

Bristol's Race Equality H.R. Data product

RESLG Action plan setting

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Today's meeting

- Focused session for members to discuss and share ideas to help finalise our RESLG action plan to tackle the race data report findings.
- Please share as many ideas as you can through the group chat, during the breakouts (if 1 person from each group can take notes) and also submit any ideas following the meeting too.
- The aim is to sign off the data product today and progress to producing a draft collaborative action plan.

Considerations for all RESLG members in groups

- On review of the key findings in these slides / report, please consider key areas you would like to see this group & the H.R. Leaders' group focus collective efforts on.
- Please consider what we could commit to as individual agencies, as well as collective commitments to bring about improvements in the areas identified.
- Consider particular areas for focus, should we set specific targets to aim for and how can your agency play a role in delivering these improvements ?

Report key findings

- The following **4 key areas** have been identified as the most prevalent areas in terms of disparity, for this group's focus within our new action plan.
 - 1) **Diversity of our organisations / public sector.**
 - 2) **Leadership - Board & Executive representation.**
 - 3) **Addressing inequality in lower to mid pay bands.**
 - 4) **Monitoring, reporting & delivery of action plan.**
- Individual breakout rooms set up to discuss each of these areas.



Diversity of our organisations / public sector

Breakout group 1

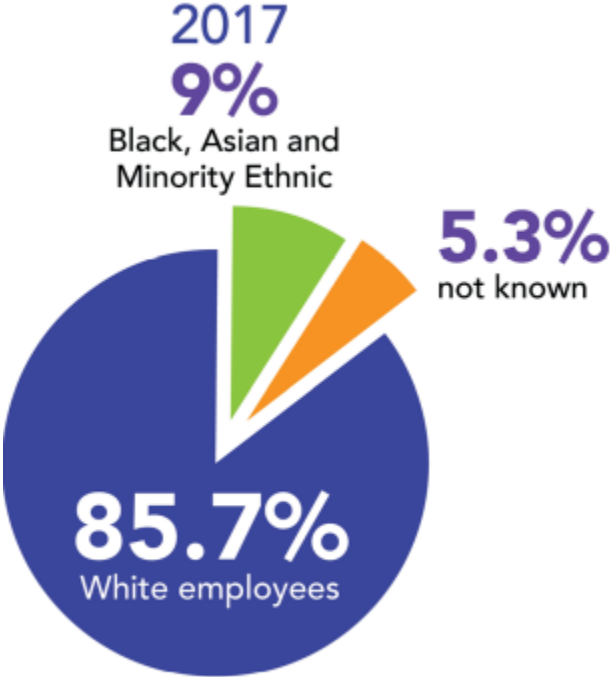
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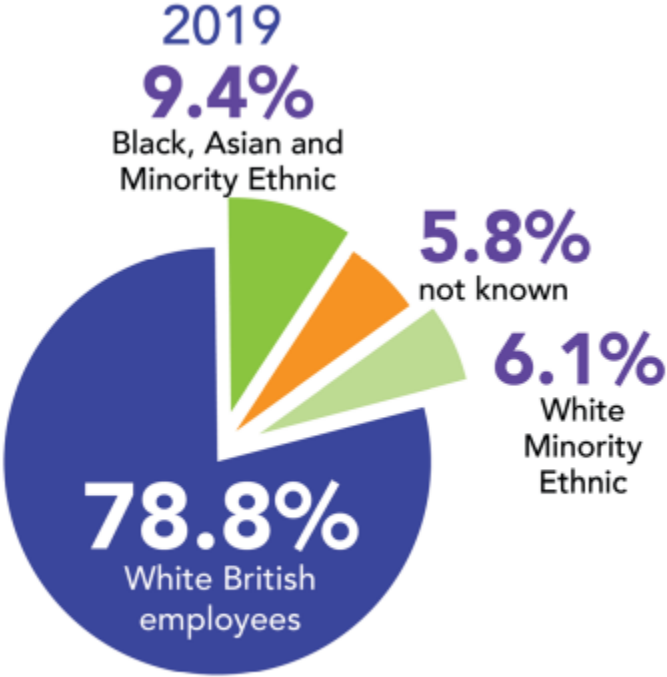
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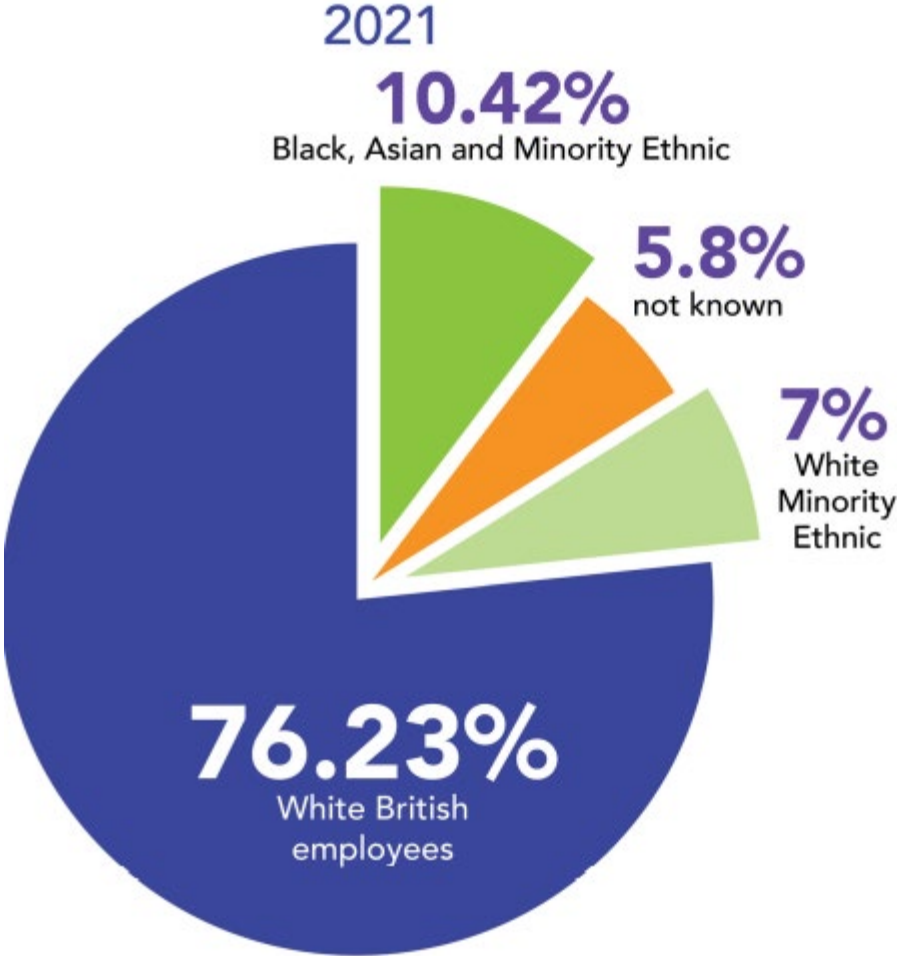
Bristol's Public Sector Collective Data (Average)



(Total sample 37,940)



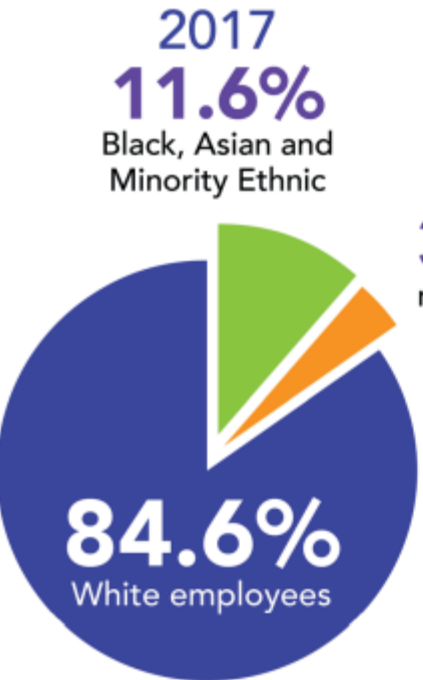
(Total sample 40,547)



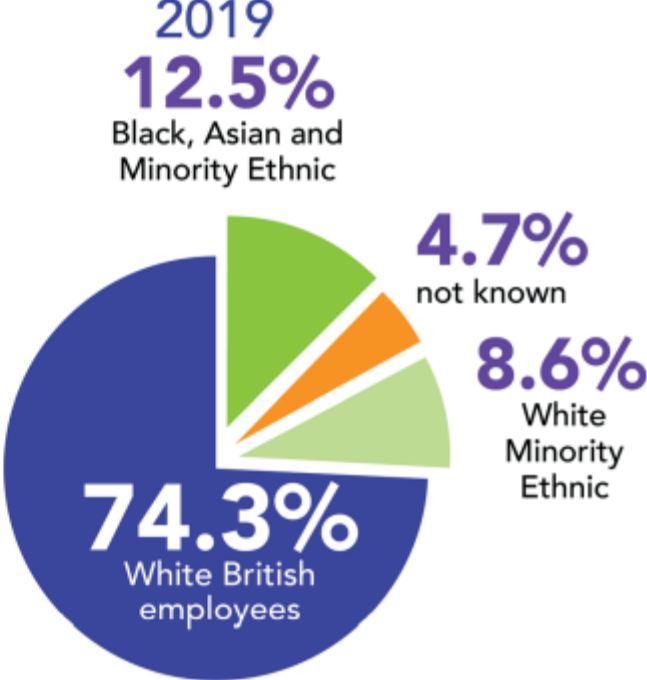
(Total sample 50,396)



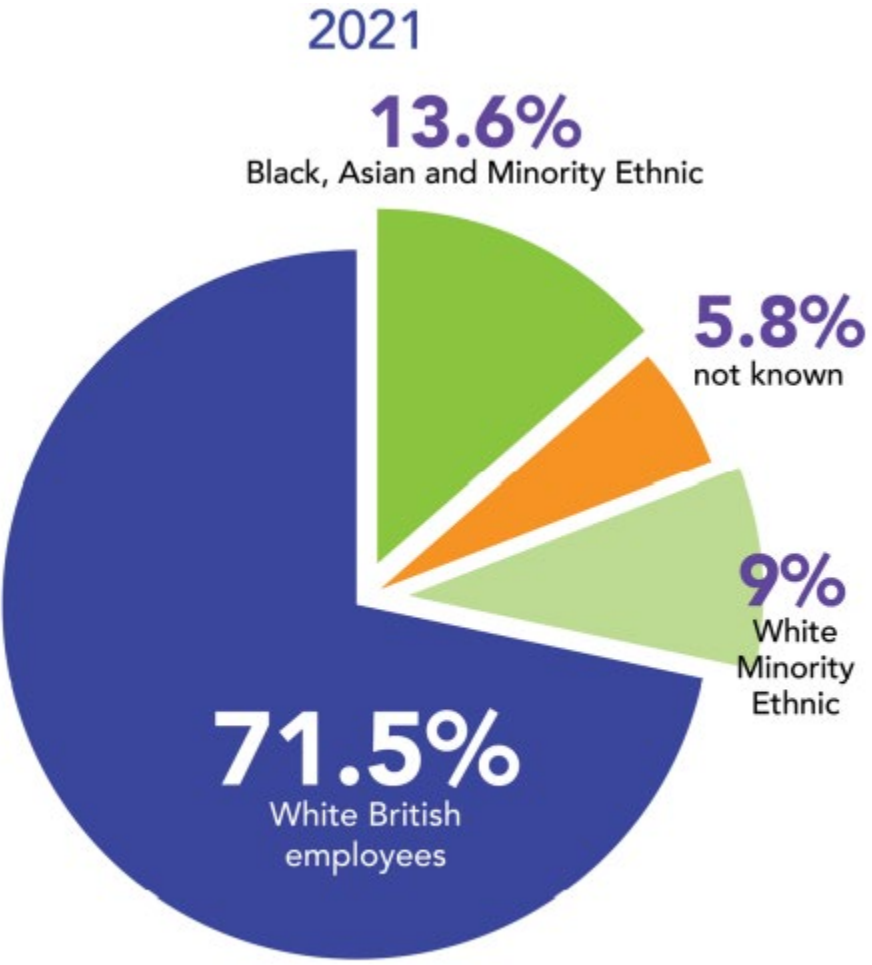
Bristol's public sector cumulative ethnicity data trends



(Total sample 37,940)



(Total sample 40,547)

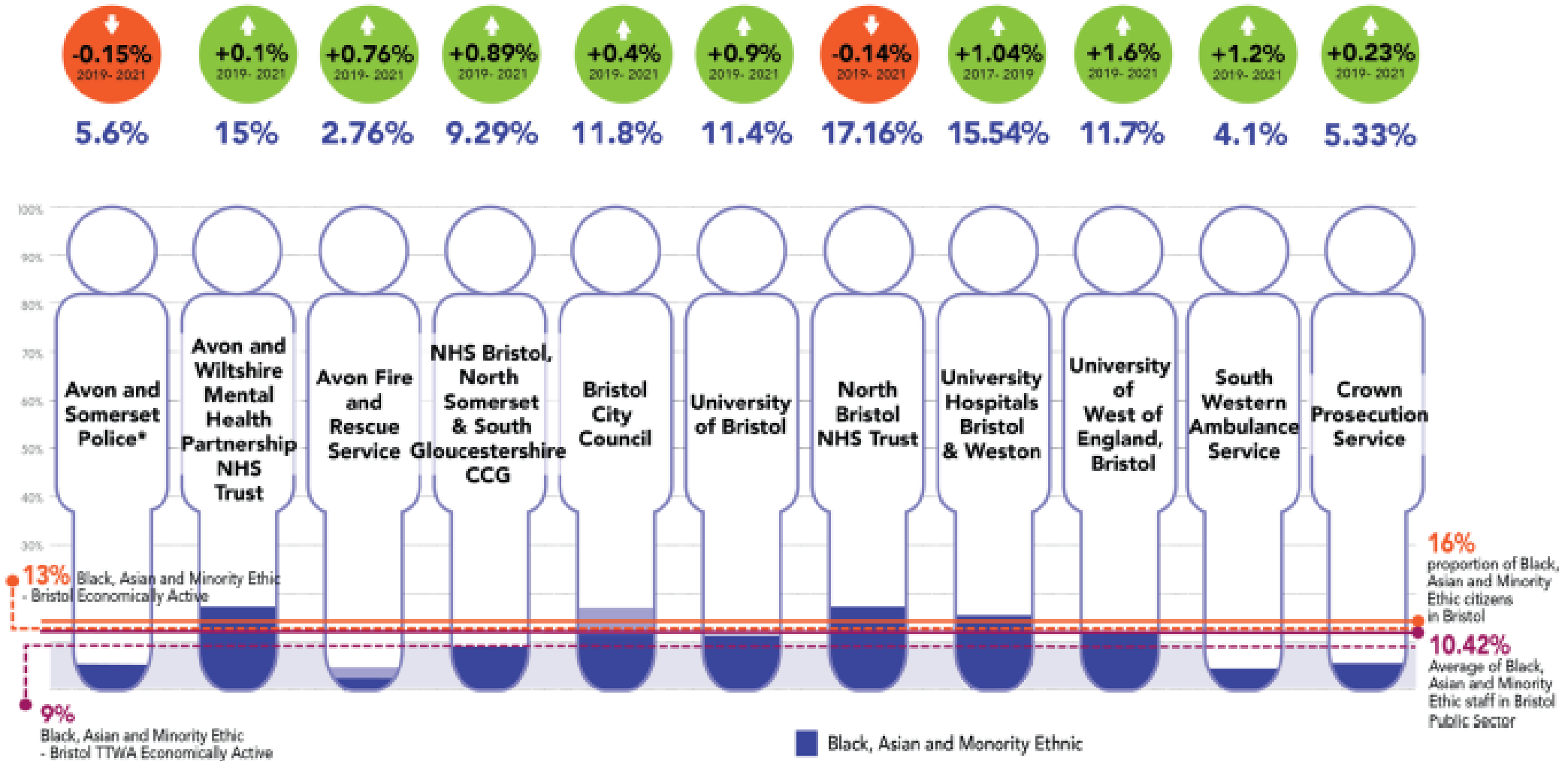


(Total sample 50,396)



Public sector agency trends / performance change – from 2019 to 2021

Black, Asian and Minority Ethnic staff data findings



Black, Asian and Minority ethnic representation in our agencies - key findings

The average agency % of Black, Asian, Minority ethnic staff in public sector agencies involved in v1 and v2 has further increased by 1% since 2019 (v2) now = 10.42%

The total cumulative % of all Black, Asian, Minority ethnic staff in public sector agencies involved in v1 and 2 has increased by 1.1% since 2019 (v2) now = 13.6%

Despite the above increases of 1% since 2019 this still leaves us significantly below the population of Bristol totals (of 16% at last Census and expected to rise significantly further in latest Census).

Highest agency % of Black, Asian and Minority ethnic staff = 17.16%

Lowest = 2.76%

9 / 11 public sector agencies showed improvements in % representation of Black, Asian and Minority ethnic staff in their organisations since version 2 (2019) - only 6 / 11 improved between 2017 & 2019 .

Breakout group 1 – considerations

- Please discuss suggested action plan priorities, targets & ideas to help towards achieving greater diversity of ethnicity across our public sector, to share back to the meeting ?
- How, as a group can we help to close the gap between our most ethnically diverse public sector agency (17.16% BAME staff) and our least diverse (2.76%)? How can we deliver progression across the sector?
- During this report 9/11 of our public sector partners evidenced greater diversity across their organisations between 2019 and 2021. Can we collectively commit to achieving individual increases in Black, Asian and Minority ethnic staff between 2021 and the next publication in 2023 with a target?
- How can this group and the H.R. Leaders group both contribute towards driving the improvements ?

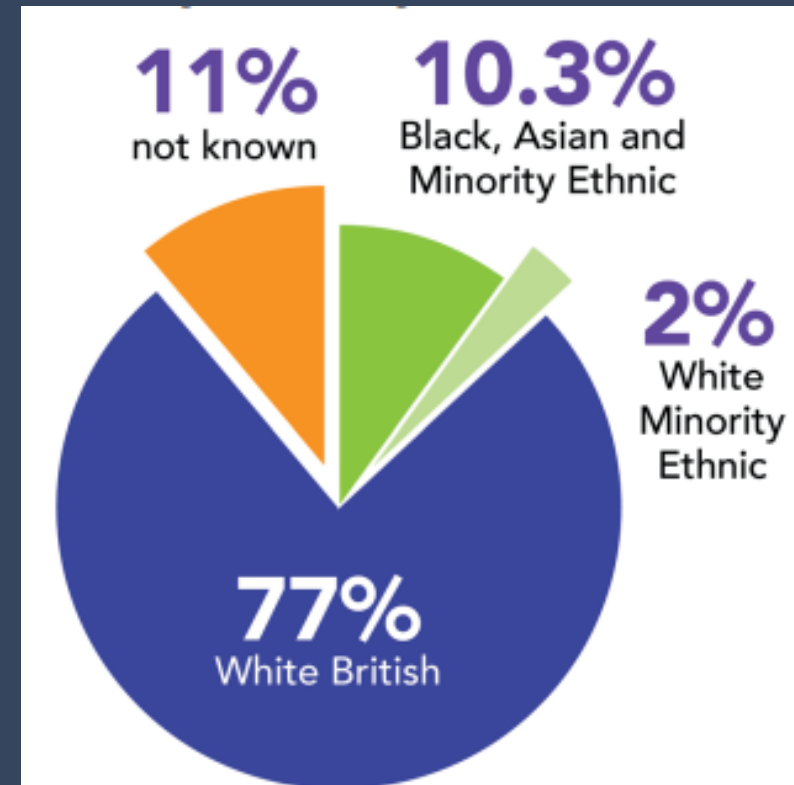
Leadership, Board & Executive representation

Breakout group 2



Public sector Board Member findings – evidence for action

- 6 / 13 (46%) agencies had no Black, Asian and Minority ethnic, or White Minority ethnic Board representation
- 7 / 13 (53%) agencies had no Black, Asian and Minority ethnic representation on their Board
- 10 / 13 (77%) agencies had no White Minority ethnic representation on their Boards.
- Highest Black, Asian and Minority ethnic Board representation for any public sector Board was 5 / 18 (28%)



Public sector Executive officer findings – evidence for action

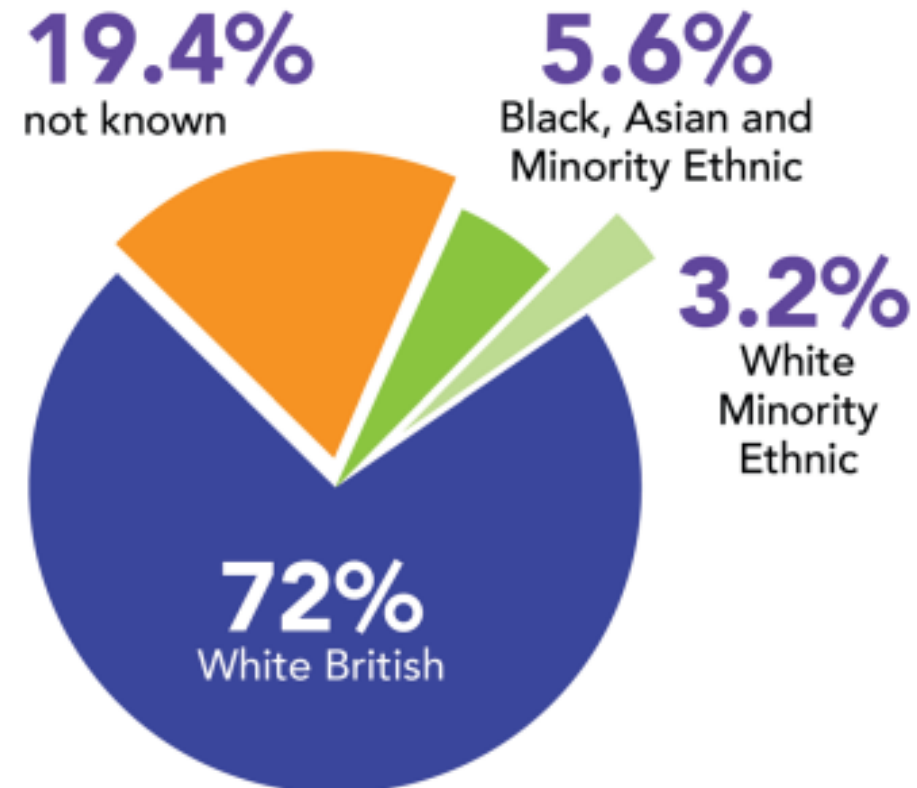
7 / 13 (54%) agencies evidenced no Black, Asian Minority ethnic, or White Minority ethnic representation at Executive officer level.

9 / 13 (69%) agencies had no Black, Asian and Minority ethnic representation at executive officer level.

10 / 13 (77%) the public sector agencies had no White Minority ethnic representation on their Boards.

The highest Black, Asian and Minority ethnic representation At Executive officer level was 3 / 23 (13%).

All public sector Executive officers by ethnicity



Breakout group 2 – considerations

- Please discuss suggested action plan priorities, targets and ideas to help towards achieving greater diversity at Board & Executive level across the public sector, for sharing back with the meeting ?
- How can this group help to achieve greater diversity of ethnicity at Board & Executive officer level ?
- How can we best facilitate learning from agencies evidencing greatest Board / Executive level diversity (one agency evidenced a 28% representation of Black, Asian & Minority ethnic Board members) ?
- As this was the first time we published Board & Executive level data could the group collectively commit to all achieving individual increases in representation of Black, Asian and Minority ethnic members of their Board and Executive officer level between 2021 & the next publication in 2023 ?
Could targets be set ?

Addressing inequality in lower to mid pay bands

Breakout group 3

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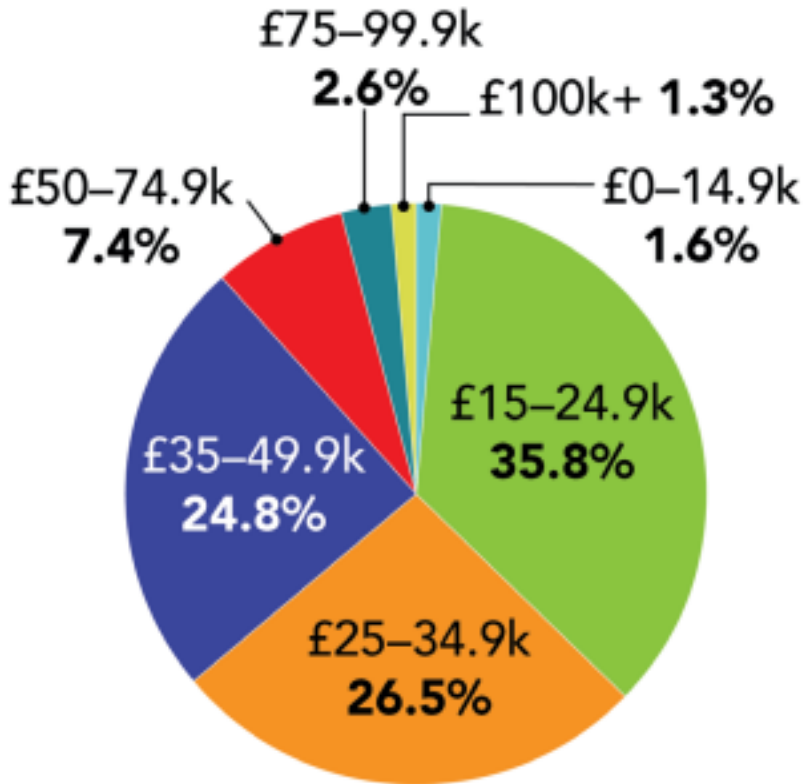


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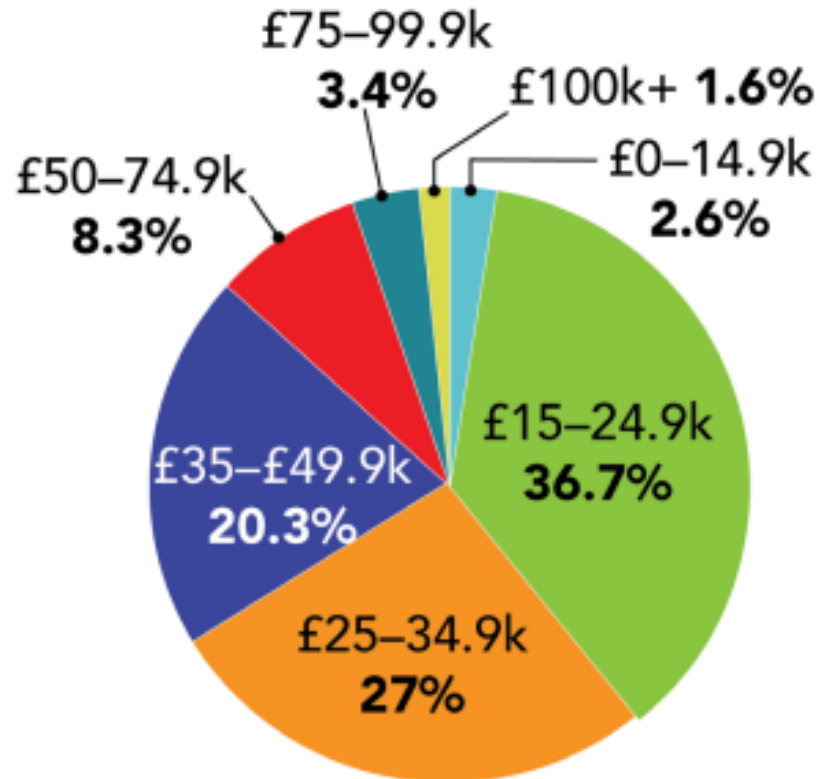
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Collective public sector wage range by ethnicity group

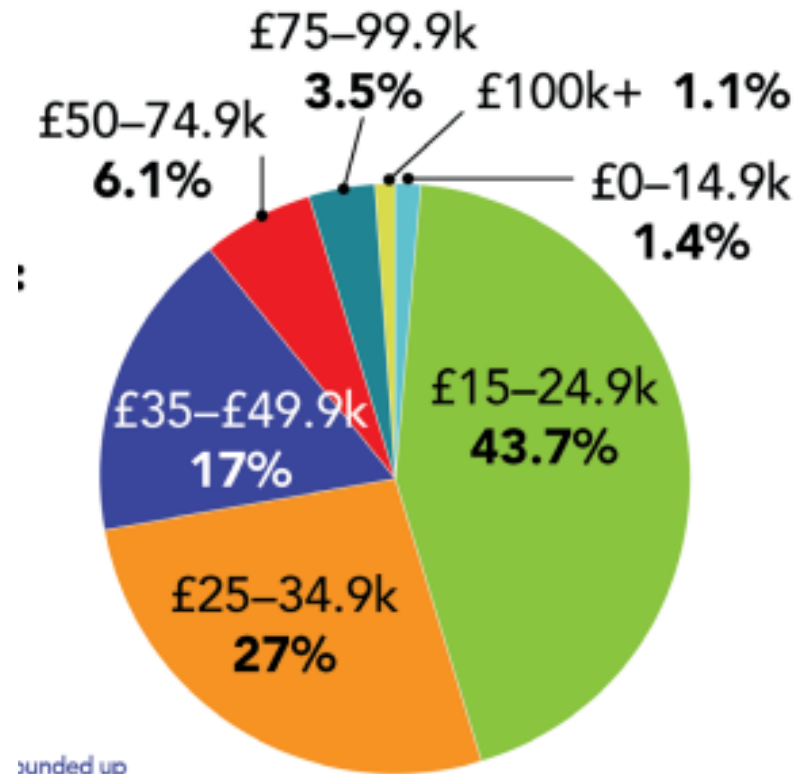
White British



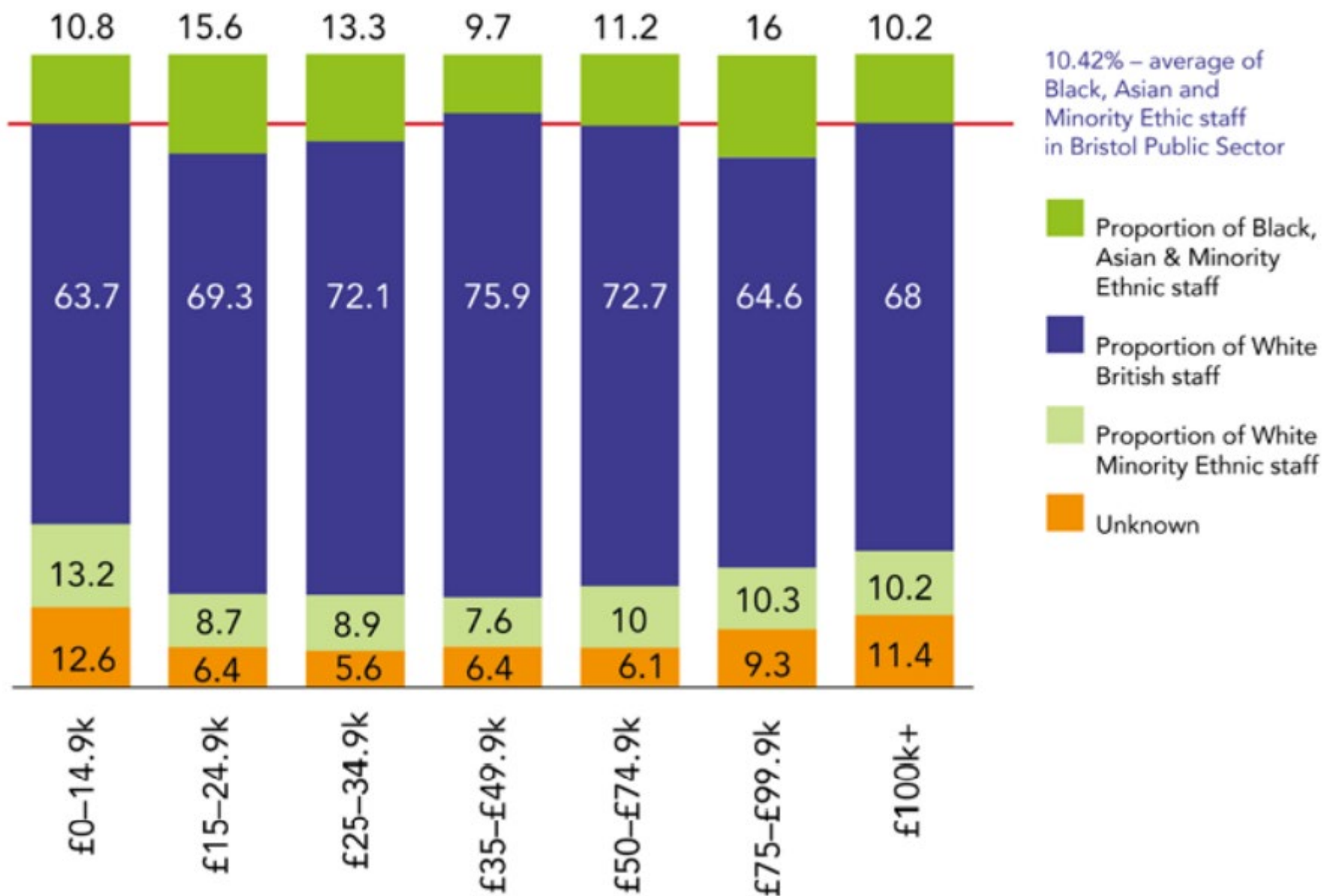
White Minority Ethnic



Black, Asian & Minority Ethnic



Breakdown of all public sector staff by pay band and ethnicity



Evidence for action - Lower to mid pay band findings

£0 - £14,999

- White minority ethnic staff are **significantly over-represented** by nearly 5% in this pay band
- White British staff are **under-represented significantly** by 8.5%

£15,000 - £24,999

Black, Asian and minority ethnic staff have a significantly higher % of staff in this band (over 7% higher than WME and White British staff).

£35,000 - £49,999

- Black, Asian and minority ethnic staff **significantly under-represented** in this band by 3.5%
- White British staff are **significantly over-represented** by over 4%
- **White British staff have over 7% higher representation** in this category than Black, Asian and minority ethnic colleagues, and 4% more than White minority ethnic colleagues.

** All these above points are further magnified when comparing against Bristol population figures.*

Breakout group 3 – considerations

- Please discuss suggested **action plan priorities, targets and ideas** to help towards tackling these significant representation gaps in these pay bands for sharing back to the meeting ?
- How, as a group can we work collectively across the public sector to address the significant representation gaps arising from the report within these particular lower and mid pay bands ?
- Could the group collectively commit to all delivering improvements in relation to these pay band gaps in representation between 2021 and future publications / even setting targets ?
- Could talent development programmes, such as Stepping Up etc. play a role in tackling matters ?
- Please share any thoughts on how the H.R. Leaders group help support the development of this work ?

Monitoring, reporting & delivery of action plan

Breakout group 4

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Reporting & recording – Evidence for action - Unknown / not stated data sets

Critical that this area remains a priority for focus, particularly for **agencies engaged for the 1st time returning an average unknown / not stated data figure of 12.63%**, far higher than those previously involved (at 5.8%). This presents an opportunity for shared learning.

In key areas **at the lowest and highest levels of the organisations these unknown / not stated data returns were unacceptably high.** These areas included :-

- **£0 - £14,999 - (12.5%) over double the workforce average of 6%.**
- **£75,000 - £99,999 (over 9%)**
- **£100,000 + (over 11%)**
- **Executive officers (19.4%)**
- **Board members (11%)**

Breakout group 4 - Key considerations

Discuss suggested action plan priorities, targets & ideas on these matters for sharing to the meeting ?

Recording & reporting – Addressing unknown / not stated data levels most prevalent at our lowest and highest levels of our organisations. Can we commit to action on this / even targets ?

Frequency - Should we continue to produce every 2 years ?

Commitment from all group members to record & provide all data sets requested in v3 bi-annually ?

Monitoring & delivery of action plan

- 1) What frequency should RESLG receive progress reporting on this action plan ? Should we shape future agenda to focus in detail regularly on these action plan points ?
- 2) Do we retain a public sector data focus or look at expanding more broadly in future across the city ?
- 3) How best can the H.R. Leaders group support this action plan to support effective delivery ?
- 4) Consider a tool for regular and tailored reporting and recording ?

What's next

- Data product deadline for review and response by all partners has now closed and requested updates have been made. Also shared with H.R. Leaders group.
- All final feedback now collated for final sign off of report at today's RESLG.
- Collective Action plan setting by group members in today's RESLG. Action plan to then be drafted and shared to progress towards sign off.
- Formal launch of data product.
- Refresh with Census 2021 population data.
- Regular reporting and monitoring of agreed action plan.

For any queries on this project please contact :-

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