
Bristol Race Equality Strategic Leaders Group

Race Equality H.R. Data Product 2019





Foreword – by Councillor Asher Craig

I am delighted to provide the foreword to Bristol's second city wide report focusing on diversity of race across many of our Bristol's major employers. The driving force of this key initiative is to ensure that we produce fairer, more inclusive workplaces for our employees across the City as well as ensuring more representative workforces to serve the communities of Bristol.

Having seen the collaborative efforts and commitment to transparency during and since our first publication (launched back in 2017) it is positive to see this award winning and innovative approach being built upon to ensure this work results in effective monitoring of progress, as well as ensuring the significant changes and improvements required are delivered. A key feature of this latest iteration is ensuring all partners are committed to delivering on targeted actions to ensure all forms of inequality are addressed and tackled robustly wherever prevalent.

This report however is just one tool in a range of city wide initiatives being delivered across Bristol targeted at ensuring new, more inclusive ways of working in response to the many significant challenges being faced by our communities, organisations and employees across the city. Some of our other pan-Bristol initiatives prioritising race equality and inclusivity include the following :-

Bristol Equality Charter

In November 2018 we launched the Bristol Equality Charter. This is a city-wide initiative which has been co-produced by 20+ private, public and voluntary sector organisations in conjunction with Bristol City Council. The charter sets out a number of objectives to help with the aim of making Bristol a fairer, safer, accessible and inclusive city where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive. All signatories are making a clear public statement that they are fully committed to the values of equality, diversity and inclusion whilst encouraging more organisations to also take positive steps towards improving equality and sharing good practice.

Stepping Up

The Stepping Up programme is a Bristol city-wide accelerated BAME Leadership experience creating the first BAME talent pool in Bristol to provide a ready flow of individuals with aspiration and skills to reach the more senior roles. The design of the talent pipeline and pool has been co-created with employers.

To date over 50 employers from across all sectors have joined the programme aiming to change the leadership landscape within the City. It is hoped that senior Leaders will be more representative of the local population. The programme is now in to its second cohort with a professional evaluation of the first cohort highlighting many positive success stories in addition to the array of awards won by the programme. More information can be found here.

The Commission on Race Equality

The Commission acknowledges that Race Equality is a fundamental right and that discrimination and disadvantage related to race and ethnicity must be addressed. The Race Equality Commission is working in partnership with cross sector BAME networks to identify key issues in Bristol and establish task groups to produce in-depth reports with evidence and recommendations on particular Race equality issues.

The Commission are working collaboratively to influence the City, Sub-regional and Regional leaders, particularly in the development of policy and strategy as well as aiming to increase the power, representation and influence of BAME people in the operation of the City to ensure an inclusive cohesive, thriving and representative city. We welcome involvement from our city partners and ask that those interested and driven become involved and contribute to the commission's work in the city. More information about the work of the Commission can be found here.

The launch of this data product (as well as the above projects) is reflective of the One City approach that we are now committed to throughout Bristol in tackling our major challenges. This One City plan is the product of our commitment to come together to work for the future we want to see by 2050 by bringing together a huge range of public, private, voluntary and third sector partners within Bristol. Partners to the plan share an aim to make Bristol a fair, healthy and sustainable city, a city of hope and aspiration, where everyone can share in its success. The launch of the plan marked the start of an exciting collaborative journey whilst setting a vision for each coming decade with goals targeted to the agreed six priority themes; Health and Wellbeing, Economy, Homes and Communities, Environment, Learning and Skills and Connectivity.

Finally, whilst I firmly recognise the many significant challenges that we still face to race equality throughout the City the combination of the above programmes (and many more) as well as the commitment of all involved is now setting a clear direction of future travel. A reflection of this has been the interest that organisations, national bodies and central government are now paying to our city wide approaches which is also helping to create further opportunities. As a result of our ambition and determination to lead we will connect the many networks, sectors and groups tackling race inequality to ensure we are joined up and achieving maximum impact. To this end I am delighted to announce that Bristol will host a large scale national Race Equality during October 2019. The event will bring together key local leaders, groups and practitioners and will connect them with national leaders and central government who will be attending to ensure Bristol is right at the forefront of planning in relation to tackling race inequality.

Thank you for taking the time to read the report and please be assured that attention will now be focused on tackling the most prevalent issues arising from this piece of work to ensure a fairer, more inclusive Bristol.



A handwritten signature in blue ink, appearing to read 'Asher Craig'.

Councillor Asher Craig
Cabinet Member for
Communities, Equalities
and Public Health

An Introduction from the Chair

On behalf of Bristol's Race Equality Strategic Leaders Group I am pleased to introduce this second version of Bristol's city wide race equality data product. The aim of this document is to transparently display how all our agencies are performing in terms of the diversity of race within our organisations. The creation and delivery of this updated version was a key stated aim of the 2019 action plan for the Strategic Leaders group.

The group was set up in response to the Manifesto for Race Equality, to bring together all public sector organisations in the city to work collaboratively to tackle the endemic issues that the Manifesto raised and to make a difference to our communities. Further detail on the work of Bristol's Race Equality Strategic Leaders group can be seen on the group's web page and also within the group's Annual Report for 2018.

As has been seen since the launch of version 1, the value of producing this detailed piece of work has been to facilitate our partners collaboratively working through the collective challenges by implementing partnership initiatives, sharing learning, resources and good practice as well as implementing innovative programmes to address our key priorities in ensuring we achieve greater diversity and equality within our organisations.

The 2017 version was a first of its kind on a city wide and multi-agency basis. The transparent approach to present all our race equality H.R. data resulted in version 1 of the document winning the prestigious 'Transparency Award' at the 2018 Global Equality and Diversity Awards.

This latest version is another step forward on our transparent journey to achieving more diverse and representative workforces. We will endeavour to ensure our associated action plans resulting from this data are correctly targeted and are highly effective in facilitating the necessary changes and improvements across the city.

I am delighted to note that we now include 6 new contributing agencies, significantly broadening the scope of this work and taking an important step to engaging wider sectors in our city wide approach to collectively tackle race equality issues. This has resulted in our sample size now exceeding 40,000 employees across Bristol. In addition many further discussions have taken place with other sector organisations with a view to even greater contributions from all sectors in future iterations.

Crucially, there is also a continued contribution from the eleven initial founding agencies of the first data report. This consistency has allowed the group to begin the journey on mapping direction of travel and trends in performance with a view to setting action plans for future areas of focused work to tackle prevalent issues and potential opportunities on an individual and partnership level.





Finally, I wish to place on record my thanks to all existing group members, as well as our first time contributors for their commitment, dedication and tenacity in delivering this key and innovative publication. I must also highlight the invaluable support of our wider partners and contributors, particularly the Commission on Race Equality and SARI for their ongoing support and challenge to ensure the focus of the group continues to be firmly targeted on making a real difference to our employees and to the communities we all serve across Bristol.



Mike Jackson

Chair, Bristol Race Equality Strategic Leaders Group.

Race Equality Data product 2019 contributors

Bristol City Council		Black South West Network	
Bristol Community Health CIC		Universities Hospitals Bristol NHS Foundation Trust	
University of Bristol		NHS Bristol, North Somerset & South Gloucestershire CCG	
University of the West of England, Bristol		South Western Ambulance Service	
Avon Fire and Rescue Service		Crown Prosecution Service	
Avon and Wiltshire Mental Health Partnership NHS Trust		OPUS Talent Solutions	
Avon and Somerset Police		Hargreaves Lansdown	
North Bristol NHS Trust		Osborne Clarke	
SARI		Bristol Waste Company	
Commission on Race Equality		Second Step	

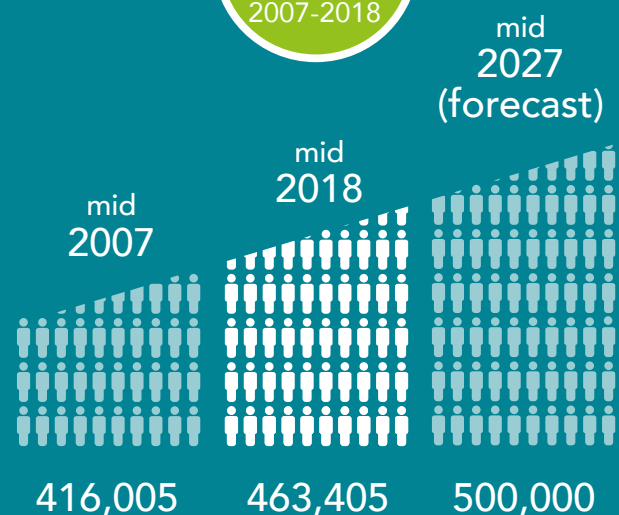
Population Data: Bristol's population

Bristol's latest total population estimate

463,405

Bristol's growing population:

An increase of **11.5%** (47,400 people), compared to an England and Wales increase of 8%.



ONS Mid-Year population estimate

Bristol - An increasingly diverse population



Non White British
22%

6% White Minority Ethnic

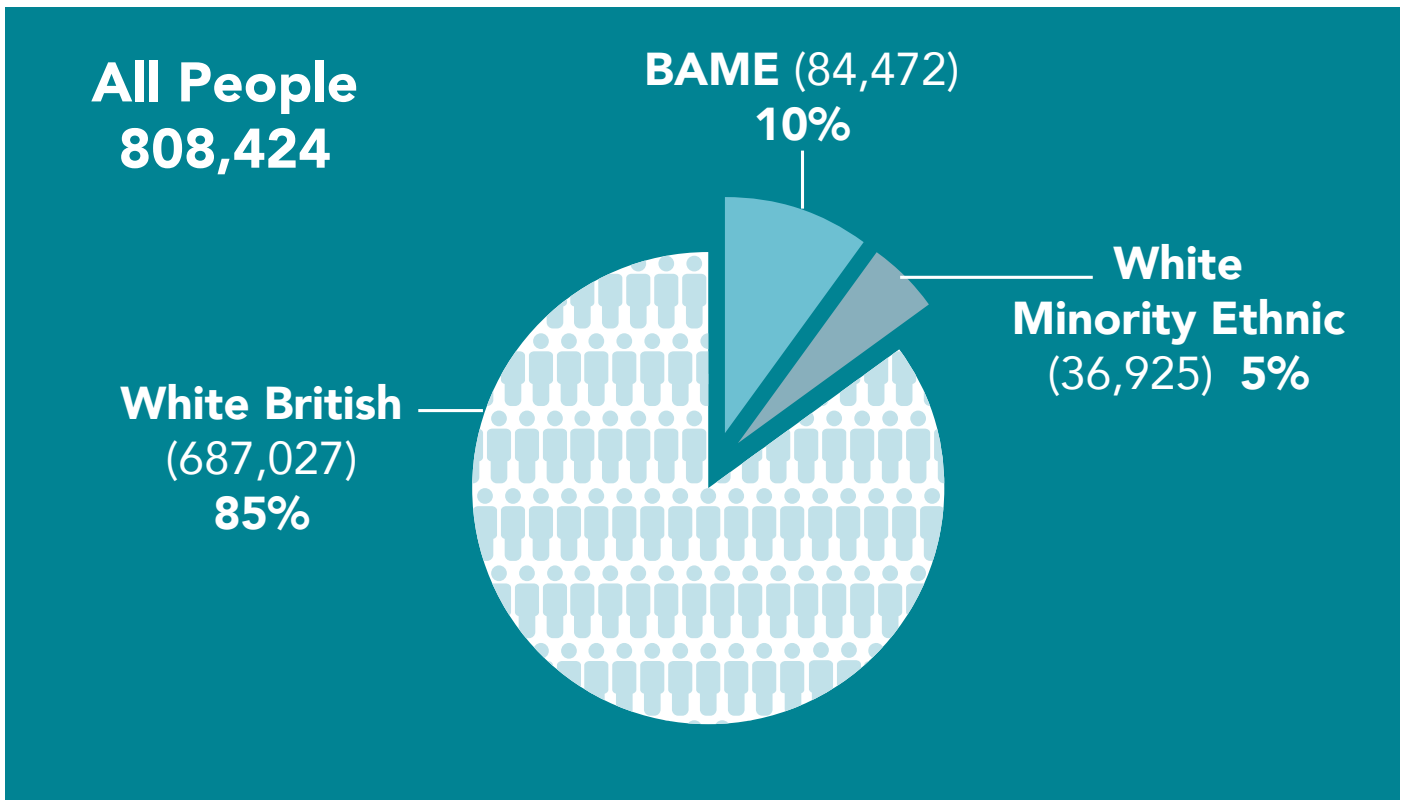
BAME
16%



78% White British

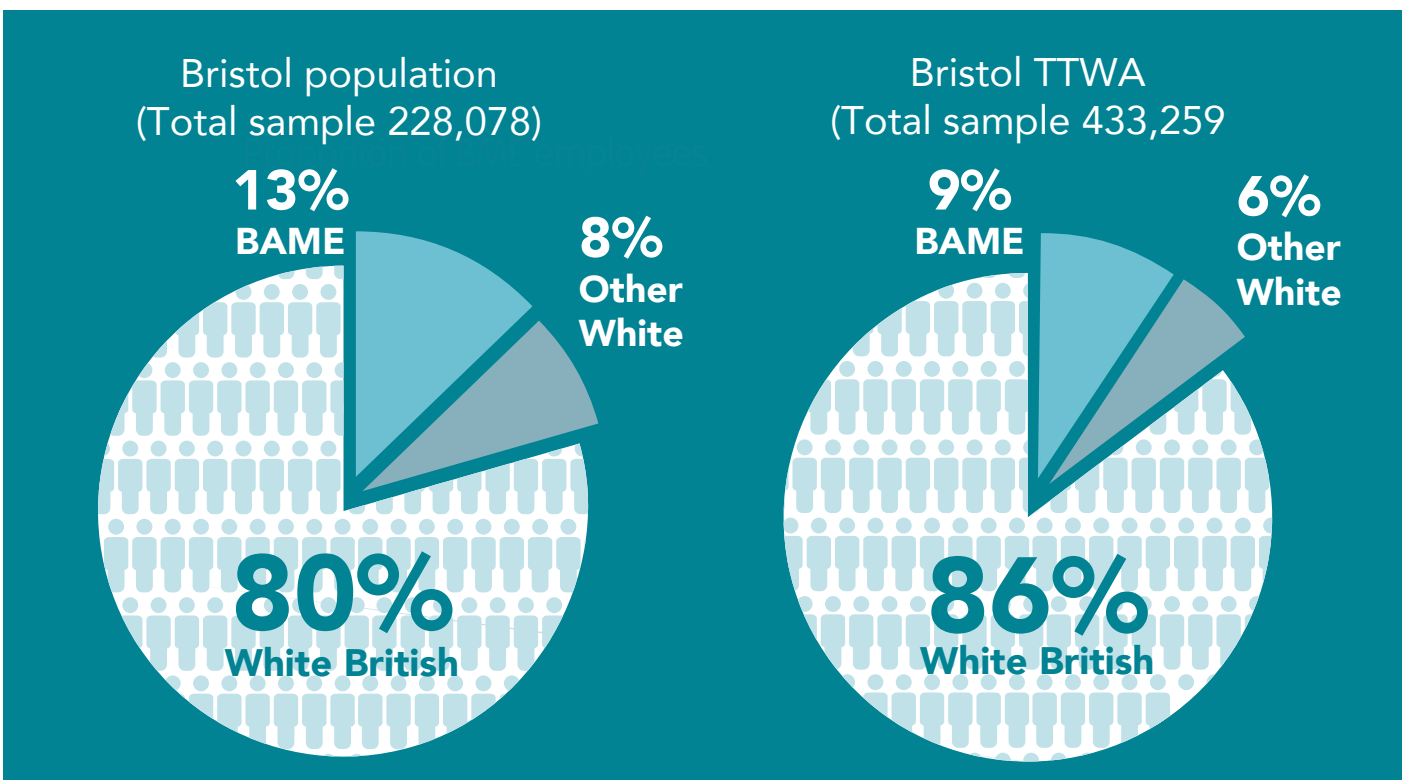
The 2011 census remains the latest official publication of data by ethnic groups. The above figures show % of Bristol's total population

Bristol Travel to work population by ethnic group



Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

The economically active population



Sources: Age and Sex - ONS Annual Population Survey updated quarterly Ethnicity, Region and Disability - ONS 2011 Census updates every decade

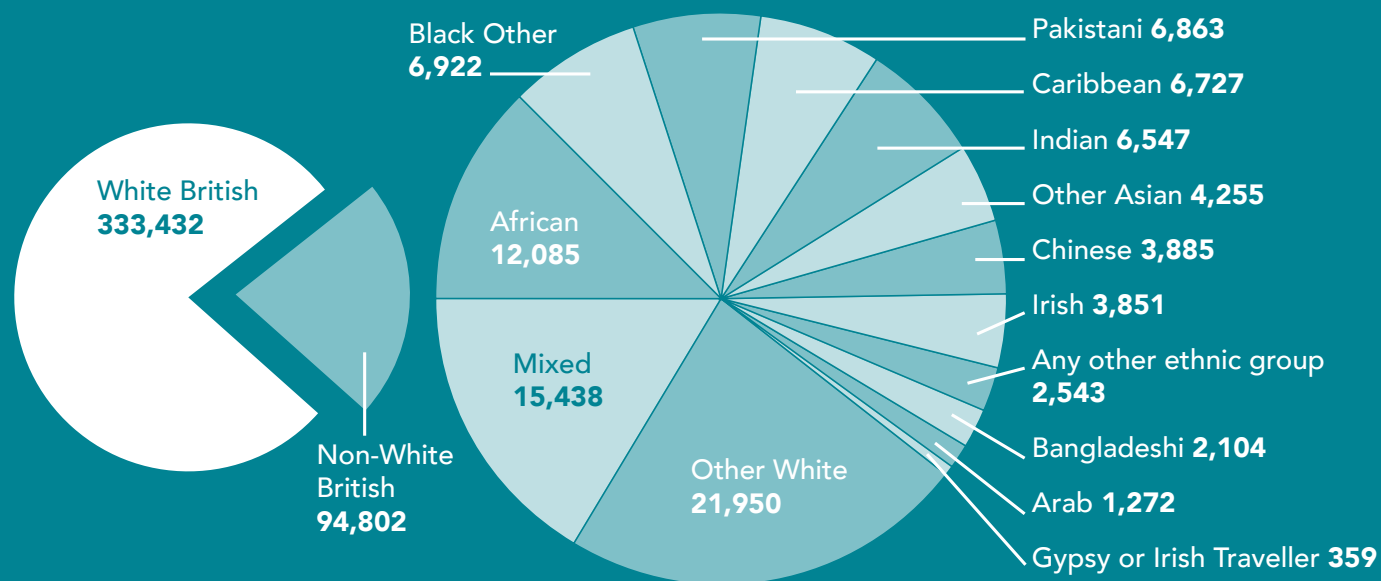
Ethnicity Data:

In Bristol there are now:

> **180** countries of birth
> **45** religions
> **91** languages

Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

Bristol's population by ethnic group



Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

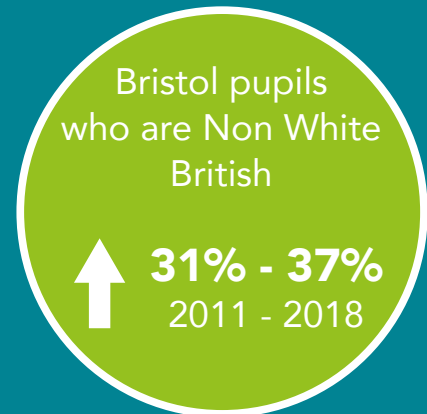
Age Data: Bristol's age profile

The age profile of the BAME population in Bristol is much younger than the age profile of the Bristol population as a whole.

28% of children (aged 0-15) belong to a BAME group

15% of working age people (aged 16-64) belong to a BAME group

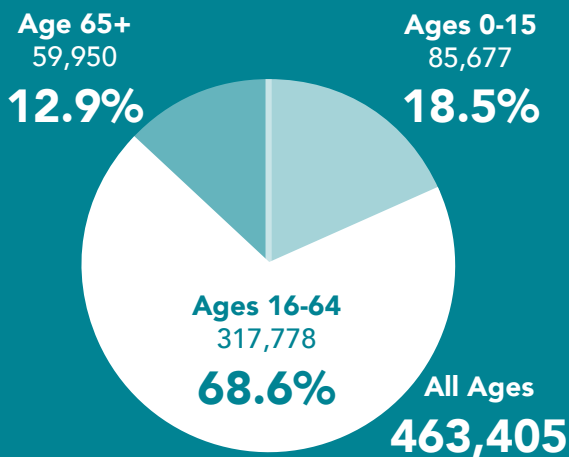
5% of older people (aged 65 and over) belong to a BAME group



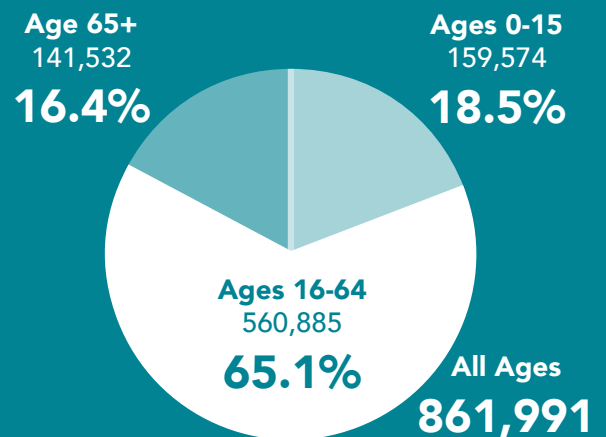
Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

Recent total population comparisons

ONS Mid-2018 Population Estimates BRISTOL UA

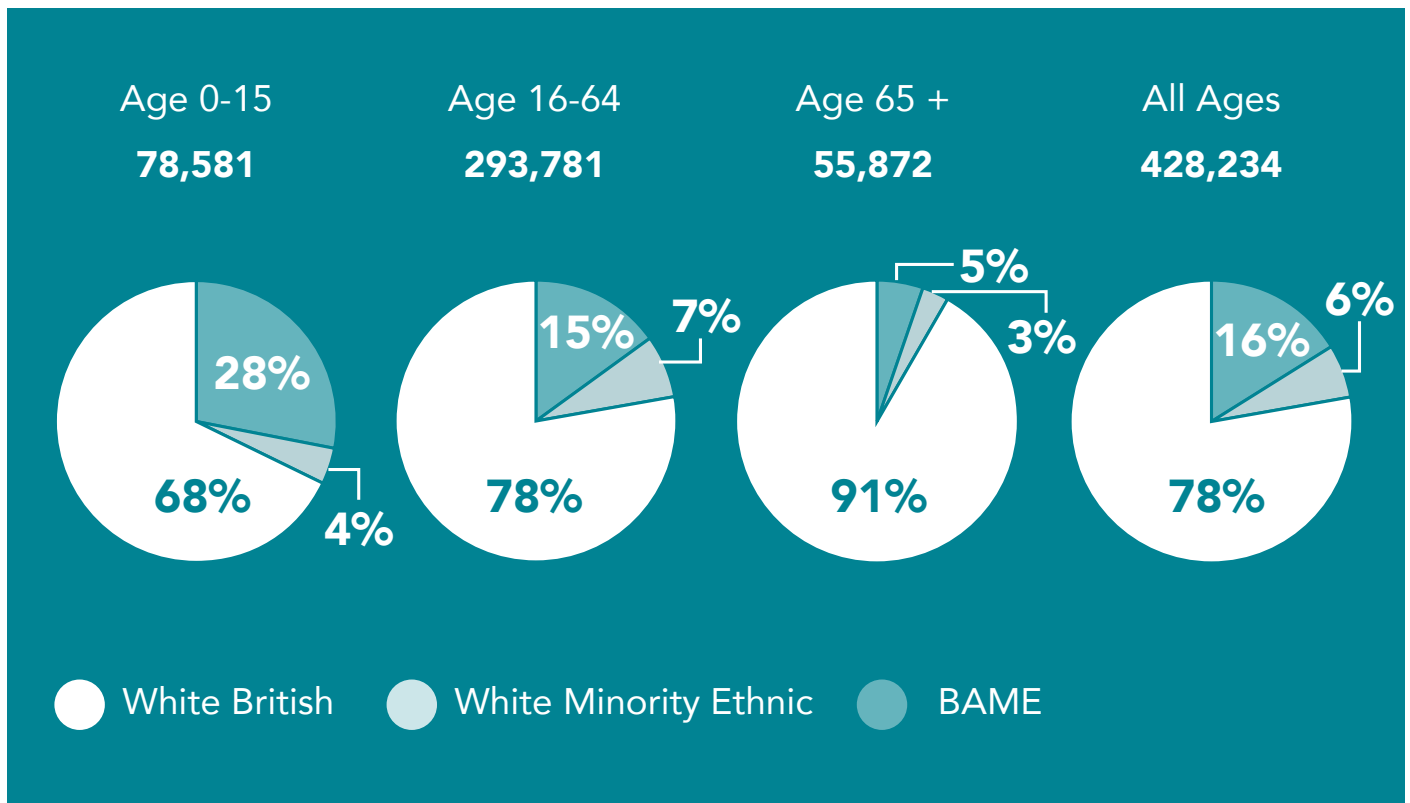


ONS Mid-2017 Population Estimates BRISTOL TRAVEL-TO-WORK AREA



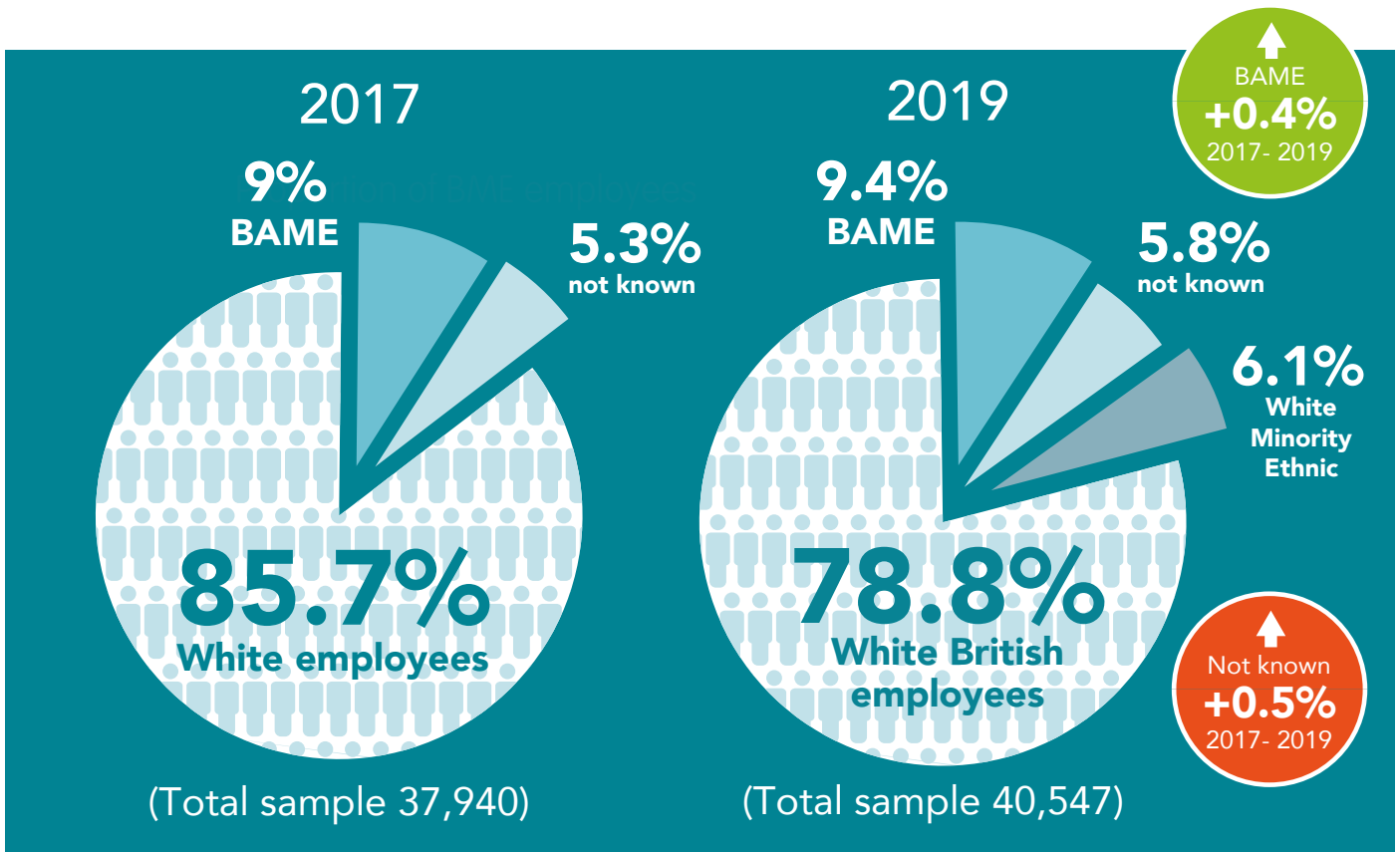
Source: Office for National Statistics

Bristol's UA population by ethnic group

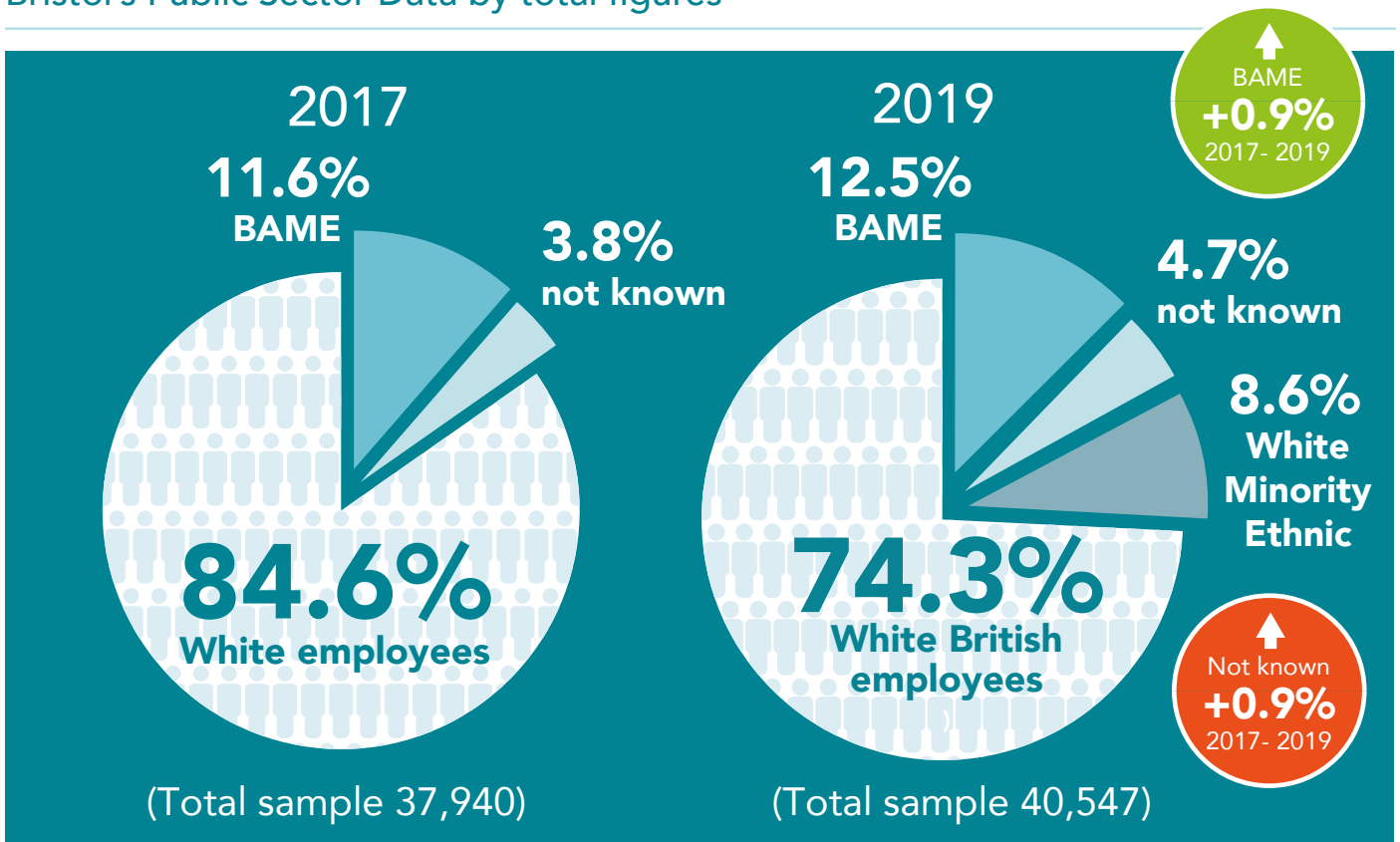


Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

Employment Data: Bristol's Public Sector Collective Data (Average)

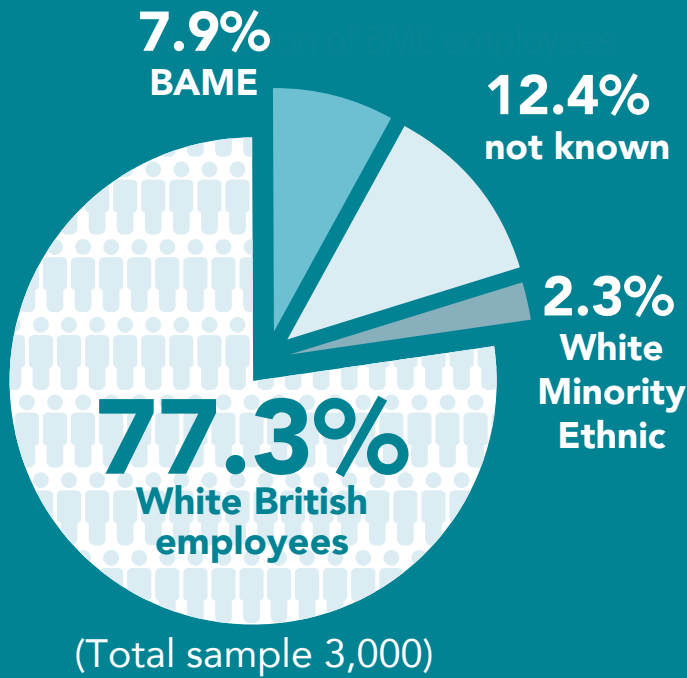


Bristol's Public Sector Data by total figures



Other organisations engaged

2019



List of companies surveyed:

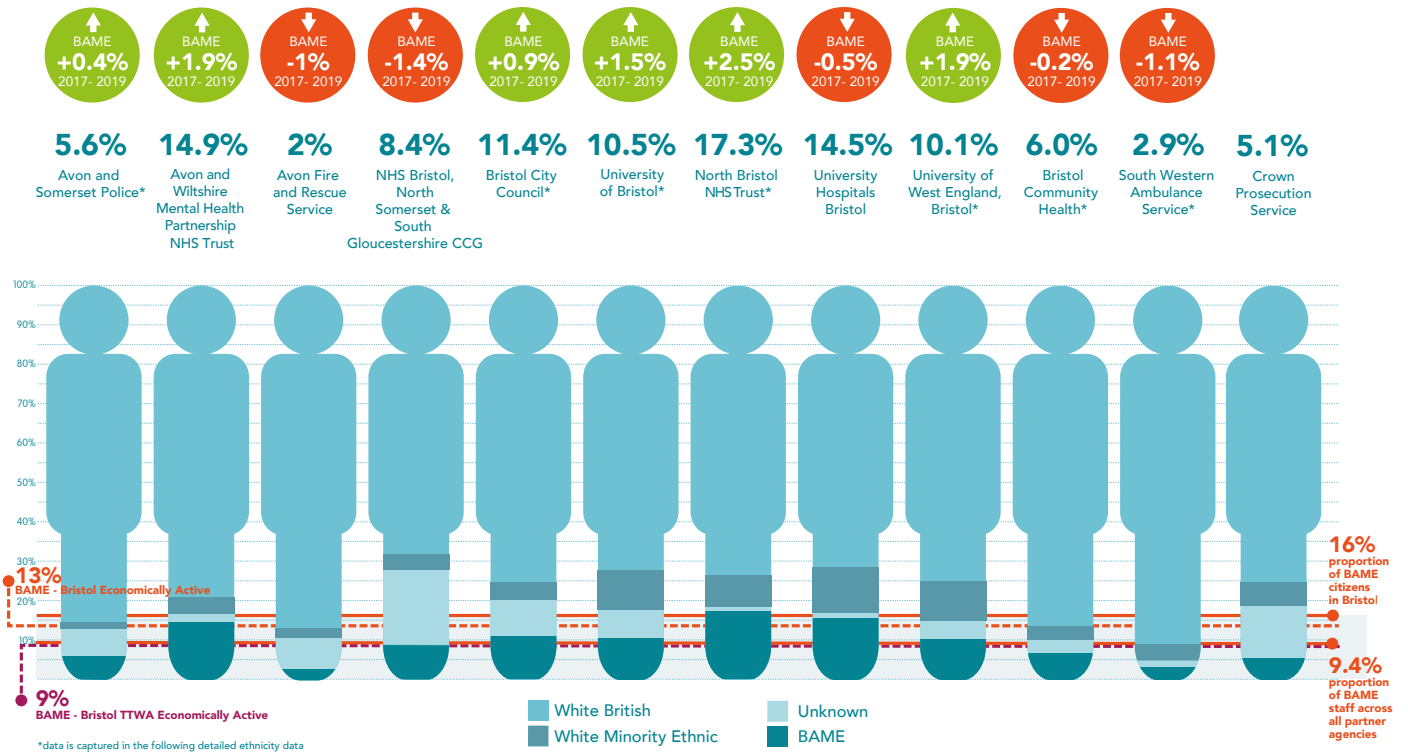
Bristol Waste Company
Hargreaves Lansdowne
Opus Talent Solutions
Osborne Clarke
Second Step

Overall breakdown of all sectors engaged

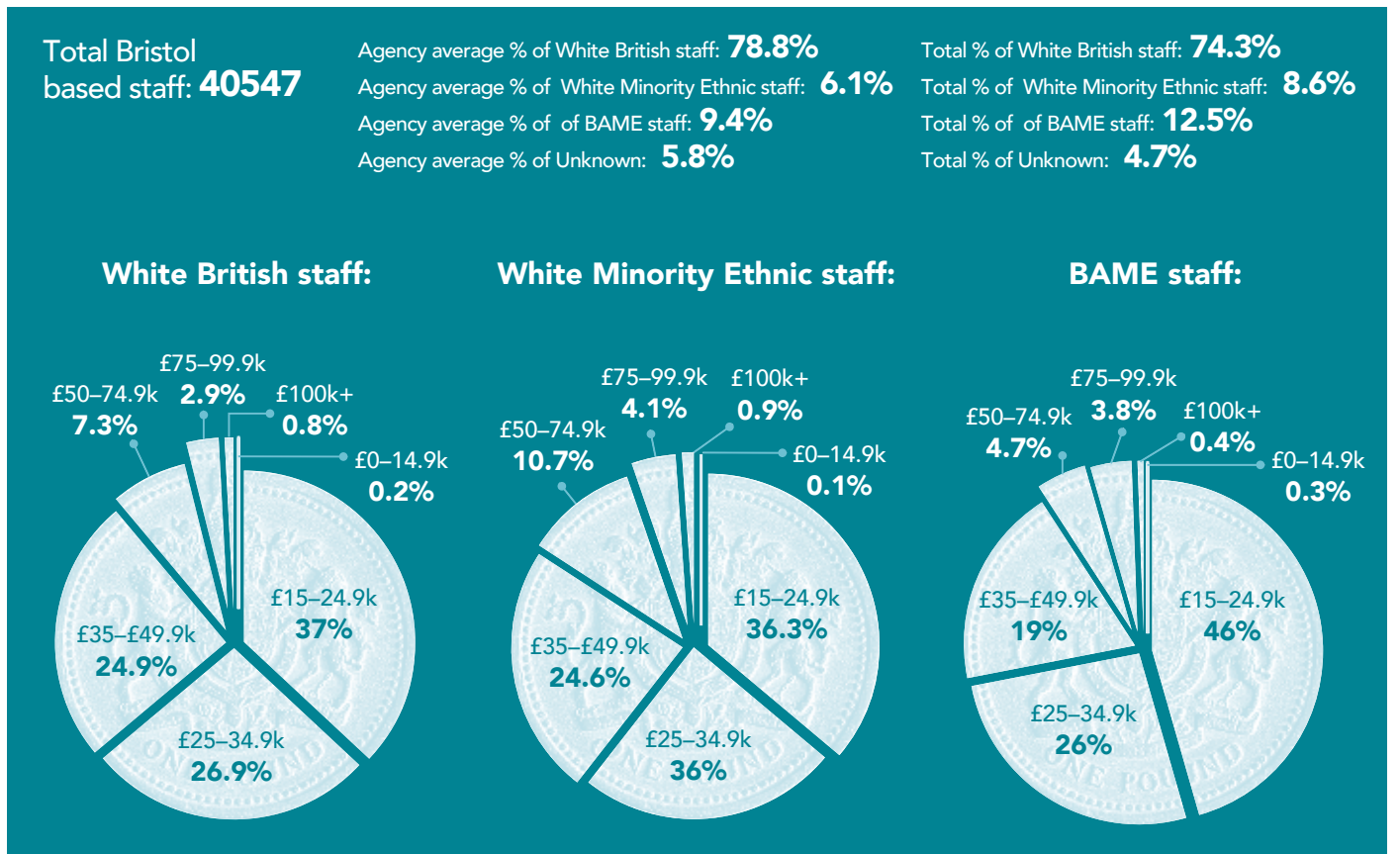
2019



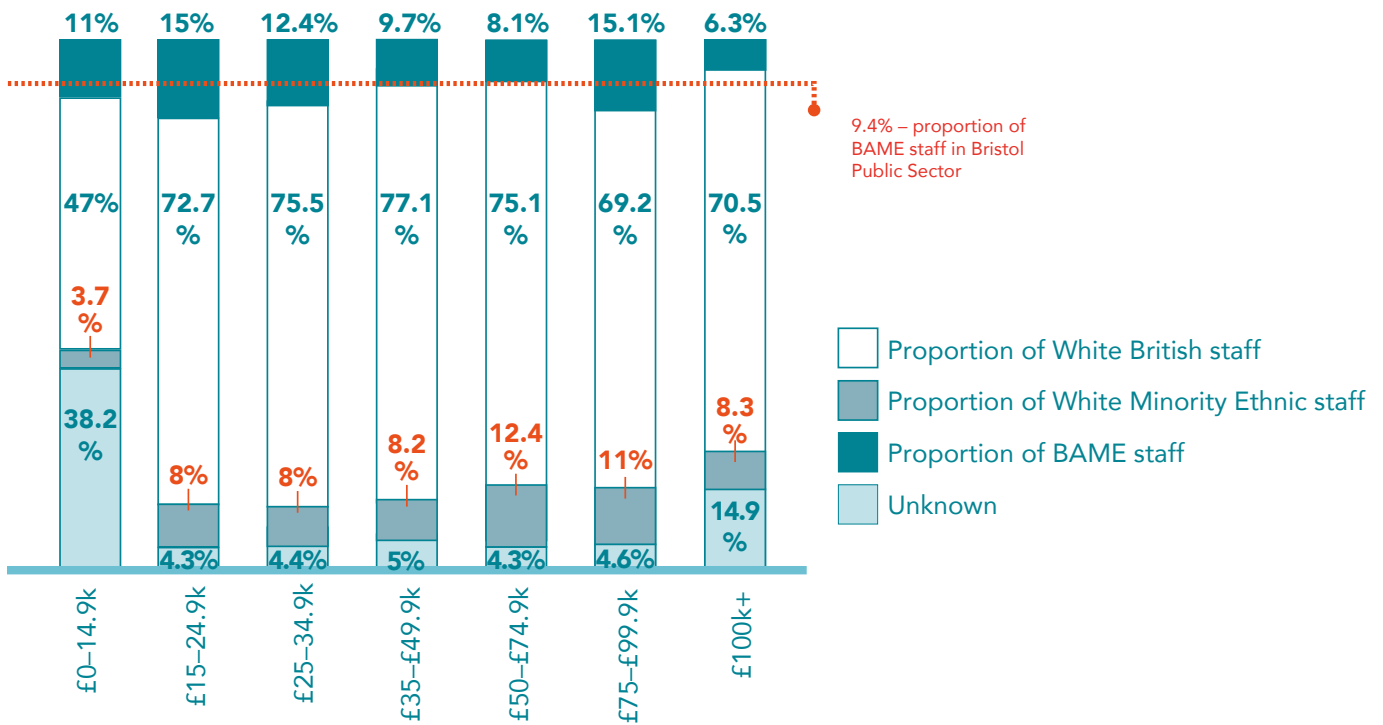
Ethnicity of staff employed by public sector agencies



Collective public sector wage range per group



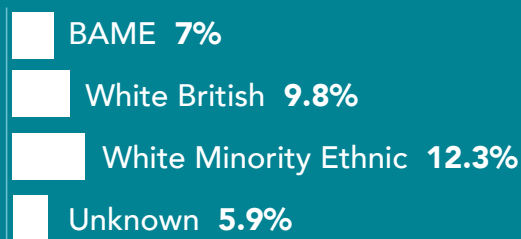
Breakdown off all public sector staff by pay band and ethnicity



Additional public sector agency data (averages of all individual agencies)

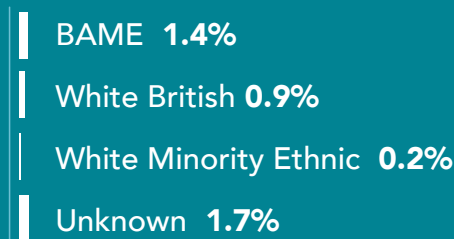
Long-term/persistent sickness

Average proportion by ethnic group



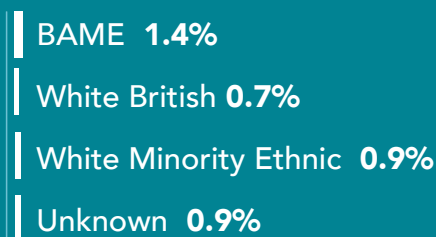
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



White Minority Ethnic individuals were statistically more likely to experience long term or persistent sickness.

BAME individuals were statistically more likely to be subject to formal grievance & disciplinary processes.

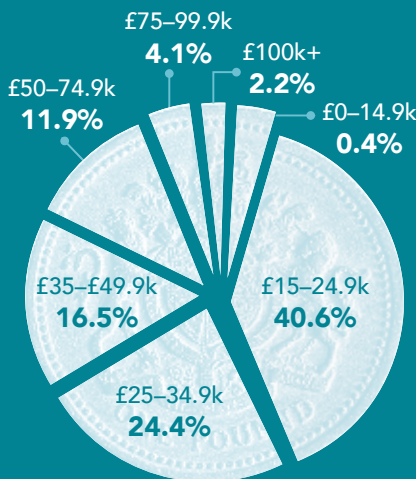
Collective other sector wage range per ethnic group

Total Bristol based staff: **3000**

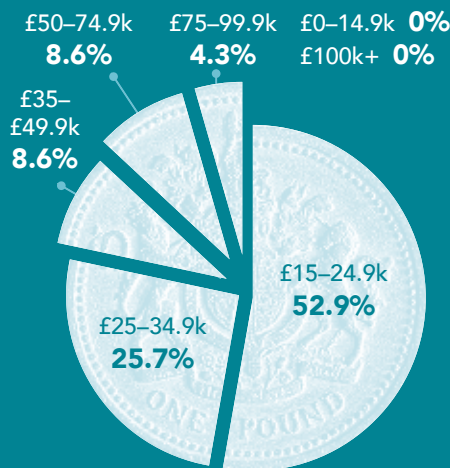
Total % of White British staff: **72.2%**
 Total % of White Minority Ethnic staff: **3.4%**
 Total % of BAME staff: **6.9%**
 Total % of Unknown: **17.56%**

Agency average % of White British staff: **77.3%**
 Agency average % of White Minority Ethnic staff: **2.3%**
 Agency average % of BAME staff: **7.9%**
 Agency average Unknown: **12.4%**

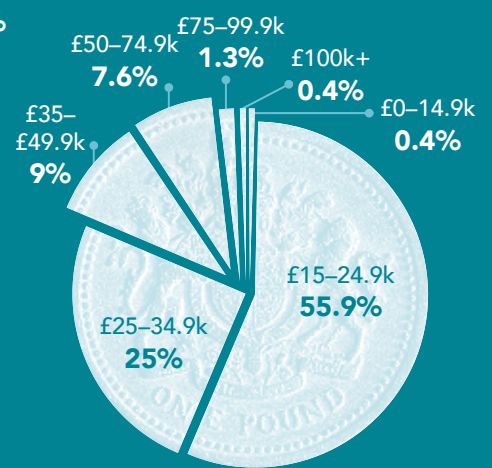
White British staff:



White Minority Ethnic staff:



BAME staff:



Percentages have been rounded up

Key progress

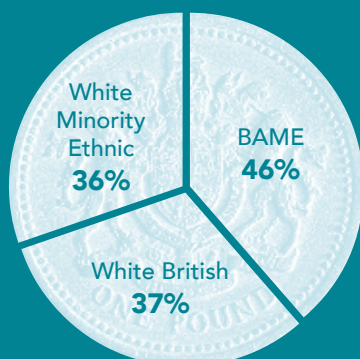
- Increase in agencies included in version 2 of **55%** (from 11 to 17) (including wider sectors for 1st time)
- Total sample now covers over **40,000** employees for the first time.
- Improved data returns from all –
 - ▶ now including White Minority Ethnic
 - ▶ comprehensive returns from all
 - ▶ more detailed analysis of Bristol's population & key demographics
- First time to implement Action Plan, evidence trends & produce report

BAME trends from Version 1

- Increase in total **BAME** representation of all staff of **0.9%** since 2017.
- Of the 11 public sector agencies involved in v1 and v2 : -
 - ▶ **6 agencies increased their BAME** representation
 - ▶ **5 agencies showed reductions in BAME** representation
- Most significant **increases** in BAME employees were **2.5%** and **1.9%**
- Most significant **reductions** in BAME employees were **- 1.4%** & **1.1%**

Public Sector pay band representation

£15k – 24.9k pay band



£50k – 74.9k pay band



£75k – 99.9k pay band



Public sector pay band representation

BAME staff are over represented (compared to agency averages) in the pay bands of :

- £15k-24.9k (at 15%) and
- £75k – 99.9k (at 15%) - showing a fluctuating picture of good representation at one high level but also at the lowest pay band level.

White British under-represented at £75k-99.9k at 69.2% (compared to agency average of 78.8%).

WME staff significantly over represented in the £50k – 74.9k bracket at 12.4% & the £75k - £99.9k bracket at 11% (compared to agency average of 6.1% or total average of 8.6%).

Agency highs & lows - Public sector

Category	Highest	Lowest
Unknown / not specified	17.4%	1%
BAME	17.3%	1.8%
WME	13.2%	2%
White British	91%	69.2%

Individual agency breakdown



Bristol City Council

Bristol City Council recognises that organisations work better when they are diverse and inclusive. We have been working to ensure that diversity and inclusion is embedded within our organisational culture and values, so that our employees feel confident about being themselves at work and consider the needs of the citizens they serve, in all that they do.

Over the past year we have introduced a new Organisational Improvement Plan and Equalities and Inclusion Strategy, re-launched our staff led groups and introduced diversity champions. We are recruiting a Head of Equalities and Inclusion to consolidate and drive forward our work.

We have expanded our award winning 'Stepping Up' leadership development programme and continue to deliver equality training, including a mandatory refresher on fair recruitment and selection. Work is also underway to address diversity gaps in our workforce and tackle pay

gaps. Our recent employee survey revealed; 71% agree that the council is committed to diversity and inclusion and 76% agree they are treated fairly.

We are acutely aware that we have more work to do to improve our diversity and inclusion and that real change takes time but we will continue to treat this with the urgency it requires.

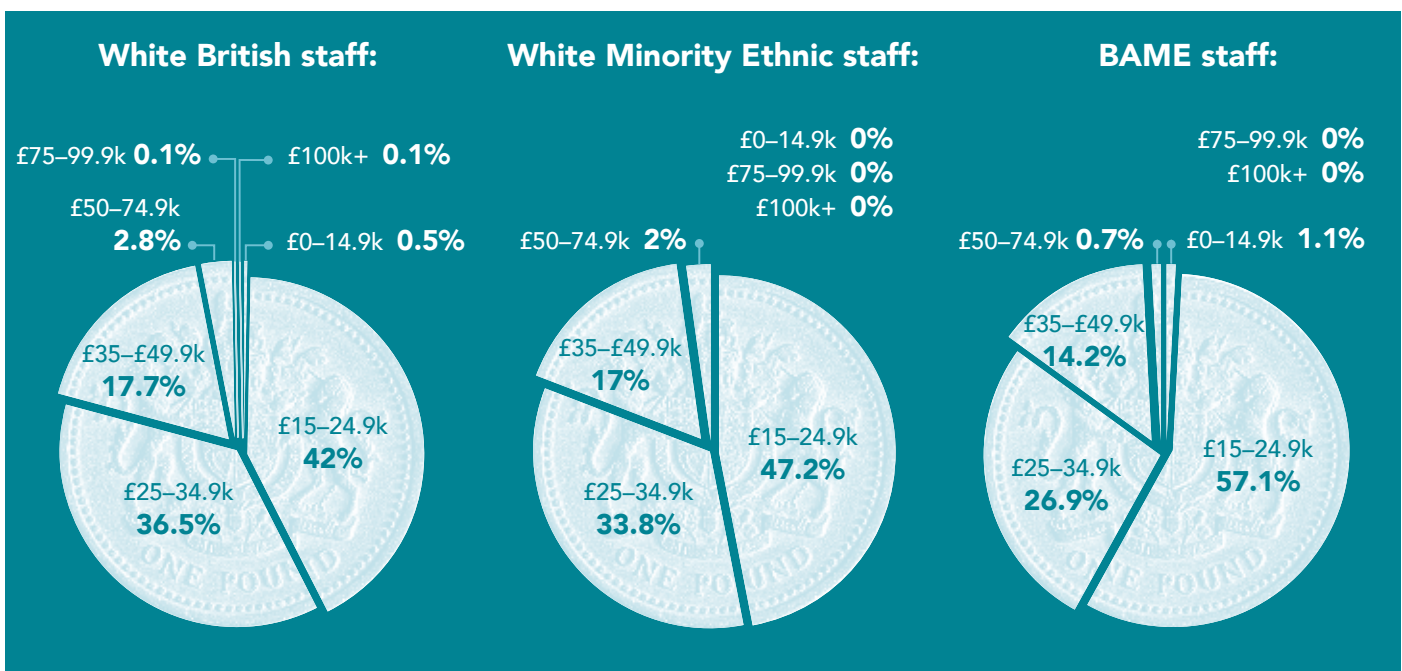
Top 3 race equality priorities for 2020

- Develop a BCC BAME shadowing scheme aimed at ensuring BAME staff gain experience in strategic corporate wide projects, increase their profile across the council and with city partners.
- Develop specific workforce talent pipelines targeting those areas where there is under-representation of BAME groups.
- Use data from workforce race data as outlined by the PSED e.g. recruitment, retention, training, promotion, grievances, disciplinaries, appraisals etc and develop projects to assess impact and take remedial action.

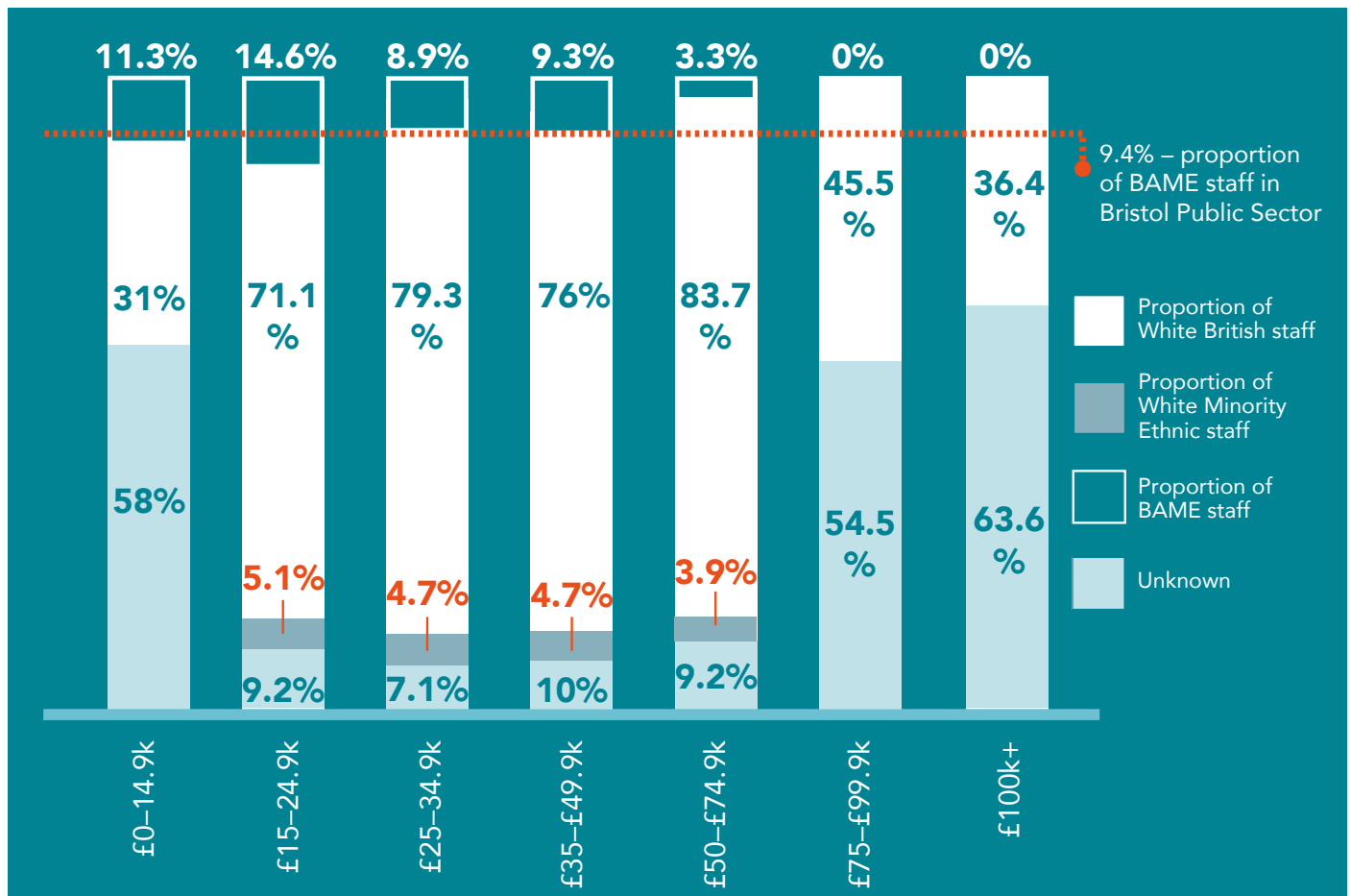
Staff make up

Total Bristol based staff: **6,248**

Total % of White British staff: **74.5%**
 Total % of White Minority Ethnic staff: **4.8%**
 Total % of BAME staff: **11.4%**
 Unknown: **9.4%**

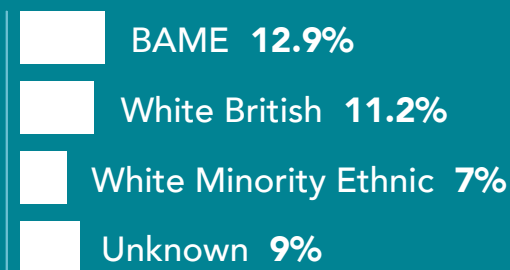


Proportion of staff per pay bracket by ethnic group



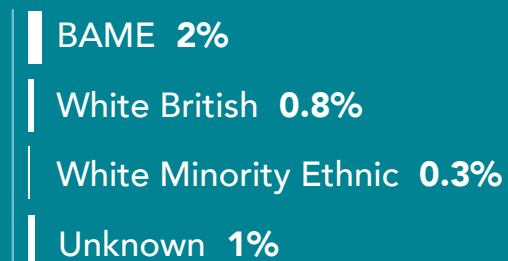
Long-term/persistent sickness

Average proportion by ethnic group



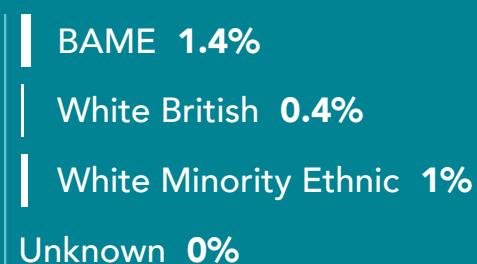
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Bristol Community Health CIC

We have continued to focus on developing a workforce that is more reflective of the communities in which we provide services but unfortunately our data does not reflect significant change, with the percentage of BAME staff dropping marginally from 6.2% to 6%.

Given the recent loss of the Adults Community Tender, our long term plans are currently being reviewed given the significant change our organisation is facing. We will determine what impact we can drive in the short term given the change in our organisational circumstances.

Our focus has been on driving change in the long term and we have been embedding a focus on widening access through our apprenticeships in particular

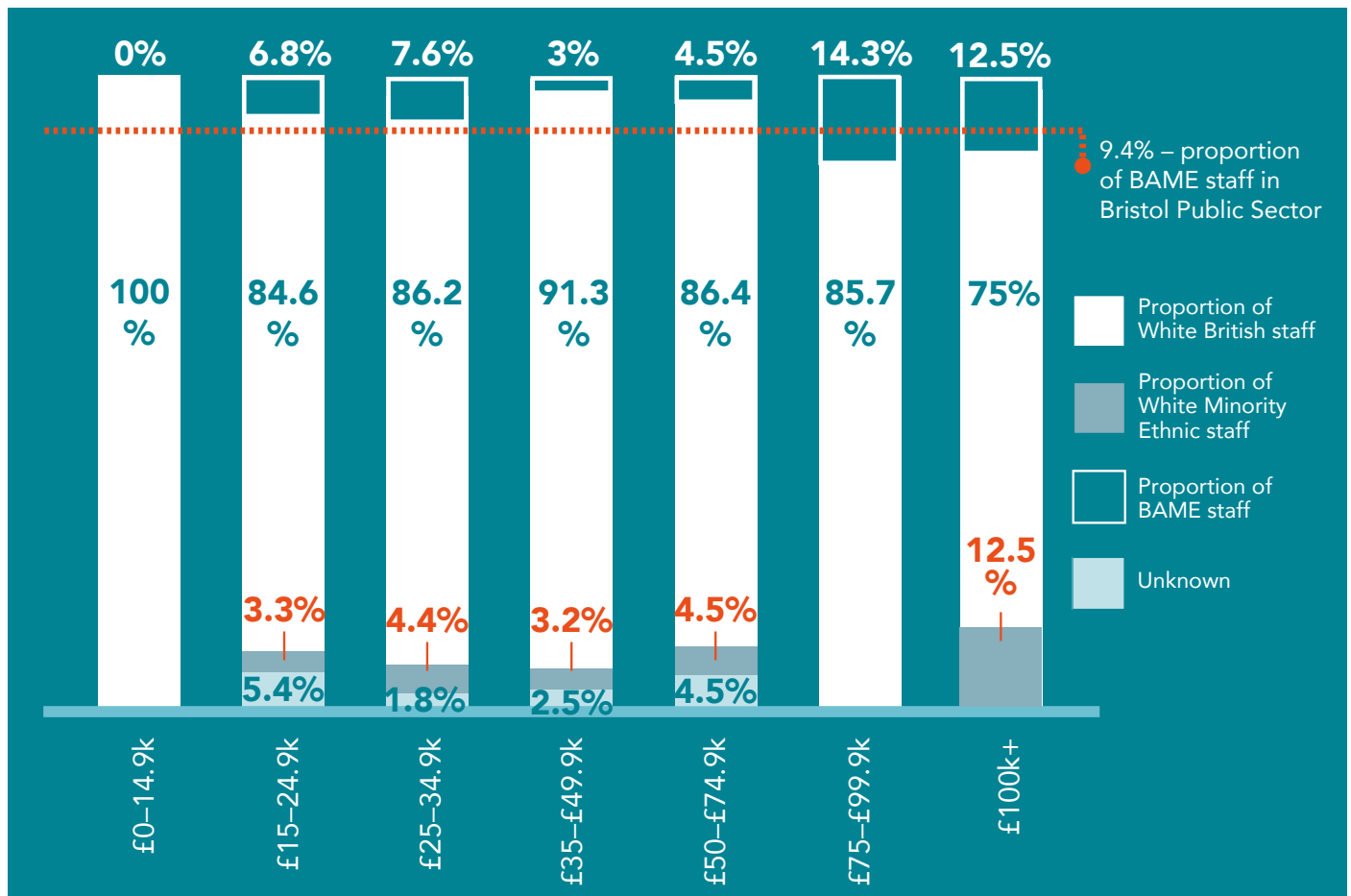
Staff make up

Total Bristol based staff: **1,645**

Total % of White British staff: **87%**
 Total % of White Minority Ethnic staff: **3.6%**
 Total % of BAME staff: **6%**
 Unknown: **3.4%**

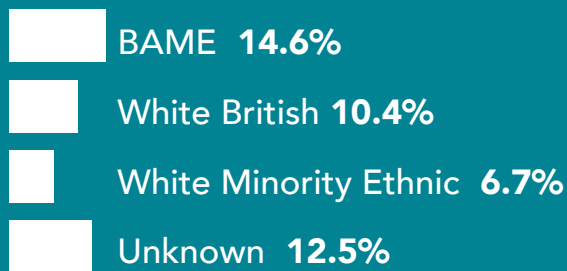


Proportion of staff per pay bracket by ethnic group



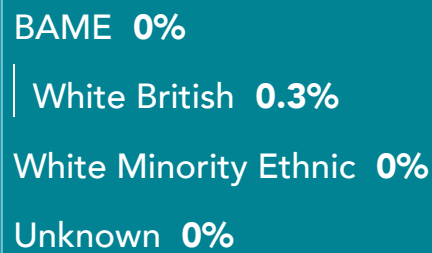
Long-term/persistent sickness

Average proportion by ethnic group



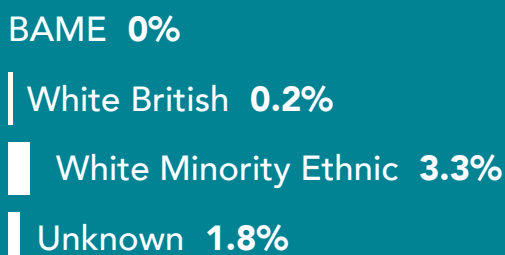
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



University of Bristol

The proportion of our staff who identify as BAME is increasing year-on-year and now stands at 11%, with over 130 countries represented across our staff community. Actively engaging and connecting with people across the city is helping to raise our profile as an employer that welcomes people from different backgrounds and heritages: through supporting events such as St Paul’s Carnival; the Black African Caribbean Expo; and the informative installation CARGO – Charting African Resilience Generating Opportunities - that will open in 2020.

Collaborating with our partners across the city, we have attended a range of jobs fairs and we are looking forward to offering exciting opportunities for apprenticeships over the coming year.

Looking ahead, the development of our new Temple Quarter Enterprise Campus will provide

an important catalyst for UK economic growth, job creation and opportunities for Bristol’s communities so that everyone has an opportunity to become part of, and to shape, our university community.

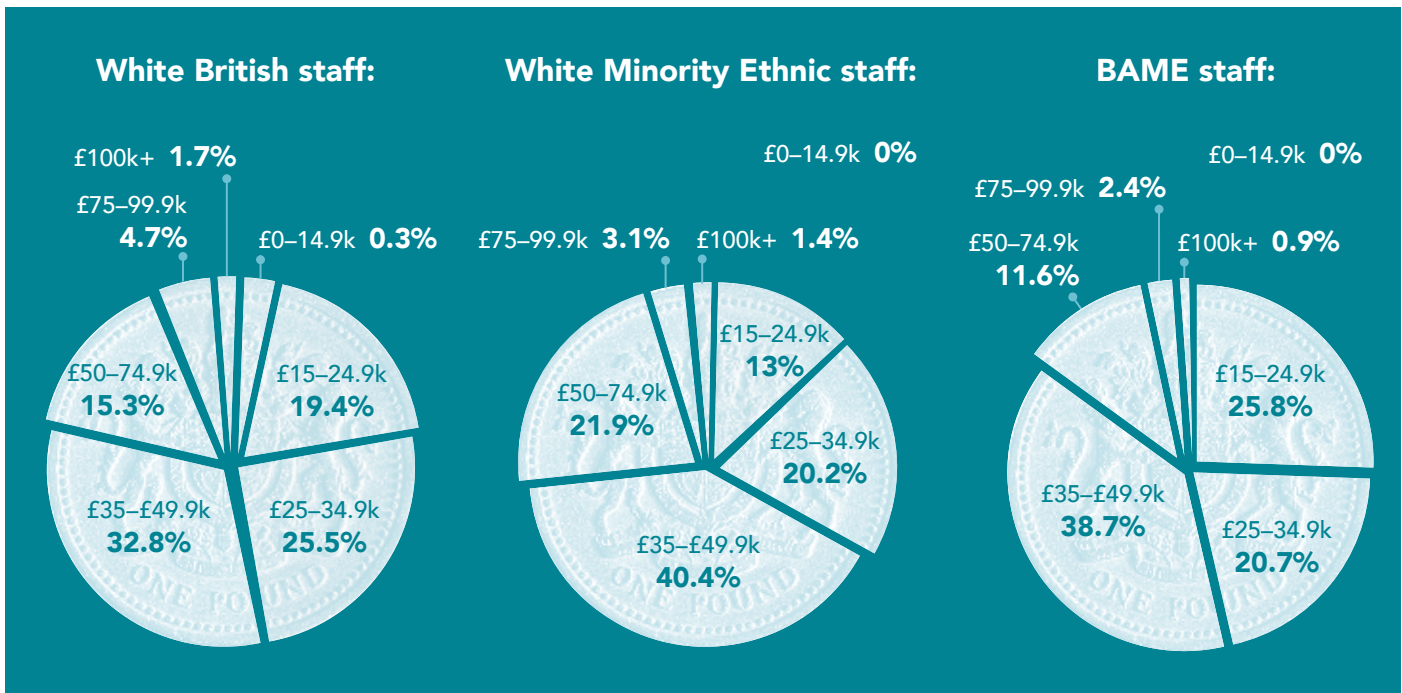
Top 3 race equality priorities for 2020

- Publish the results of our Ethnicity Pay Gap - alongside the results of our Gender Pay Gap - by 31st March 2019 and take action to address any inequalities
- Work in collaboration with Bristol Students Union to encourage the reporting of racism and to further improve confidence amongst our students in how we deal with these complaints
- Develop and launch a ‘Bystander at Work’ training programme to encourage all staff to take responsibility for tackling racial and other forms of microaggression.

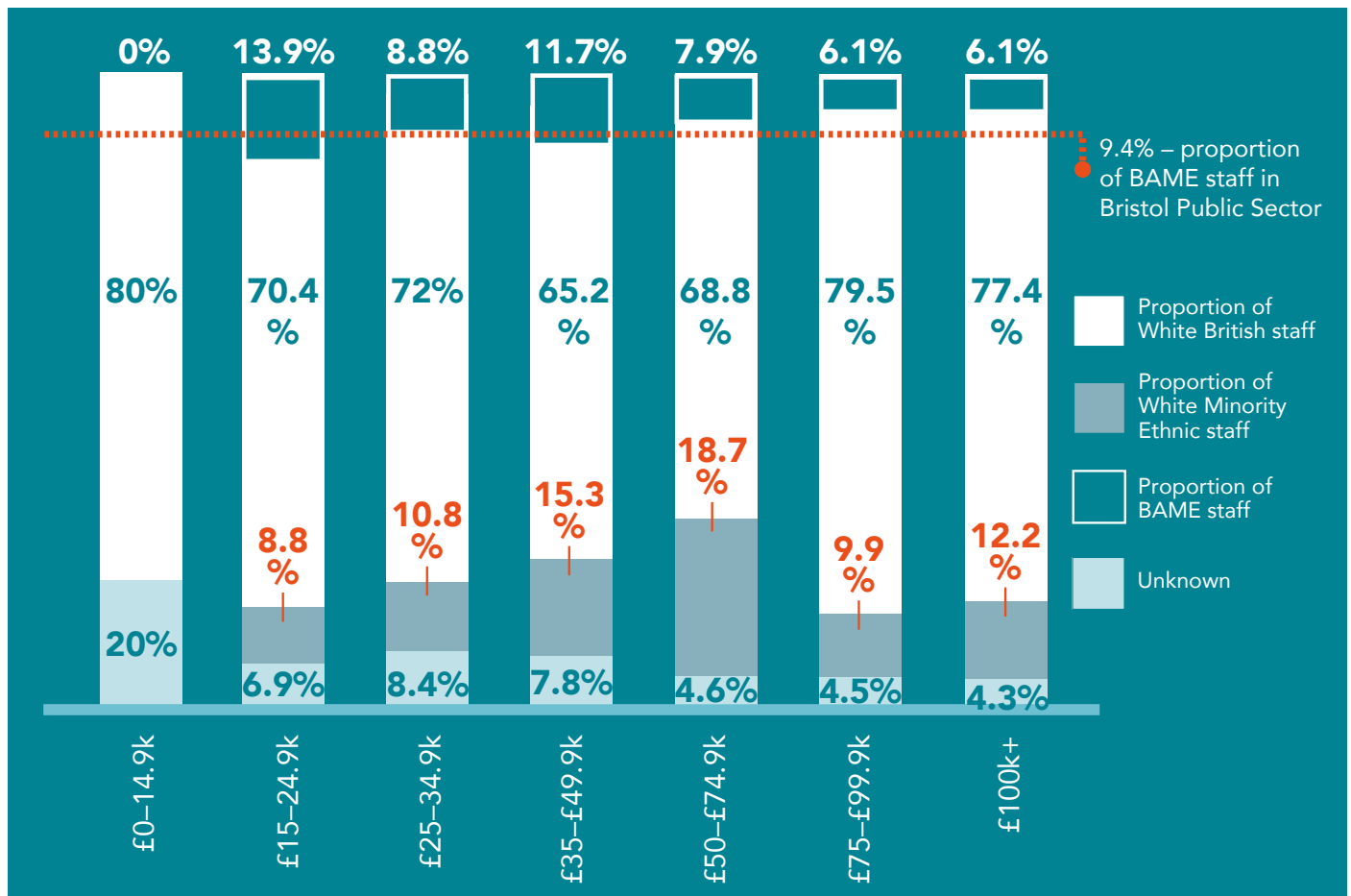
Staff make up

Total Bristol based staff: **7,665**

Total % of White British staff: **69.2%**
 Total % of White Minority Ethnic staff: **13.2%**
 Total % of BAME staff: **10.5%**
 Unknown: **7.1%**



Proportion of staff per pay bracket by ethnic group



Long-term/persistent sickness

Average proportion by ethnic group

BAME	5.2%
White British	8.5%
White Minority Ethnic	3%
Unknown	5%

Formal disciplinary process

Average proportion by ethnic group

BAME	0.2%
White British	0.1%
White Minority Ethnic	0%
Unknown	0.2%

Formal grievance process

Average proportion by ethnic group

N/A

University of the West of England, Bristol

We have continued to focus 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. However, we also recruit students and staff from the rest of the UK and internationally.

We recognise that at 10% the proportion of BME staff does not reflect the Bristol picture and we know we need to do more to address this disparity. We know that organisations are more successful when they are diverse and we are focused on broadening the ethnic diversity of our staff and ensuring there are opportunities for all staff and students to succeed at UWE Bristol.

Top 3 race equality priorities for 2020

- Targeted work delivered in collaboration with the Student Union to improve the experience of BAME students and reduce differential attainment. This work will include improving the diversity of teaching materials and reading lists, reviewing teaching approaches and staff training.
- Implementation of online tool for staff and students to simplify reporting of allegations of racism and ensuring we create a culture where BAME staff and students feel able to report.
- Targeted work to increase the diversity of staff in departments where progress hasn't been made. This will include training for recruiting managers and targeted recruitment activities.

Staff make up

Total Bristol based staff: **3,989**

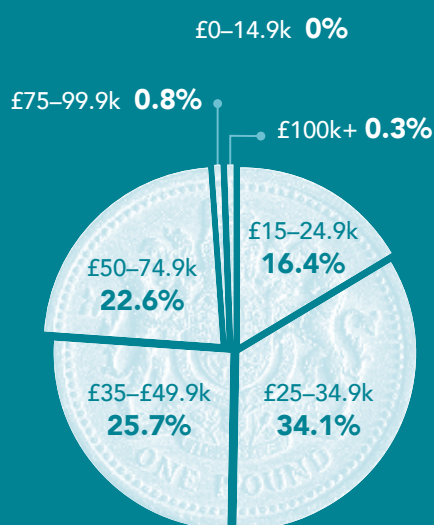
Total % of White British staff: **75.4%**

Total % of White Minority Ethnic staff: **9.8%**

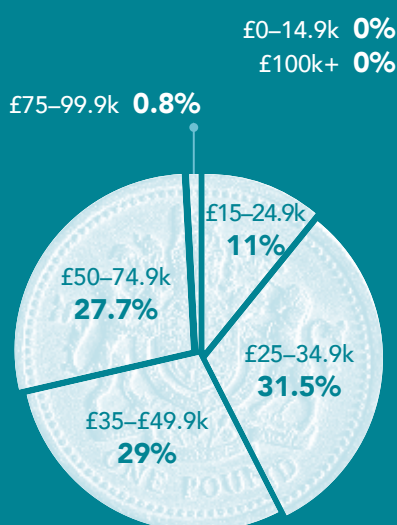
Total % of BAME staff: **10.1%**

Unknown: **4.7%**

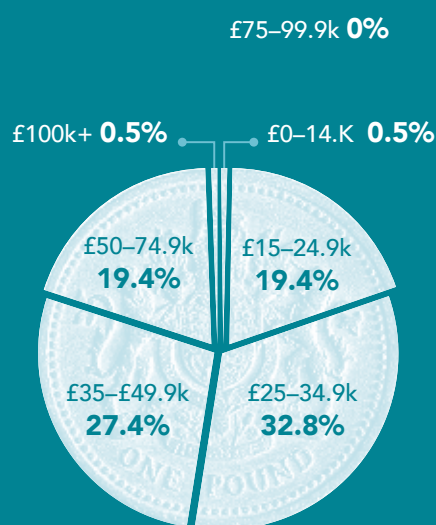
White British staff:



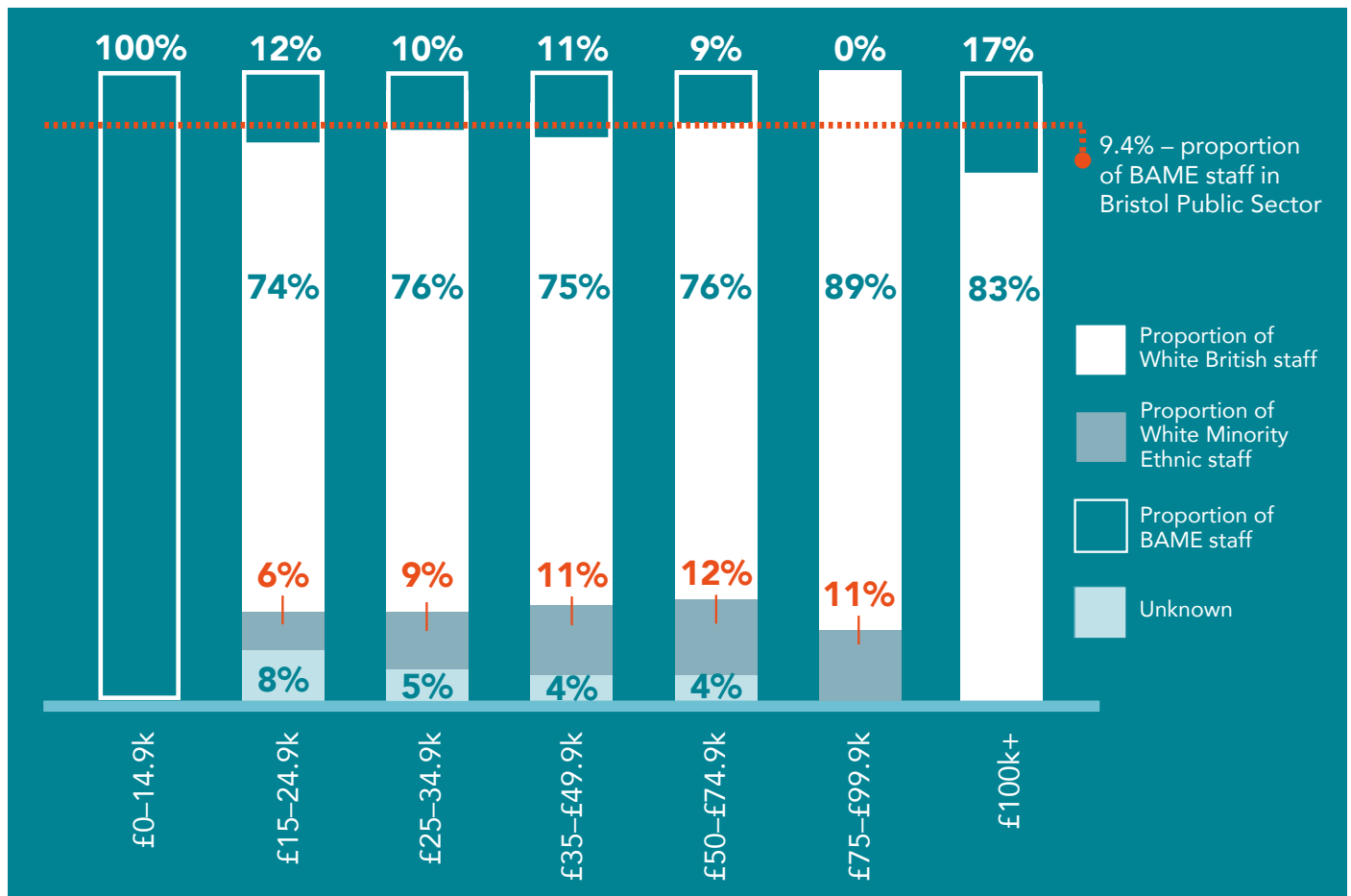
White Minority Ethnic staff:



BAME staff:

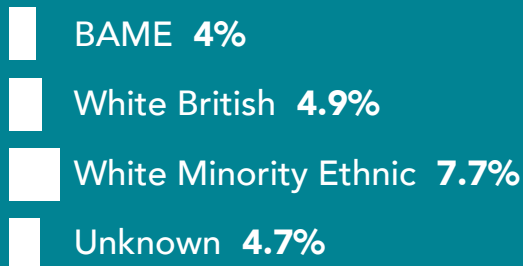


Proportion of staff per pay bracket by ethnic group



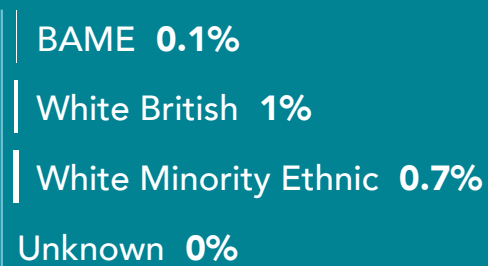
Long-term/persistent sickness

Average proportion by ethnic group



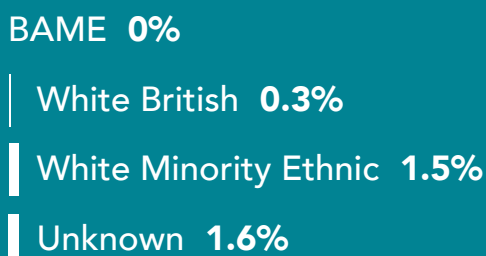
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Avon Fire and Rescue Service

Avon Fire & Rescue Service (AF&RS) is working hard to increase the recruitment of staff from underrepresented groups. Since the last recruitment freeze, which ended in 2017, AF&RS has hired 46 wholetime firefighters, along with a host of Technical Fire Safety staff and a continual expansion of the corporate staff.

Of these 46 wholetime firefighters, 15.22% were female and 6.51% were BAME, and 21.73% of all applicants were from underrepresented groups. The Service will also launch a recruitment drive for more wholetime firefighters in 2020. Across the organisation, 2.14% are BAME and 16.98% are female.

Along with the delivery of the service's Yes You Can Campaign, which is aimed at underrepresented groups, the Service has also employed a Culture and Inclusion Manager and will be recruiting two officers to support the role.

Top 3 race equality priorities for 2020

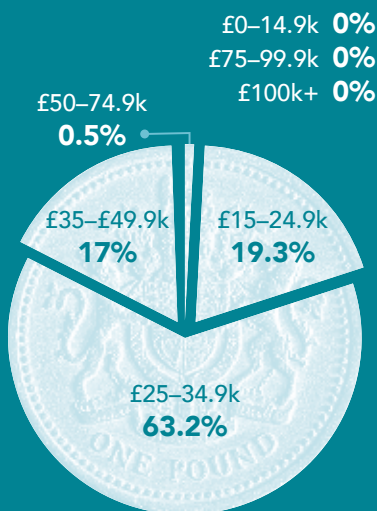
- Continue to promote AF&RS as an employer of choice and roles within the service as a career of choice, through positive action and mentoring for underrepresented groups in all recruitment opportunities.
- Deliver a strategic ambition through an action plan to make AF&RS a better place to work for all.
- Using data to inform decision making where under representation has been identified to influence continual improvement in policies and procedures for an inclusive workplace.

Staff make up

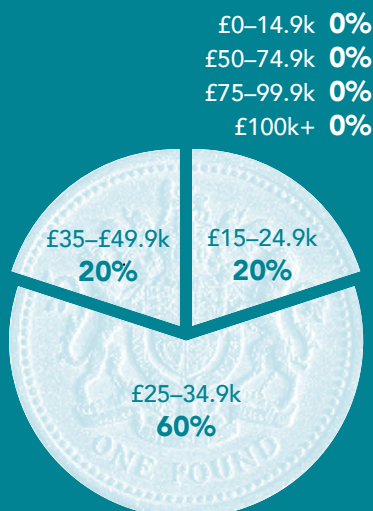
Total Bristol based staff: **240**

Total % of White British staff: **88.5%**
 Total % of White Minority Ethnic staff: **2%**
 Total % of BAME staff: **2%**
 Unknown: **7.5%**

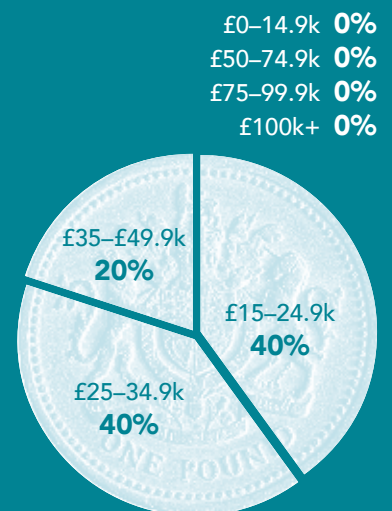
White British staff:



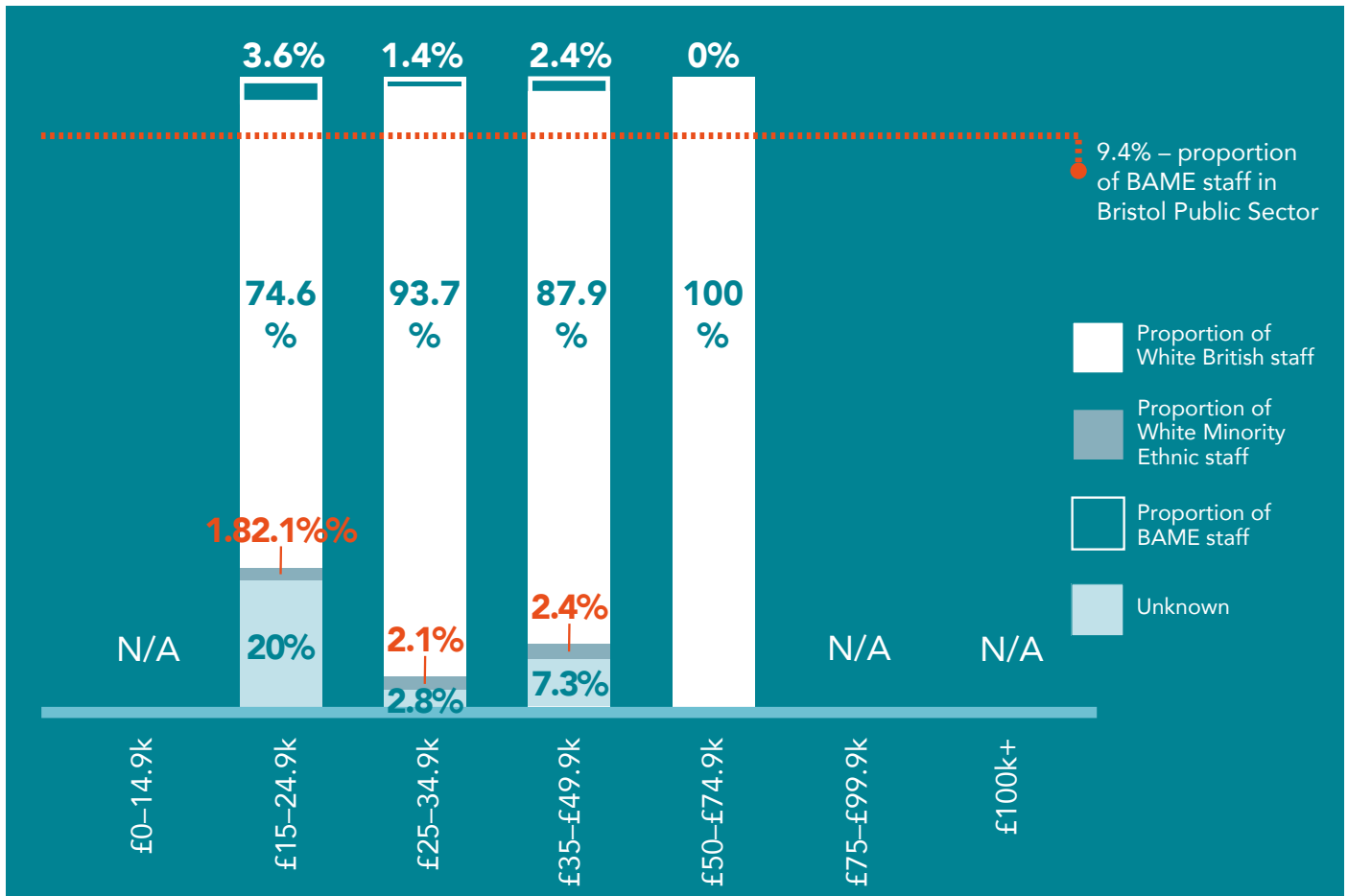
White Minority Ethnic staff:



BAME staff:

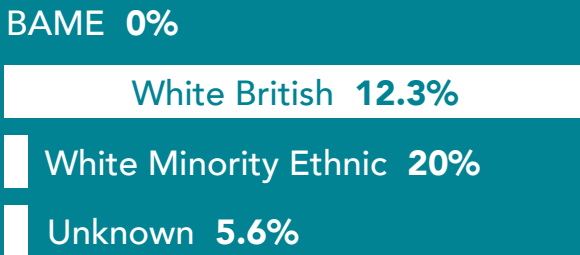


Proportion of BAME staff per pay bracket



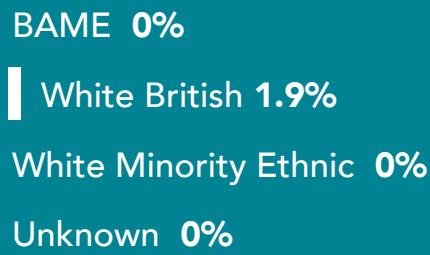
Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Avon and Wiltshire Mental Health Partnership NHS Trust

Our data shows some key successes. Our BAME workforce at 14.9% exceeds the economically active (16yrs +) BAME population of 13% in the Bristol local authority area, and the 9% in the Bristol travel to work area. Also, we have a 98.1% ethnicity declaration rate which helps to monitor and address race related disparities in the workforce experience of our staff.

We have very few formal grievances (3 staff - 2 White and 1 BAME - entered this process) because our focus is on informal resolutions. This helps us to alleviate any biases that may occur in often lengthy formal processes.

We will continue to make improvements where the data shows the need and take up the opportunities for any partnership working wherever possible.

Top 3 race equality priorities for 2020

- Understand why BAME staff are proportionally more likely to be enter formal disciplinary processes, and take appropriate action as necessary.
- Promote our health and wellbeing offer and support across all staff groups in order to reduce long-term/persistent sickness as much as possible.
- Promote learning and skill based training, including relevant staff development and positive action programmes for BAME staff, with a view to increasing mobility from lower pay brackets where possible.

Staff make up

Total Bristol based staff: **1,762**

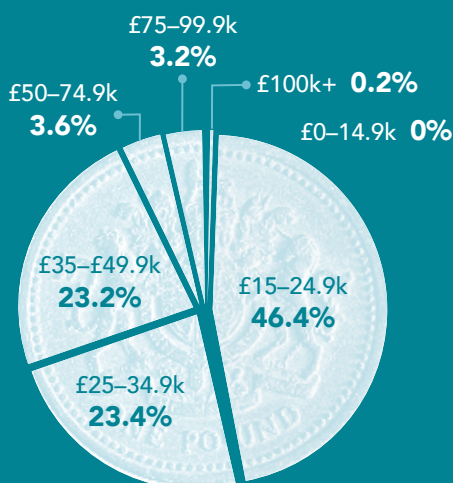
Total % of White British staff: **78.9%**

Total % of White Minority Ethnic staff: **4.3%**

Total % of BAME staff: **14.9%**

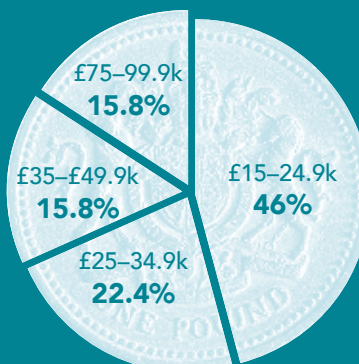
Unknown **1.9%**

White British staff:



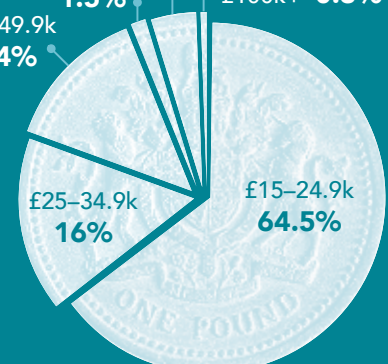
White Minority Ethnic staff:

£0-14.9k **0%**
 £50-74.9k **0%**
 £100k+ **0%**

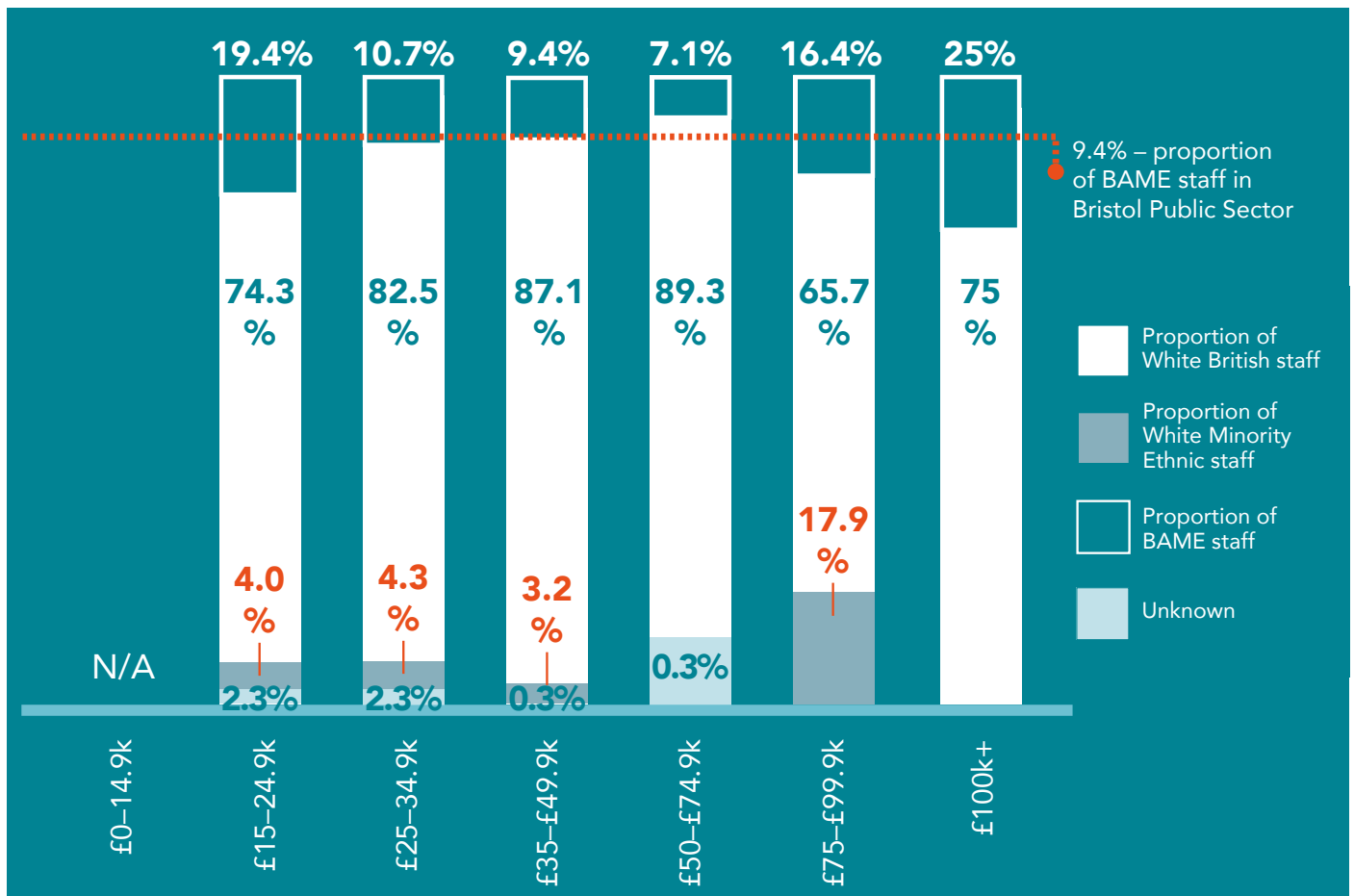


BAME staff:

£0-14.9k **0%**
 £50-74.9k **1.5%**
 £75-99.9k **4.2%**
 £100k+ **0.3%**
 £35-49.9k **13.4%**

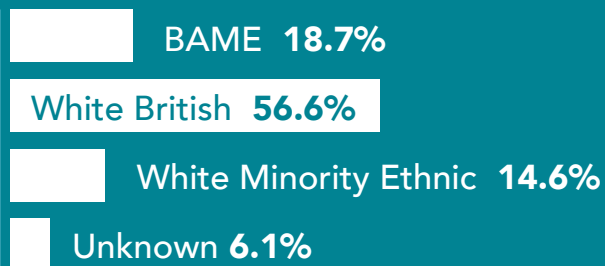


Proportion of staff per pay bracket by ethnic group



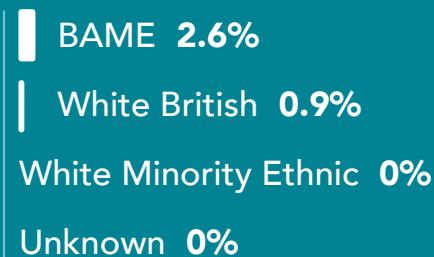
Long-term/persistent sickness

Average proportion by ethnic group



Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Avon and Somerset Police

This year's figures include all Bristol-based staff and officers, not just uniformed, giving a more accurate picture of how representative we are as an employer in Bristol.

We're pleased to see more BaME employees in higher wage brackets. Diversity of leaders is critical to progressing equality across the organisation.

The overall increase of BaME representation is only slightly higher than last year – there is more work to do.

With passionate and dedicated teams in the Constabulary and OPCC working closely with partners and public, there is greater momentum than ever to drive real and lasting change enabling us to become a more inclusive, diverse and representative employer of the communities we serve.

Top 3 race equality priorities for 2020

- Actively encourage and increase attraction of applications from BaME communities for police staff and police officer positions, addressing real and perceived barriers to people applying to work for the police, with a view to raising the proportionality of BaME staff in Bristol above 5.6%.
- Focus on reviewing recruitment and selection processes, to ensure openness, consistency and transparency, identifying any disproportionality of outcomes for BaME applicants through the process and put in place action to address disproportionate outcome, increasing diversity across police staff and officer roles.
- Put in place positive action leadership and progression support and opportunities for police staff and officers to increase the representation of BaME in paygrades sections above £24.9k.

Staff make up

Total Bristol based staff: **1,249**

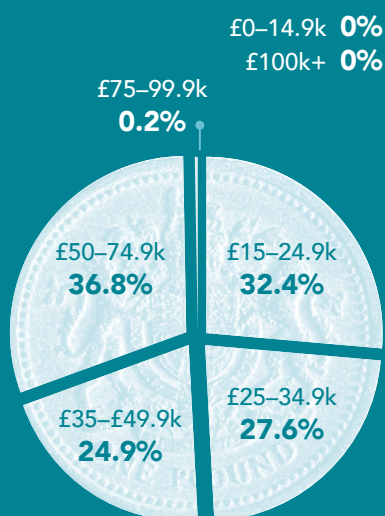
Total % of White British staff: **84.6%**

Total % of White Minority Ethnic staff: **2.7%**

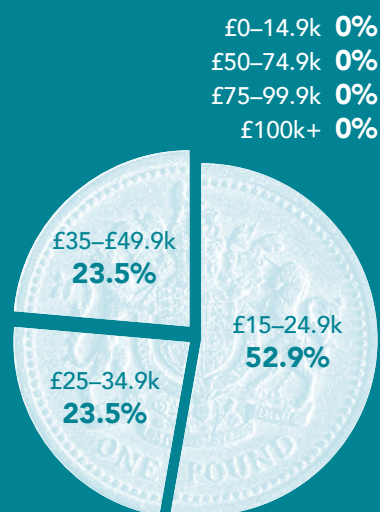
Total % of BAME staff: **5.6%**

Unknown: **7.1%**

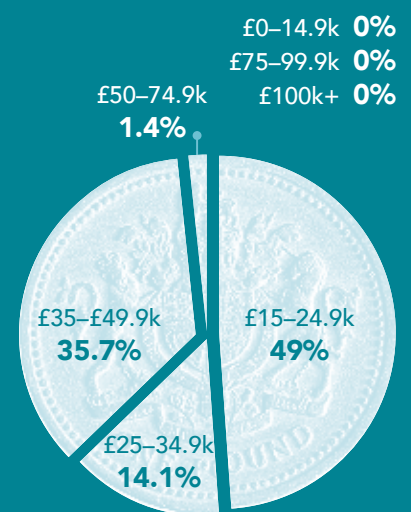
White British staff:



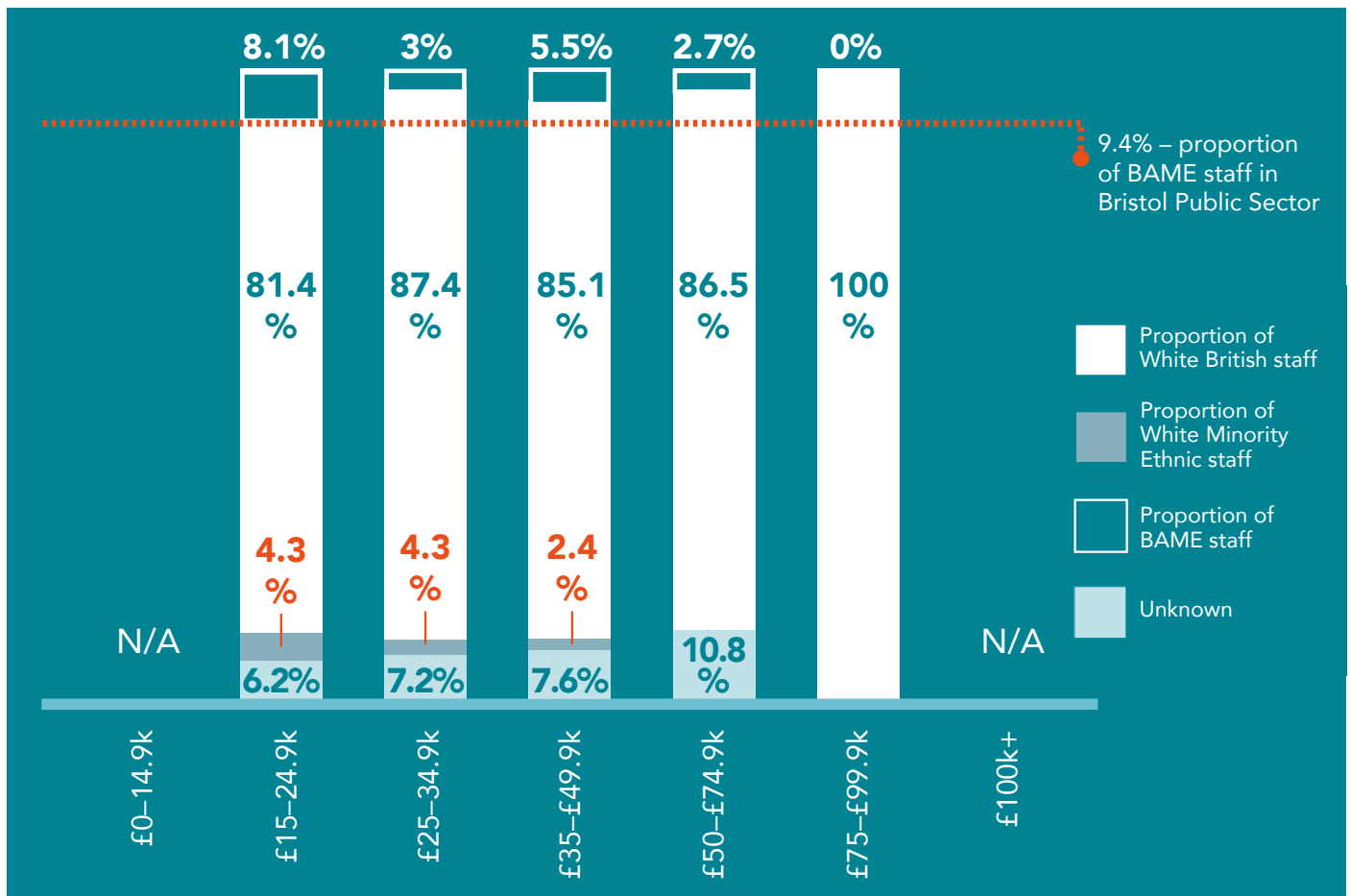
White Minority Ethnic staff:



BAME staff:

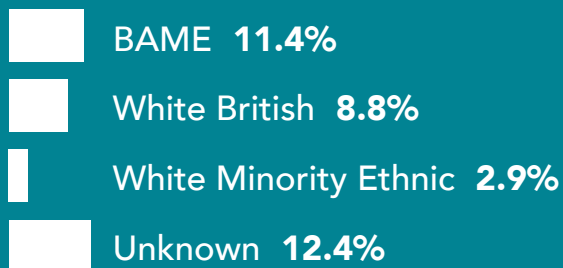


Proportion of staff per pay bracket by ethnic group



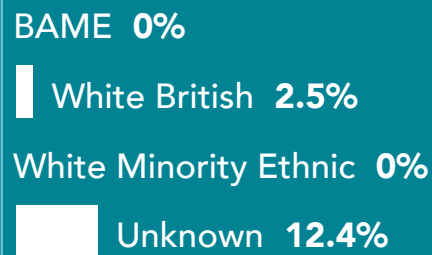
Long-term/persistent sickness

Average proportion by ethnic group



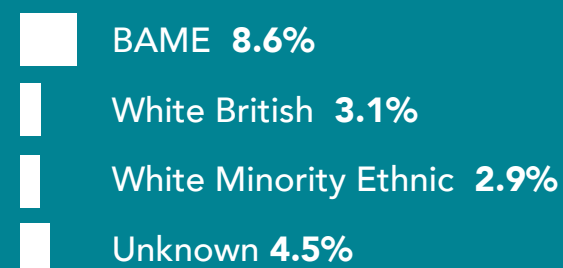
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



North Bristol NHS Trust

For NBT being part of the Bristol Race Equality Charter marries directly with the work of the Workforce Race Equality Standard that reaches across the NHS and is embedded in our contracting requirements. Locally, bringing this data together with organisations across Bristol helps us to take a systems wide view in positively influencing race equality across Bristol.

As an organisation we are proud to see positive changes across some indicators. For those areas where change has been slow our leaders have engaged in proactive discussions about gaining momentum in order to influence change across organisations. Although there is much more to do we are confident that being part of the Charter will help us deliver the change we want to see.

note - this data only includes people residing in the Bristol postcodes for the employers.

Top 3 race equality priorities for 2020

- Develop & deliver an internal Positive Action offer that is available to all BAME staff.
- Equip, Engage & Evolve the BAME network to enhance the BAME voice across the organisation.
- Develop and implement an internal pool of Cultural Ambassadors the will still on disciplinary and grievance panels involving BAME colleagues.

Staff make up

Total Bristol based staff: **7,291**

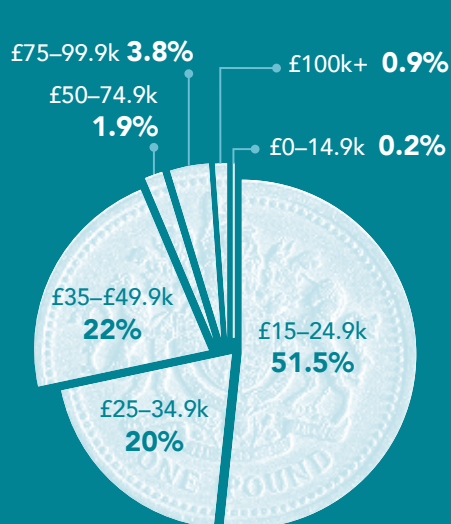
Total % of White British staff: **73.7%**

Total % of White Minority Ethnic staff: **8%**

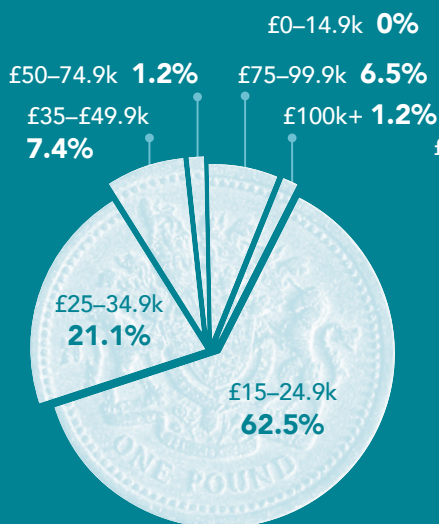
Total % of BAME staff: **17.3%**

Unknown: **1%**

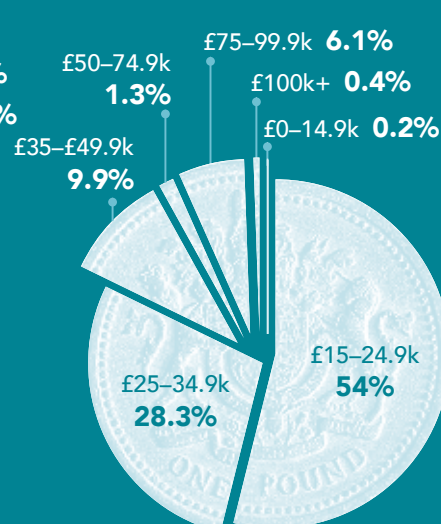
White British staff:



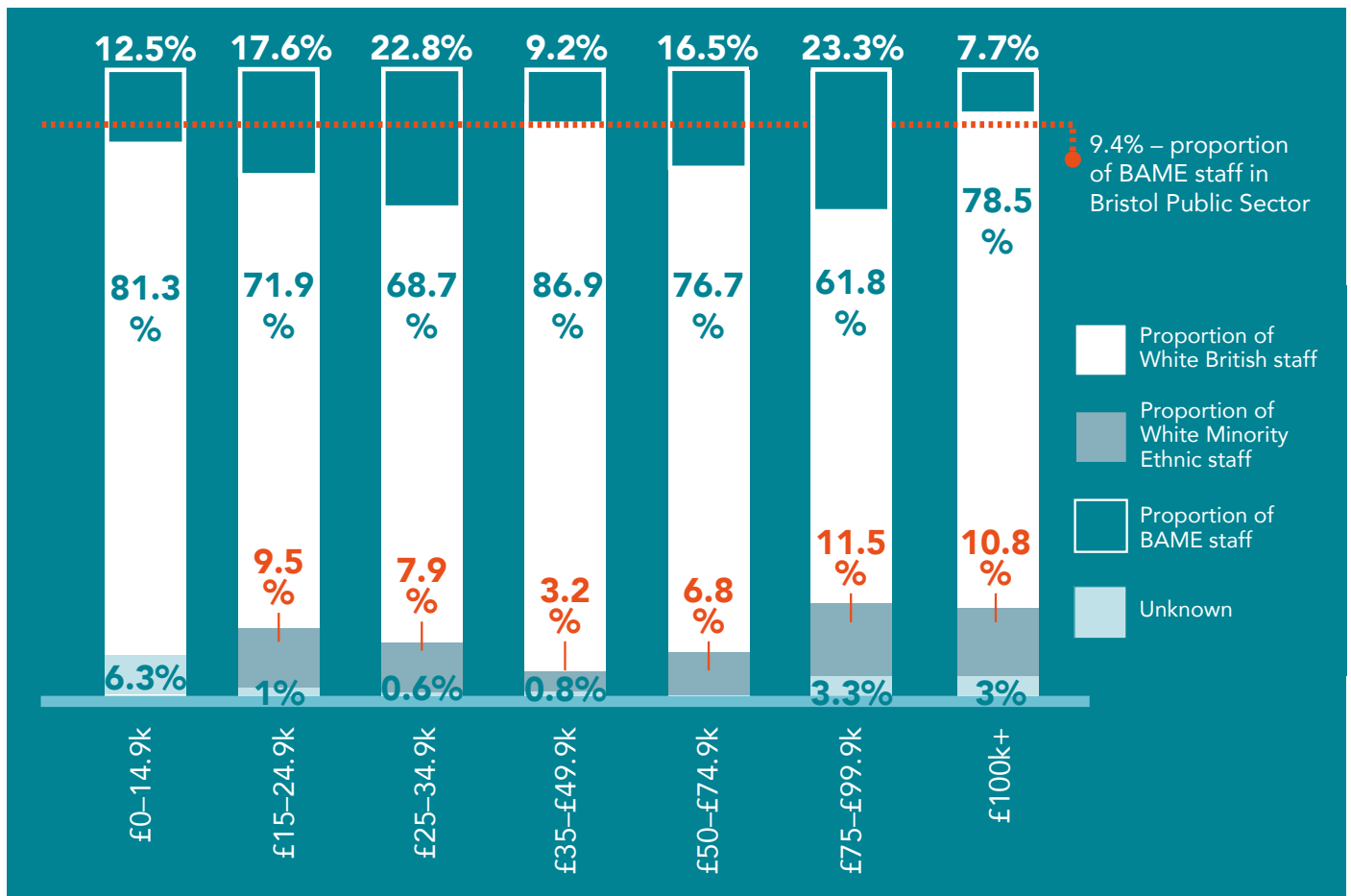
White Minority Ethnic staff:



BAME staff:

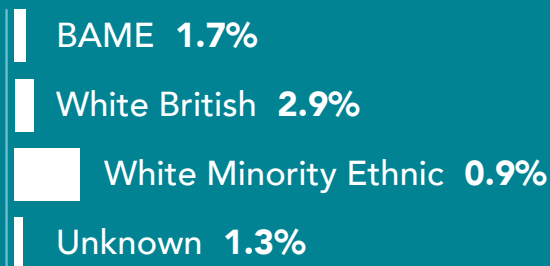


Proportion of staff per pay bracket by ethnic group



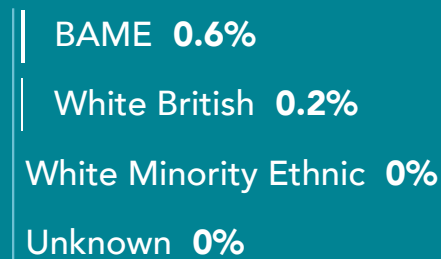
Long-term/persistent sickness

Average proportion by ethnic group



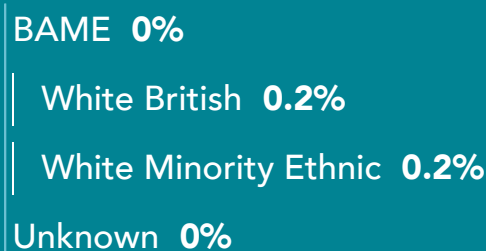
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Universities Hospitals Bristol NHS Foundation Trust

The workforce data supplied by University Hospitals Bristol NHS Foundation Trust for inclusion in this document was taken from the Trust's ESR (Electronic Staff Records) system for the period 1st April 2018 - 31st March 2019. Employee Relations case data is based on cases recorded on the Case Management System for the same period. Data on the outcomes of grievance and disciplinary cases is not included as system functionality is being enhanced to enable accurate reporting.

The data highlights that the Trust still has work to do to improve the working experience of our BAME staff and it is committed to making these improvements. Its new Workforce Diversity and Inclusion Strategy for 2020 – 2025, developed in partnership with the national Workforce Race Equality Standard (WRES) team, and members of its diversity and inclusion group and a separate task and finish group, sets out the Trust's plans to make further improvements to meet its vision to be "committed to inclusion in everything we do".

Top 3 race equality priorities for 2020

- We will commence working with the National NHS Workforce Race equality scheme (WRES) in January 2020 as one of 6 pilot NHS organisation which will focus on effectively targeting areas that will have the biggest impact on race and cultural improvement in the organisation.
- We will ensure there is robust leadership at Board level and this is demonstrated through effective engagement with the Diversity and Inclusion strategy including; a commitment to support our BAME staff forum, our Lift to climb scheme and reverse mentoring.
- We will work to improve declaration rates among BAME staff to enable more accurate measuring of reporting race, this will include reviewing our data on grievance and disciplinary cases which will enable any race inequalities within these processes to be identified and remedied.

Staff make up

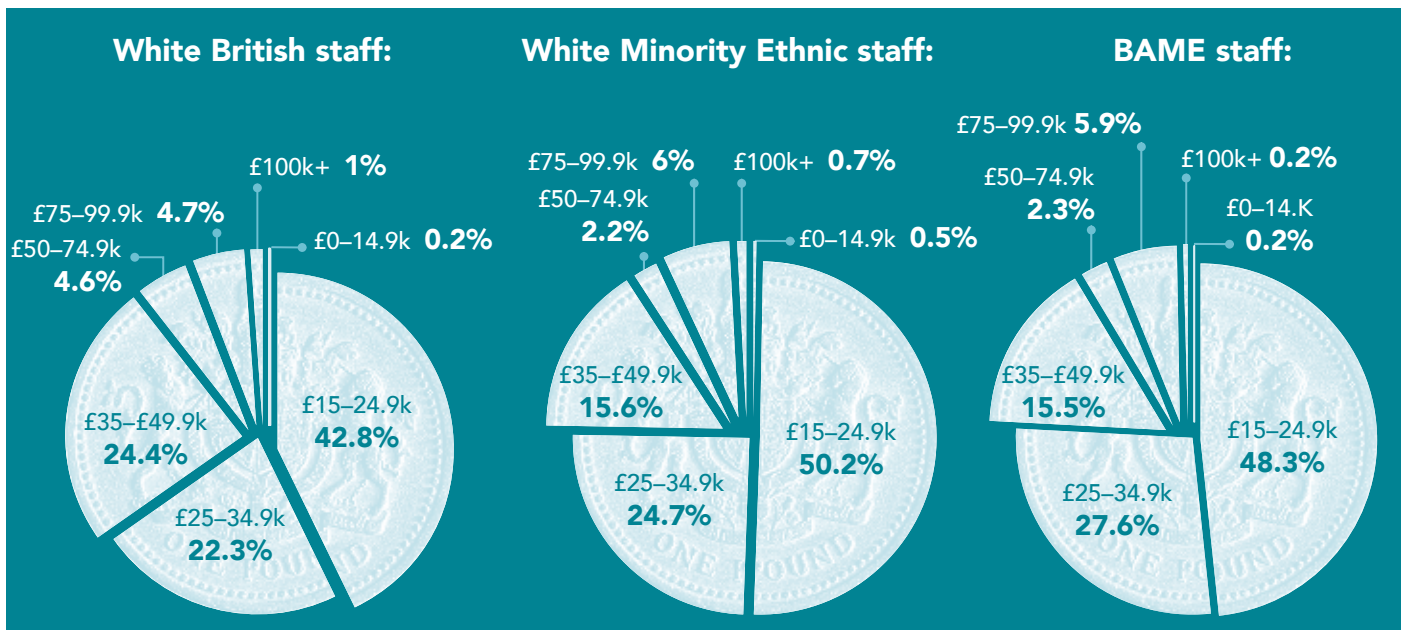
Total Bristol based staff: **9,596**

Total % of White British staff: **72.8%**

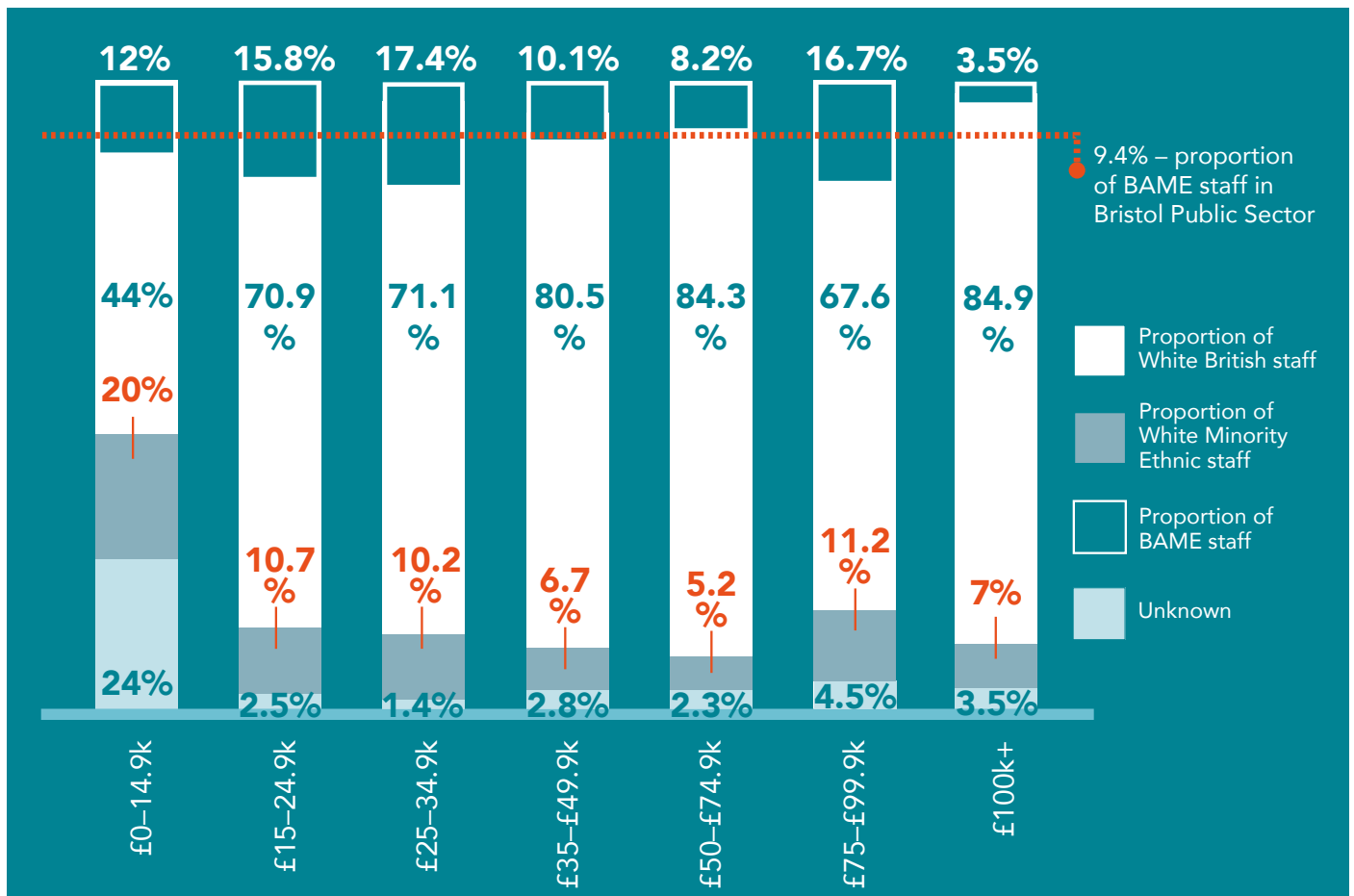
Total % of White Minority Ethnic staff: **10.2%**

Total % of BAME staff: **14.5%**

Unknown: **2.5%**

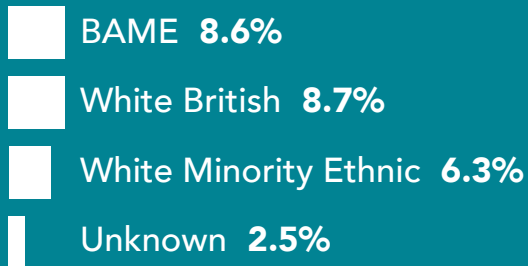


Proportion of staff per pay bracket by ethnic group



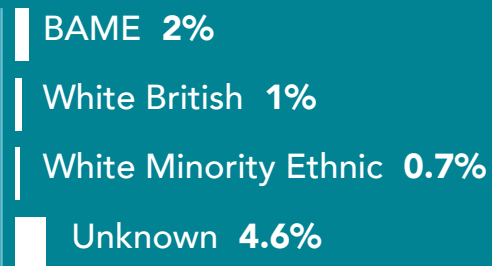
Long-term/persistent sickness

Average proportion by ethnic group



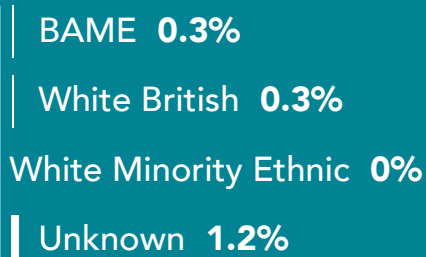
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



NHS Bristol, North Somerset & South Gloucestershire CCG

At Bristol, North Somerset and South Gloucestershire CCG, we embrace diversity as a core value, and are committed to ensuring that our workforce reflects the communities we serve. As part of this, we have established a task and finish group for 'attracting and retaining diverse talent' which examines structural barriers and best practice; and recommends ways in which we can improve BAME representation at every level of the organisation. This group reports into our newly established Equality, Diversity and Inclusion Forum (EDIF), the body responsible for overseeing delivery of the strategy, which was approved by Governing Body in April 2019.

Top 3 race equality priorities for 2020

Attracting, retaining and developing a diverse and inclusive workforce – to have a workforce that is representative of the communities we serve.

- Recruitment - review recruitment data over a period of recruitment cycles to monitor trends – both the WRES and WDES reports for the CCG highlight an issue with BAME and disabled applicants being appointed after shortlisting.

We do not yet have sufficient data to support decision-making, and are committed to improving.

- Retention – investigate and address areas for improvement highlighted by our all-staff survey results; develop and support staff networks and support groups; ensure all recruiting managers and line managers complete appropriate training.

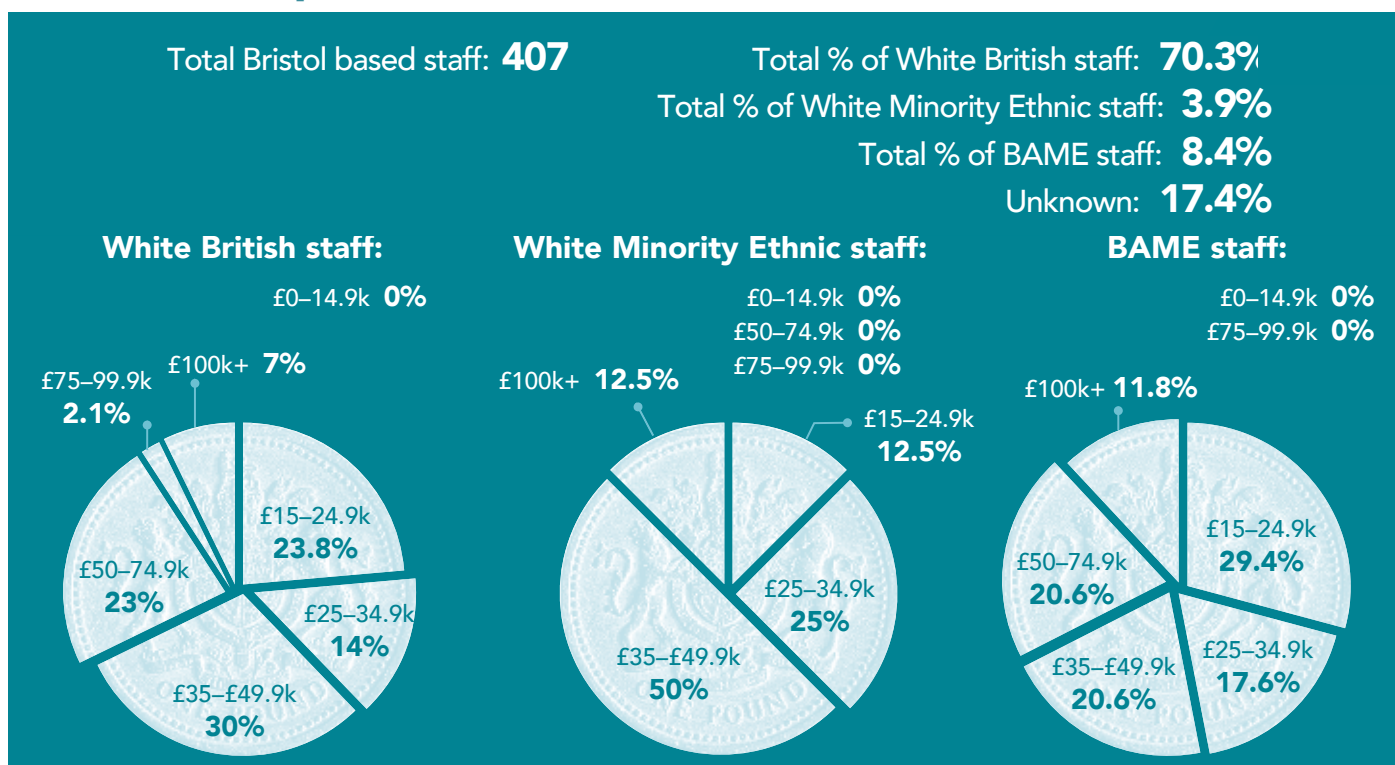
Embedding equality and inclusion in the commissioning cycle.

- Improve the quality of our Equality Impact Assessments, embed ownership of the equality and inclusion agenda across the organisation, and improve assurance processes with providers.

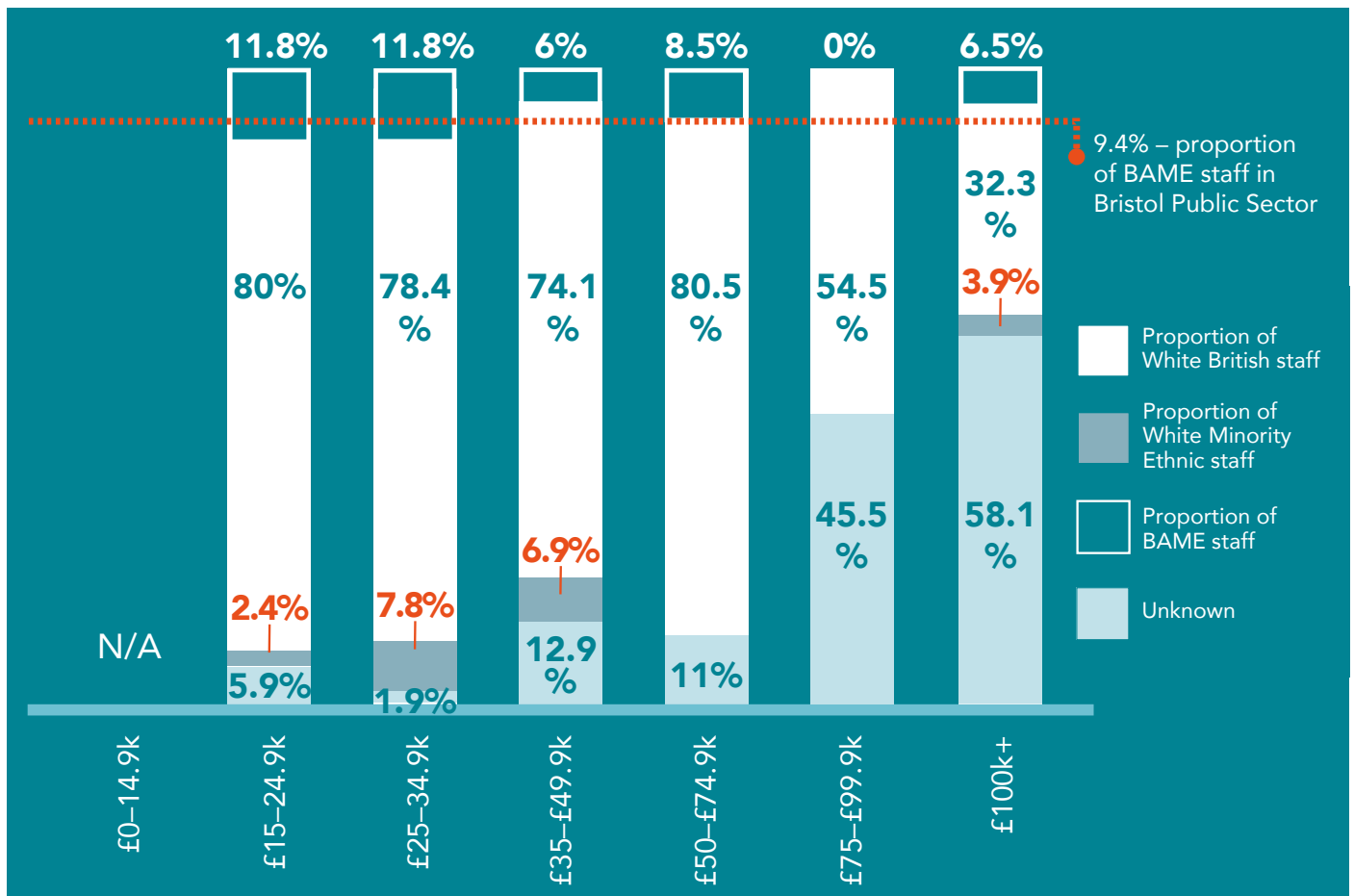
Develop inclusive behaviour and leadership practices throughout the organisations.

- Develop cultural competence across the organisation to improve the working life experience of staff with protected characteristics.
- Consider 'soft' targets and details action plans to demonstrate our commitment to equality outcomes.
- Develop a culture of 'compassionate and inclusive leadership'.

Staff make up

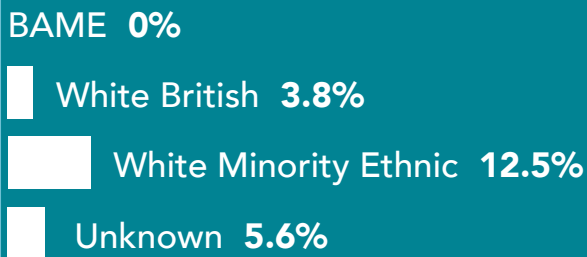


Proportion of staff per pay bracket by ethnic group



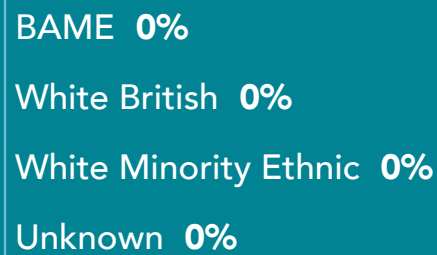
Long-term/persistent sickness

Average proportion by ethnic group



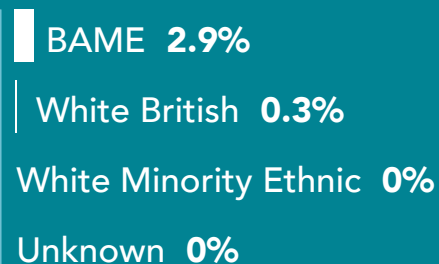
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



South Western Ambulance Service

The Trust has undertaken a review BME staff representation compared to the South West Population. This work identified that the Bristol area is the only area within the Trust where the percentage of BME staff is not comparable with the BME population. To address this the Trust has developed a Bristol Recruitment and Engagement Plan which aims to help address this area of under representation.

The focus is around increasing awareness in local communities about the opportunities that SWAST offer including senior leadership positions. To support this new promotional material and a new recruitment website has been developed.

Top 3 race equality priorities for 2020

- 2020 Engagement and Recruitment Calendar – resulting in a presence in the City every month to promote the organisation and our opportunities.
- Development of a BAME Mentoring Programme.
- Unconscious bias training for recruiting managers.

Staff make up

Total Bristol based staff: **455**

Total % of White British staff: **91%**

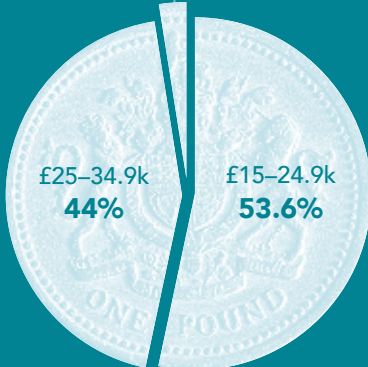
Total % of White Minority Ethnic staff: **4.4%**

Total % of BAME staff: **2.9%**

Unknown: **1.8%**

White British staff:

£0–14.9k **0%**
 £50–74.9k **0%**
 £35–£49.9k **2.4%**
 £75–99.9k **0%**
 £100k+ **0%**
 £25–34.9k **44%**
 £15–24.9k **53.6%**



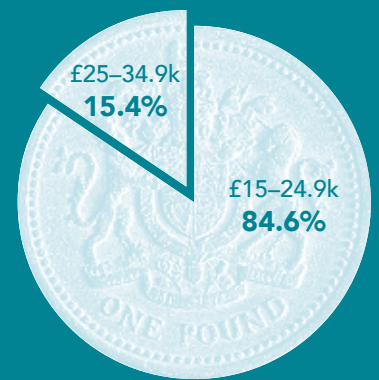
White Minority Ethnic staff:

£0–14.9k **0%**
 £35–£49.9k **0%**
 £50–74.9k **0%**
 £75–99.9k **0%**
 £100k+ **0%**
 £25–34.9k **40%**
 £15–24.9k **60%**

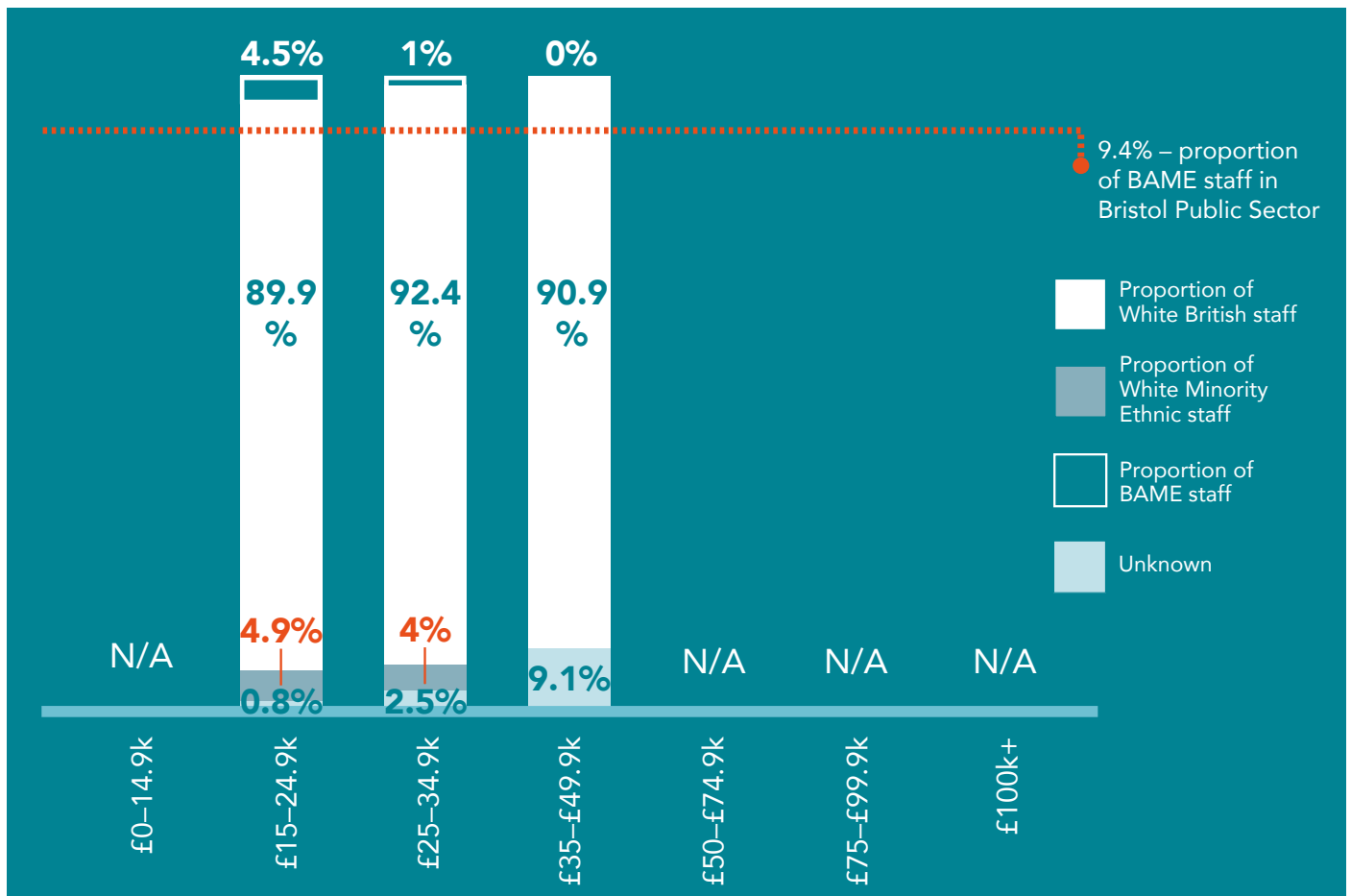


BAME staff:

£0–14.9k **0%**
 £35–£49.9k **0%**
 £50–74.9k **0%**
 £75–99.9k **0%**
 £100k+ **0%**
 £25–34.9k **15.4%**
 £15–24.9k **84.6%**



Proportion of staff per pay bracket by ethnic group



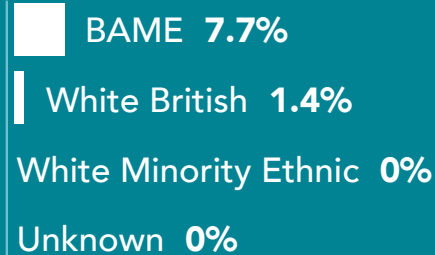
Long-term/persistent sickness

Average proportion by ethnic group



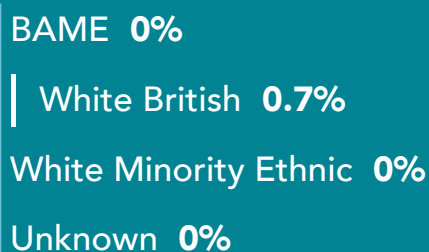
Formal disciplinary process

Average proportion by ethnic group



Formal grievance process

Average proportion by ethnic group



Crown Prosecution Service

CPS South West employees work in offices in Bristol, Exeter and Truro. Data submitted pertains to employees based in the Bristol office only. The CPS is committed to building an inclusive culture and diversity within the workforce across all roles and levels. The staff ethnicity demographics for CPS South West are broadly in line with the demographics of the region we serve.

In the Bristol office 5.1% of staff identify as BAME, 5.9% as White Minority Ethnic, 75.7% as White British and 13.2% Unknown.

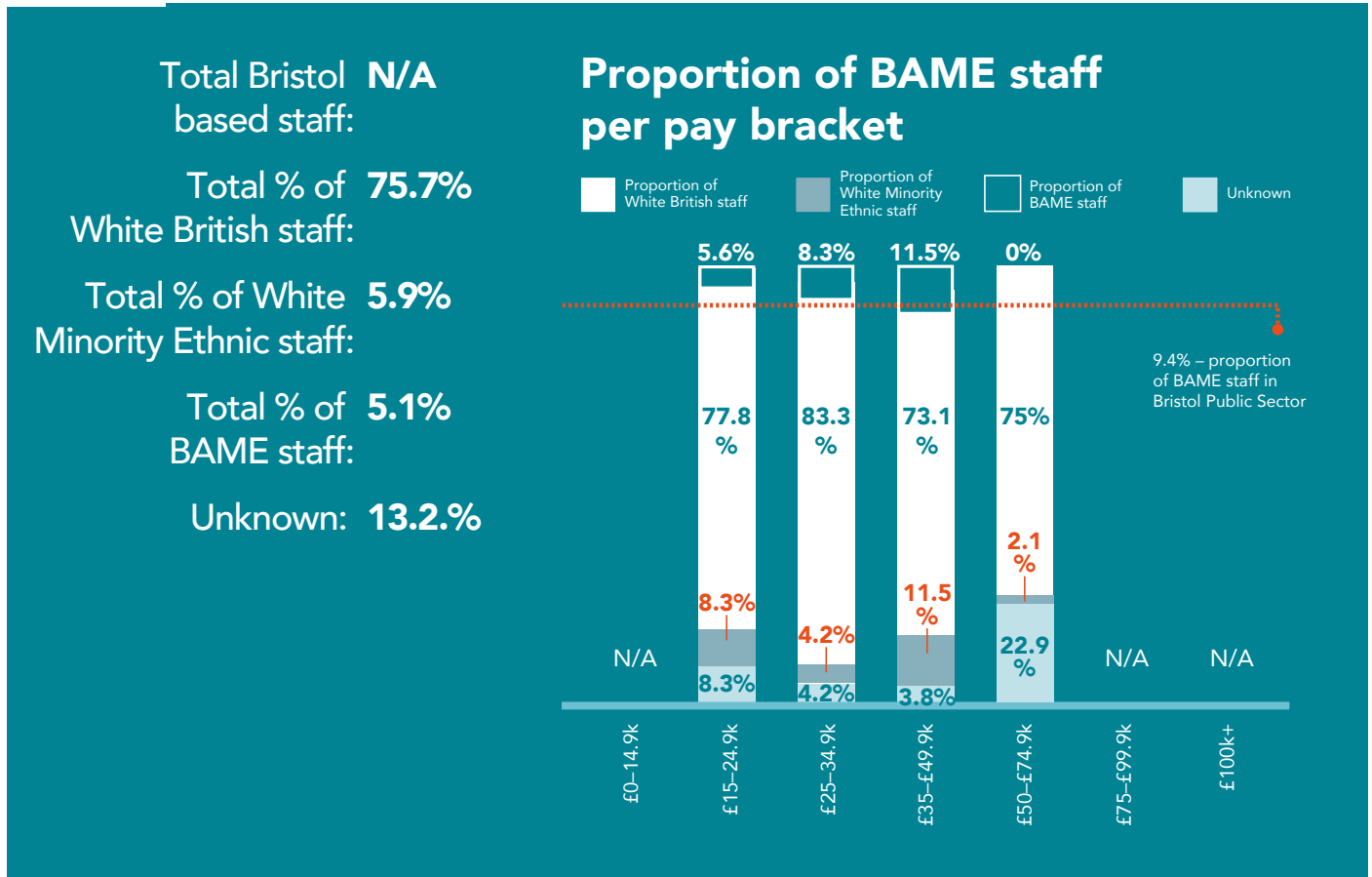
In relation to annual pay levels, we have no staff in either the lowest or the highest bands. The highest percentage of BAME staff within a salary band is at £35,000 - £49,999 (11.5%) followed by 8.3% of the £25,000 - £34,999 band and 5.6% of the £15,000 - £24,999 band.

The highest percentage of White Minority Ethnic staff within a salary band is at £35,000 - £49,999 (11.5%) followed by 8.3% of the £15,000 - £24,999 band, 4.2% of the £25,000 - £34,999 band and 2.1% of the £50,000 - £74,999 band.

Top 3 race equality priorities for 2020

- 2020 Engagement and Recruitment Calendar – resulting in a presence in the City every month to promote the organisation and our opportunities.
- Development of a BAME Mentoring Programme.
- Unconscious bias training for recruiting managers.

Staff make up



Private Sector agencies:

OPUS Talent Solutions



In order to improve our Race Equality Data and to ensure that we are reflective of the diverse communities around us, we have introduced or are in the process of introducing the below initiatives:

Our Employee Referral Programme which is already established which rewards our employees for referring great talent into our business. Due to the nature of our business, our employees are encouraged to utilise their various networks including LinkedIn in order to attract the best talent from around the country and the world alike, which will naturally reflect the diverse marketplace.

Also, we are currently in the process of introducing our Global Mobility Programme, which will encourage and enable our employees to move around the world more easily across the business, expanding their networks across all walks of life.

Hargreaves Lansdowne



Diversity and inclusion, and giving an equal opportunity to everyone who wishes to progress their career at HL are all extremely important to us as a team.

We are committed to making improvements and to supporting all colleagues who wish to progress their careers regardless of race, gender or background. We want everyone to thrive, develop and progress and be the best they can be.

We also hope that by playing our part as a diverse and inclusive employer, we can help contribute positively to societal change in our local community.

Please come as you are.

Osborne Clarke



We have now received the NES accreditation for excellence in diversity and inclusion. We are very proud of the work that has gone into the journey to transforming Osborne Clarke into a place where people can be themselves, are treated as individuals and their talents take them as far as they can go.

We have got work to do but with the development of our new diversity strategy we firmly believe we are on the right path.

Bristol Waste Company



The collection of data has proved challenging as when we TUPE transferred employees we didn't hold any equality data, and on our data collection in 2016 less than half completed the equality data questionnaire.

Following us completing this data report, we have realised we need this information for other reporting purposes too, and as such we are planning in the next few weeks to run another data cleansing / equality data collection exercise within the business. This exercise should help us gain more accurate information about the diversity within our company.

Second Step



At Second Step we are working to improve accurate reporting of our equality and diversity data. At present a high number of employees are not declaring ethnicity.

In October 2018, we formed our staff BAME focus group to support our organisational strategy to provide a more equal, diverse and inclusive environment for all. We are working collaboratively to deliver a set of actions developed by our staff BAME focus group. This work has been recognised as an organisational priority in our Strategic Plan 2019 – 2022 'Raising Ambitions.

Responding to this report's findings – Race Equality Strategic Leader's Group Action Plan for change

Monitoring and delivering the Action Plan (collectively and individually)

ACTION	LEAD	TIMESCALE
RESLG to monitor this action plan by receiving update reports on a 4 monthly basis against the below stated actions.	RESLG Delivery Manager	4 monthly reports
Each Public Sector partner organisation to provide a 6 monthly updates against their own individually stated actions / priorities within the Bristol Race Data Product v2.	Each Public Sector RESLG member	- June 2020 - December 2020 then 6 monthly
Establishment of a H.R. Leaders group action plan to ensure the delivery of priorities stated within this plan.	H.R. Leaders Group	Ongoing during 2020
All RESLG partner agencies to ensure required H.R. Systems and processes in place to produce full data sets required in v3.	Each Public Sector RESLG member	Systems in place by February '21

Transparency, future development, expansion.

Promote data product widely to ensure transparency, challenge and to identify joint working opportunities across sectors.	RESLG Delivery Manager / Group members.	Throughout 2020.
Commit to researching and publishing version 3 – bi-annually, scheduled for launch in October 2021	RESLG Group.	For decision November 2019
Work to align version 3 with wider city data work including projects being led by BSWN, BeOnBoard, CORE, Lammy group.	RESLG Delivery Manager / Group members	Throughout 2020.

Tackling specific findings

Each contributing agency will achieve an increase in the overall % of BAME staff within their workforce between the publications of version 2 and version 3.	Individual RESLG member agencies / H.R. Leaders /	April 2021 (data headcount date)
All agencies evidence a reduction in the % of unknown / not stated data returns in their version 3 submissions.	H.R. Leaders / Each RESLG agency	April 2021 (data headcount date)

Each agency to commit to closing the collective data gap (by version 3) evident in version 2 where BAME individuals were statistically more likely to be subject to : - - formal grievance processes & - formal disciplinary processes.	H.R. Leaders Group	April 2021 (data headcount date)
Ensure opportunities are in place for new and existing partner agencies to learn from those performing most effectively in certain areas (e.g. unknown data sets, diverse organisations).	H.R. Leaders Group	Throughout 2020.

Ongoing engagement with wider sectors

Again increase new agency contributors for version 3 to cascade good practice and drive up recording and reporting standards. Target - to surpass the 6 new agencies engaged in version 2.	RESLG Delivery Manager	During 2020 & 2021
Help wider sector partners to help address their challenges, e.g. reduce high number of unknown / not stated data sets.	H.R. Leaders group	During 2020 & 2021

Engaging and aligning with wider Strategic Partnerships, Projects & Programmes

Ensure positive dialogue with Central Government departments so Bristol is engaged on national developments for future joint working opportunities.	RESLG Delivery Manager All Group members	Throughout 2020.
Establish two-way information flow with One City Office to ensure RESLG targets align and complement the One City Plan's key race equality targets.	Group Chair / RESLG Delivery Manager	During 2020 & 2021

Detailed data tables for reference

2011 Census Economic Activity age 16+ by ethnic group BRISTOL UA

Economic activity	Total	% rate	White British	% rate	White Minority Ethnic	% rate	Black Minority Ethnic	% rate
Economically active	228,078	65	181,367	65	17,438	76	29,273	63
Economically inactive	121,575	35	98,529	35	5,488	24	17,558	37
Total population aged 16+	349,653	100	279,896	100	22,926	100	46,831	100

2011 Census Economic Activity age 16+ by ethnic group BRISTOL TRAVEL-TO-WORK AREA

Economic activity	Total	% rate	White British	% rate	White Minority Ethnic	% rate	Black Minority Ethnic	% rate
Economically active	433,259	66	371,625	65	24,278	76	37,356	64
Economically inactive	225,426	34	196,901	35	7,804	24	20,721	36
Total population aged 16+	658,685	100	568,526	100	32,082	100	58,077	100

Source: 2011 Census Office for National Statistics © Crown copyright 2013 (from Nomis)

Bristol LA		
Age [ONS Apr 2018-Mar 2019 updated quarterly]	Economically active 16+	%
Total	264,500	100%

Bristol TTWA	
Economically active 16+	%
478,700	100%

Ethnicity [2011 Census]	Economically active 16+	%
Total	228,078	100%
White British	181,367	80%
Other White	17,438	8%
Black and minority ethnic group	29,273	13%

Economically active 16+	%
433,259	100%
371,625	86%
24,278	6%
37,356	9%

Sources: Age and Sex - ONS Annual Population Survey updated quarterly Ethnicity, Region and Disability - ONS 2011 Census updates every decade

If you would like this information in another language, Braille, audio tape, large print, easy English, BSL video or CD rom or plain text please contact: Andrew Mallin - 0746 941 3345