



**A fair and safe city where
everyone feels included.**



Easy read booklet

Who we are and what we want



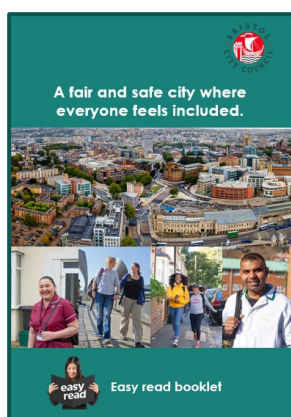
We are **Bristol City Council**. We run lots of services in Bristol, including schools, libraries, museums, parks and some housing.



We want Bristol to be a fair and safe city where everyone feels **included**.



Included means we want everyone to be able to tell us what they think and take part in services and jobs in Bristol.



This booklet tells you what we will do to make this happen.

Our three goals



We have **three goals**. We will tell you how we will make these **three goals** happen.



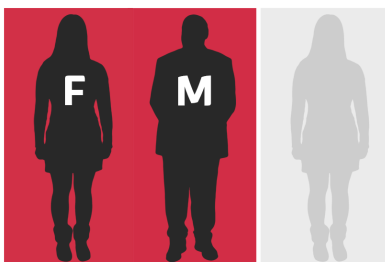
1

Goal one

Stop **discrimination**.



Discrimination is when you are treated unfairly because of things like your **gender**, disability or **background**.



Gender means if you describe yourself as a male, female, or something different.



Background means things about you and your family, like where you grew up, or what kind of education you had.



2

Goal two

Make sure people from different backgrounds have the same chance to do well.



To do well means things like find a job, start a family and make friends.



3

Goal three

Help different **communities** to get along well with each other.



Communities are groups of people who live close to each other or have something in common.

Inequality



Our goals will help us stop **inequality** in Bristol.



Inequality is when you do not have the same chances to do well as someone else.



You might have less money than someone else or left school earlier.



If someone treats you unfairly for having less money than them, this is called discrimination.



You can tell us about any kind of discrimination you have seen or know about. We will keep you safe.



We will always report and deal with discrimination, including **indirect discrimination**.



Indirect discrimination is when a rule that everyone has to follow, unfairly affects someone because of something like their gender, disability or background.



Certain groups of people like **refugees** are more likely to deal with inequality and discrimination.



Refugees are people who have left their country to go to a country that is safer.



It is hard for people who deal with inequality to be included.



Other people find it hard to be included too, like people who have health problems.

Equity



We want everyone in Bristol to be included and have **equity**.



Equity means everyone has what they need to do well. Some people might need more help than others.



We will listen to what each person needs to do well and to be included.



The next few pages tell you who we will listen to, work with and help.

Who we will listen to, work with and help



We will listen to what young people think about our services and ask more young people to work for us.



We will try change **stereotypes** about people of different age groups, like people who are older.



We will help Disabled people get rid of the **barriers** they have to deal with.



Barriers are what make it hard for Disabled people to live their life. For example, if an organisation does not have information in formats like Easy Read or Braille.



We will make it easier for Disabled people to use our services and read information in formats they need.



We will work with **ethnic minorities** to find out how we can help them feel included.



Ethnic minorities are people who have a different **ethnicity** to most of the people where they live.



Ethnicity means where your family comes from.



We will work with **faith groups** to help people learn about different **religions** and to help them understand people who choose to live a different life to them.



Faith groups are groups of people who share the same **faith** or **religion**.
Faith means to trust something.
Religion means what you believe in.



We will make Bristol a safer place for women. We will stop people treating women badly because of **misogyny**.



Misogyny is when someone does not like women or girls. They might treat women or girls badly.



We will teach people about the **LGBTQ+** community. **LGBTQ+** stands for **lesbian**, **gay**, **bisexual**, **transgender** and **queer**. The **+** stands for other people in the community.



A **lesbian** is a woman who likes women. **Gay** means a man who likes men. **Bisexual** means people who like men and women.



Transgender means people who are now a different gender to the one when they were born.



Queer is a word some people like to use instead of lesbian, gay, bisexual or transgender.



We will share information and have events to show our support of the **LGBTQ+** community.



We will make rules about how we will support people who are transgender and **gender-diverse**.



Gender-diverse means you do not feel or behave the way people might expect a male or female to behave.

What we will do



We want everyone to know that we care about equity and **inclusion**.



Inclusion means making sure everyone is included.



We have **five aims** that will help us make our **three goals** happen.



These **five aims** are about how we will work as a council.

Aim one. Make fair decisions



1

We want to make decisions that are fair for everyone in Bristol.



To make this aim happen we will

- ✓ make sure everyone in the council knows whose job it is to think about equity and inclusion.



- ✓ make sure people whose job it is to think about equity and inclusion work together.



- ✓ have goals we can make happen straight away and goals we will work towards.



- ✓ make sure we are ready if the needs of the people we work with, help and listen to, change.



- ✓ listen to people who deal with discrimination and find out what they need.



- ✓ have leaders whose job it is to think about equity and inclusion.



- ✓ ask people in the council who belong to a certain community, like the LGBTQ+ community, to give us their advice.



- ✓ get support from our **directors** for the decisions we make about equity and inclusion.

Directors are the people who are in charge of an organisation.



- ✓ keep up to date with information about equity and inclusion to make sure we always know how to help.



- ✓ try different ways of working with, listening to and helping people.



- ✓ tell people about the work we do, including what we learn and our mistakes.



- ✓ listen to organisations from Bristol, England and different countries that can give us advice.



- ✓ record any work we do to make our **three goals** and **five aims** happen.

Aim two. Have a diverse council



2

We want the council to be as diverse as the people we listen to, work with and help.



Diverse means a mix of different people. For example, people who are different genders, ages and from different backgrounds.



To make this aim happen we will

- ✓ make sure the places where we work are fair and include everyone.
- ✓ listen to **staff** from different backgrounds and listen to different ways of thinking.



Staff are the people who work for us.



- ✓ do what we can to pay staff who do the same job the same amount of money.



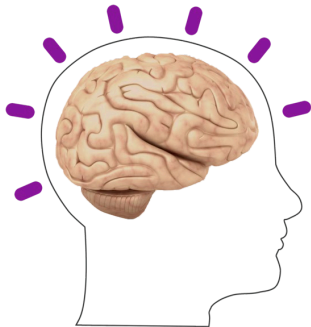
- ✓ get more people from different backgrounds to work for us.



- ✓ teach staff about equity and inclusion. We will make sure people know they should be treated fairly.



- ✓ ask Disabled people what they need to work for us. Some people might need wheelchair ramps or more breaks at work.



- ✓ care about the **mental health** of everyone who works for us.

Mental health means how you think and feel about you and your life.



- ✓ help staff from different backgrounds to do well at their job and apply for new jobs.



- ✓ help staff who look after a friend or family member to do well at their job.

Aim three. Give good services



3

We want to give good services that are fair, include everyone and make people feel happy.



To make this aim happen we will

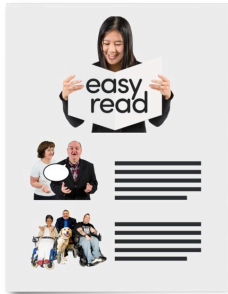
- ✓ think about how the decisions we make effect people.



- ✓ think about how we will spend our money on services.



- ✓ think about how our services can help certain groups of people, like Disabled people.



- ✓ give people information in different formats like Easy Read.



- ✓ check who uses certain services. For example, what genders or ages people are.



- ✓ help people who deal with more than one type of inequality.



- ✓ ask people what they think of our services.



- ✓ write an **Equality Action Plan**.

An **Equality Action Plan** tells us how we will be fair to everyone.



- ✓ make sure **public spaces** are easy for everyone to get to and use.

Public spaces are places everyone can use, like parks and paths.



- ✓ work with organisations that are led by people from different backgrounds.



- ✓ think about if a service will be good for people, before we create it.



- ✓ read reports about how well we are giving people services.



- ✓ make sure organisations that give services for us know lots about equity and inclusion.



- ✓ focus on services that help people who deal with **multi-generational inequality**.



- ✓ **Multi-generational inequality** is when you are more likely to deal with inequality because your parents do.



For example, if your parents do not have enough money, you might not have enough money.



- ✓ think about how to give services to people who have been through **trauma**.



Trauma is when something very hard or sad happens to you and it affects you for a long time after it happens.

Aim four. Work well with other people



4

We want to work well with other people, including organisations.

To make this aim happen we will



- ✓ ask other organisations to help us deal with multi-generational equality.



- ✓ ask people in different communities to help us make decisions.



- ✓ help organisations work with us now the council is **committee-based**.

Committee-based means we work in **committees** to make decisions. A **Committee** is a group of people who work together on the same thing.



- ✓ understand that we need other organisations to help us make our goals happen.



- ✓ ask other organisations what they think about us and how we work together as a team.



- ✓ be thankful for the time and effort **voluntary organisations** put into working with us.

Voluntary organisations are organisations that are not paid to do the work they do.



- ✓ help groups in Bristol to do work on equity and inclusion.



- ✓ have events and activities for people to learn about equity and inclusion at their work. This will help us share what we know.



- ✓ be honest when we talk about the diversity of the people who work for organisations in Bristol.

- ✓ support Bristol as a **City of Sanctuary**.



A **City of Sanctuary** is a city that lets refugees live there. **Sanctuary** means a place that is safe.

Aim five. Support communities



5

We want to help different communities to get along well with each other.



To make this aim happen we will

- ✓ have events for important dates like **Black History Month**.



Black History Month is a month when people talk about the history of black people. This includes the discrimination they face, and the amazing things they have done.

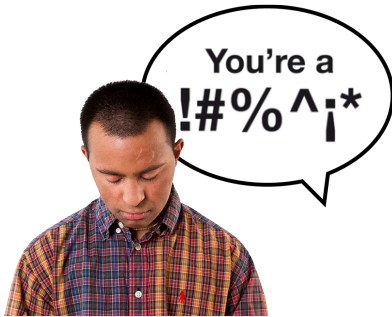


- ✓ use an idea called **Many Neighbourhoods One City**.



Many Neighbourhoods One City

Is an idea that organisations and communities should work together to make sure people can say what they think about decisions that affect them or their local area.



- ✓ change the hurtful ways people think about certain groups of people, like refugees.



- ✓ get different communities to spend more time together and talk to each other.



- ✓ work with organisations who can help us stop discrimination.



- ✓ listen and talk to people who come from different countries, as they are what connect Bristol to the rest of the world.

Our progress



Progress is when our **five goals** and **five aims** start to happen because of all the work we said we will do.



We will write about our progress each year and make sure everyone can read it.



We will look at the number of people each year who

- ✓ will talk to us and tell us what they think.
- ✓ think our services are good.
- ✓ are happy in the house they live.
- ✓ feel safe in the area they live.
- ✓ tell us they get along well with people from different communities.
- ✓ are in education or have a job.

Thank you for reading this booklet

Thank you to A2i for the words
www.a2i.co.uk (reference 37789)

The full version of this document is called
“Equity and Inclusion Strategic Framework
2023-2027”



Bristol City Council
**Equity and Inclusion Policy
and Strategic Framework**
2023–2027