

Bristol Race Equality Strategic Leader's Group

Report Title :	Alignment between Bristol's Race Equality Strategic Leaders group and the One City Plan.
Date of Meeting :	November 2019
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Purpose of Report :	To provide Bristol's Race Equality Strategic Leader's group (RESLG) members with an update on work undertaken to ensure future alignment between the work of this group and the related targets and work streams set within the One City Plan.
Relevant links / supporting documentation :	A copy of the One City Plan can be found by accessing this link : - https://www.bristolonecity.com/one-city-plan/
Progress to date	<p>During July's meeting of the Race Equality Strategic Leaders group a joint presentation was delivered by 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 specific 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.</p> <p>It was agreed at the meeting that future group meeting time would be devoted to taking 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.</p> <p>In addition to all public sector employment aims 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. In response to this request this report has been produced to set out clearly all equalities related measures within the One City Plan so that members have a focused reference document. This report sets out the target dates alongside the related stated aim to encourage consideration and feedback from both individual organisations and the group as a whole.</p> <p>An update report for information on the One City Plan was also shared with group members as part of the agenda for September's RESLG meeting.</p>



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Whilst being interconnected, the goals below are separated into the relevant key themes of the plan. The intention is that each of these themes has a board that 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.

The RESLG and its members are encouraged to feedback any comments on the race equality or wider equality targets set below to the City Office for them to be able to feed in to the relevant boards for consideration.

Each year the plan will be refreshed with this being the 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), 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.

To ensure feedback is included for this year's refresh of the plan the City Office require all feedback by 5pm on Wednesday 4th December 2019.

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.

Public sector and wider sector employment related Race Equality measures within the One City Plan

The following measures are those contained in the One City Plan that specifically related to public sector and wider sector employment : -

Target Date	Stated Aim
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
2030	The proportion of women, BAME, LGBTQ+ and disabled staff employed by public sector agencies reflects the diversity of the city's working age population
2040	The proportion of women, BAME, LGBTQ+ and disabled staff employed by all sectors fully reflects the diversity of the city at all levels



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2041	Leadership roles across the public, private and voluntary sectors fully reflect the diversity of the Bristol population
2022	City-wide recruitment programmes are increasing the diversity of school teachers in the city
2026	The proportion of women, BAME, LGBTQ+ and disabled school leaders and teachers is representative of the city demographics

Collation of all Race Equality related measures within the One City Plan

During July's meeting of the RESLG, members also asked for all equality measures within the plan to be collated and shared with the group for consideration. In response to this request all equality targets and associated timescales in the One City Plan have been collated and listed below to allow future reference and response from the group collectively or by individual organisations : -

	Economy
Target Date	Stated Aim
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	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
2041	Leadership roles across the public, private and voluntary sectors fully reflect the diversity of the Bristol population



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Learning and Skills	
Target Date	Stated Aim
2022	City-wide recruitment programmes are increasing the diversity of school teachers in the city
2026	The proportion of women, BAME, LGBTQ+ and disabled school leaders and teachers is representative of the city demographics
2040	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
2041	All Bristol school curriculums include modules which explore the cultural diversity and history of Bristol's communities
Homes and Communities	
Target Date	Stated Aim
2031	There is a significant reduction in the disproportionate likelihood of people from black and ethnic minority (BAME) backgrounds being stopped and searched
2033	Trust in the police amongst BAME communities has improved as evidenced by local surveys and community outreach programmes
Health and Wellbeing	
Target Date	Stated Aim
2035	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
2038	Inequalities in mental health problems for BAME communities are no longer disproportionate compared to the city as a whole
2042	Inequalities in early cancer diagnosis have been significantly reduced
2044	The strong and persistent link between social inequalities and disparities in health outcomes will have been addressed as recommended by the Marmot Review 2010



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Recommendations / key points for RESLG members :

- 1) RESLG members note the contents of this report and the specific breakdown of public sector race equality related measures and all wider equality measures contained within the One City Plan.
- 2) Members note the process for providing feedback on the above stated One City Plan aims and corresponding timescales set.
- 3) Group members are asked to submit their feedback and comments on these stated aims to the One City Office team for consideration in this current refresh by 5pm on Wednesday 4th December 2019. Comments to be e-mailed to City.Office@bristol.gov.uk
- 4) The group note that the One City team will review all feedback and escalate to the relevant thematic board – the boards will then consider and sign off their updated strands of the One City Plan.
- 5) Group members note that a relevant key focus for the City Office for 2020 will be engagement with demographic and geographic groups across the city.
- 6) A two way flow has now been established between the One City Office and the Race Equality Strategic Leader's group to ensure collaboration and consultation on future relevant matters around race equality.
- 7) RESLG to consider ensuring this ongoing alignment is a focus during 2020's work programme. Such future possibilities could include a deep dive in to some of the public sector data targets set within the plan to ensure the RESLG and individual members are able to consider the timescales and a staggered timeline breakdown to ascertain feasibility and step change required to meet these aims.
- 8) Alignment with One City Plan aims and RESLG output is included as an action point within the Bristol Race Equality Data product action plan.

