

**One City Plan – Race Equality related goals  
For input and feedback from members of  
Bristol’s Race Equality Strategic Leaders group.**

During July’s meeting of the Race Equality Strategic Leaders group a joint presentation was shared between Andrea Dell (Head of One City Office) and Andrew Mallin. The purpose of the agenda item was to ensure group members were aware of the One City Plan and in particular that the group members’ attention was drawn to the many race equality related targets within the One City Plan. Within the plan directly relevant aims are stated relating to the diversity of race within public sector organisations in Bristol with draft timelines set against these aims.

It was agreed at the meeting that time be put aside at a future group meeting to take a more detailed look at the plan and how the group can align and engage with the plan as well as provide feedback on the stated aims and timelines set. The group also requested further detail on all wider equalities related measures contained within the plan that may relate to communities and may impact more broadly than just employment within organisations.

Due to the time critical issues being brought to September’s Race Equality Strategic Leaders group meeting it has been decided that scoping background work be undertaken by the One City team with this update report produced for group members’ information and that an agenda slot be set for November’s meeting to work through the detail of this.

By means of an update the table below has been provided for group members to set out the key goals within the One City Plan that refer to race equality, or which refer to inclusion in a broader sense, with race equality comprising a central component of this. These goals sit within the context of a plan for the city which is predicated upon making Bristol a fair, healthy and sustainable city in which nobody is left behind.

Whilst being interconnected, the goals are separated into the six themes of the plan. The intention is that each board takes responsibility (supported by the City Office team) for refreshing their theme in the plan, looking at goals in other themes in the plan that are inter-dependent and also making any suggestions on the narrative.

Each year the plan will be refreshed and improve in sophistication, with this being first year of having the plan and board structures in place.

**Members of the Race Equality Strategic Leaders group are invited to share suggested amendments directly with the City Office team ([City.Office@bristol.gov.uk](mailto:City.Office@bristol.gov.uk)),** which the team will share and discuss with the relevant boards ahead of the January 2020 refresh of the One City Plan. The group’s thoughts and suggestions can also be shared during the agenda item at the November group meeting.

The City Office is working to the following timeline to meet the necessary printing and design deadlines and to obtain the necessary sign-off:

**Monday 21<sup>st</sup> October** – all boards to return their first draft of the revised timelines, comments on inter-dependencies and also anything particular they feel needs to be highlighted in the narrative. Deadline also for any comments from cross-cutting groups.

**Friday 1<sup>st</sup> November** – City Office to have processed the returns, brought them all together and highlight any duplications or gaps or any feedback from groups that has not already been shared with the boards.

**November / early December** – boards sign-off their final version of the timelines. This ideally will be via board meetings but recognising that is not possible then email sign-off is sufficient providing all board members have had an opportunity to comment.

**Friday 6<sup>th</sup> December** – final draft issued to the design team for layout. At this stage only minor changes to wording will be accepted.

**Friday 13<sup>th</sup> December** – final deadline for any minor changes. The document will now be in the final design phase.

**By the next Race Equality Strategic Leaders meeting on 27 November, the City Office will have received updates from each of the thematic boards, and will be able to discuss these with the group in greater depth.**

**Race Equality Strategic Leaders group members are encouraged to review the below race equality related measures and associated current stated timelines and provide comment individually back to the One City Office team as well as sharing thoughts with the wider group members and One City Office team members present at November’s meeting.**

### Economy

**2021:**

Develop positive action programmes as Stepping Up and On-Board to increase representation from BAME communities in managerial positions, to better reflect city Demographics

**2028:**

A new ‘Bristol Urban Skills, Innovation and Enterprise Specialist Hub’ is opened to support BAME entrepreneurs – designed and delivered by the BAME community

**2030:**

1. The proportion of women, BAME, LGBTQ+ and disabled staff employed by public sector agencies reflects the diversity of the city’s working age population
2. The proportion of women, BAME, LGBTQ+ and disabled staff employed by public sector agencies reflects the diversity of the city’s working age population

**2035:**

The difference in unemployment rates between diversity groups including women, BAME, LGBTQ+ and disabled people within the city continues to decrease

**2039:**

Bristol has a high proportion of exhibitions and projects of national and international significance compared to peer cities including a cultural programme that celebrates the whole city and is representative of its diversity and history

**2040:**

The proportion of women, BAME, LGBTQ+ and disabled staff employed by all sectors fully reflects

the diversity of the city at all levels
<b><u>2041:</u></b>  Leadership roles across the public, private and voluntary sectors fully reflect the diversity of the Bristol population
<b>Learning and Skills</b>
<b><u>2022:</u></b>  City-wide recruitment programmes are increasing the diversity of school teachers in the city
<b><u>2026:</u></b>  The proportion of women, BAME, LGBTQ+ and disabled school leaders and teachers is representative of the city demographics
<b><u>2040:</u></b>  1. Every child who is educated in Bristol will be given equal opportunity of paid employment in the city irrespective of the neighbourhood they grew up in or any protected characteristics (such as race, religion or belief, disability, sex, sexual orientation or gender reassignment)  2. The educational attainment gap is not linked to protected characteristics
<b><u>2041:</u></b>  All Bristol school curriculums include modules which explore the cultural diversity and history of Bristol's communities
<b>Homes and Communities</b>
<b><u>2031:</u></b>  There is a significant reduction in the disproportionate likelihood of people from black and ethnic minority (BAME) backgrounds being stopped and searched
<b><u>2033:</u></b>  Trust in the police amongst BAME communities has improved as evidenced by local surveys and community outreach programmes
<b>Health and Wellbeing</b>
<b><u>2035:</u></b>  Everyone in Bristol has access to digital applications for medical, social care and other service provision improving equal access to services and information improving health outcomes
<b><u>2038:</u></b>  Inequalities in mental health problems for BAME communities are no longer disproportionate compared to the city as a whole
<b><u>2042:</u></b>  Inequalities in early cancer diagnosis will have been significantly reduced
<b><u>2044:</u></b>  The strong and persistent link between social inequalities and disparities in health outcomes will have been addressed as recommended by the Marmot Review 2010

