

BRISTOL

Equality  **Charter**

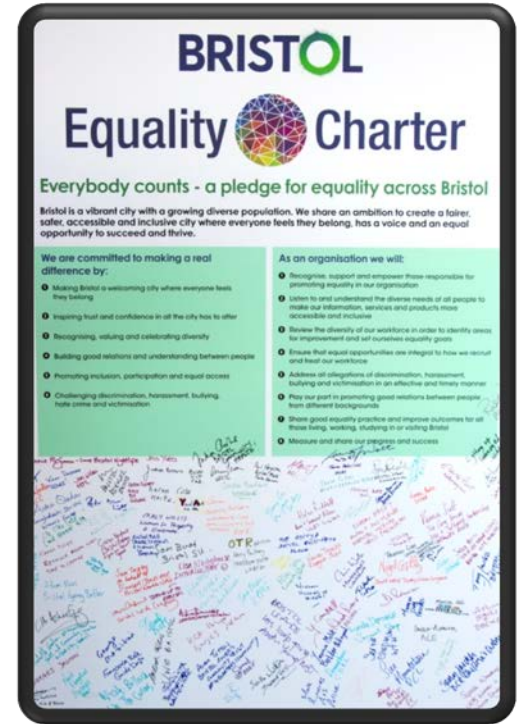
Working Together

The Bristol Equality Charter & Network

Bristol Equality Charter

Background

- Launched November 2018
- Co-designed by 20+ organisations
- Cross-sector collaboration
- 150+ signatories:
 - Public sector
 - Private Sector
 - Voluntary and Community Sector



Bristol Equality Charter

Working Group



Arcadis • Avon and Wiltshire Mental Health Partnership NHS Trust • Bristol BME Voice • Bristol City Council • Bristol Community Health • Bristol Disability Equality Forum • Bristol Energy • Bristol Multi Faith Forum • Bristol Older People's Forum • Bristol Physical Access Chain • Burges Salmon • Diversily • Hargreaves Lansdown • KPMG • LGBT Bristol • North Bristol NHS Trust • Oracle • Stand Against Racism & Inequality (SARI) • The Care Forum • University of Bristol • VOSCUR

Bristol Equality Charter

Benefits

- Bristol Equality Charter belongs to the whole city.
- A city-wide initiative – specific to needs of Bristol
- Supports our other charters and manifestos.
- A clear public statement of commitment to equality, diversity and inclusion.
- Individuals and any type of organisation can sign up to the principles of Bristol Equality Charter.
- Signing the charter is a voluntary action to promote and work towards equality in Bristol.
- Organisations set their own specific priorities and goals for improvement.



Bristol Equality Charter

Everybody counts – a pledge for equality across Bristol

“Bristol is a vibrant city with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.”



Bristol Equality Charter

We are committed to making a real difference by:

- ➊ Making Bristol a welcoming city where everyone feels they belong
- ➋ Inspiring trust and confidence in all the city has to offer
- ➌ Recognising, valuing and celebrating diversity
- ➍ Building good relations and understanding between people
- ➎ Promoting inclusion, participation and equal access
- ➏ Challenging discrimination, harassment, bullying, hate crime and victimisation



Bristol Equality Charter

As an organisation we will:

- ➊ Recognise, support and empower those responsible for promoting equality in our organisation
- ➋ Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive
- ➌ Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals
- ➍ Ensure that equal opportunities are integral to how we recruit and treat our workforce
- ➎ Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner
- ➏ Play our part in promoting good relations between people from different backgrounds
- ➐ Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol
- ➑ Measure and share our progress and success



Bristol Equality Charter

Guidance Document

- A toolkit for organisations
- Looks in details at the charter commitments
- Definitions and recommendations
- Includes examples of good practice
- Links to further information
- Regularly updated



Bristol Equality Charter

How to sign up

Information including the guidance document and declaration form are available at

www.bristol.gov.uk/bristolequalitycharter

When your organisation has agreed to become a signatory of the charter, complete the declaration form and send it to

equality.network@bristol.gov.uk

Individuals can sign up to the principles of the Bristol Equality Charter too.



Bristol Equality Network

Structure

- All organisations signing the Bristol Equality Charter are invited to participate in the Bristol Equality Network.
- Membership is representatives who are responsible for promoting equality in their organisation
- Quarterly meetings hosted by a range of member organisations
- Chair and Vice-Chair elected annually on a rotating basis
- Sub groups focus on tasks / areas



Bristol Equality Network

Purpose

The purpose of the Bristol Equality Network is to:

- Support network members to achieve the aims and commitments of the Bristol Equality Charter.
- Develop excellent equalities practice through cross-sector partnership working and knowledge sharing.
- Encourage more organisations to sign the Bristol Equality Charter and participate in the network.



Bristol Equality Network

Outcomes

- Members will have a clearer understanding of good equalities practice and increased knowledge and awareness of issues affecting equalities groups.
- Members will implement effective strategies and activities for promoting equality, diversity and inclusion.
- Members will be empowered and confident in promoting equality.



Bristol Equality Network

Action Plan EQUAL CHANCES – WORK, EDUCATION, LIFE CHANCES



Collaborate to provide meaningful work / apprenticeship / volunteering opportunities (e.g. for schools with high deprivation, all disabilities job fair etc.)



More organisations to get involved in positive action activities e.g. coaching, mentoring and Stepping Up



Businesses and VCSO organisations work together to produce an integrated timetable / directory of corporate responsibility offers.



Use innovative models of participation (e.g. peer support model) to include marginalised groups in engagement / decision making



Training for leaders and managers needs to include unconscious bias and cultural competence



Contribute to City wide data on diversity to support the case for making changes.

Bristol Equality Network

Action Plan SOCIAL CITY – COMMUNITIES AND BELONGING



Provide social and working events that bring people together with a lot of diversity of thought and experience; Opportunities to see and hear different cultures. Building and bridging social capital.



Promote staff-led equality groups and network events



Offer free access to services for the most in need groups



Private and Public sector – allow community groups to use meeting rooms and spaces out of hours for free or cheap

Bristol Equality Network

Action Plan IDENTITY– TRUST, IMAGE AND PERCEPTION OF BRISTOL



Develop corporate responsibility offer by working with VSCO organisations to reach communities and build trust



Show the public diverse role models; Use marketing to challenge stereotypes



Campaigns to promote pride and ownership in Bristol culture and heritage (acknowledging history and progress)

Bristol Equality Network

Action Plan PHYSICAL CITY – BUILT ENVIRONMENT ETC.



Improve the way we tell public about the accessibility of our buildings and spaces



Better city-wide offer: take our services to different areas of the city



Increased awareness of the impact of the built environment on people with sight loss and hearing loss (e.g. in premises, street furniture, mixed use paths etc.)

BRISTOL

Equality  **Charter**

#BristolEqualityCharter

equality.network@bristol.gov.uk

www.bristol.gov.uk/bristolequalitycharter