



Equity and Inclusion Annual Report 2024-25

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.

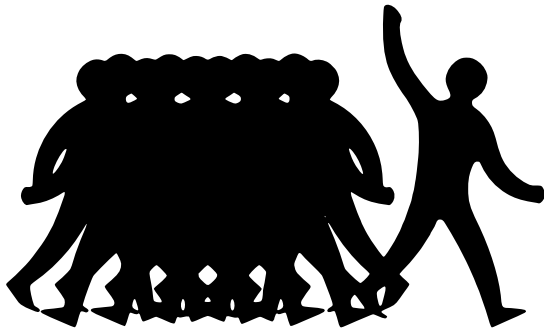


This booklet tells you what we have done **in the past year** to make this happen.

Our five aims

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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.

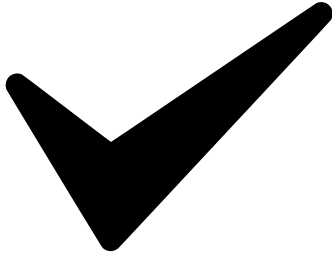


Aim 4: we will work well with other organisations in the city to support **equality**.

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

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



New leadership teams now focus on making things more fair and including people in decisions.



Staff from different levels joined working groups to help improve things. We hold events to learn from each other



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.



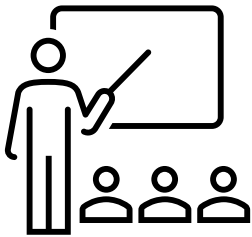
Our leaders have been working with other leaders in the city to tackle **inequality**.

Example: Making groups more diverse



The Children and Young People's Board made sure a young person always comes to meetings and shares their views. They moved meeting times to after school.

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

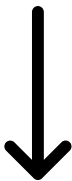


We try make sure all managers at Bristol City Council keep learning about equality issues. This learning will help us get better and improve our work.

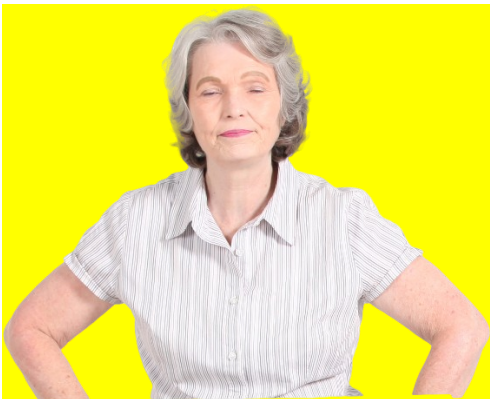
② Aim two: the people who work at the council should reflect the people who live in Bristol. This means having a mix of different people.



We now have more young people and people from different ethnic backgrounds working with us.



But there are less Disabled people working for the council.



We still have more women than men working here.



There are not enough different kinds of people in top jobs.



Staff do training on fairness, Disability, mental health, and inclusion.



We have different ways to improve the diversity of our workforce. This includes 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.

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.

Example: Changing how we hire



The Finance team had trouble finding good candidates. We made the process easier and created a new website. We hired 15 new people, many from under-represented groups.



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

- ✓ Accessible Communications Policy
- ✓ Updated Reasonable Adjustments Policy for Disabled people
- ✓ Adult Social Care Co-Production Policy
- ✓ Anti-social Behaviour Policy
- ✓ Bristol Domestic Abuse and Sexual Violence strategy
- ✓ Special Educational Needs Inclusion strategy

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

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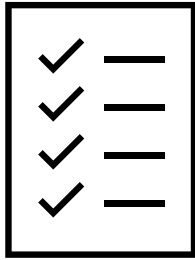
Aim three: the services at the council will be **inclusive**.
Services are things like schools, libraries and parks.



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

Our plan help to make sure that **equity** and inclusion are strong across the whole council. We are a big organisation with over 6,900 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.

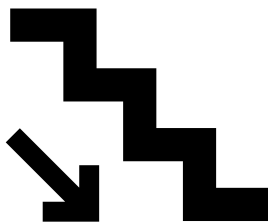


Each year, all Council service areas check their work to make an **Equality Action Plan**. Each service area must find important issues and plan actions to solve them.



We hoped that 9 out of every 10 actions in our plans would go well.

In the end, 8 out of 10 actions went as planned.



This happened because we didn't always have enough money or workers.

Next time, our plans will be made to fit what we can really do with the time, people, and money we have.



We use **Equality Impact Assessments (EqIAs)** to check how our plans might affect different groups of people. This helps us follow equality law and make things fair. This year we did over 500 EqIAs.

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



We lead groups that tackle racism and unfairness.

We held meetings to help make sure people of all **rac**es are treated properly.

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



We ran city wide events to promote equity.

Example: Race & the City 3

This was a big event where 200+ people came to talk about race, health, education, and fairness. Young people shared their views too.



Bristol made it to the final 6 cities in a European contest for best ideas on fairness. Judges said our work was “unique and brave.”



In 2018, we started the Bristol Equality Charter. This is a project for the whole city. Now, more than 300 groups have joined it.

This year, the group met to talk about different topics, like supporting refugees and asylum seekers, and staff led equality groups.

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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 support refugees, Disabled people, and young people.



We help them shape how services work.

We co-design projects with local people.



Example : Golden Motion for Accessibility

In October 2024, Bristol promised to become the UK's most accessible city. We will work closely with Disabled people to improve transport, services, and buildings.

Example: Helping people into work



Bristol City Council worked with a university to give job chances to people from different backgrounds, including sponsoring visas and offering work experience in housing jobs.

Example: Helping people start businesses



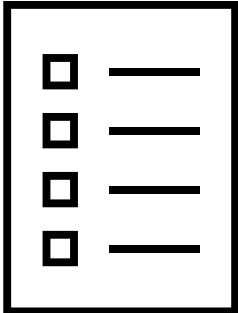
The council gave money to many local groups make things more fair, including to help people from underrepresented communities get support to start their own businesses

Example: Supporting Gypsy, Roma and Traveller communities



The council's Gypsy, Roma and Traveller team works with schools, NHS, and community groups to support Traveller families, raise awareness, and make services easier to use.

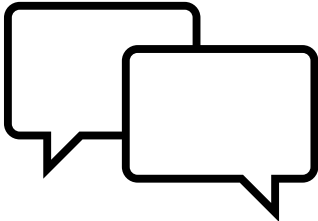
What we will do next



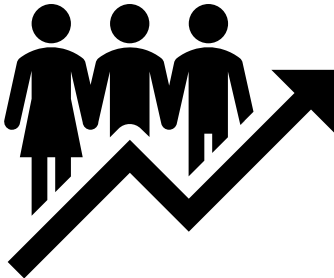
A new plan to make the workforce more inclusive.



Better tracking to see what is working.



Clearer communication, especially for people with extra needs.



Work with partners to make lasting change.



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