



Bristol's Race Equality H.R. Data Product, Version Four, 2025

Strategic Priority Reporting and Workplan

Produced by Bristol's Race Equality Strategic Leaders' Group (RESLG)

Summary

This is a supplementary action plan designed to collectively respond to challenges highlighted in Bristol's Race Equality H.R. Data Product 2025: **Microsoft Power BI**. This action plan has been produced and agreed by **Bristol's Race Equality Strategic Leaders' Group**. These actions are informed by the **Race Equality H.R. Data Product** and are tailored to address the most significant representation gaps. The RESLG will monitor progress against the strategic priorities by receiving regular updates during meetings. This will be supported by close collaboration with the **Race Equality Practitioners' Group** to embed actions within organisational structure. Whilst the group maintains collective responsibility, each participating organisation is accountable for implementing the relevant actions within their own structures.

RESLG priority action plan

Reference code in report and theme	Action	Reporting timeframe
Monitoring M1	Promote the data product widely via launch events and external presentations to ensure transparency and provide opportunity for challenge. Disseminate the data product, key headlines and action plan internally to relevant stakeholders (H.R. / Data teams) for monitoring purposes. Identify joint working opportunities for cross sector collaboration.	December 2026
Monitoring M2	Agencies will review existing race equality reporting mechanisms, collaborate to streamline processes and identify any evidence gaps. Each agency will monitor progress and determine appropriate timelines for future data collection. All agencies will prioritise enhancing the completeness and accuracy of ethnicity data in future versions.	Systems in place before V5.

Reference code in report and theme	Action	Reporting timeframe
Reporting R1	Review processes for how each organisation aggregates into the six higher level categories (Asian, Black, Mixed, Other, Unknown and White). Explore any opportunities for further alignment and share best practice on ethnicity categorisation processes to improve consistency.	June 2027
Workforce W1	Collaboratively explore reasons for non-disclosure, review percentage of unknowns and share best practice in methods to increase trust in ethnicity reporting, with a key focus on areas with a high percentage of 'prefer not to say'.	December 2027
Pay P1	Each agency will share their own individual actions related to ethnicity pay gap reporting and share solutions to addressing the over representation of racially minoritised staff in lower pay bands, demonstrating progress between iterations.	June 2027
Pay P2	All agencies to collectively review the role of talent development programmes in supporting racially minoritised employees (with a focus on lower pay bands), ensuring they provide meaningful development opportunities to promote retention and career progression, leading to improved performance.	December 2027
Employment E1	Commit to further analysis of why the diversity of candidates reduces between shortlisting and job offers. Develop effective interventions to increase diversity across all elements of the recruitment pathway.	December 2027
Leadership L1	Review the quality of leadership data, ensuring all data is recorded on systems and make internal requests to share leadership data if necessary. Agencies will work towards increasing representation of Asian, Black, Mixed, and Other ethnic groups at board and executive levels between Version 4 and Version 5, aiming for alignment with Bristol's population.	Systems in place before V5.
Intersectional I1	Explore ways to better embed intersectional data reporting into routine analytical reporting. Agencies to share good practice on embedding information on data sharing on intersectional data into organisational communications to increase employee engagement in reporting and consent processes.	December 2027
Best practice sharing	Collectively share ongoing race equality interventions and provide a review of their effectiveness including reducing non-disclosure through building trust. Share ways in which the data product has resulted in the agency making positive changes within their organisation	December 2027

Race Equality Practitioners Group - work plan (non-reporting)

Theme	Action	Review point
Reporting	Organisations will share insights into the rationale behind their current categorisation approaches and consider ways to streamline reporting processes for greater consistency.	December 2027
Reporting	The data product highlighted not all organisations have a defined ethnicity category for Gypsy, Roma and Traveller communities. Partner organisations to share practice and explore opportunities for reporting. Engage with the GRT voices group to consider ways to provide employment opportunities.	Systems in place before V5.
Workforce	Organisations to share best practice on reducing levels of unknown or not reported, especially those organisations with lower levels of unknown reporting: <ul style="list-style-type: none"> • Avon and Somerset Police • University of the West of England, Bristol • University Hospitals Bristol and Weston 	December 2027
Pay	Organisations to review lower pay bands for over-representation of 'Other' ethnicity, developing understanding if more specific ethnicity categories are over-represented using detailed data sets.	Systems in place before V5.
Employment Journey	Provide opportunities for partner agencies to learn from the agencies already evidencing greatest diversity of applicants by sharing targeted recruitment campaign processes.	December 2027
Intersectional Data	9/12 agencies provided intersectional data. Organisations currently collecting and reporting on intersectional data to support those with no current operational capability. Agencies to share good practice on embedding information on data sharing on intersectional data into organisational communications to increase employee engagement in reporting and consent processes.	Systems in place before V5.
Experience and belonging	Collectively share stories of staff experience, including qualitative sources where available, to increase awareness of the different experiences of belonging for racially minoritised staff.	December 2027