

Bristol Race Equality Strategic Leader's Group

Race Data Product version 2 - Draft Action Plan 2020/21

****This draft action plan is circulated for review, steer and decision at November's Race Equality Strategic Leader's Group (RESLG) meeting and the signed off version will be incorporated in to the final publication of version2 of Bristol's Race Equality H.R. Data product.**

This draft is produced in response to the collation and production of Bristol's second city wide Race Equality H.R. Data product to outline collective commitments from Bristol's Race Equality Strategic Leader's group in response to the data report findings. Aside from the below stated actions, each contributing organisation has also stated their own individual primary actions and targets to address their own challenges (to be circulated separately at November's RESLG meeting).

The agreed Actions within the plan will be monitored by the Race Equality Strategic Leader's Group (RESLG) on a regular basis and actions are set out below under the following key themes : -

- Monitoring and delivering this Action plan (collectively and individually)
- Transparency, future development and expansion
- Tackling specific findings
- Ongoing engagement with wider sectors
- Engaging and aligning with wider Strategic Partnerships, Projects & Programmes

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Monitoring and delivering the Action Plan (collectively and individually)			
ACTION	LEAD	TIMESCALE	PROGRESS UPDATES
RESLG to monitor this action plan by receiving update reports on a 6 monthly basis against the below stated actions.	RESLG Delivery Manager	6 monthly reports	
Each Public Sector partner organisation to provide a 6 monthly updates against their own individually stated actions / priorities within the Bristol Race Data Product v2.	Each Public Sector RESLG member	-June 2020 -December '20 then 6 monthly	
Establishment of a H.R. Leaders group action plan to ensure the delivery of priorities stated within this plan.	H.R. Leaders Group	Ongoing during 2020	
All RESLG partner agencies to ensure required H.R. Systems and processes in place to produce full data sets required in v3.	Each Public Sector RESLG member	Systems in place by February '21	
Transparency, future development, expansion.			
Promote data product widely to ensure transparency, challenge and to identify joint working opportunities across sectors.	RESLG Delivery Manager / Group members.	Throughout 2020.	
Commit to researching and publishing version 3 – bi-annually, scheduled for launch in October 2021	RESLG Group.	For decision November 2019	
Work to align version 3 with wider city data work including projects being led by BSWN, BeOnBoard, CORE, Lammy group.	RESLG Delivery Manager / Group members	Throughout 2020.	
Tackling specific findings			
Increase the collective total % of BAME staff employed by all Public Sector group members by date of production of version 3. Target an increase of greater than 1% total average.	RESLG Group members / H.R. Leader's group.	April 2021 (data headcount date)	
Each contributing agency will achieve an increase in the overall % of BAME staff within their workforce between the	Individual RESLG member agencies /	April 2021 (data headcount date)	

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publications of version 2 and version 3.	H.R. Leaders /		
All agencies evidence a reduction in the % of unknown / not stated data returns in their version 3 submissions.	H.R. Leaders / Each RESLG agency	April 2021 (data headcount date)	
Each agency to commit to closing the collective data gap (by version 3) evident in version 2 where BAME individuals were statistically more likely to be subject to : - - formal grievance processes & - formal disciplinary processes.	H.R. Leaders Group	April 2021 (data headcount date)	
Ensure opportunities are in place for new and existing partner agencies to learn from those performing most effectively in certain areas (e.g. unknown data sets, diverse organisations).	H.R. Leaders Group	Throughout 2020.	
Ongoing engagement with wider sectors			
Again increase new agency contributors for version 3 to cascade good practice and drive up recording and reporting standards. Target - to surpass the 6 new agencies engaged in version 2.	RESLG Delivery Manager	During 2020 & 2021	
Help wider sector partners to help address their challenges, e.g. reduce high number of unknown / not stated data sets.	H.R. Leaders group	During 2020 & 2021	
Engaging and aligning with wider Strategic Partnerships, Projects & Programmes			
Ensure positive dialogue with Central Government departments (e.g. RDU) so Bristol is engaged on national developments and to enable future joint working opportunities.	RESLG Delivery Manager All Group members	Throughout 2020.	
Establish two way flow of information with One City Office to ensure RESLG targets align and complement the stated One City Plan's key race equality targets.	Group Chair / RESLG Delivery Manager	During 2020 & 2021	