

BRISTOL RACE EQUALITY ECO-SYSTEM

BRISTOL ONE CITY

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The forum that brings
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Improving health and care in Bristol,
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Bristol Equalities Network

The Bristol Equality Charter is a city-wide initiative co-produced in 2018 by private, public and voluntary sector organisations in conjunction with Bristol City Council. The charter sets out several commitments 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. The Bristol Equality Charter currently has over 200 signatories.

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 equality practice through cross-sector partnership working and knowledge sharing, and encourage more organisations to sign the Bristol Equality Charter and participate in the network. The network is chaired on a rotating basis and has four main meetings a year where members come together to share good practice and collaborate on implementing the charter commitments in Bristol.

To find out more about our work please visit us here :-

bristol.gov.uk/bristolequalitycharter



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Bristol Muslim Strategic Leadership Group

The purpose of the Bristol Muslim Strategic Leadership Group (BMSLG) is to develop and strengthen Muslim communities in Bristol. We do this by working with our Statutory and Associate Partners who are an important element of BMSLG. The members of BMSLG are volunteers who have been recruited from across the diverse Muslim communities of Bristol with a proven track record of getting things done.

We strive for equality of opportunity by working with partners to ensure systems and processes do not disadvantage Muslims or people with other protected characteristics. Together, we aim to make life better so our City is the best place to live in for all its citizens.

BMSLG work through our Task Groups focused on Health, Council Services, Policing, Media, Research and the most recent addition the Environment Task Group. Each Task Group has its own Chair, aims and objectives. Please see our website for details on our outputs, including a Booklet and Directory on Muslims in Bristol and our Newsletters.

To find out more about our work please visit us here :-

bmslg.org



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Commission on Race Equality (CoRE)

The Commission on Race Equality (CoRE), was established in 2016 as a mayoral commission by Bristol's Mayor Marvin Rees. Its primary mission is to address the causes and effects of race and ethnicity discrimination in Bristol. The need for this Commission is long-standing, however as we are now moving into a new era of post Covid-19, the Bristol Commission on Race Equality (CoRE) has prioritised five key areas of activities to provide leadership in addressing structural and systemic racism.

CoRE has set up five working groups that will work strategically with communities and institutions across the city (and wider region) to advance and prioritise race equality and help us achieve an inclusive, cohesive, thriving and representative city.

CoRE's primary areas of activities are: 1) Education; 2) Economy; 3) Health and Mental Wellbeing; 4) Community Engagement ; and 5) Criminal Justice

To find out more about our work please visit us here :-

<https://www.bristolcore.co.uk>



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Bristol Race and Health Equity Group

Formally named Bristol Race Equality Covid-19 Steering Group was established in April 2020, commissioning a rapid review into the disproportionate impact of Covid-19 on people from Black, Asian and minority ethnic backgrounds. The report outlined policy recommendations to address the inequalities behind the disproportionate impacts. In response to the rapid review, Councillor Asher Craig formed the Race Equality Covid-19 Steering Group, bringing together members of Black, Asian and minority ethnic communities, organisations, public health, CCG, health partners and Bristol City Council. Information about the groups work during the pandemic can be found in their report "[Co-producing what works for our communities in this city: an evaluation of the Bristol Race Equality Covid-19 Steering Group](#)"

Due to a reducing demand for urgent Covid-19 responses the group renamed as the Bristol Race and Health Equity Group and considered other existing areas of race and health equity challenges to utilise the expertise and learnings of the group. The first meeting of the newly titled group was on 14 November 2022. In 2023 the group focused on maternal and perinatal mortality, establishing Project SMILE which ran a number of focus groups to listen to the experiences of Black and minoritised mothers and birthing people. The project is now transferring to the NHS Race Health Observatory, who are focusing on preterm birth optimisation in Black women. In January 2024, the group identified two focus areas, this first focus area is 'Increasing immunisations with focus on Measles, Mumps and Rubella (MMR) and Human Papillomavirus (HPV) - due to variable immunisation coverage mortality and morbidity from vaccine preventable infections remains a significant challenge both within the UK but also internationally. Equality in immunisation is an important way to address health inequalities. To protect the whole population of Bristol we need to have at least 95% uptake of immunisations. The second focus area is 'Local Race and Health Data Development' - aiming to work with partners across the city to co-create a race & health data picture accessible to all One City partners and identify gaps in ethnicity data in key health conditions in Bristol.

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Race Equality Strategic Leaders' Group

Bristol's Race Equality Strategic Leaders Group was established in 2015 in response to the Bristol Manifesto for Race Equality.

Our group is now a city-wide forum which now has full attendance and representation from all (16) Major Public Sector agencies in the city, as well as excellent support and scrutiny from wider strategic partners such as SARI, Commission on Race Equality, VOSCUR & Black South West Network.

The continued growth of the group has enabled us to formally agree strategic and collaborative annual work plans and projects for delivery in order to produce tangible outputs to share through our networks and with our wider city stakeholders. Recent outputs led by our group included 'connecting the city' through delivery of the Race & the City 3 events, Bristol's Race Equality Gatherings, Bristol's race equality eco-system and our award winning city-wide race equality H.R. data product. As a group we have focused on highly transparent approaches welcoming many other organisations to the forum to help drive our action plans to bring about the required change.

Supporting our group is the Race Equality Practitioners' Group who help drive the operational responses to a range of matters including collectively looking at increasing representation of racially minoritised communities in the workplace at all levels across the public sector.

[Bristol Race Equality Strategic Leaders Group - Bristol One City](#)



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Education & Skill Race Equality Steering Group

The Group has a clear purpose to address significant racial disparities in the education outcomes for Black, Asian and minority ethnic learner over decades in Bristol. The vision is underpinned by a shared commitment and responsibility by senior educational professionals to make this a reality.

Tackling the underachievement of Black, Asian and minority ethnic learner is an urgent task that requires a more radical approach. This involves a whole citywide approach to race equality in education through transparent reporting and sharing of data in the key areas of education outcomes, exclusions, attendance, staff representation and sharing best practice by holding each other to account for measurable improvements. Change will be driven by senior leaders and education professionals with the capacity to make significant and sustainable improvements underpinned by data and research drawing on relevant research and data analysis, to identify key priorities to inform a robust and realistic Action Plan.

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Bristol's Race Equality Practitioner's Group

This group is the operational arm of the Bristol Race Equality Strategic Leaders' Group and brings together all sector organisations in the city to work collaboratively on a defined Race agenda. Its overarching objective is to improve the representation of racially minoritised colleagues within the Bristol workforce. The group have a forward plan which also includes attracting greater representation of racially minoritised communities in leadership roles. In response to the key issues and gaps identified by the production of the data product the group have been undertaking an agenda to progress some key actions. Part of the collaboration across the city has been to understand how HR is embedding best practice in E&I across each organisation, which has included an understanding of the training that has been delivered around culture change and recruitment. The group has also delivered a number of high profile and large-scale recruitment and employment events both in-person and online reaching a significant number of members of the public interested in exploring careers within the partner organisations. These Our City, Your Jobs events have been extremely well attended by communities and partner organisations alike who have committed to continuing this model of co-delivery. By identifying opportunities and tackling issues through a number of approaches the Group is able to create a platform for partners to share best practice and to highlight cutting edge initiatives and opportunities. The group also provides bi-monthly updates to the Strategic Leaders Group on progress made highlighting any new initiatives.

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Black South West Network:

BSWN is a Black-led racial justice organisation based in Bristol who support the development of dynamic, independent and strong Black, Asian and minority communities, businesses and organisations to flourish whilst challenging systemic barriers. We believe that by working collectively we can significantly address racial inequity.

Our work falls into three broad areas - Cross-sector Enterprise and Innovation; Cultural Inclusion; Research and Knowledge – with Scrutiny and Accountability and Representation and Power as an overarching theme that cuts through all our work. Over the years, BSWN has developed a strong reputation for evidence-driven work based on our own robust and academically sound research.

We have started to fill the significant gaps in knowledge that are created by the lack of focus on the specific understandings, experiences, needs, wants, feelings, and aspirations of the Black and Minoritised communities in Bristol and the region. BSWN is also the secretariat for the Commission on Race Equality (CoRE) providing policy and administrative support. In addition, BSWN recently launched a new initiative with the University of Bristol known as the Research Action Coalition for Race Equality (RACE) which aims to democratise data and knowledge production.

[Black South West Network](#)



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Research Action Coalition for Race Equality

RACE is a joint initiative between Black South West Network and the University of Bristol which aims to connect research and data to community-led approaches, in ways that recognise, value and respond to communities' lived experiences and diverse forms of knowledge and expertise, through partnership, collaboration and co-production between academics, community groups and policy-makers.

By placing the principles of co-production at their core, they put ideas of empowerment into practice by working with communities and offering greater control over the research process. Their research will provide evidence on outcomes in areas such as health and wellbeing, education and unemployment which can most effectively enable strategic partners to identify the most impactful strategies to support their needs.

This partnership will allow the region to both address gaps in the data and increase access to data in order to effectively support ongoing and new initiatives to address race disparity in the South West.

[Research Action Coalition for Race Equality](#)



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Tackling Disproportionality Programme

"In order to achieve a fairer criminal justice system in which every group and every individual can have confidence, we need to work together to remove discrimination root and branch from UK society and its institutions."

These are words from the Identifying Disproportionality in the Avon and Somerset Criminal Justice System Report, published in 2022.

The report was commissioned by the Avon and Somerset Local Criminal Justice Board. It set out 83 recommendations for all agencies involved in delivering criminal justice across Avon and Somerset, in the below areas:

- Stop and Search in policing
- Out of Court Disposals (OCD)
- Youth Justice
- Prisons
- Human Resources – recruitment, retention and progression of employees from Black, Asian and minoritised communities

The programme of work is being coordinated through a multi-agency Steering Committee (SteerCo) and overseen by an Independent Scrutiny Board (ISB), chaired by Desmond Brown – race equality campaigner and independent chair of the original review.

The aim is to drive the cultural change required to ensure that the criminal justice system is more equitable, so people can feel and see the difference through their experiences in the future.

[Tackling Disproportionality | OPCC for Avon and Somerset](#)



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Bristol Legacy Foundation

The Legacy Steering Group aims to provide advice and guidance on projects and programmes associated with the legacy of the Transatlantic Trafficking of Enslaved Afrikans (TTEA) and its ongoing impact on the city.

The group's initial focus has been to work with Black South West Network and other community partners on Project Truth which aims to understand how communities wish to recognise the legacy of Bristol's involvement in the TTEA and to celebrate those Black pioneers who have made a significant impact in the city.

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Stand Against Racism and Inequality

SARI is a service user/community-oriented agency that provides support and advice to victims of hate, and promotes equality and good relations between people with protected characteristics as defined by law.

The service primarily supports victims of hate crime, but also works with children, young people and schools, providing support to pupils facing racist and other hate incidents in and around schools. They also deliver anti-hate-based behaviour and cultural awareness sessions to pupils and school staff and extends to perpetrators and young offenders.

[SARI](#)



**STAND AGAINST
RACISM & INEQUALITY**

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History Commission

The commission was set up in September 2020 by Marvin Rees, Mayor of Bristol, after the pulling down of the statue of Edward Colston in the summer.

The Commission is an independent group who aim to help Bristol better understand its history and how it became the city it is today; work with citizens and community groups to make sure that everyone in the city can share their views on Bristol's history; and build an improved, shared understanding of Bristol's story for future generations.

[History Commission](#)

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Stepping Up

Stepping Up is a ground breaking and multi-award winning diversity leadership programme recognised for its excellence in Diversity and Inclusion, mentoring and which sets an exemplar for a regional talent pipeline.

Stepping Up is designed for people from Black, Asian and Minority ethnic communities, women and disabled people who live and work in Bristol and the wider region and evaluation of the first 4 cohorts shows both improvement in confidence levels in over 90% of participants and rapid career movement from 80% of participants. The programme is now creating a talent pipeline across the Region and has had impactful outcomes from its sister programme: Horumar which has supported 60 women from the Somali community to progress into employment.

[Stepping Up](#)



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Race & the City 3

Race & the City 3 provides opportunities for race equality leaders and stakeholders across the city to connect and collaborate and will build on the momentum and success of our previous Race & the City Conferences and events that have run with excellent attendance since 2019. There has continued to be annual series' of free events produced to ensure we engage with a wide range of stakeholders and community groups throughout the city and beyond. During this annual programme we will facilitate discussion and engagement and share key learnings as well as discuss current / future priorities through our delivery of specialised themed events. All city stakeholders are welcome and invited to these events which have included a range of sessions from large scale in person Conferences, to spotlight focused sessions on Health, Muslims in Bristol, Education, Criminal Justice and Employment and Recruitment. These events are brought to you by Bristol's Race Equality Strategic Leaders Group.



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Race Equality Gatherings

These Race Equality Gathering events have been scheduled as 6 monthly events as an agreed action from city partners following the first event held in November 2020 which was the first of its kind to be held in Bristol on a city-wide level.

City partners have expressed a desire to deliver these Gatherings to ensure we create opportunities to connect the city on tackling race inequality across all sectors. The event provides a platform for Bristol's race equality groups to share and learn more about the city's range of work to further develop awareness and to enable future collaboration in tackling race inequality.

Attendees are given opportunity to share latest updates and details of key upcoming events and initiatives to all city stakeholders building greater understanding across Bristol.

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Bristol City Office

Bristol City Office is the creator and guardian of the [Bristol One City Plan](#), co-designed with hundreds of partners in different sectors, organisations and communities across Bristol. The One City Plan has six themed aims and supporting Boards, working together to deliver on projects that will improve Bristol, and the One City Approach encourages other organisations to take the lead in working collaboratively.

Taking an integrated approach to governance, the One City Approach recognises that collaboration across sectors and themes will help to reduce inequalities in society and have a long-term impact as we work on shared goals.

Bristol City Office provides a convening space for everyone who wants to be involved in the One City Approach. On the [Bristol One City website](#) you can find more information about the One City Plan and Dashboard, One City Strategies, the alignment with the [UN Sustainable Development Goals](#), and opportunities to get involved with One City initiatives.



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Bristol North Somerset and South Gloucestershire Healthier Together Integrated Care System Equality, Diversity and Inclusion Leads Group

As part of NHS England's national long-term plan, all health and care strategic transformation partnerships in the country will become 42 Integrated Care Systems (ICS). Healthier Together is the Integrated Care System for Bristol, North Somerset and South Gloucestershire (BNSSG) which consists of ten health and care partners. ICS brings closer joined up working to break down the barriers between primary, secondary, mental health and social care and ensure everyone in the local area receives joined-up support that meets their individual needs.

As part of the BNSSG ICS People Programme, the EDI Leads from partner organisations meet regularly to set a coordinated approach to workforce equality, diversity and inclusion. The group carry shared accountability and set joint action plans to ensure high level buy-in and positive outcomes to support workforce diversity across the BNSSG region. For 2022 the BNSSG EDI leads have prioritised fairer recruitment, race equality talent development and improved support for staff networks,

Healthier Together contact: bnssg.healthier.together@nhs.net

Home - Healthier Together bnssghealthiertogether.org.uk



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