bristolonecity.com/race-equality-strategic-leaders-group/>

Yours sincerely,


























Mike Jackson

Chair, Bristol's Race Equality Strategic Leaders' Group.
CEO, Bristol City Council.

Our group membership

The following agencies are all committed partners in tackling race inequality in the city, playing a key role in each of the group's meetings, as well as supporting the full range of projects undertaken by the group outside of meetings.

Avon and Somerset Police		NHS Bristol, North Somerset & South Gloucestershire CCG	
Avon and Somerset Police & Crime Commissioner		North Bristol NHS Trust	
Avon and Wiltshire Mental Health Partnership NHS Trust		One City Office	
Avon Fire and Rescue Service		SARI	 STAND AGAINST RACISM & INEQUALITY
Black South West Network		Sirona Care & Health	
Bristol City Council		South Western Ambulance Service	
Bristol, Gloucestershire, Somerset and Wiltshire Community Rehabilitation Company		University Hospitals Bristol and Weston NHS Foundation Trust	
Commission on Race Equality		University of Bristol	
Crown Prosecution Service		University of the West of England, Bristol	
Environment Agency		VOSCUR	
HM Prison Service, Bristol		West of England Combined Authority	
National Probation Service– Bristol & South Gloucestershire LDU			

What did our group set out to deliver in 2020/2021?

Through the strong partnership commitment from all partners listed above, as a group we have been able to make significant progress year on year in terms of our outputs and wider partnership working.

Having a full representation of Bristol's public sector with a dynamic multi-agency approach has enabled us to progress to setting collective annual work plans for our group to focus our efforts and provide structure

In March 2020 our group agreed our finalised work plan of 7 key stated priorities to tackle and deliver during the 2020/2021 financial year. Shortly after confirming the work plan, the severity of the COVID-19 pandemic became clear and so an additional work plan priority to support work on this critical emerging issue was added. The finalised agreed work plan was as follows:

1. Recruitment

Delivering a co-ordinated City-wide recruitment events as part of ongoing targeted campaign

To build on the current city-wide 'Bristol is Hiring' campaign with a high profile and large scale recruitment event jointly delivered by key partners to promote employment opportunities for Black, Asian and Minority Ethnic individuals as part of an ongoing positive action initiative.

Agencies to collectively engage in planning and delivery and to ensure positive role models attend the event to help inspire others with the aim of increasing diversity of applicants and Black, Asian and Minority Ethnic individual representation across partner agencies.

2. Connecting the City

Race and the City 2 – Delivering a race equality focused gathering of key networks

During 2020/21 the group propose delivery of a Race Equality focused gathering involving a range of groups, leaders and networks on a more localised level to build on the momentum from October's Race and the City Conference and to further build the range of One City working across Bristol, establishing further joint working opportunities.

This event will create the space for bringing together the many networks, groups and sectors across Bristol to facilitate future wider partnership working, sharing of best practice, understanding of each other's priorities

and challenges and key learnings and moving forward collectively and strategically.

Late 2021 – to work towards delivery of a large scale and high profile events (of similar scale to Race and the City Conference) to ensure maximum impact with wider partners, regions and central Government.

3. Communications/online presence

Create a website for the group

Delivery of a fit for purpose web-based profile for the group to ensure that information regarding the work and make-up of the group and points of contact are available online.

One key purpose for creating a web page is to ensure that a site will allow the group an online home to ensure that all publications and outputs created, such as the Race Data Products, Annual Reports are easily accessible to all members, wider networks and interested parties. This will ensure even greater transparency and availability of resources for all stakeholders.

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4. A One City engagement approach

Progressing work with Voluntary, Community and Social Enterprise (VCSE) sector

Begin to develop work with VCSE towards the sector's first introduction to future iterations of Bristol's HR data product. This would ensure a further major sector is included with the opportunity to share lessons learned and progress made to date, ensuring the product continues to be even more representative of the whole city.

5. Action focused

Ensuring the delivery of the Race Data Product Action Plans and alignment with HR Leaders' Group action

Ensure measurable targets are in place for the group to hold themselves to account. This will be delivered by alignment of HR Leaders' Group priorities with the stated aims within the RESLG action plan (set in response to the race data product). Progress will be reported to the Strategic Leaders' Group on a 6 monthly basis.

Ensure close alignment with the HR Leaders' Group to support the implementation and delivery of the first HR Leaders' Group action plan enabling both action plans to complement one another to achieving the stated aims.

6. Transparency

2020/2021 Annual Report of the Race Equality Strategic Leader's Group

Production of a publicly available Annual report to ensure we capture the achievements, progress and challenges resulting from the group's work in the 2020/2021 financial year.

This report to be produced by the group and to be shared widely with the city, given no Data Report is to be created in 2020/2021 (version 3 of the data product has been agreed for delivery in mid to late 2021).

7. Alignment

to the stated Race Equality aims within the One City Plan

To approach key national departments (such as the Race Disparity Unit / ONS) for input in conducting a deep dive to set out a potential data trajectory for Bristol's Black, Asian and Minority Ethnic population. This will help ensure the group has an accurate future picture to plan appropriately to meet the race equality stated aims in the One City Plan.

The deep dive could inform a considered group response to these One City aims and to future action plans by setting out a series of incremental shorter term targets and action plans necessary in delivering these longer term aims within the One City Plan.

8. Bristol's COVID-19 Race Equality Response

This priority was a necessary in-year addition to the work plan as resources from the group were utilised to support the implementation and establishment of the Bristol-wide COVID-19 Race Equality Steering Group (a multi-agency group, engaging with key organisations, communities, leaders and stakeholders from across the city).

The group focusing on implementing an action plan and a series of sub groups/task and finish groups and projects to ensure Bristol responds effectively to the key recommendations raised in the Rapid Evidence Review delivered by ARC West. This report, titled "Impact of COVID-19 on people from BAME backgrounds" is relevant to all key strategic partners across the city and work has been carried out to ensure all RESLG members are sighted on the work and engaged in the relevant policy recommendation developments as appropriate, as well as contributing to the data pictures and initiatives being developed.

Key highlight achievements during 2020/2021

The following pages provide a highlight summary of some of the key initiatives and outputs delivered by our group against our agreed work plan themes as listed during 2020/2021:

Connecting the City: A first for the City – Bristol’s Race Equality Gathering

Race Equality Gathering

In November 2020 we co-ordinated and delivered Bristol’s 1st Race Equality Gathering. During the event we welcomed over 70 key race equality leaders, with delegates from many of Bristol’s race equality networks, leaders from all sectors, One City partners and also leaders from London, Liverpool and the Cabinet Office’s Race Disparity Unit.

We created the event in order to enable the opportunity to focus on the work of some of the key city-wide race equality groups and to discuss how best we can all align efforts to achieve maximum impact.

Committing to working collectively across networks to tackle race inequality in Bristol has been a long standing priority for our group. Within our annual work plan was a commitment to ‘Connect the City’ on tackling race inequality through a One City approach.

Delivering this event and bringing together so many key groups saw us take a significant step forward in delivering on this priority and this was reflected in the feedback received from attendees both during and following the event.

The following groups showcased their work through presentations at the gathering:

Bristol Muslim Strategic Leadership Group	Race Equality Strategic Leaders’ Group	Commission on Race Equality
COVID-19 Race Equality Steering Group	Bristol Equalities Network	Race Equality in Education Group
Lammy Review Group	Race Equality HR Leaders’ Group	

In addition to bring all these groups together to establish relationships, to learn about each other’s priorities and work plans there was very much a focus on testing the commitment and appetite from all groups to establishing continued future working.

As an outcome of the Gathering all stakeholders stated they saw real value in future collaborative working on this scale. As a result there were key decisions made at the event specifically in relation to future collaborative working which were:

- Partners agreeing to work strategically and collectively on a One City level in relation to race equality by creating regular Gatherings to share progress, good practice and challenges.
- To create a wider city network & reference group to enable effective sharing of updates and communications between the many key groups within Bristol.

- A collaborative approach was agreed between all networks to deliver an annual programme of co-ordinated race equality events for the city throughout 2021.

Since the Gathering individual meetings have now taken place with Chairs/nominated leaders of each of the key groups the following groups to progress these agreements.

A firm commitment to working together has been expressed by all the above key networks with positive feedback received for working to ensure more joined up future approaches.

Connecting the City: Agreement to engage the whole City in 2021



Following the success of the Race and the City Conference the group wish to continue to connect our city as a whole in tackling race inequality through deliver of wider engagement webinars and events during 2021. These will be events open to all.

At the end of this annual programme of specialist events we intend to hold a large scale and high profile follow up Race & the City Conference to help highlight and tackle our city's major challenges and opportunities.

During the Race Equality Gathering (held in late 2020) we agreed on a set of key themes to form the basis for the annual programme as follows:

Key theme	
Webinar 1	Race & the City – a spotlight on Criminal Justice
Webinar 2	Race & the City – a spotlight on Education
Webinar 3	Race & the City – a spotlight on Health & Wellbeing
Webinar 4	Race & the City – a spotlight on Recruitment & Employment
Webinar 5	Race & the City – a spotlight on Muslims in Bristol – and intersectionality

We also include sessions on dealing with Institutional Racism and celebrating the achievement of Bristol's diverse communities and the hugely positive impact they have had on the city during our end of year conference.



Lord Woolley addresses delegates at Bristol's 1st Race & The City event - November 2019

Connecting the City – other updates

- As result of the Race Equality Gathering we have established a wide reaching race equality leaders contact list to ensure our relevant future updates reach key networks across all sectors.
- During late 2020 we attended and presented at the induction event for all newly appointed members of Bristol's Commission on Race Equality which enabled an excellent opportunity to provide updates on the work of the group and to help establish future relationships with the new Commissioners.

Delivery of Bristol's first Race and Housing Conference

During November 2020 over 180 delegates came together to attend Bristol's Race and Housing Conference, the first of its kind held in Bristol on this scale produced by the Mayor of Bristol, Bristol City Council and SARI – Stand Against Racism & Inequality.

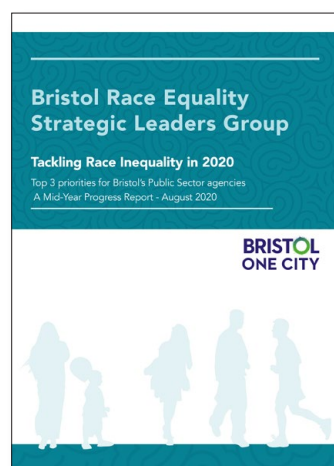
The conference discussed a variety of themes ranging from showcasing best practice to addressing representation in housing management, promoting cohesive social housing and focusing on redressing the identified inequalities within housing.

Positive feedback was received from over 80% of attendees and all suggestions from the roundtable and workshop discussions have now been considered, with a series of actions identified to take forward in order to bring about the desired improvements.

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Transparency: Tackling race inequality in 2020

Top 3 Priorities for Bristol's Public Sector Agencies – A mid-year progress report



As part of our annual work plan for 2020 we made a commitment to individually publish what our key race equality priorities were. We also committed to then follow this up with a progress report to share the range of initiatives and interventions that have been delivered in order to tackle these challenges.

The vision for this report came as a result of the publication of our Race Equality HR data product to ensure we stated and shared our own individual challenges and actions as well as our collective aims.

This document can also be used as a helpful tool for HR Leaders, Race Equality teams and a range of groups and organisations, as it helps to display the range of initiatives and challenges being focused on by partners, enabling opportunities for sharing of knowledge and expertise between agencies where common matters arise.

The updates set out in the document also highlight some of the good practice examples being delivered across Bristol which may be of interest to partners.

You can access the document by visiting: <https://www.bristolonecity.com/wp-content/uploads/2021/02/BD13296-Race-Equality-Data-Product-UPDATE-2020.pdf>

Communications/online presence: Creation of web-based home for RESLG

During this year we have produced a fit for purpose online home to help improve access to and availability of our outputs and reports as well as being able to share latest news and progress in-year.

The site summarises the background story to our group as well its membership and further develops our ambition of transparency of our work which is a key consideration for us. All our productions are now available to all interested parties and stakeholders and our new site can be accessed here:

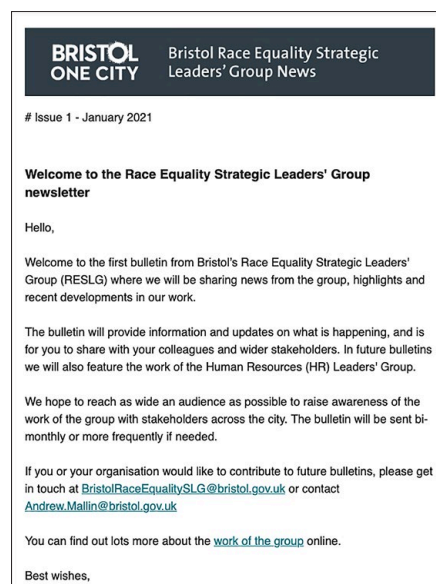
<https://www.bristolonecity.com/race-equality-strategic-leaders-group/>



Launch of our new group bulletins

During our July meeting we were presented with the progress report on delivering our Top 3 Race Equality priorities during 2020 (there is more about this report in the previous pages).

Upon considering this very useful document we committed to ensure this was shared widely throughout all our organisations. However, given that the document contained so many examples of good practice and shared challenges that were applicable to most organisations we felt it would be beneficial to the city for us to create regular bulletins on the progress and outputs of our group to share such good practice with networks, sectors and organisations throughout the city who may benefit from such information.



We are delighted to report that our first group Bulletin was launched in January 2021 and shared across the region – we will continue to produce these on a bi-monthly basis going forward. The bulletins enable an excellent opportunity to more widely promote the work of our group as well as enabling many further opportunities for joint working and co-production on future products, the benefits of which we are already seeing.

You will be able to access all future copies of our bulletins at this link:


<https://www.bristolonecity.com/race-equality-strategic-leaders-group/reslg-latest-news-and-bulletins/>

Sharing Bristol's race equality journey with wider cities and regions on a national level


During the year the work of our group and our wider city race equality networks and partnerships have again been in significant demand with many appearances made at events across our region and the country to present the range of work our group has delivered to date.

We have prioritised sharing our experiences to enable the formation of wider partnerships, as well as being able to take the opportunity to learn from other areas. Examples of presentations provided and sharing of our work include:


- Global Equality & Diversity Awards Event 2020.
- Government's Commission on Race & Ethnic Disparities.
- Cabinet office & Race Disparity Unit visits and events.
- Police and Crime Commissioners presentations.
- VCSE Sector leaders event.
- Private sector engagement presentations.
- We have also produced a case study on the work of our Race Equality Strategic Leaders' Group which has been approved for publishing on the Local Government Association Good practice hub for sharing good practice on a national level.
- Sessions at many local authorities and race equality networks across the country.




HOME PROGRAMME FEES SPONSORSHIP AWARDS REGISTER



Caroline Nokes (Rt Hon, MP)
Chair
Women and Equalities Select Committee



Meghan Reed
Training and Innovations Lead
Diversity and Ability



Marvin Rees (Mayor)
Mayor of Bristol

Global Equality & Diversity Awards Event 2020



Bristol's 'One City' approach to tackling Race & Ethnic disparities

Commission on Race and Ethnic Disparities: Mayors' Roundtable
Deputy Mayor Asher Craig

Visit us at: - <https://www.bristolonecity.com/race-equality-strategic-leaders-group>

Government's Commission on Race & Ethnic disparities

A One City engagement approach

We are delighted with the results this year of our continued efforts to Increase our reach.

During this year we have secured membership from the city's Criminal Justice Sector agencies which has ensured we now have a comprehensive coverage of public sector membership is comprehensive.

In addition we have also seen Black South West Network, VOSCUR and Sirona Care & Health also join as members of our group which has significantly strengthened our work.

Engaging with our voluntary, community and social enterprise sector

During February 2021 we attended the VCSE Sector Leaders meeting to progress future joint working with the sector on our key projects.

Following positive discussions we have achieved agreement in principle to pursue the sector's involvement in future iterations of the Race Equality Data Product to ensure a further key sector is included and able to benefit from the positive outcomes, learnings and sharing of good practice and challenges.

This is further significant step forward in working towards a product that captures all major sectors across Bristol.

Recruitment:

Your City Your Jobs. City-wide recruitment events as part of ongoing targeted campaign

Your City Your Jobs event

In October 2020, our HR Leaders' Group delivered the 3rd of our Your City Your Jobs recruitment campaign events, in line with our annual work plan.

Following highly impactful previous events held in the Malcolm X Centre and the Trinity Centre on this occasion, due to COVID-19 restrictions the event was delivered via Zoom.

The latest event started with an introduction from Councillor Craig on her career to date and was followed by presentations from each of our many participating organisations, outlining the benefits of working there. Attendees were then given the opportunity to join private 'chat rooms' to talk to representatives of the organisations directly.

A number of organisations said they found this more personalised approach worked well and there was much interest in a number of their vacancies shared on the night.

The HR Leaders' Group are working closely with us to deliver further events during 2021 to ensure we continue to effectively reach targeted communities and groups and gain encouraging engagement and application numbers in the opportunities being showcased at the events.



Bristol's COVID-19 Race Equality Response

Given the rapid progression of COVID-19, our group took an early in-year decision to add supporting this vital emerging area of work to our work plan to help support Bristol's response to the pandemic, specifically around race inequality.

During the rise of the coronavirus pandemic, it was beginning to anecdotally be noticed that the impact on Black, Asian and Minority Ethnic people was higher than average. In April 2020, the Mayor and Deputy Mayor Asher Craig commissioned ARC West to undertake a rapid review into why the risk of death from COVID-19 appeared higher among Black, Asian and Minority Ethnic people. The report came back with 8 recommendations. Shortly after this, Public Health England released their own report on this disproportionate impact. Both reports can be accessed via these links:

ARCWest rapid review on the disproportionate impact of COVID-19 on BAME communities

Public Health England report: COVID-19: understanding the impact on BAME communities

In response to this in May 2020 Deputy Mayor Craig launched Bristol's Race Equality COVID-19 steering group to ensure that the policy recommendations as put forward by both reports were adopted and implemented across the city of Bristol to tackle the disproportionality and inequalities highlighted.

Our group were keen to align and support the work of the COVID-19 steering group and shared resource to help support delivery of aspects of the work.

In addition we have diarised agenda time at each of our meetings this year to receive updates from the Race Equality COVID-19 steering group to ensure our approaches are complimentary and joined up. Our group members have also supported the Steering Group by allocating resource and officers to attend and ensuring our sector and organisations are well represented.

One of the projects we have helped to support throughout the year was to collate a detailed COVID-19 related data ask from all public sector partners which was presented back to both our group and the COVID-19 group during the summer. The specific ask here was to collate a detailed response from our sector on COVID-19 race related data (on the following areas) to be fed in to the Steering group and to the wider public health data picture:

- Provision of PPE
- Case numbers of related sickness and deaths
- Board and Executive level representation data

Building on this, later in this report readers will note that we have committed to following this work through during 2021/2022 as part of our annual work plan for next year. Specifically we have agreed to adopt ownership of the Rapid Review recommendation relating to Black, Asian and Minority Ethnic representation in staff and leadership.

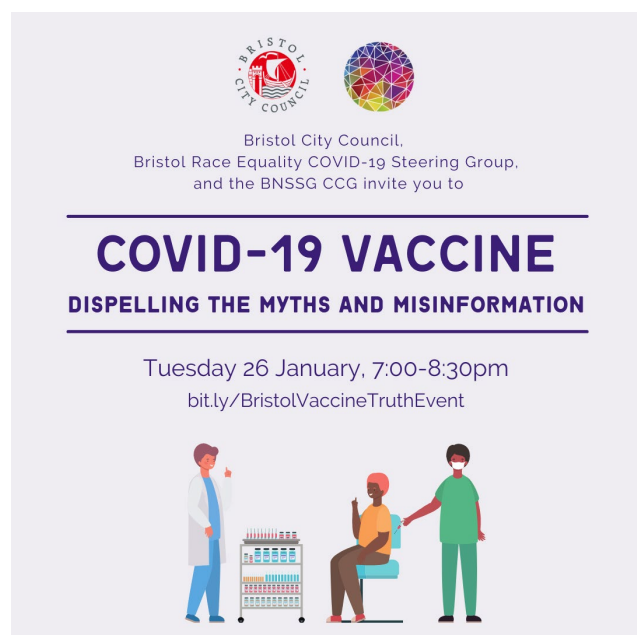
Our group will lead a public sector wide to response to the review's recommendation that **"There should be good representation of Black, Asian and Minority Ethnic communities in staff and leadership, and regular equity audits"**.

To help progress on this journey in the short term we have committed to ensuring that we collate and present this data on a city-wide level for the 1st time within version 3 of our Race Equality HR Data report which will be produced during 2021. This will further contribute towards our drive for transparency as this will be shared widely on completion and we will be working closely with Board diversity leaders to help set action plans to act on the findings from this work.

In January 2021 we also supported the extremely well attended COVID-19 Vaccine event led by the COVID-19 Steering Group which saw in excess of 500 members of the public, organisations and sectors come together to hear from Healthcare professionals and experts with the aim of sharing information about COVID-19 vaccines and dispelling some common myths and misconceptions among our communities.

A recording of this event can be accessed by visiting:

<https://www.youtube.com/watch?v=MYHZdnxGwyl&t=118s>



The Vice Chair's reflection on our work in 2020/2021



Vice Chair –
Charlotte Hitchings

Where do I begin in reflecting on this unprecedented past 12 months? A year in which I was delighted to join the group and also take up the opportunity of becoming the Vice Chair.

It has been a thoroughly challenging and enjoyable experience to date to support the Chair and our hugely committed range of group members in helping to drive forward how we collectively and individually tackle race inequality throughout Bristol's public sector.

Despite the huge challenges experienced by all as a result of COVID-19, which required us to find new ways of working, I am pleased to report that we have maintained our commitment to deliver against the stated aims set out in our Annual Work plan (presented in detail earlier in this document).

It is very pleasing to take a step back and see just how much our group has delivered and achieved in this period, whilst also developing our reach to ensure we connect with a wider range of stakeholders and groups than ever before.

A personal highlight and significant part of our development this year was the Race Equality Gathering, at which I was very pleased to be able to present the work of our group to an extensive range of stakeholders from across the city and region.

Other areas of positive development have been the creation and launch of our group's new website, as well as our progress in producing regular update bulletins and newsletters to ensure that partner agencies, sectors and interested parties from the city and beyond have opportunity to hear about our work, latest news and aspirations. This has helped us to form even more beneficial partnerships as well as facilitating the sharing of good practice and challenges throughout the region.

Our collaborative and focused approach has helped us achieve a significant amount this year. Looking ahead to next year's work plan, we will build on our work to date, for example through our first time inclusion of ethnicity data and representation across the Boards and Executive levels of our agencies. We have already seen examples of positive practice in this area and I am hopeful our collective efforts will bring about significant future improvements.

I would like to thank all group members for welcoming me to the group and for their support and determination throughout the year. I would also like to add my thanks to those supporting the group behind the scenes to help ensure our progress.

The following pages capture the range of projects and outputs we have produced this year in further detail. Please take time to look through these and should you have any thoughts or queries in relation to any of these work streams, or should you wish to engage with us in future, please do get in touch via the contact details at the end of this document.

With warm regards and best wishes,

A handwritten signature in black ink that reads "Charlotte Hitchings". The script is cursive and fluid.

Charlotte Hitchings

Vice Chair, Bristol Race Equality Strategic Leaders' Group.
Chair, Avon & Wiltshire Mental Health Partnership NHS Trust.

Statement from the Bristol Mayoral Commission for Race Equality (CORE)

The Bristol Mayoral Commission on Race Equality (CORE) was set up in January 2018 to help address the systemic discrimination and disadvantages experienced by members of the community because of their race or ethnicity.

The Commission has a 'vision for a city where BAME people are valued and empowered to fulfil their potential'.

In May 2020, Professor Olivette Otele was appointed as the new Chair of CORE, and in July 2020, the Black South West Network (BSWN) joined the initiative to support the Commission in its secretariat role.

Since then, CORE has appointed 14 locally engaged Commissioners following consultations conducted with local community members to gain critical insight into their concerns and the ways in which CORE can promote change and tackle racial inequality. These consultations were conducted at a critical time, where both the COVID pandemic and the Black Lives Matter Movement had brought the spotlight on the social, economic and health disparities experienced by BAME communities in our city. Some of the key issues highlighted included:

- Education - low expectations and few opportunities for students; lack of BME teacher recruitment and retention; school exclusions; attainment; lack of parent/student advocacy; curriculum content
- Mental health and wellbeing - mental health challenges & COVID-19 impact; lack of mental health interventions or support services; physical health and resource inequalities
- Employment - unemployment & COVID-19 impact; biased recruitment and retention practices; limited career advancement
- Economic and business opportunities - inequitable access to funding and resources; lack of support for local businesses and business owners; COVID-19 impact on businesses and business owners
- Improving neighbourhoods and Communities - lack of knowledge or access to resources; unequal criminal justice system; gentrification and unaffordable housing; increase rate of domestic violence; language barriers and lack of access to language support.

The Commissioners met for the first time on the 14th and then on the 21st November to define vision and work priorities. The Commissioners have agreed on key areas of strategic importance that will be spearheaded by its four working groups: Health and wellbeing, Education, Employment & Enterprise; Engagement with communities. The commissioners will work strategically with other key players in the city and more widely to help deliver better outcomes for BAME communities in Bristol, particularly (but not exclusively), in these areas.

Prof. Olivette Otele

Chair, Bristol Commission on Race Equality (CORE).

Dr. Marie-Annick Gournet

CORE lead for Bristol's Race Equality Strategic Leaders' Group.



Chair, CORE -
Prof. Olivette Otele



CORE lead -
Dr. Marie-Annick Gournet

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An update from Bristol's HR Leaders' Group

In response to the key issues and gaps identified by the latest production of the race data product the HR Leaders' Group (the operational arm of the RESLG) have been undertaking an agenda to address and progress some of the RESLG key actions plan points.

The HR Leaders' Group have this year embedded our first action plan to provide clarity on areas to focus efforts to achieve greatest impact. This action plan has also recently included new areas of focus around recruitment and will also focus on driving the progress of the newly adopted priority relating to Black, Asian and Minority Ethnic representation in staff and leadership (which the RESLG and ourselves have adopted for the public sector on behalf of the COVID-19 Race Equality Steering Group).

During this year we have continued with our collaborative approaches to share good practice amongst agencies and to seek to jointly improve HR practices across all agencies. Part of the collaboration has been to understand how HR is embedding best practice in Equality & Inclusion across their organisations which has included an understanding of the training that has been delivered around culture change, Black Lives Matter, Unconscious Bias and recruitment. The group has also delivered an on-line recruitment event and is working on a city wide follow up event in the autumn (you can read more detail on our recruitment events in the "What we did this year" section above).

The group continues to bring HR and Equalities Leaders together on a bi-monthly basis to work through these challenges and action plan targets and also provides updates to each meeting of the Strategic Leaders' Group on progress made and new initiatives being delivered including the progression of the 'Stepping Up' programme.



Key priorities for the Race Equality Strategic Leaders' group for 2021/2022

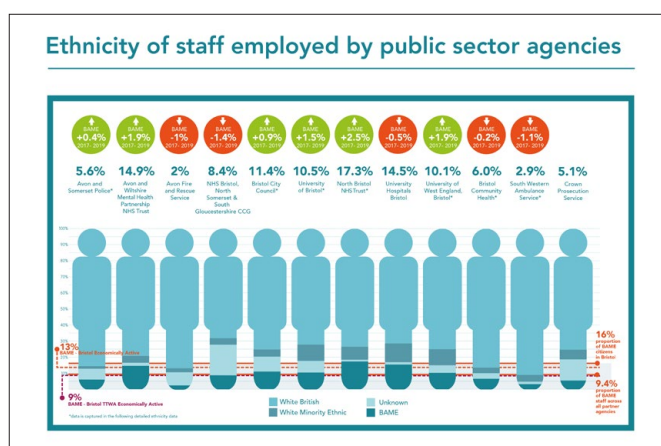
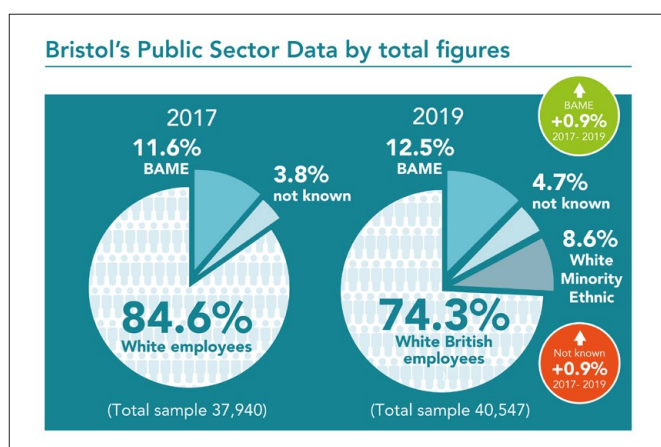
During the March 2021 meeting of the group we confirmed the following key areas and themes to be our priority focus for the 2021/2022 financial year, whilst recognising that (as has been the case this year) we will also ensure flexibility in enabling response and support to any key urgent matters arising.

Having received suggestions from a range of group members and wider sector partners, the currently agreed priorities for focus during the coming year are as follows (more detail on each of these points will be available on our website):

1. Transparency: Delivery of Bristol's Race Data product for 2021 (v3)

This 3rd iteration of our award winning city-wide race data product will help to influence our latest group action plans to tackle the most critical matters arising. We will also track progress since production of versions 1 and 2 of the product and will be including key new data sets on board and executive level ethnicity from all our organisations to produce an even more comprehensive picture of Bristol's public sector.

Some examples of infographics from version 2 are shown below:



2. Connecting and engaging the City through a One City Approach: Including Race and the City 2

Delivering an annual programme of race equality events for the whole city

During this year head we are strongly committed to driving collaborative work across the city with many stakeholders building on some of the positive steps forward we took in 2020/2021. We will endeavour to progress this aspiration through a range of major projects including:

- **Delivery of a comprehensive annual programme of race equality engagement events and conference aimed at the whole city, covering a range of key priority themes.** These will be events open for all to attend (see additional detail on the proposed themes above in this year's progress updates).
- **Leading on the delivery of our 2nd Race Equality Gathering** - to be held in the Summer time, with invitations to be sent to networks and groups throughout all sectors and levels of our city.
- **Development of our wider city stakeholder engagement and reference group.**

3. Development of our communications/online presence

Throughout this year the group will further develop and expand the delivery and reach of the newly launched RESLG regular bulletins to ensure we cascade key outputs and messages from the group widely, not only reaching throughout all our partner agencies but beyond. We will aim to ensure wider city stakeholders receive regular progress updates to enable future collaboration with other groups on certain pieces of work as well as significantly helping to raise awareness of the work of the group.

We will continue to upkeep and maintain a current and fit for purpose web-based profile for the group where all the very latest information as well as access to all the group's publications (such as the Race Data Products, Annual Reports) will be available for all stakeholders and interested parties.



4. Race Equality and COVID-19 Response

We have agreed the adoption of a key recommendation within Bristol's Rapid Review of the Impact of COVID-19 on Black, Asian and Minority Ethnic Groups within the city. We will adopt and lead on the public sector delivery on this key area within Bristol's COVID-19 Race Equality Action plan.

The specific area of focus here will be around Black, Asian and Minority Ethnic representation in staff and leadership in the city and the commitment is to work to ensure there is "good representation of Black, Asian and Minority Ethnic communities in staff and leadership, and regular equity audits".

We have committed to collecting this data from all our partners and then transparently presenting it to provide clarity on the current situation in our sector at these levels, with an action plan to then be devised to help drive change, which will be supported by specialist Board diversity groups.

5. Recruitment: Co-ordinated City-wide Recruitment events as part of ongoing targeted campaign

We will further develop the current city-wide 'Bristol is Hiring' campaign with high profile and large scale recruitment events jointly delivered by our partners to promote employment opportunities for Black, Asian and Minority Ethnic individuals as part of our ongoing positive action initiative.

6. Action focused: Ensuring the delivery of the Race Data Product Action Plans

We will utilise the findings of version 3 of our race data product to help set our action plans to drive further in year initiatives through both the Strategic Leaders' Group and HR Leaders' Group, with the aims all targeted towards driving up performance in relation to race equality throughout all our organisations.

These action plans will be shared widely and will ensure measurable targets are in place for both groups to ensure transparency. Progress against these action plans will reported to the Strategic Leaders' Group on a 6 monthly basis.

7. Engaging with wider city stakeholders and key new initiatives and developments

There are a range of key wider city race equality groups, projects and strategic bodies that we will ensure we are aligned to during this coming year to ensure further joined up approaches on a city-wide level to tackle race inequality. Some of these key areas of focus for the year, identified at this stage are as follows:

**BRISTOL
ONE CITY**

- Working towards aligning our work further with our race equality partners. To achieve this we will continue to schedule time at each RESLG meeting to hear from other key race equality partner groups to ensure we are fully up to date with their latest developments. These groups will include:

Lammy Review Group	Commission on Race Equality
COVID-19 Race Equality Steering Group	Bristol's Race Equality HR Leaders' Group

- Formally establishing our wider city stakeholder reference group.
- Working to develop our processes in alignment with the One City Approach and Plan.
- Working on developing the production of Bristol's 'race eco-system', which will be an attempt to info-graphically display the range and makeup of Bristol's race equality groups and networks and their interconnections across the city.
- Being engaged at an early stage in the development of the Bristol's Research Action Coalition for Race Equality (RACE). The aim of this network will be to offer unique insights into opportunities to translate existing and new research evidence into targeted policy towards the elimination of race inequality in the region. It will also establish a significant collaborative network. Our group work and products such as our race data product will be a key element of this approach and the sharing of wider city research and policy could bring about significant benefits for the group and our many wider partners.

8. Engagement with our wider sectors: Voluntary, Community and Social Enterprise (VCSE) sector progression

Following positive engagement in early 2021 with the VCSE work has been agreed to progress the future engagement of the sector in future specific projects delivered by our group.

A recent VCSE Sector Leaders' Group presentation resulted in the leaders expressing a positive response to the opportunity of helping to lead the sector towards future engagement with our race equality HR data product. An initial agreement in principle has been formally reached to explore this further throughout 2021/2022 so the sector are fully aware of the learnings and experiences of the public sector to date as well as being enabled to work towards producing transparent data returns to help produce an even more complete city-wide race equality data picture moving forward.

You can access and download copies of our various reports, data products and other outputs at our new online home (details below).

For any queries regarding this document or the work of Bristol's Race Equality Strategic Leaders' Group please visit our website at:

<https://www.bristolonecity.com/race-equality-strategic-leaders-group/>

Or you can contact the group at either of the following e-mail addresses:

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