

## Bristol Race Equality Strategic Leaders Group

### ACTIONS & MINUTES

Meeting	Date	Time	Location
Bristol Race Equality Strategic Leaders Group	24/03/21	14:00 – 15:45	Meeting via Zoom link

#### ATTENDEES

**Chair:** Mike Jackson (MJ)

**Attendees:**

Judith Squires (JS), University of Bristol  
Deputy Mayor, Cllr Asher Craig – Bristol City Council  
Rebecca Baldwin-Cantello (RBC), Bristol City Council  
Katy Trundley (KT), Bristol & South Gloucester National Probation Services  
Piers Hooper (PH), Floods and Risk Manager, Environment Service  
Andrew Mallin (AM) RESLG Delivery Manager  
Helen Sinclair-Ross (HSR), Diversity, Inclusion and Employee Initiatives Manager, BCC  
Janet Rowse (JR), Sirona Care and Health  
Alex Raikes (AR), Strategic Director, Sari  
Dr Marie Annick Gournet (Dr.MA), University of Bristol, CORE  
Niamh Bryne (NB), Office of the Police and Crime Commissioner  
Monira Ahmed Chowdhury (MC), Head of Equality, Diversity & Inclusion North Bristol Trust NBT  
Charlotte Hitchings (CH), Chair, Avon and Wiltshire Mental Health Partnership NHS Trust  
Michelle Smith (MS), Deputy Director, Comms, Insight and Digital CCG  
Supt. Andy Bennett – Avon & Wiltshire Constabulary  
Mayur Bhatt (MB), Equality, Diversity and Inclusion Lead, Avon and Wiltshire Mental Health Partnership NHS Trust  
Paul Olomolaiye (PO), Pro Vice-Chancellor Equalities and Civic Engagement, UWE-Bristol  
Harjinder Bahra (HB) - EDI lead at UHBW  
Gail Kendall (GA) – BCC Comms

**Apologies:**

Simon Shilton – Avon Fire and Rescue Service  
Barbara Brown - Black South West Network  
James Lucas – Prison Service  
Patricia Greer - WECA  
Sarah Jenkins - Ambulance Service  
Vicky Evans - Ambulance Service  
Louise Hutchison – Avon & Somerset Police Constabulary  
Marilyn Harrison – Working Links

#### Agenda Item



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

1	<p><b>Introduction &amp; Welcome</b></p> <p>Chair welcomed all members and invited Piers Hooper, Environment Agency (EA) to introduce himself to the group as this was Piers' first time to attend a group meeting. All members welcomed Piers to the group.</p> <p>Mike advised that EA is a large employer and organisation in the South West area and welcomed their inclusion. The Chair also welcomed Niamh Byrne who attended on behalf of the Office of the PCC who will be replacing John Smith on the group.</p> <p>Members were also informed today would be Andy Bennett's last meeting. Mike and all present wished Andy and John well for the future and thanked them for their significant input in developing the group over the years and members recognised their long standing commitment and support of the work of the group. The Chair and the Deputy Mayor wished to convey their gratitude on behalf of all members.</p> <p><b>Action :</b> Mike Jackson &amp; Deputy Mayor Craig to send letter of thanks to Supt Bennett on his retirement.</p>
2	<p><b>Apologies</b> - As noted above</p>
3	<p><b>Minutes &amp; Matters Arising</b></p> <p>Andrew presented January 2021 minutes. There were no amendments at the time of presentation. Minutes were approved and all actions had been progressed as agreed. However, any queries directly contact AM</p>
<p><b>Substantive agenda and Annual Work Plan items</b></p>	
4	<p><b>RESLG 2020/2021 Draft Annual Report</b></p> <p><b>Deputy Mayor Craig:</b> Extended her thanks to Andrew for the work he had carried out behind the scenes and for the drafting of annual report.</p> <p><b>AM:</b> Presented the draft Annual Report 2020/2021 to the group giving thanks to Paul and his colleagues at UWE for the superb support in the document design and particularly to Vasiliki Gravani.</p> <p><b>AM:</b> took the group through the whole document highlighting key areas and the structure of the report. The report had been circulated to all members in advance of the meeting and it was requested that all members review the document and details relevant to them and reply with any final changes to Andrew by 7<sup>th</sup> April.</p> <p>Andrew also thanked all contributors to the document for their input.</p> <p>➤ <b>Action :</b> All members to submit final feedback / amendments by 7 April 2021.</p> <p>Following discussion it was agreed the document would be made available through our networks and on our website at present with further plans for a more formal</p>



launch of this document and next year's annual work plan to be held at a later date.

- **Action** : Make report available on RESLG website in the short term and to schedule further discussion on a broader launch in the coming months.

**AR:** Advised that Race and Housing Conference should also be included in the report to reflect the event and capture the outcomes.

- **Action** : AM and AR to discuss the Race and Housing Conference inclusion..

## 5 **2021 / 2022 draft annual work plan**

**MJ:** Thanked all who provided input in shaping this draft work plan to date via e-mailed suggestions and ideas put forward at previous group meetings.

Andrew presented the draft annual work plan and stated that the intended aim of today's presentation was to approve the draft for inclusion in the Annual Report and to enable work to begin for next year's areas of focus. There had been a range of suggestions received. These were categorised in to the following themes:-

- Transparency – RESG: Bi-annual race data product.
- Connecting the City – themes selected and working on content of annual programme of race equality events as well as further race equality Gatherings.
- Development of Comms/online – Bulletins to continue and website upkeep.
- Race Equality and Covid-19 Response: Taking ownership of the Covid-19 group recommendation of ensuring "Good representation of Black, Asian and Minority Ethnic individuals in Leadership" – for inclusion in v3 of data product.
- Recruitment: Further events to be held by the H.R. Leaders group.
- Engagement with wider sectors (including the VCSE)

Andrew took the group through the detail of the above points and the draft plan had been circulated to all members in advance of the meeting. Again it was requested that all members review the document and details relevant to them and reply with any final changes to Andrew by 7<sup>th</sup> April.

**Decision** :- The group were in support of Mike's recommendation to sign off the work plan subject to final amendments being submitted by the group prior to the 7<sup>th</sup> April deadline and for the work plan to be uploaded to the group's website.

- **Action** : AM Work plan subject to final amendments from partners to be uploaded on group website.

## 6 **Race Equality H.R. Data product - version 3**

Andrew provided the group with a background on the data product for new group members and an update on proposed scope for this 3<sup>rd</sup> version, including new





additions & proposed project timeline for key milestones & delivery. Key points were :-

- Intention to cover the whole public sector.
- 3rd edition to be delivered in 2021, following 2017 & 2019 editions.
- Draft data request was sent out to all members with the meeting papers for early heads up for all organisations.
- Formal data request will be sent to all group members in April.
- Consultation phase held with many Stakeholders outside of this group.
- Widening the scope – to include data for the first time on exec and Board level, in line with the Covid-19 group recommendation.

**Key point for all partners – Final response deadline to be Friday 7 May 2021.**

The following actions were requested from all RESLG members :-

- **Action :** For each agency in the group to share with their HR / Equalities / Data leads to ensure responses by agreed deadlines.
- **Action :** Each organisational lead to provide a 200-word overview of own organisation data along with their formal return.

**PH:** Advised that the EA were intending to engage with this for the first time.

**MB:** Stated that AWP covers a wide area and would require Bristol City Council (BCC) boundary area postcodes to provide Bristol only data this time if required as they have services located in the boundary areas (to help ensure accuracy).

**AM:** added that should any new members or first time responding agencies need further clarity please get in contact.

The H.R. Leaders group have also already received two presentations on this as part of the early consultation phase to ensure organisations represented were fully aware.

### Standing agenda item updates

#### 7 Covid-19 Race Equality Steering Group progress update

**Deputy Mayor Asher Craig** briefed the group on latest updates.

Key updates included :-

- The Covid-19 group working towards delivery of one of the Race and the City themed events around Health.
- Further Covid-19 related health data asks are to be circulated to group members in follow up to last Summer's work. All RESLG members will be engaged in this latest piece of work to help map out the impact of Covid-19 within the whole of Bristol's public sector.



	<ul style="list-style-type: none"> <li>• A total of 8 working groups have been established to deliver on the many policy recommendations within the rapid review and associated action plans.</li> <li>• Working directly in communities with the vaccination programme, helping to provide translation and promotion of events and programme updates.</li> <li>• Webinar on vaccine myth busting had over 400 attendees, 42% of which were from Black, Asian and Minority Ethnic groups.</li> </ul> <p><b>Action :</b> Deputy Mayor Craig and Andrew to liaise re: the letter to be compiled and sent to RESLG partners in relation requesting data and information on the impact of Covid-19 on organisations, including such matters as sickness, personal protective equipment (PPE) and risk assessment and sharing of good practice.</p>
8	<p><b>Update from the Commission on Race Equality (CORE)</b></p> <p>Dr. Marie-Annick-Gournet presented the group with an update on behalf of CORE. Key points raised were:-</p> <p>CORE direction has now been clearly set out with key areas of focus, namely:-</p> <ul style="list-style-type: none"> <li>• <b>Health wellbeing:</b> Chair appointed and work is focusing on promoting the Vaccine to people from Black Asian and Minority Ethnic groups. Addressing legacy issues of Covid-19 and mental health.</li> <li>• <b>Education:</b> Areas of focus include: Academic achievement, curriculum. Recruitment / retention.</li> <li>• <b>Economic / Employment</b></li> <li>• <b>Engagement with communities</b></li> </ul>
9	<p><b>RESLG Comms progress update –</b></p> <p>AM presented the 2<sup>nd</sup> bulletin of the group in draft form for review and sign off by group members. The 6 key areas included in the bulletin were highlighted to group members who signed off the bulletin at the meeting.</p> <p>AM and GK encouraged all group members to continue to share their innovative practices, case studies or challenges for inclusion in future bulletins.</p> <p><b>Action :-</b> A.M. to circulate Bulletin #2 to all RESLG members and all wider city stakeholders for their information .</p> <p>It was requested that all RESLG members also share the bulletins with the relevant teams and individuals within their organisations for information.</p> <p><b>Action:-</b> RESLG members to share good practice examples, innovative methods or news on events relating to race equality with Andrew for inclusion in future bulletins.</p>
10	<p><b>Lammy Review Group – presentation of draft report and recommendations</b></p> <p>No update provided. Item deferred as Desmond unable to attend meeting.</p>

## H.R. Leaders group progress update

Helen provided the group with a latest update from the H.R. Leaders group. In follow up to the last RESLG meeting discussion around Recruitment events and feedback received from partners the H.R. Leaders group have begun further focused discussions on delivery of Recruitment events on a City wide scale, taking on board the suggestions received from RESLG members as part of the Annual Work plan.

**PO:** Data across organisations in relation to retention of Black, Asian and Minority Ethnic staff also needs focus. Helen confirmed that BCC does hold retention data. Group members felt more could be done to assess why they are losing people.

**MC and NB:** both felt that targeting events as above can be helpful on times but it important to ensure messages reach appropriate audiences at appropriate times, in perhaps more targeted ways, such as through local level community engagement.

**AR:** Stated the Police model had been effective recently, with a team established to engage with and represent communities which has been highly impactful.

**MJ:** raised a BCC programme, named Diverse Voices designed to be a diverse voice initiative for talent management, aimed at underrepresented groups, but open to other colleagues too. Colleagues will get a chance to regularly attend the Council's most senior officer decision making group. BCC hope this will allow those on the scheme excellent experience in working at this level and the council decision making processes will benefit from a more diverse view and opinions.

**Action :** It was agreed that BCC will arrange for a presentation on this scheme to be delivered to RESLG members at a future meeting.

### Any other business

Andrew advised group members that the meeting date and time for July's group meeting would likely be used for our next city-wide Race Equality Gathering event.

**Date and time of next meeting – Wednesday 26<sup>th</sup> May 2021**

