



Equity and Inclusion Annual Report 2023- 24

Accessible English booklet



Who we are



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 our services.

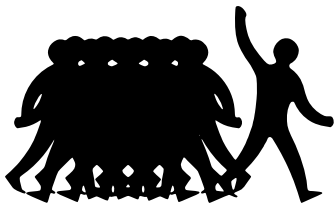


This booklet tells you what we have done **in the past year** to make this happen.

Our five aims

5

We have **five** aims for making inclusion happen.



Aim 1: our leaders will make fair and good decisions. Leaders are people who manage the council and make decisions.



Aim 2: the people who work at the council should be like the people who live in Bristol. This means having a mix of different people.



Aim 3: the services at the council will be **inclusive**. Services are things like schools, libraries and parks. Inclusion means making sure everyone is included.

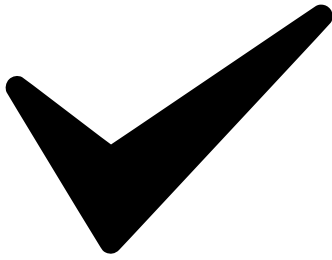


Aim 4: we will work well with other organisations in the city to support **equality**.

Equality means treating everyone fairly. It means everyone has the same chances, rights, and opportunities, no matter who they are.



Aim 5: we will help communities understand each other and get on well together. Communities are the people who live, work and study in Bristol.



We will tell you the things we have done in the **past year** to achieve our aims.

Our work this year

1

Aim one: our leaders will make fair and good decisions.



Our leaders have been meeting and talking about equality regularly to ensure we make **progress**. Progress means we are moving forward with our aims.

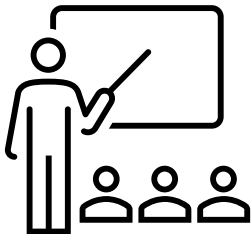


We have staff groups. This includes a group for Disabled staff, Black Asian and minority ethnic staff, young staff and Lesbian, Gay, Bisexual and Transgender (LGBT+) staff.



Our leaders have been working with other leaders in the city to tackle **inequality**.

Inequality means treating people unfairly. It happens when some people have more chances, rights, or opportunities than others.



We are committed to making sure all managers at Bristol City Council keep learning about equality issues. This learning will help us get better and improve our work.

② Aim two: the people who work at the council should reflect the people who **live** in Bristol. This means having a mix of different people.



The people working at the council have changed a little over the past year. We now have more younger people, but there are fewer Disabled people. We still have more women than men.



913 staff completed online **learning** related to Equality and Inclusion and 51 completed face to face learning in the past year. We also added some new types of learning.



We have several ways to improve the diversity of our workforce. This includes offering internships and apprenticeships.

Internship is a short-term job that helps people learn skills and gain experience in a workplace. It is a way to learn while working, often for students or people starting their careers.

Apprenticeship is a job where you work and learn at the same time. You get training and gain skills while earning money. It helps you become qualified in a specific job.



We also provide leadership training for groups that are **under-represented**. This year, 19 people completed the training. This training is about helping to learn to be good managers and decision makers.

Under-represented means that there are fewer people from a certain group in a place or job than there should be. It can happen to groups based on race, gender, disability, or other characteristics.



We want to make the council a better place for Disabled people to work. This year, we listened to what staff said in surveys about what changes they need. A survey is a set of questions that people answer to share their thoughts or experiences.

We updated our rules and are making a plan with staff to help everyone.



We have made some of our rules better for everyone. These include:

- A policy that supports people who are now a different gender to the one when they were born.
- A leave policy that helps people who take care of others

- A policy that supports new parents and families

A **policy** is a set of ideas or plans that is used to make decisions.

3

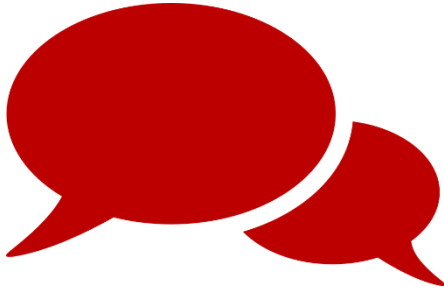
Aim three: the services at the council will be **inclusive**. Services are things like schools, libraries and parks.



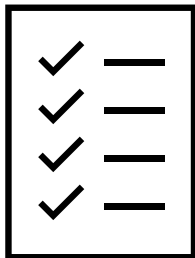
Bristol City Council
**Equity and Inclusion Policy
and Strategic Framework**
2023–2027

Our new plan aims to make sure that **equity** and inclusion are strong across the whole council. We are a big organisation with over 6,000 employees, so everyone needs to help improve our services to be more equal.

Equity means making sure everyone gets the help they need to have the same chances. It is about being fair by giving extra support to those who need it, so everyone can succeed.



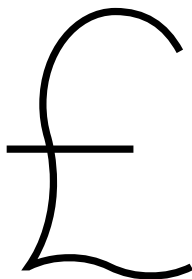
This year, we have worked hard to explain our **new plan** to everyone so that all services understand our goals and what we want to achieve. This includes organisations we work with.



Each year, all Council service areas review their work to create their own **Equality Action Plans**. Each service area must find important issues and plan actions to solve them.



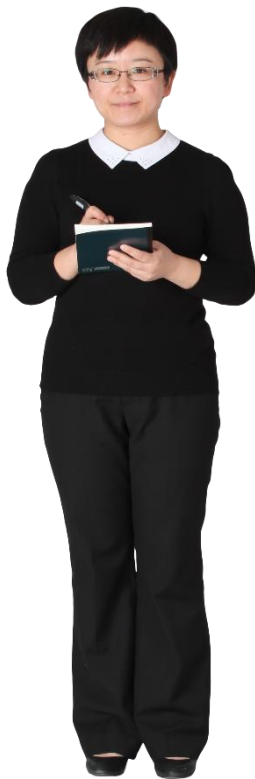
These plans showed improvements in the first half of the year, but not in the second half of the year.



We use **Equality Impact Assessments** (EqIAs) to check how our plans might affect different groups of people. This helps us follow equality law. This year we did 366 EqIAs. We also did 52 related to our budget.



This year we have improved our data related to understanding different groups in Bristol. This is based on the people who live in Bristol, to inform decisions made at the council.



We have changed our rules to include ideas from different groups of people. This helps make sure our decisions are fair and based on real-life situations, without treating any group unfairly.

Discrimination means treating someone unfairly because of who they are. This could be because of their race, age, gender, disability, religion, or any other reason.

4

Aim four: we will work well with other organisations in the city to support **equality**.



This year, we brought together leaders from 16 public organisations. Public organisations are run by the government.



These meetings are about making sure people of all **racess** are treated properly. We also help groups that work to make sure everyone is treated fairly, no matter their race.

Race means a group of people who share similar physical traits, like skin color or facial features. People from the same race may also share a common culture or history.



We held several events. One of them to help people from racial minorities find jobs. 350 people came to this event.



Other events this year included an event on race and health, education and how the police and courts treat people who break the law. Over 2500 people have attended these events.



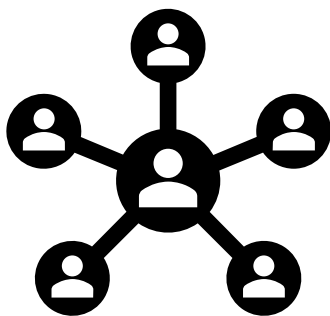
We help a group that works on race and health. This group wants to make health information better and get more people to get their **vaccinations**.

Vaccinations are injections (shots) or medicines that help protect you from diseases. They help your body build protection so you do not get sick.

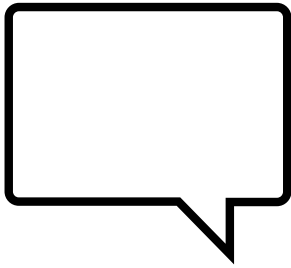


In 2018, we started the Bristol Equality Charter. This is a project for the whole city. Now, more than 275 groups have joined it.

This year, the group met to talk about different topics, like making computers and the internet easier to use and learning about ADHD.



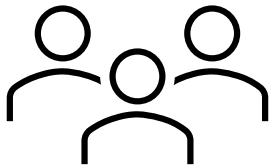
We help three groups known as 'commissions' that focus on equity: one for disability, one for race, and one for women. These groups meet regularly to work on stopping unfair treatment and making things better for everyone.



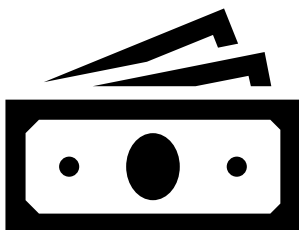
These groups told full council about the work they did throughout the year. Full council is where all our political leaders come together to make decisions.

5

Aim five: we will help communities understand each other and get on well together. Communities are the people who live and work in Bristol.



As part of the equality law we follow, we have to help different groups of people get along well with each other.



We have different ways to give money to people in the community so they can do projects that focus on equality. This money is often given to people who live and work in the most **deprived** parts of the city.

Deprived means not having enough of the things you need, like money, food, or a safe place to live. It means missing out on basic things that help you live a good life.



This year, we gave money to projects that focus on equality. Some of these projects helped Black mothers, raised awareness about refugees, and brought together LGBT+ Black and minority ethnic people to get together.



We also gave money to 55 community and volunteer projects to tackle inequality in Bristol. We worked with and listened to people in the community to make sure we chose the right projects to support.



This year, we looked into how we helped with the rising cost of living. **Cost of living** means how much money you need to pay for things you need every day, like food, housing, and bills. When the cost of living goes up, it becomes more expensive to live.

We set up 105 **welcoming spaces** for people.

Welcoming spaces are places around the city where people can go to stay warm. Some of them have things like a café or a community room. People can also get help and advice there, like support with money if they are having a hard time.



The Refugee Resettlement team, along with our community development team, work to help refugees and asylum seekers feel at home in Bristol. They do many different things to support them.



This year, we did different things to help, like having a place where people can get information and holding story-telling workshops for refugees.

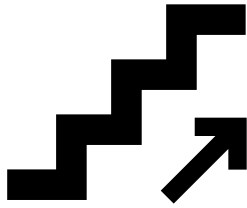


Our International team works with different people in the community to help them feel welcome and to share our connections with other countries.

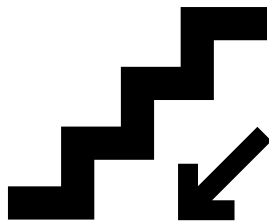


This includes working in schools to raise awareness of our international work and having internships for internationals to understand how we work.

Summary



Our most progress has been in **Aim 4**: we will work well with other organisations in the city to support **equality**.



Our least progress has been in **Aim 3**: the services at the council will be **inclusive**. Services are things like schools, libraries and parks. Inclusion means making sure everyone is included.

We will continue trying to ensure **equality** is considered in everything we do.