

Equalities Briefing Paper – Bristol City Council

Bristol Equality Charter

In November 2018 we launched the Bristol City Charter - a city-wide initiative which has been co-produced by 20+ private, public and voluntary sector organisations in conjunction with Bristol City Council. The charter sets out a number of objectives to help with the aim of making Bristol a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

As a founder signatory we are making a clear public statement that the council is fully committed to the values of equality, diversity and inclusion. By supporting the launch and citywide promotion of the charter we will encourage more organisations to take positive steps towards improving equality and sharing good practice.

For more information contact equalities.team@bristol.gov.uk

Stepping Up Programme

Launched in January 2018 the Stepping Up programme is a Bristol city-wide accelerated BAME Leadership experience. Stepping Up will create the first BAME talent pool in Bristol. The talent pool will supply a ready flow of individuals with aspiration and skills to reach the more senior roles. The design of the talent pipeline and pool has been co-created with employers.

Over 50 employers including KPMG, Osborne Clarke and the MOD have joined the programme. Its ultimate aim is to change the leadership landscape within the City. It is hoped that senior Leaders will be more representative of the local population. There are currently 46 participants on the programme. The first year of the programme is dedicated to individuals from a BAME background, and the vision is that in subsequent years, the pipeline will draw on diversity in its widest sense. It will broaden out to include other groups.

There will be a professional evaluation of the programme by January 2019 undertaken by specialists from the NHS Leadership Academy in order to track its success. The programme is receiving positive attention and Baroness McGregor-Smith has championed this work and would like to see it replicated across the country.

Voice & Influence Partnership

We commission The Voice and Influence Partnership - a new project designed to ask Bristol citizens from several equality groups for their views on our proposals and policies. The partnership brings together The Care Forum, Bristol Multi-Faith Forum, Bristol Older People's Forum, LGBT+ Bristol, SARI, WECIL and Bristol Race Equality Commission, to bring about positive change in local communities.

For more information see <https://www.thecareforum.org/voice-influence-partnership/>

The Bristol Commission for Race Equality

The Bristol Commission for Race Equality was formed in February 2018 with financial and organisational support from the council. In establishing the commission the Mayor of Bristol acknowledges that Race Equality is a fundamental right and therefore discrimination and disadvantage related to race and ethnicity must be addressed. The Race Equality Commission works in partnership with cross sector BAME networks to identify key issues in Bristol and establish task groups to produce in-depth reports with evidence and recommendations on particular Race equality issues.

For more information see <https://www.bristol.gov.uk/people-communities/race-equality>

Race Equality Strategic Leaders Group

The Strategic Leadership Group was set up in response to the Manifesto for Race Equality, to bring together all public sector organisations in the city to work collaboratively to tackle the endemic issues that the Manifesto raised. The key strategic challenge set by the group for 2017/18 was to work collaboratively to share our Equality related HR data with the vision of producing a data picture of all Public Sector employment in Bristol.

Through positive partnership working the Leaders group has produced and formally launched the first ever Public Sector Race Equality Data product for Bristol. This first data picture, given the importance of the Public Sector as an employer now clearly sets out the challenge. Future work will ensure actions focus on where we can make a measurable collective difference to the city of Bristol.

The work of the Strategic Leaders Group aims to implement the vision of the 'The Bristol Manifesto for Race Equality' "Batook's Blueprint" for a Better Bristol. Members of the Race Equality Strategic Leaders Group have also attended

public events to engage with community groups as well as the Voluntary sector and other organisations to raise awareness of and showcase the work of the Leaders group at well attended events. In response to the key issues and gaps identified by the production of the city wide data product the Leadership Group commissioned the formation of the first citywide H.R. Leaders Group to specifically tackle all race equality related key issues highlighted in the published public sector data report.

Bristol Leadership Challenge Programme

The Bristol Leadership Challenge is an ambitious new programme that aims to develop leadership capacity to tackle systemic, city-wide challenges.

The first group which started in October 2017 has a focus on mental health and addressing the human and economic costs of complex multiple needs.

This initiative is delivered in partnership with Golden Key, Leadership Centre, and the University of the West of England who are evaluating the programme.

For more information see <https://www.bristol.gov.uk/mayor/city-office-leadership-programmes>

Bristol Women's Commission

Bristol Women's Commission was formed in 2015 as a partnership to identify the key issues for women in Bristol and to produce an agreed Women's Strategy for Bristol, with a specific, time limited and practical action plan for its delivery¹. The Women's Commission has established multi-agency task groups from members' organisations and other organisations and individuals in the city: Women's Safety; Women's Representation in Public Life; Women and Transport; Women's Health; Women and the Economy. These groups produce in-depth reports with evidence and recommendations which are fed back to the Women's Commission. Accepted recommendations form part of the action plan. The Bristol Women's Strategy will be the mechanism by which the City demonstrates its progress on meeting the obligations of the European Municipalities and Regions Charter for Equality of Women and Men in Local Life.

For more information see <https://www.bristolwomensvoice.org.uk/bristol-womens-commission/>

Bristol - a Zero Tolerance City

¹ <https://www.bristol.gov.uk/mayor/womens-commission>

This is a campaign led by Bristol Women's Commission for Bristol to become a city with zero tolerance to gender-based violence, abuse and exploitation. City leaders and major employers across the city are invited to lead by example by signing a Pledge to commit to taking at least one action to promote zero tolerance. Organisations will be encouraged to choose from a range of actions, such as: implementing domestic and sexual violence policies and strategies; raising awareness of gender-based violence through staff training; encouraging bystanders to report violence and abuse of friends and family.

For more information see

<https://www.bristol.gov.uk/documents/20182/35060/Zero+Tolerance+Pledge+Final.doc/>

Diversity and Inclusion – Strategy and Policy

We recognise that as a council our current approach to corporate equalities has become fragmented in recent years. Following the recent Safeguarding Adult Reviews (SARs) and Safer Bristol's Ebrahimi report we also know that we need to do more to challenge unconscious bias and institutional racism.

We recently commissioned an independent review of our equalities function which was designed to help us bring focus to our equalities strategy and action planning.

This has led to a refreshed equality and diversity strategy and policy which was adopted by Full Council in November 2018.

Dedicated Diversity, Equalities and Inclusion - Bristol City Council Work Stream

As part of our organisational development plan, we have a dedicated equalities and diversity work stream with a number of activities underway. This will be further developed along to incorporate the objectives of the new equalities and inclusion strategy.

Current and on going work programme includes:

- Using our workforce data to identify and address diversity gaps
- Refresh and expand our existing Learning and Development offer to employees to increase the range and uptake, with follow-up activities to measure impact

- Support 'Staff Led Groups' to have a more influential voice in the organisation. Including input into policy development, L&D support, an allocated budget and work programme
 - Continue and expand our 'Stepping Up' partnership programme for aspiring BME leaders, extending it to other under-represented groups.
 - Refresh our Reverse Mentoring scheme
 - Refresh our Diverse Recruiters scheme in partnership with other organisations such as the MOD
 - Addressing the **race and gender pay gap** – working group established and action plan under development.
 - Continue support for employee initiatives such as – Future Bright (career development for those who receive in-work benefits), Supported internships for young people with disabilities, Bristol City Leadership programme for high potential students from disadvantaged backgrounds
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- We will be encouraging managers to incorporate E&D into their team training plans
 - Current roll-out of organisational values explores behaviours around respect and inclusion with a diversity slant
 - Face to face training for Equalities Foundation and Your Rights, Your Responsibilities.
 - Leadership and Diversity workshops focus on how to recognise and address unconscious bias.
 - EQIA workshops.
 - Diversity and Inclusion is a running theme through other training e.g. Fair selection and recruitment training, mental health awareness and corporate induction.
 - E&D issues are explored in team development workshops, facilitated by L&D and OD advisors
 - Tailored sessions for specific work areas such as Working with Diversity in Child Protection.
 - Staff Led Groups are supported with a learning and development budget.