

Introduction

The Strategic Leadership Group was set up in response to the Manifesto for Race Equality, as a way of bringing together all of the Public Organisations in the City to work collaboratively on tackling the endemic issues that the Manifesto raised. This needed a tenacious, action centred approach to make a difference to our communities.

Good data is very important and this piece of work, focused on the Public Sector as an important employer, clearly sets out the challenge.

What will follow is an action plan to focus on where we can make a measurable collective difference to the City of Bristol.

Alison Comley – Bristol City Council - Chair

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol – An Increasingly Diverse Population

449,300 population  by **10.8%** (43,900) since 2005

45 religions

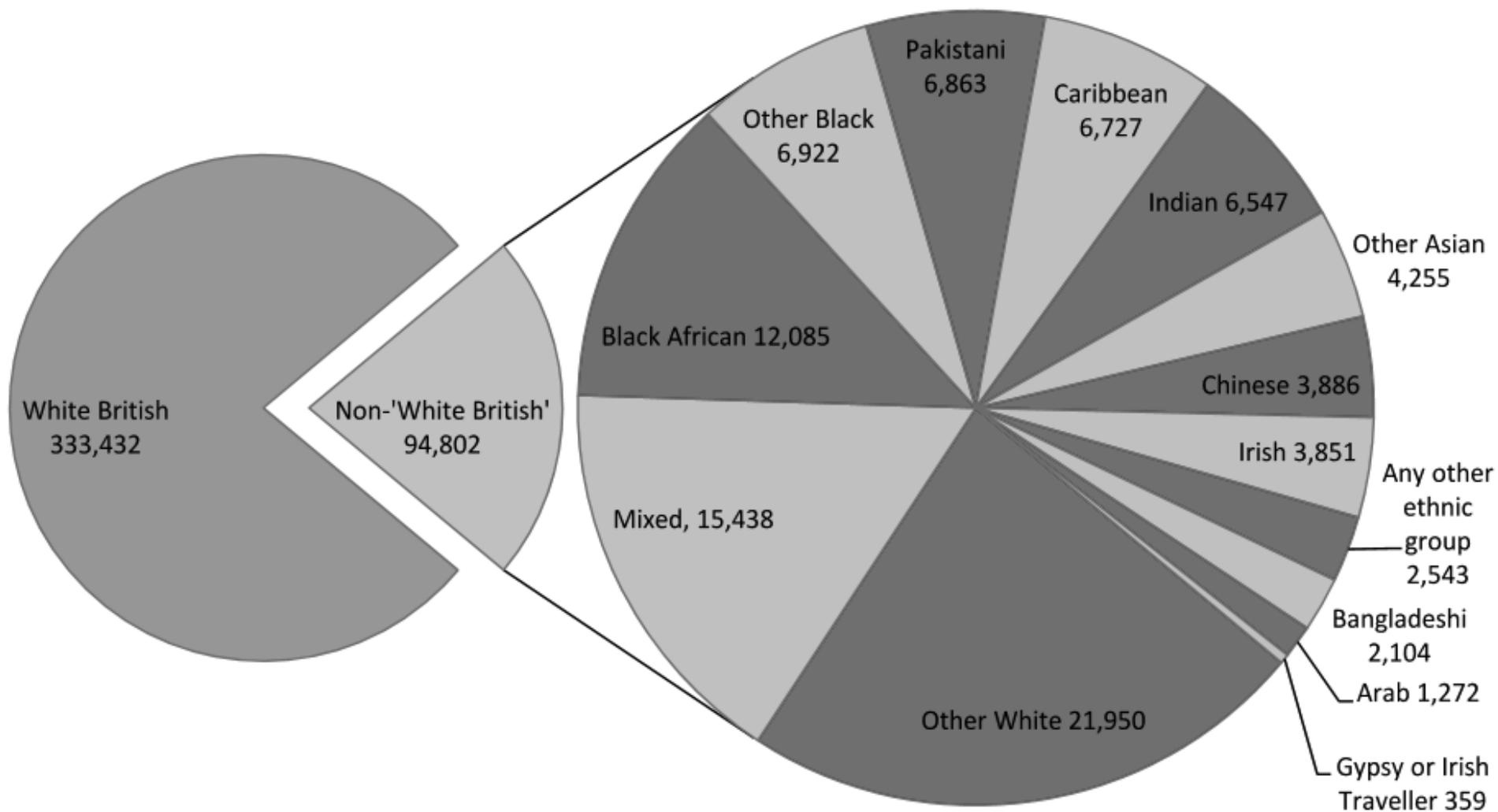
187 countries of birth

91 main languages spoken

- *Data accessed from ONS 2015 Mid-Year Population Estimate*

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol Breakdown



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol Population

Table 8. Population by ethnic group 2001 and 2011

Source: 2011 Census Office for National Statistics © Crown Copyright 2013 [from Nomis]

Note: the 2001 Census undercounts the population in Bristol by around 10,000

Ethnic group	2001 Census		2011 Census	
	number	%	number	%
White British	335,085	88.0	333,432	77.9
White Irish	4,321	1.1	3,851	0.9
White Gypsy or Irish Traveller	n/a	n/a	359	0.1
White Other	10,124	2.7	21,950	5.1
Mixed ethnic group	7,934	2.1	15,438	3.6
Indian	4,595	1.2	6,547	1.5
Pakistani	4,050	1.1	6,863	1.6
Bangladeshi	1,230	0.3	2,104	0.5
Chinese	2,149	0.6	3,886	0.9
Other Asian	984	0.3	4,255	1.0
Black African	2,310	0.6	12,085	2.8
Black Caribbean	5,585	1.5	6,727	1.6
Black Other	936	0.2	6,922	1.6
Arab	n/a	n/a	1,272	0.3
Any other ethnic group	1,312	0.3	2,543	0.6
Total White	349,530	91.8	359,592	84.0
Total BME	31,085	8.2	68,642	16.0
All people	380,615	100.0	428,234	100.0
Total non-'White British'	45,530	12.0	94,802	22.1

*Source: 2011 Census - ONS

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: City of Bristol – A current picture

16% Black or Ethnic Minority Population (up from only 8.2% in 2001)

78% of population identify as 'White British' (down from 88% in 2001)
(there has been a significant increase in 'White Other')

15% of population were not born in the UK

Ages 0–15 = **28%** of children belong to a BME group

Ages 16–64 = **15%** belong to a BME group

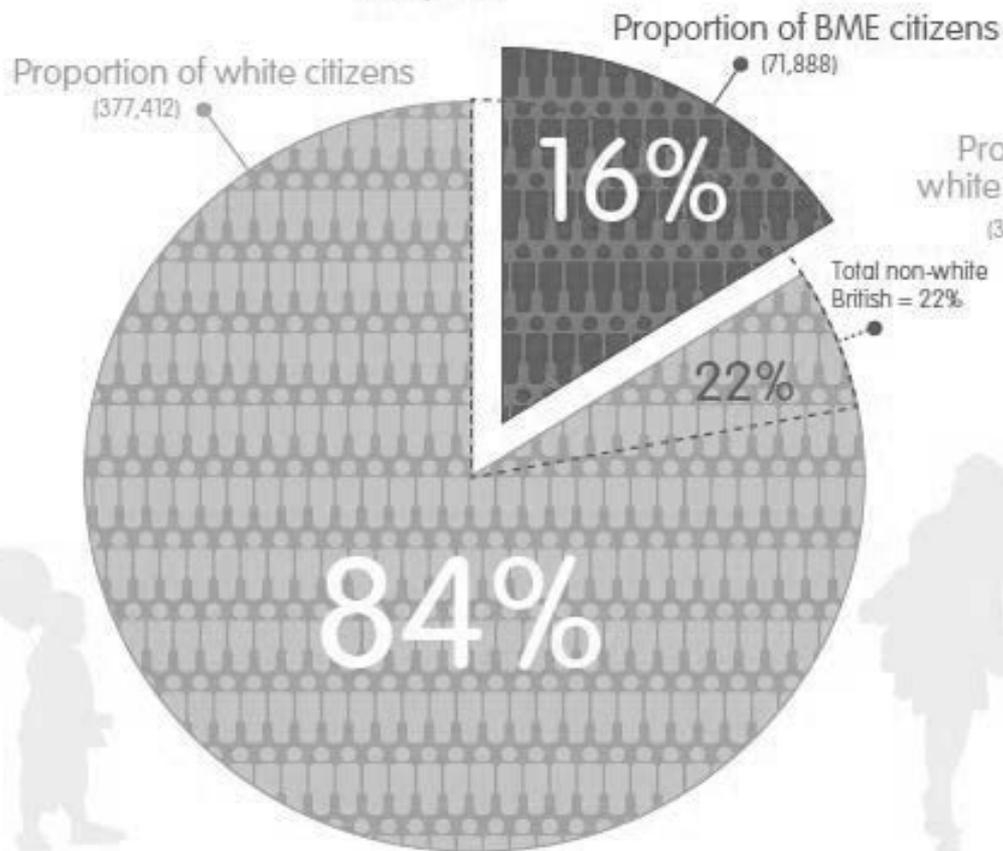
Ages 65 and over = **5%** belong to a BME group

Bristol Race Equality Manifesto Leadership Group

Public Sector Data

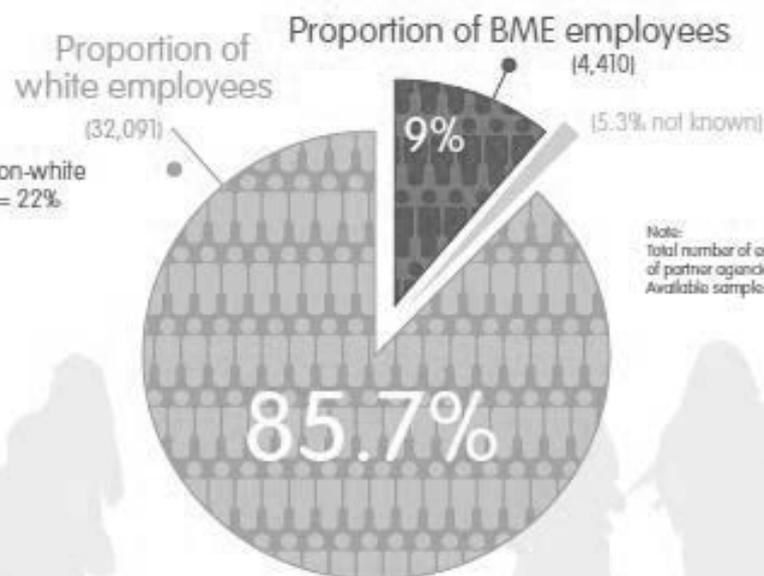
Total Bristol population

(449,300)



Bristol Public Sector Ethnicity Data

(Total sample 37,940)



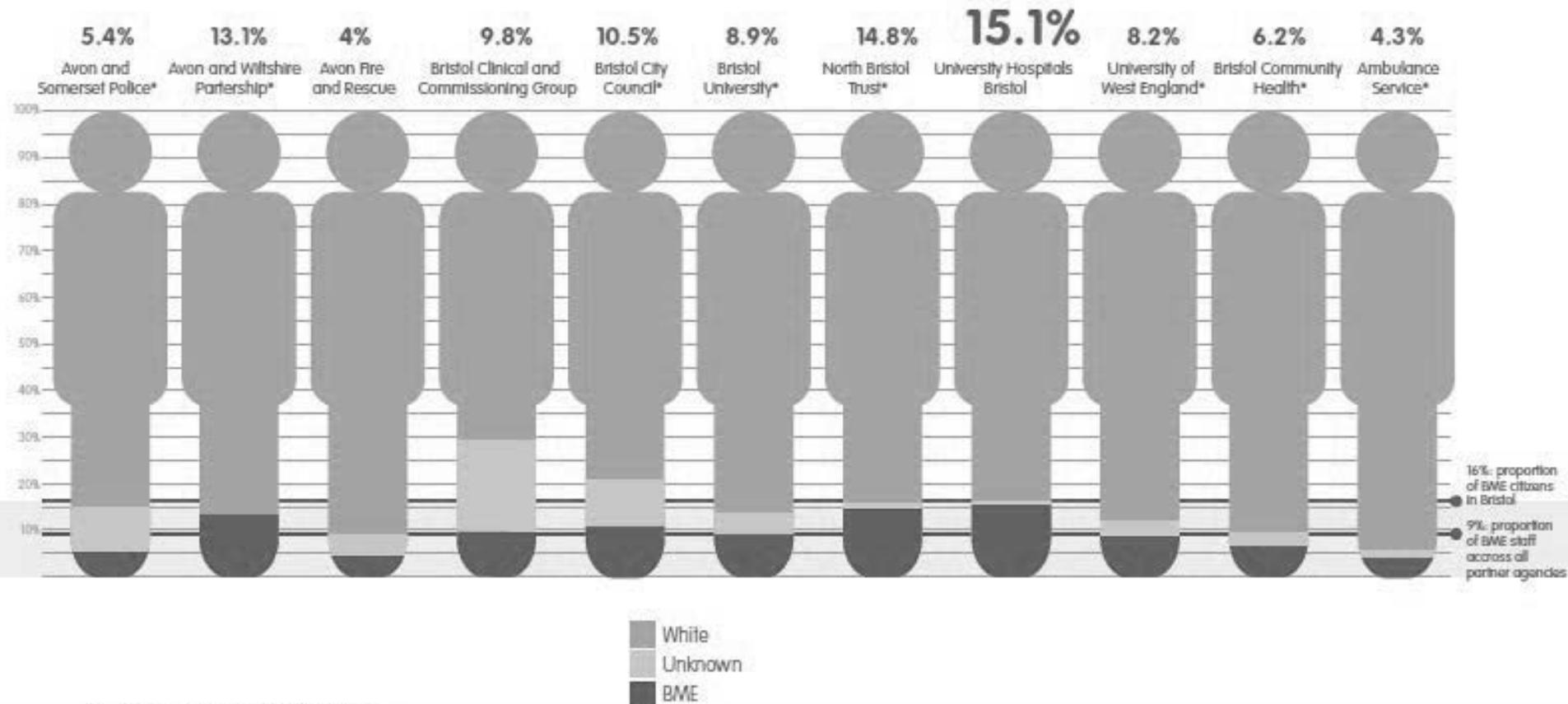
Note:
Total number of employees
of partner agencies: 38,821
Available sample: 37,940

98%

Bristol Race Equality Manifesto Leadership Group

Public Sector Data

Proportion of BME staff employed by partner agencies



*data is captured in the following detailed ethnicity data

Bristol Race Equality Manifesto Leadership Group

Public Sector Data

Wage range for white staff



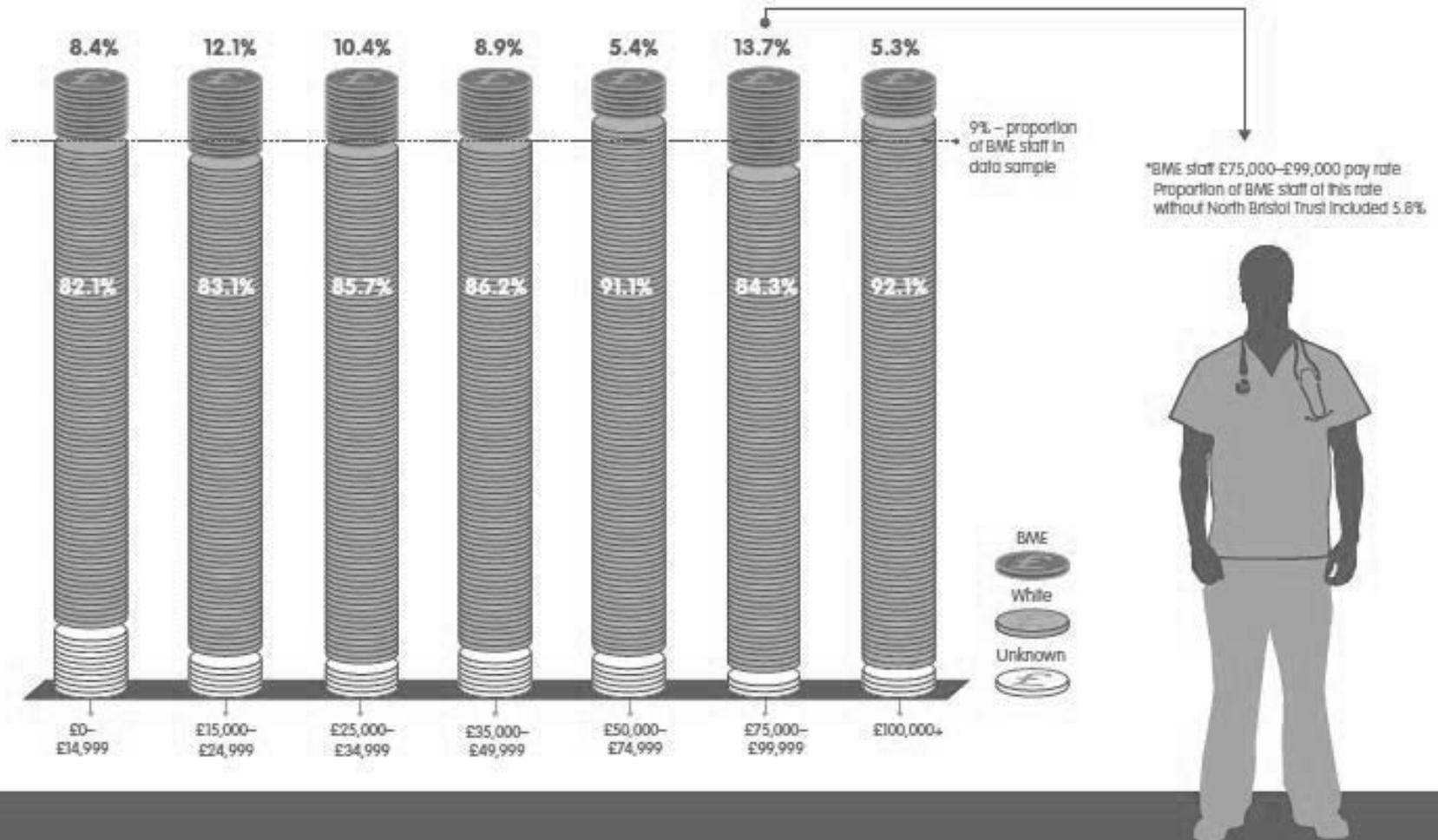
Wage range for BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data:

Proportion of BME staff per pay bracket



Bristol Race Equality Manifesto Leadership Group

Public Sector Data:

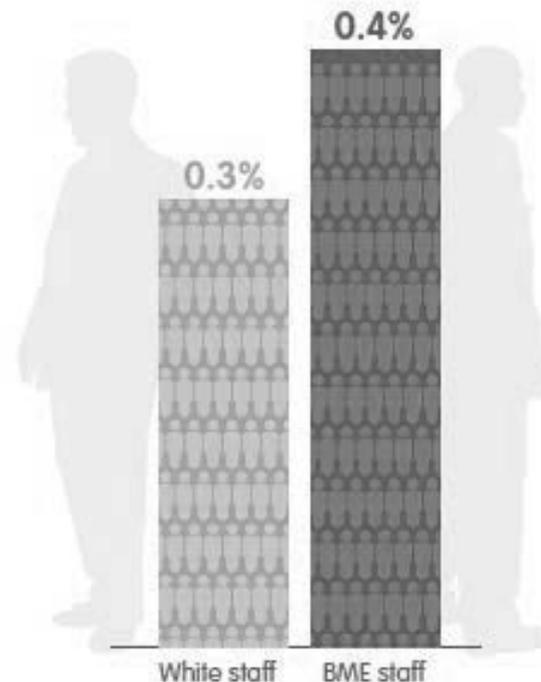
Long-term/persistent sickness

Not available at present

Formal disciplinary process



Formal grievance process



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Avon and Somerset Police

The figures for Avon and Somerset Constabulary relate only to uniformed officers (both Police Officers and PCSOs) working in the City but does not include specialist operational staff also working here.

Both the Constabulary and the Police and Crime Commissioner (PCC) are working closely with the community and partners in order to achieve a workforce that is representative of the communities it serves. This is a top level priority with dedicated staff working to reach this goal.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Avon and Somerset Police

Total number of Bristol based staff: 650
Total % of white staff: 86.15%
Total % of BME staff: 5.38%
Unknown: 8.47%

Wage range for white staff



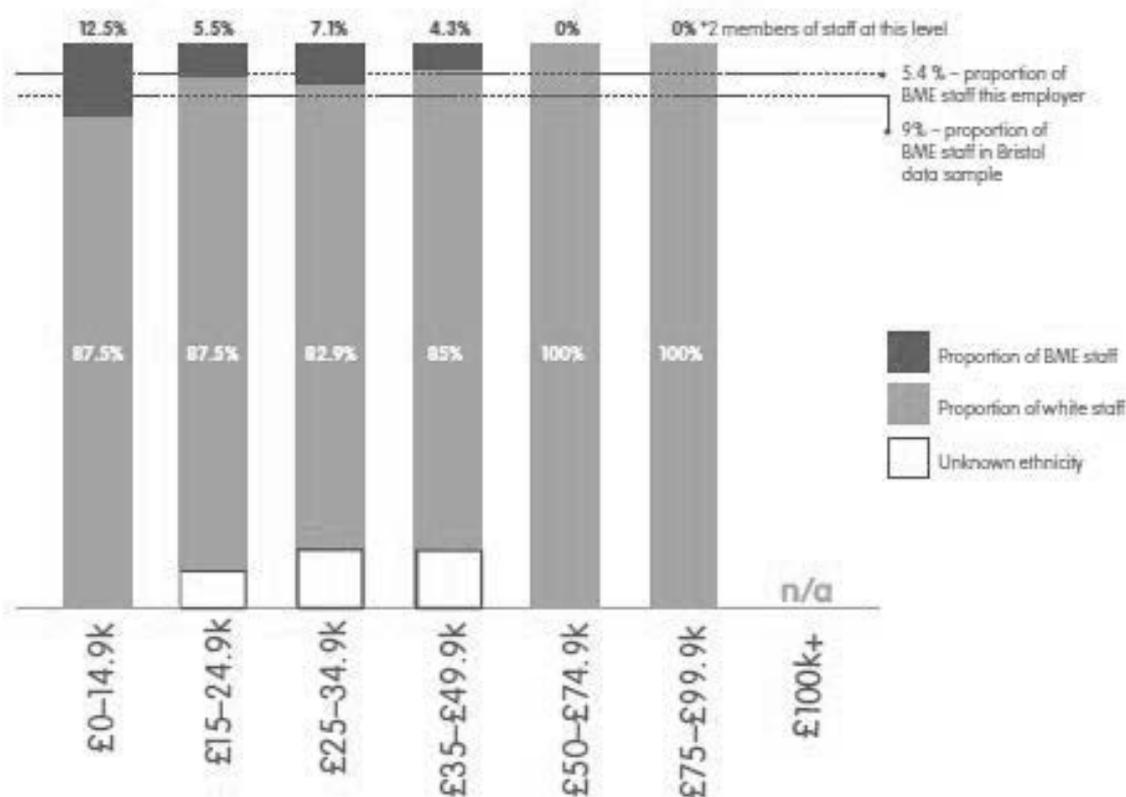
Wage range for BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Avon and Somerset Police

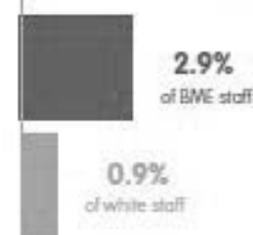
Proportion of BME staff per pay bracket



Long-term/persistent sickness



Formal disciplinary process



Formal grievance process

0%
0%



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Avon and Wiltshire Partnership

The data relates to Trust staff working in Bristol area only, and we are pleased that there is 100% declaration of ethnicity data by staff. In comparison to the overall BME working age population aged 16 – 64yrs in Bristol at 15%, the Trust's BME representation is at 13% which we feel is encouraging.

Alongside other public sector partners in Bristol our data highlights areas for improvements, in particular in terms of the higher likelihood of BME staff entering into formal disciplinary and grievance processes.

We are working hard to address these improvements – for example we have established a Staff Diversity Group in our Secure Services to take specific actions forward.

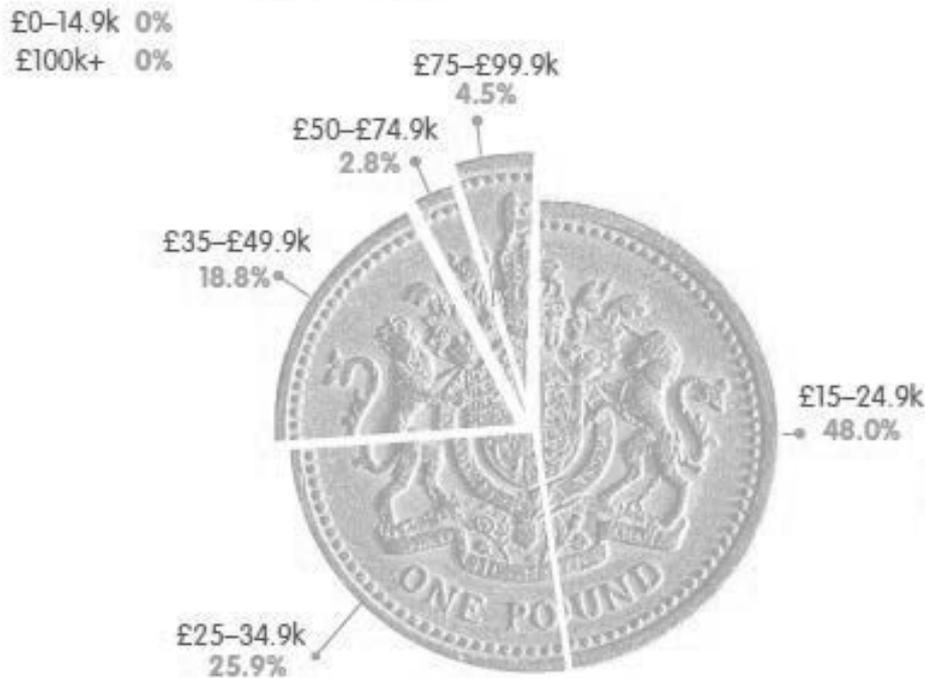
We are eager to contribute to delivering the Bristol Manifesto for Race Equality in collaboration with BME communities and organisation representatives in Bristol.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Avon and Wiltshire Partnership

Total number of Bristol based staff: 666
Total % of white staff: 87%
Total % of BME staff: 13%

Wage range for white staff



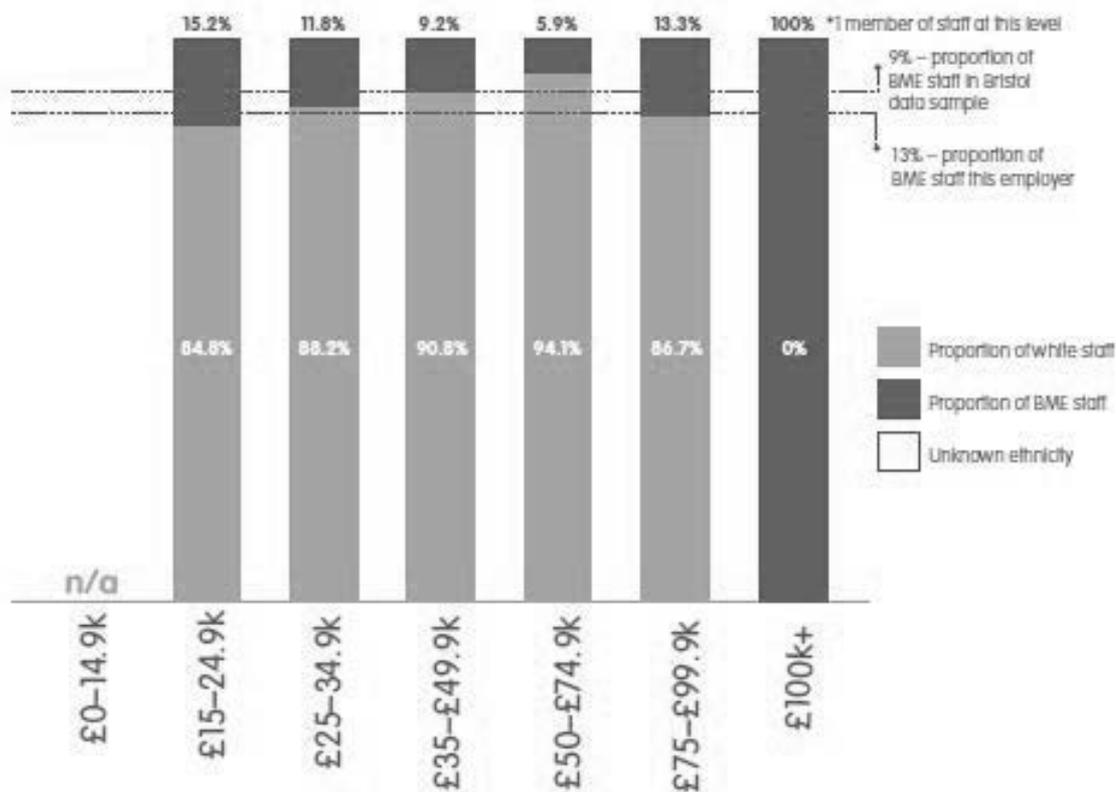
Wage range for BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Avon and Wiltshire Partnership

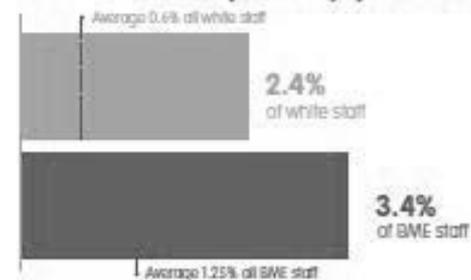
Proportion of BME staff per pay bracket



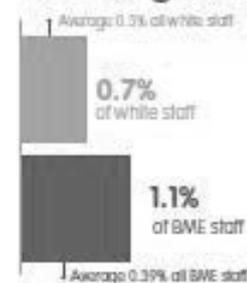
Long-term/persistent sickness



Formal disciplinary process



Formal grievance process



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol City Council

The Council's longstanding objective is to employ a workforce that reflects the diversity of the communities it serves. The diversity data for this report was taken as at 31st March 2016.

The Council recognises that a better understanding of the workforce is required through improved analysis, to address blockages or differential outcomes. Action is being taken to improve employee records and all employees where information is missing will be contacted. A review of our internal staff lead groups is underway. We are also currently planning a short life project intended to make headway on training, culture change and recruitment and a dedicated Diversity and Inclusion post is being proposed.

Based on respondents' comments in a recent staff survey (2659 received), the most important areas for improvement or areas that are working well do not differ significantly between protected groups.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol City Council

Total number of Bristol based staff: 6951
Total % of white staff: 79.3%
Total % of BME staff: 10.5%
Unknown: 10.2%

Wage range for white staff



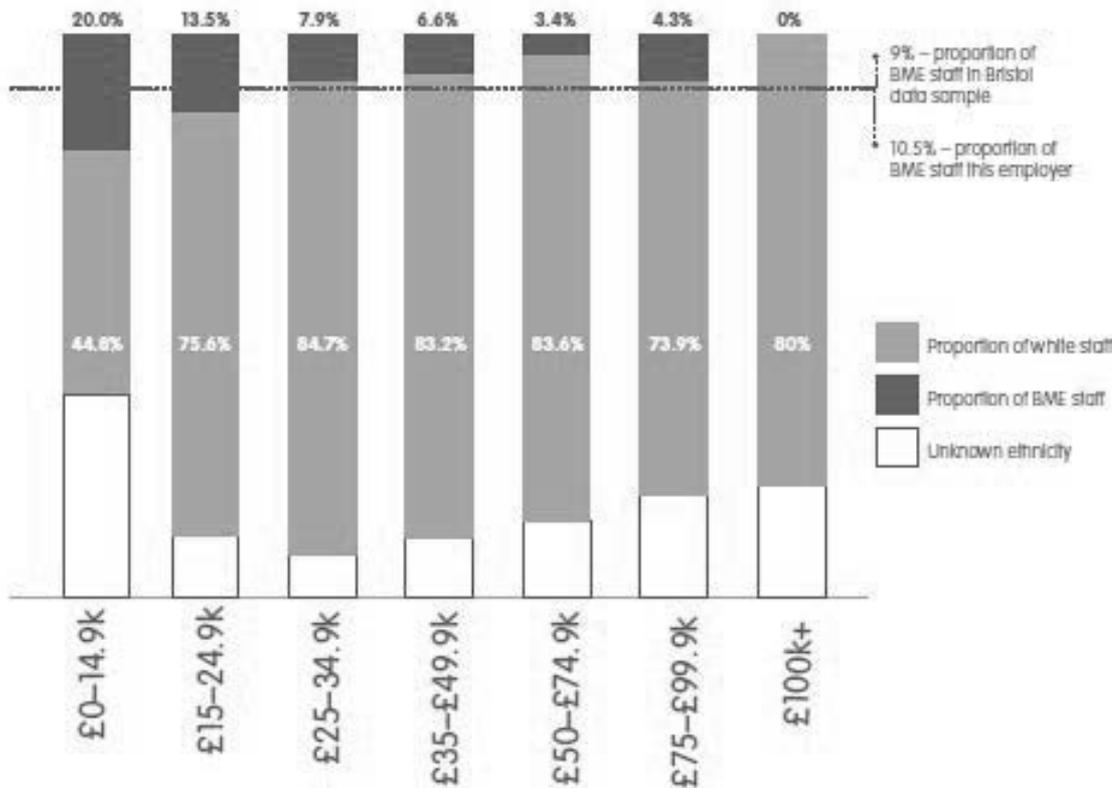
Wage range for BME staff



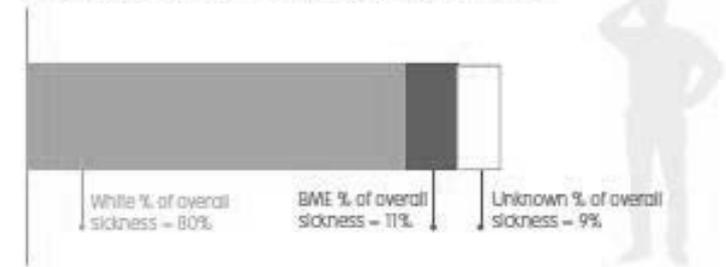
Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol City Council

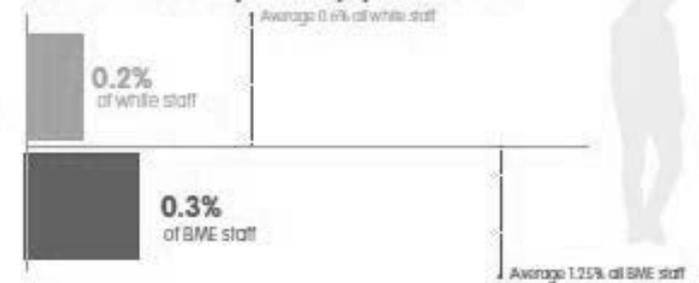
Proportion of BME staff per pay bracket



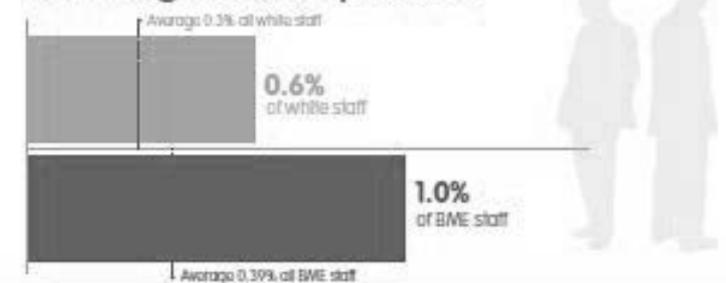
Long-term/persistent sickness



Formal disciplinary process



Formal grievance process



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol Community Health

We acknowledge that our workforce is not as diverse as the communities in which we provide services and are working hard to ensure a truly reflective workforce. A coordinator is now employed to improve BCH's performance across protected characteristics. There is now a Board assurance role in supporting our work in equality and diversity and social value. We also continue to monitor our NHS Workforce Race Equality Standards (WRES) performance and targets and have measures in place to address the race inequalities across recruitment, retention and promotion.

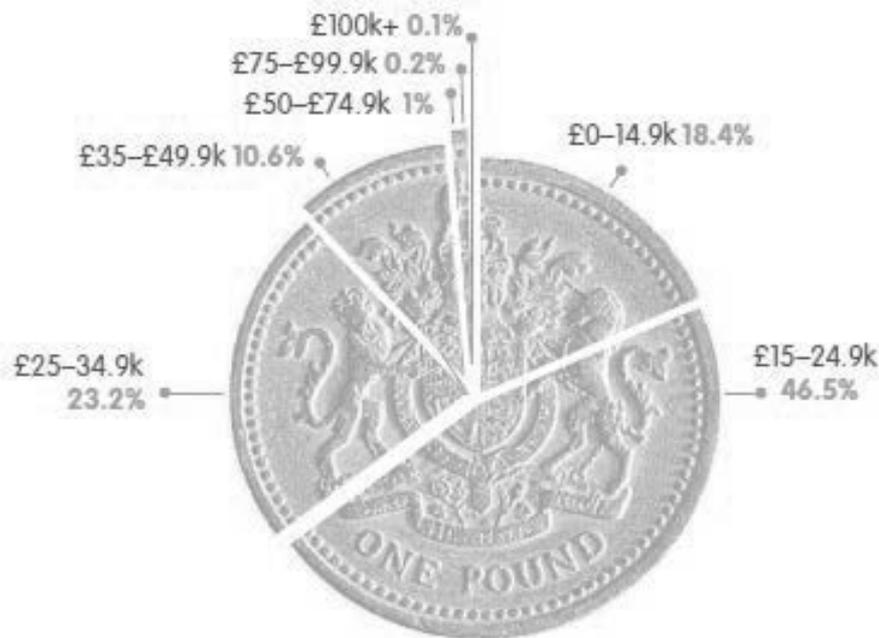
Of note is that our workforce is made up predominantly of registered nurses and therapists who have undergone degree courses. We have relatively fewer unregistered and entry level / unskilled jobs and we do not currently employ doctors or have an overseas recruitment strategy. These factors may affect our statistics relative to other health organisations. They also point towards a different long term strategy for recruitment focusing on school engagement to encourage youngsters from diverse backgrounds to consider a degree / career in healthcare, as well as apprenticeships and looking at broadening our intake to the new routes into nursing.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol Community Health

Total number of Bristol based staff: 1,709
Total % of white staff: 90.1%
Total % of BME staff: 6.2%
Unknown: 2.8%

Wage range for white staff



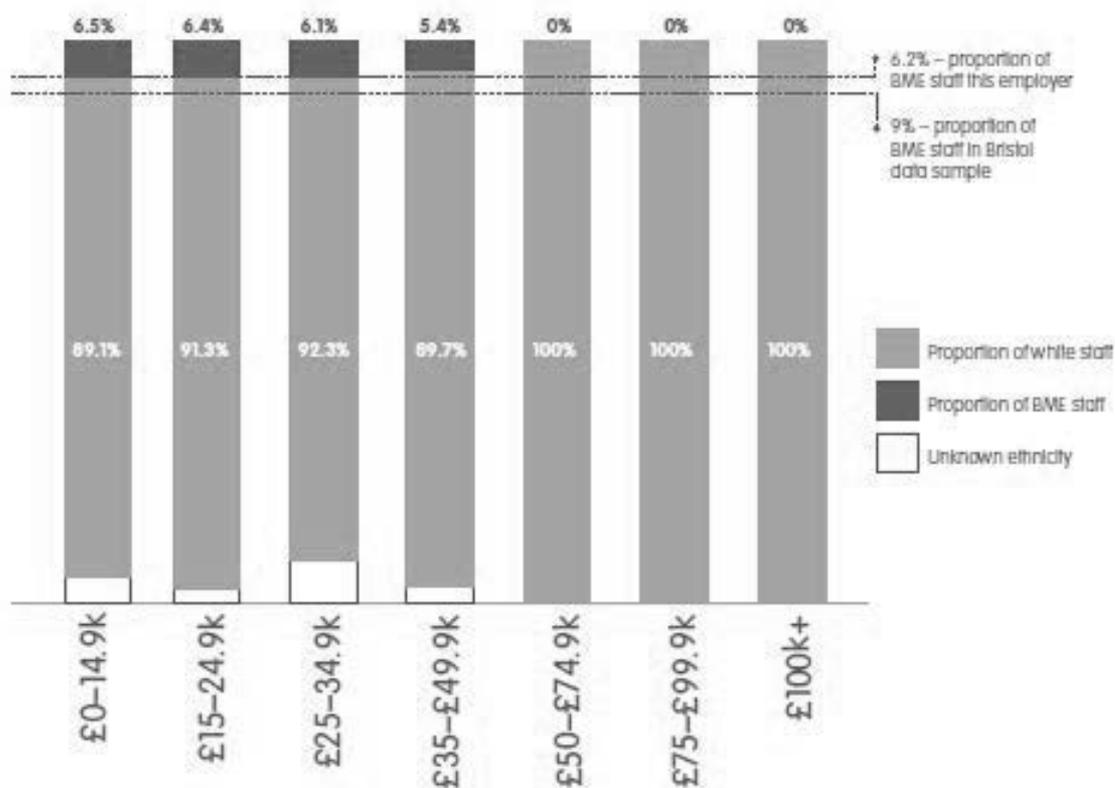
Wage range for BME staff



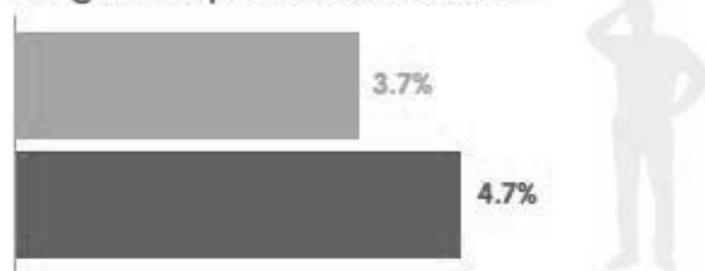
Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol Community Health

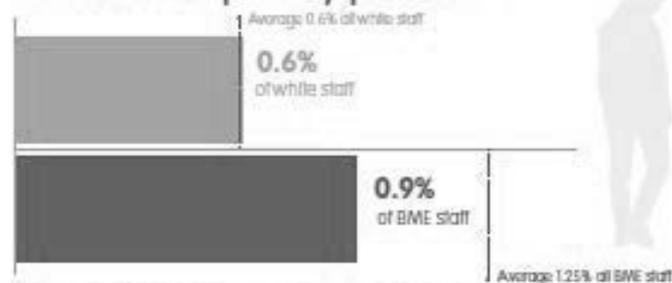
Proportion of BME staff per pay bracket



Long-term/persistent sickness



Formal disciplinary process



Formal grievance process



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: South Western Ambulance Service

The Trust recently finalised the Equality and Diversity section of the HR and OD Strategy capturing key workstreams to address the feedback obtained through EDS2 and WRES. A key component of this will be achieving a representative workforce in the areas we serve.

Work is underway to address the data highlighted in the Race Equality Manifesto Report; this includes being a pilot site for the Pre Paramedic Pilot, which has involved both the Trust and UWE as our partner university embarking on targeted recruitment to a development programme for BME candidates in Bristol. The programme will recruit candidates as Emergency Care Assistants for a period of 18 months before they are supported to apply to UWE for the BSc Paramedic Science course. Progress so far has been encouraging, with all 8 spaces filled, and recruitment checks underway.

The Trust is also committed to supporting BME staff to participate in the NHS Step Up development programme for BME leaders and regularly offers this opportunity. NB the data regarding wage range in Bristol is slightly misleading in that the majority of our senior leaders are based at Trust HQ in Exeter, rather than Bristol.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: South Western Ambulance Service

Total number of Bristol based staff: 603
Total % of white staff: 94.0%
Total % of BME staff: 4.0%
Unknown: 2.0%

Wage range for white staff



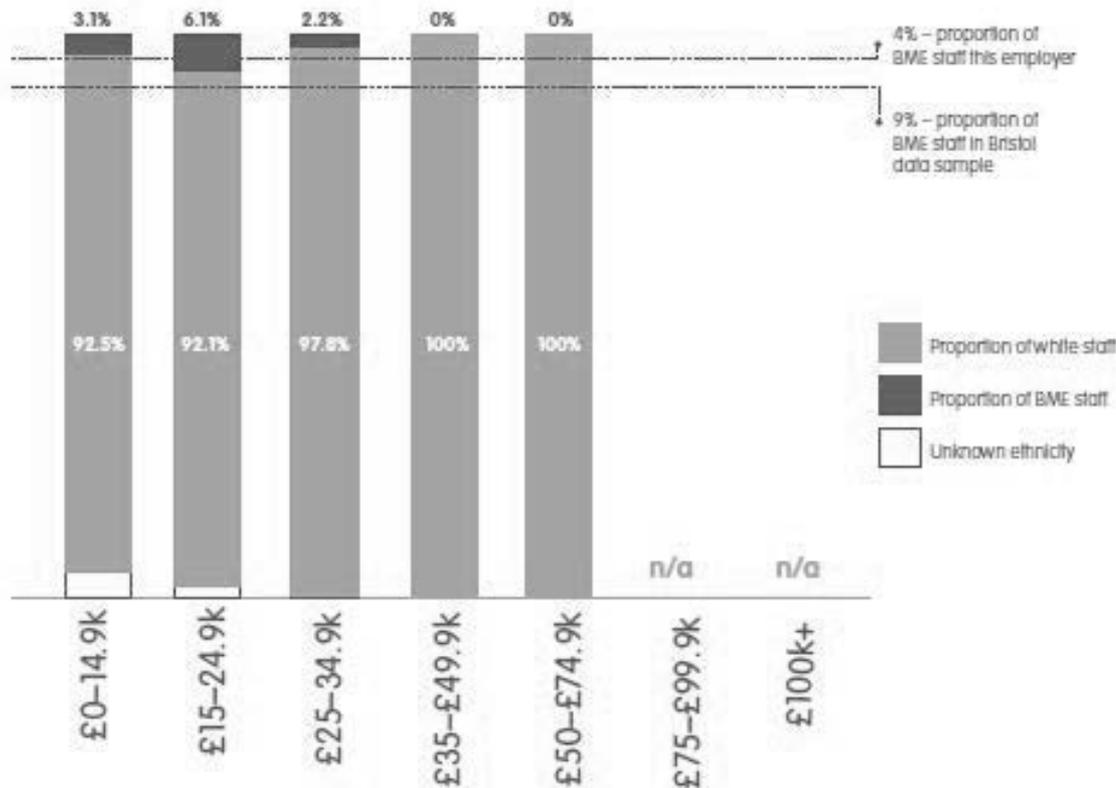
Wage range for BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: South Western Ambulance Service

Proportion of BME staff per pay bracket



Long-term/persistent sickness

Not known



Formal disciplinary process

Average 0.4% of white staff



Formal grievance process

Average 0.5% of white staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol University

Of those with known ethnicity information, the proportion of staff (home and overseas) who were BME remains at 9%, which is below the sector average of 13%. As in previous years, the majority of BME staff were in the Research and Teaching job family (12%). This group of staff comprises a high proportion of overseas staff as we recruit globally to this staff group, which influences racial diversity.

In 2015/16 we began monitoring applications and outcome by job family and ethnicity. This will be continued to inform any targeted positive action necessary to address any inequalities in our recruitment processes. Our monitoring shows that 27% of all BME applicants who were invited to interview were offered a post, whereas 35% of all White applicants were offered a post.

Preliminary analysis shows (with the exception of recruitment to clinical academic roles) BME applicants have a lower rate of success during recruitment than White applicants. We will monitor this in future years to identify any trends. We have worked with an external partner to develop training on unconscious bias that we are rolling out to staff and recruiting managers.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol University

Total number of Bristol based staff: 6602
Total % of white staff: 87.0%
Total % of BME staff: 9.0%
Unknown: 4.0%

Wage range for white staff



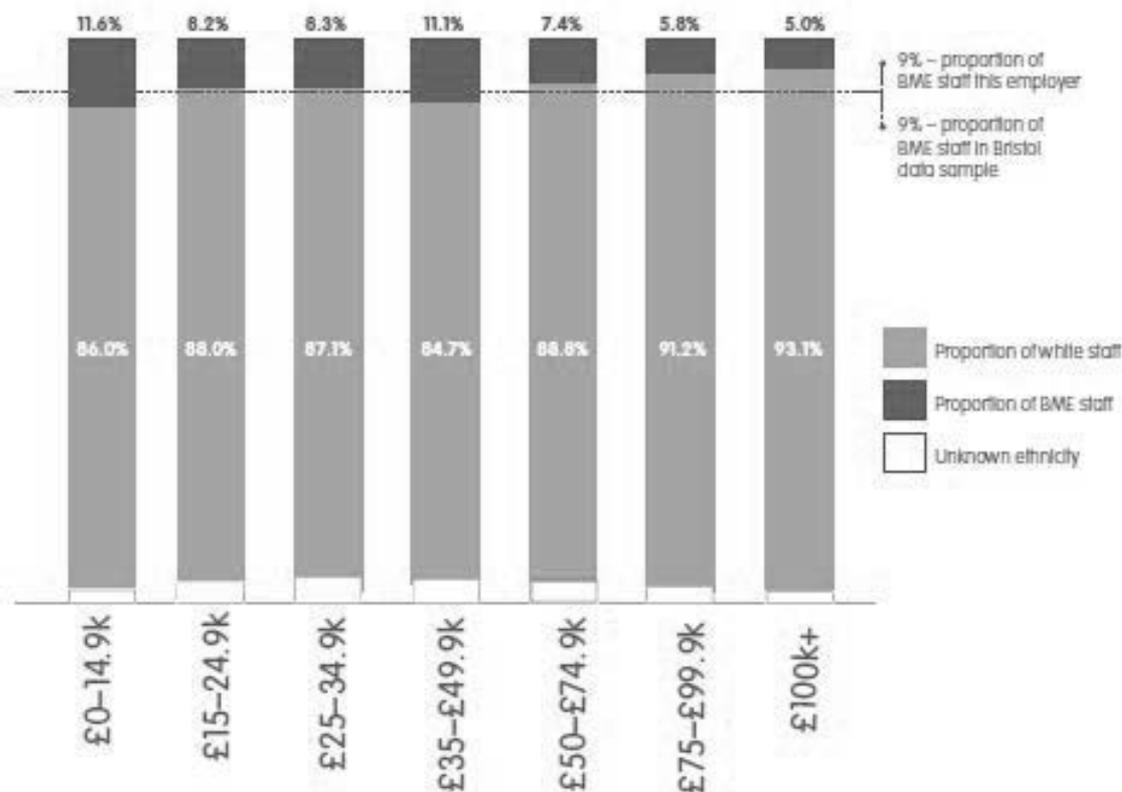
Wage range for BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol University

Proportion of BME staff per pay bracket



Long-term/persistent sickness

Not known



Formal disciplinary process

Not known



Formal grievance process

Not known



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: North Bristol Trust

From 2009 to 2012 the number of Black and Minority Ethnic staff at North Bristol NHS Trust changed only slightly, consequently a project to promote career development for Black and Minority Ethnic Staff was set up in 2013.

Initiatives have been put in place for example, members of the Trust Board offered to mentor staff from a BME background and interview skills training was offered. This work has impacted on the results of the Workforce Race Equality Standard which showed extremely favourable outcomes in its first report which was based on the 2014 statistics.

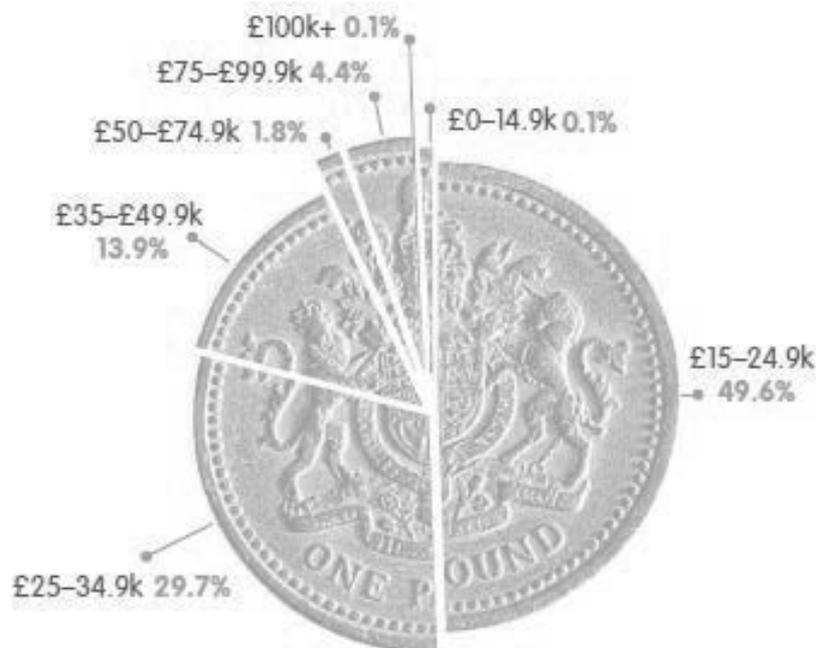
Matching the result with other public bodies is invaluable as it gives us an overall picture. This is the first time these statistics have been brought together by these public bodies in Bristol. It is crucial to the economic and social future of everyone that each organisation increases the impetus to improve these figures. The Race Manifesto gives us a benchmark to work from and we have a major opportunity to learn and share the good practice each of us has to bring about positive change.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: North Bristol Trust

Total number of Bristol based staff: 7807
Total % of white staff: 83.9%
Total % of BME staff: 14.8%
Unknown: 1.4%

Wage range for white staff



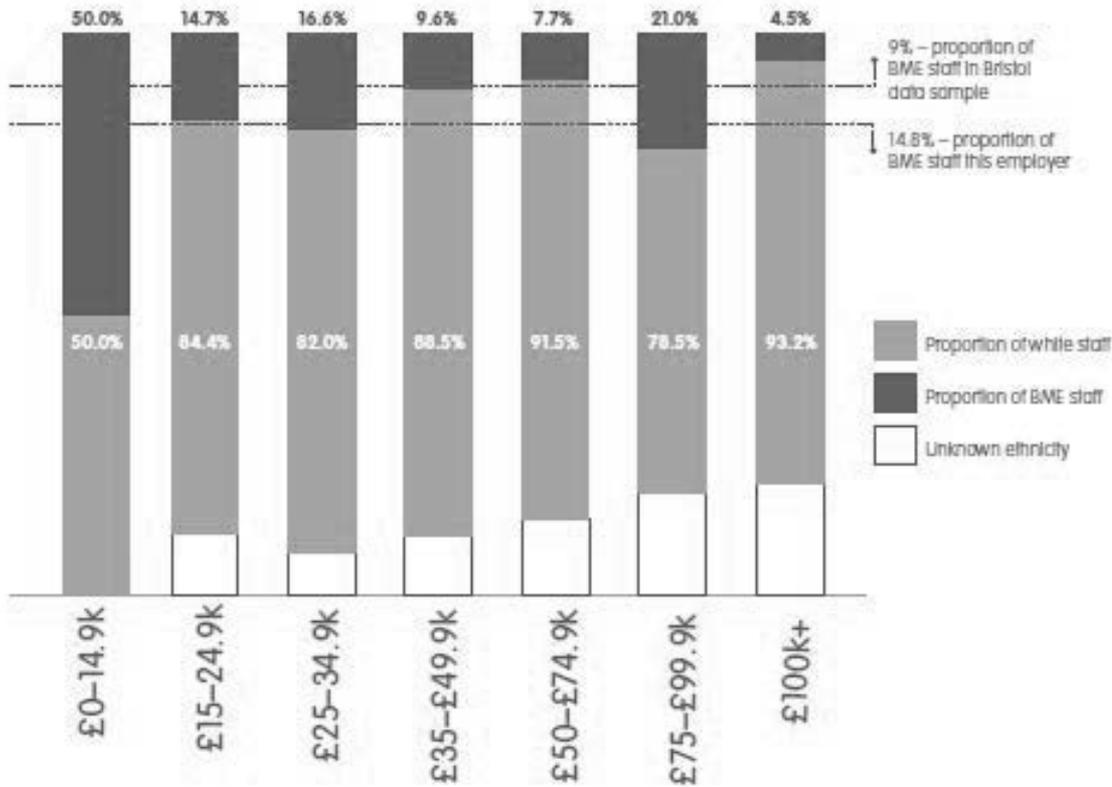
Wage range for BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: North Bristol Trust

Proportion of BME staff per pay bracket



Long-term/persistent sickness



Formal disciplinary process



Formal grievance process



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: University of the West of England

The University of the West of England, UWE Bristol, is committed to equality of opportunity for all and to working with our local and regional communities to offer an attractive and exciting place to work and study for everybody. UWE Bristol is a large employer for Greater Bristol and many of our students are local and regional. We also recruit international staff and students.

We know that at 8% the proportion of BME staff does not reflect the Bristol picture (16%). Our student population is more diverse, with about 20% of our students from a BME background. We also know that a more diverse organisation is a more successful one and the University is taking positive steps to broaden the ethnic diversity of our staff and to ensure that opportunities for success are there for all staff and students, regardless of their background. We have recently launched 'Inclusivity 2020', our new Single Equality Scheme and created a Race Equality Task Force to drive forward our ambitions to be a truly inclusive institution.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: University of the West of England

Total number of Bristol based staff: 3,724
Total % of white staff: 88.5%
Total % of BME staff: 8.2%
Unknown: 3.3%

Wage range for white staff



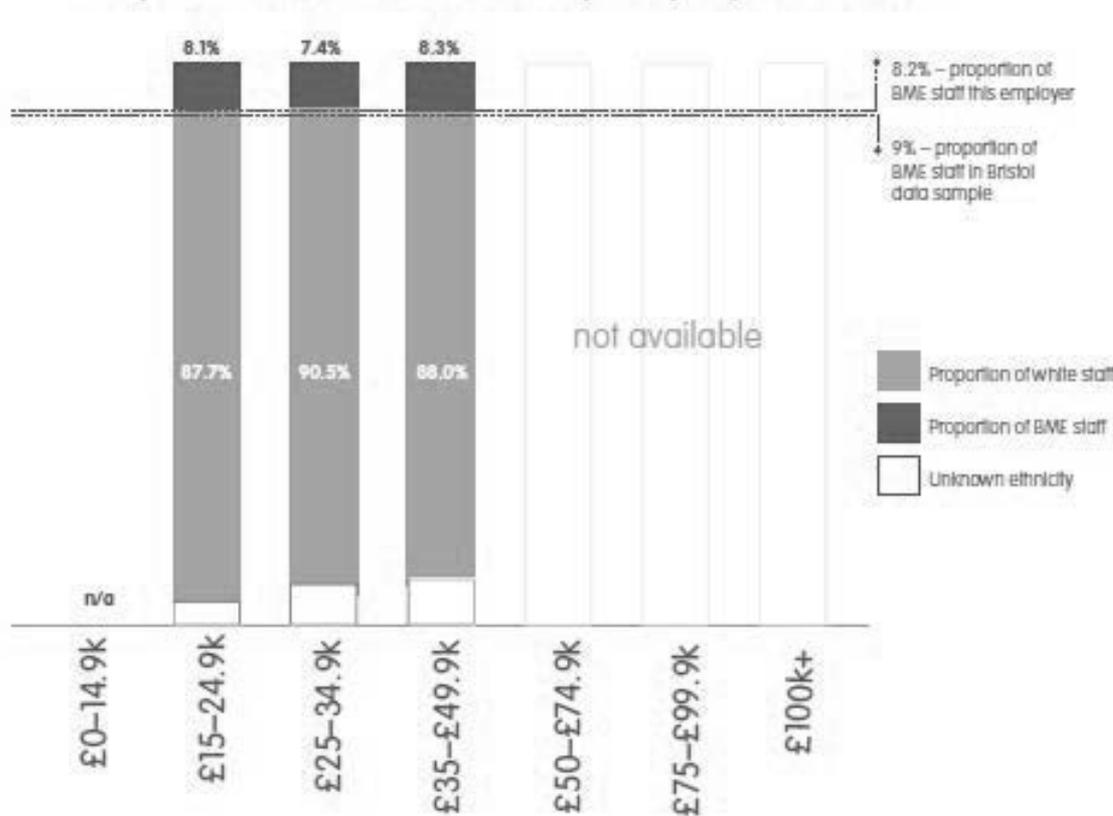
Wage range for BME staff



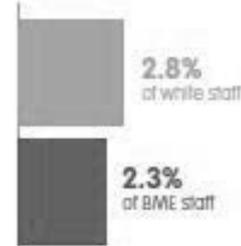
Bristol Race Equality Manifesto Leadership Group

Public Sector Data: University of the West of England

Proportion of BME staff per pay bracket



Long-term/persistent sickness

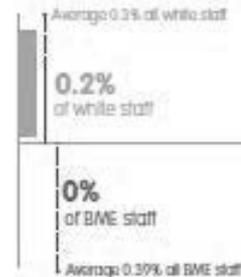


Formal disciplinary process

Not available



Formal grievance process



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Fire Service

Avon Fire and Rescue Service (AFRS) has had a recruitment freeze since 2010. Following the release of the data AFRS undertook a recruitment campaign to attract new entrants into the service at fire fighter position. A series of positive action events took place to promote our recruitment which attracted 25% of applications from underrepresented groups (15% Female, 10% BAME). This was out of a total of 750 applications received for initially 16 FF vacancies.

Following a review of fire fighter vacancies AFRS will be employing 20 new fire fighters in October and November of 2017. This is the first time recruitment has taken place since 2009 due to budget restrictions. Of the 20 fire fighters entering the service 35% are from underrepresented groups. (4 Female, 3 BAME).

To further demonstrate commitment to continual improvement AFRS will be recruiting a full time Inclusion and equality officer and establishing an external inclusion and equality board in the Autumn of 2017.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Fire Service

Total number of Bristol based staff: 828
Total % of white staff: 89.2%
Total % of BME staff: 4%
Unknown: 6.8%

Wage range for white staff



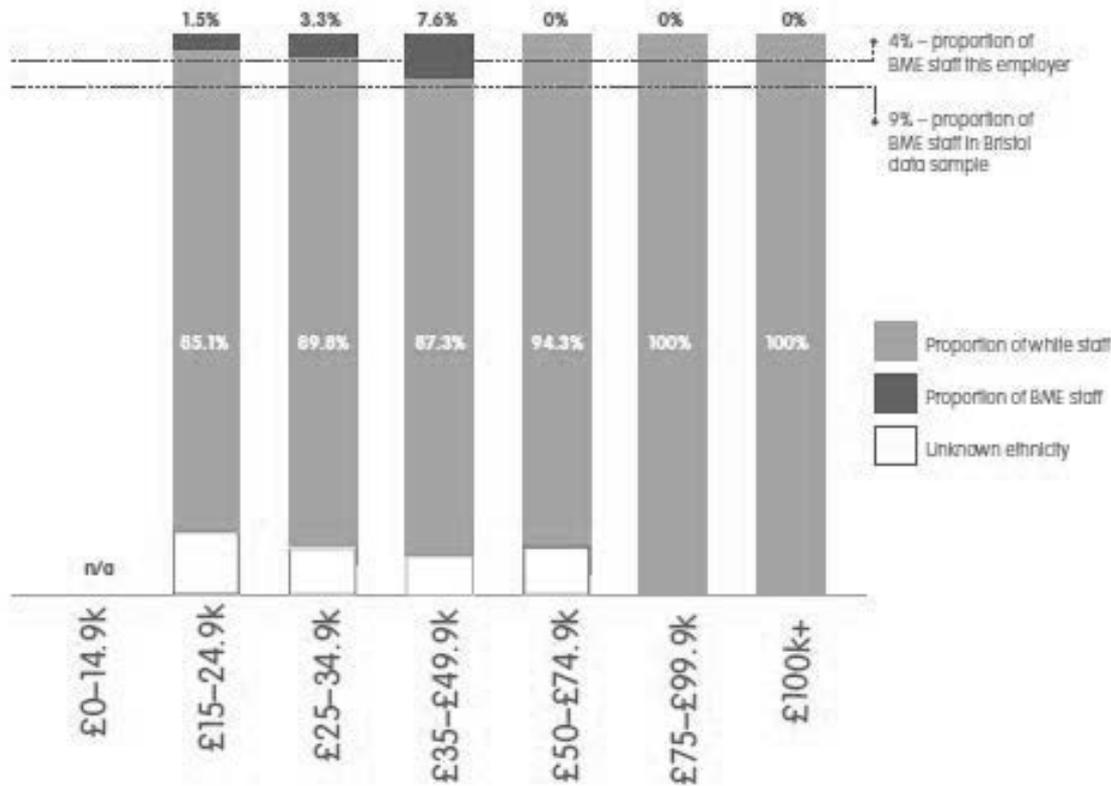
Wage range for BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Fire Service

Proportion of BME staff per pay bracket



Long-term/persistent sickness

Not available

Last shift only data available.



Formal disciplinary process

1.5%
of white staff

0%
of BME staff



Formal grievance process

0.4%
of white staff

0%
of BME staff



Bristol Race Equality Manifesto Leadership Group

Public Sector Data: Bristol Clinical & Commissioning Group

The CCG has grown significantly in size recently, so the workforce data will need to be updated for future publications. There have been small rises of staff who stated their ethnic origin as Mixed White and Black Caribbean, Black or British Caribbean and Asian or Asian British – Pakistani.

>10% individuals in the CCG workforce have not stated their ethnic origin, which is an improvement on the previous reported number in March 2016.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data: University Hospitals Bristol

The workforce figures supplied by University Hospitals Bristol for inclusion in this document were drawn from the Trust's ESR (Electronic Staff Records) system. The latest available figures at the time of submission were as at 31st March 2016, and were those used to report to NHS England for the WRES (Workforce Race Equality Standard) return.

Although the Trust submitted pay level figures as at 31st March 2016 as reported to NHS England for the WRES return, they were based on Agenda for Change Payscale as at 31st March 2016. Unfortunately time and resource constraints did not allow for a request to be submitted to the appropriate departments for a breakdown by the pay levels requested.

Work being undertaken in respect of BME representation in the workforce and numbers entering the formal disciplinary process is outlined in the Trust's 2016 Workforce Race Equality Standard report, published on the UH Bristol website: Measures to improve equality.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data:

Bristol Clinical and Commissioning Group

Total number of Bristol based staff: **163**
Total % of white staff: **71.2%**
Total % of BME staff: **9.8%**
Unknown: **19.0%**

Data not available

University Hospitals Bristol

Full data not available

Total number of Bristol based staff: **9,027**
Total % of white staff: **84.0%**
Total % of BME staff: **15.0%**
Unknown: **1.0%**

Formal disciplinary process



Formal grievance process



■ Proportion of white staff
■ Proportion of BME staff

Contact details

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