Bristol Equality Charter Guidance & Toolkit

Version 1.1

Bristol Equality Network 2019

For more information about the Bristol Equality Charter and to download the latest version of this document please visit www.bristol.gov.uk/bristolequalitycharter

If you require this document in an alternative format, such as large print or a coloured background, please contact Bristol City Council Equalities Team - equalities.team@bristol.gov.uk or 0117 922 2000 (switchboard).

An accessible video of the Bristol Equality Charter with BSL translation, subtitles and voice over is available here:

YouTube: https://youtu.be/TRT-hTnDlyk
HD download: https://vimeo.com/295402791/8f71116339

TRANSLATIONS

If English is not your first language and you need a translation, we can get one for you.

ALBANIAN

Nëse anglishtja nuk është gjuha juaj amtare dhe keni nevojë për një përkthim, ne mund t'ua sigurojmë atë.

BENGALI

ইংরেজী আপনার মাতৃভাষা না হলে এবং আপনার কোন অনুবাদের প্রয়োজন হলে আমরা তা প্রদান করতে সক্ষম।

CHINESE

如果英文不是您的第一語言，而您需要翻譯的話，我們可以爲您安排。

GUJARATI

જો તમારી પહેલી ભાષા અંગ્રેજી ન હોય અને તમને ભાષાંતરની જરૂર હોય તો અમે તમને તે આપી શકીએ છીએ.

HINDI

यदि अँग्रेज़ी आप की पहली भाषा नहीं है और आप को अनुवाद की आवश्यकता है तो यह हम आपको प्रदान कर सकते हैं

KURDISH

Heke îngilîzî zimanê we yê yekem nîne û pêwîstîya we bi wergêr heye, em dikarin yekî ji we re bibînin

POLISH

Jeżeli język angielski nie jest Twoim językiem ojczystym i wymagasz tłumaczenia, możemy to zapewnić.

PORTUGUESE

Se o Inglês não é a sua língua materna e precisa de uma tradução, nós podemos obtê-la.

PUNJABI

ਜੇਕਰ ਇੰਗਲਿਸ਼ ਤੁਹਾਡੀ ਪਹਿਲੀ ਭਾਸ਼ਾ ਨਹੀਂ ਅਤੇ ਤੁਹਾਨੂੰ ਦੁਭਾਸ਼ੀਏ ਦੀ ਜ਼ਰੂਰਤ ਹੈ ਤਾਂ ਤੁਹਾਡੇ ਲਈ ਅਸੀਂ ਇਸਦਾ ਪ੍ਰਬੰਧ ਕਰ ਸਕਦੇ ਹਾਂ।

SOMALI

Haddii Ingiriisku aanu ahayn afkaaga kowaad oo aad u baahan tahay turjumaad, annagaa kuu samayn karra.

URDU

اگر انگریزی آپ کی پہلی زبان نہیں ہے اور آپ کو ترجمہ کی ضرورت ہے تو ہم آپ کے لئے فراہم کر سکتے ہیں۔

VIETNAMESE

Nếu quí vị không thạo Anh văn và cần bản dịch, chúng tôi sẽ giúp quí vị một bản.

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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.

We are committed to making a real difference by:

1. Making Bristol a welcoming city where everyone feels they belong
2. Inspiring trust and confidence in all the city has to offer
3. Recognising, valuing and celebrating diversity
4. Building good relations and understanding between people
5. Promoting inclusion, participation and equal access
6. Challenging discrimination, harassment, bullying, hate crime and victimisation

As an organisation we will:

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

Introduction

This guidance and toolkit is for organisations who have signed the Bristol Equality Charter to identify actions they can take to achieve the commitments of the Bristol Equality Charter.

If you are not already a member we recommend that you participate in The Bristol Equality Network which is open to representatives of organisations who have signed the Bristol Equality Charter. We have four main network meetings a year where we come together to promote partnership working and to share information and good practice. We also have sub-groups that focus on particular themes.

For more information about the Bristol Equality Network email equality.network@bristol.gov.uk

Charter commitments

As signatories of the Bristol Equality Charter we are committed to improving equality in six key areas:

1. Making Bristol a welcoming city where everyone feels they belong

We want to promote a sense of belonging to the city for communities including for newcomers and those with very little representation - and we want individuals to experience good health, wellbeing and enjoyment of all that our city offers.

2. Inspiring trust and confidence in all the city has to offer

As well as tackling gaps in equality we want to let citizens of Bristol know that they can expect fair treatment as a right. We all have a part to play in creating an environment in which Bristol citizens can have trust and confidence in all that the city has to offer.

What we can do to achieve this will differ considerably depending on the type of organisation we are. For example we may be able to provide opportunities for a more diverse range of people to shape our future services, or support individuals and community groups to make use of existing community assets to solve problems[1].

We can also promote equality, diversity and inclusion through formal and informal learning opportunities at all stages from early years to older age.

3. Recognising, valuing and celebrating diversity

In addition to the well-evidenced benefits that diversity can bring to organisations (see section below on reviewing diversity) there are many good reasons why we should support opportunities to celebrate the cultural diversity of people in Bristol[2].

[1] https://en.wikipedia.org/wiki/Asset-based_community_development

[2] For example 'Islamophobia – Still A Problem For us' (Runnymede 2017) evidences the extent to which discrimination and hate crime is based on cultural ignorance.

'Cultural competence' is the ability to communicate and interact successfully with people from different backgrounds and cultures. As individuals and organisations in Bristol we need to have an understanding of and respect for the values, beliefs and practices of people who are from diverse backgrounds and who have had different experiences from our own.

4. Building good relations and understanding between people

A cohesive community is one where strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and socially within neighbourhoods.

No group should be marginalised or discriminated against because of their backgrounds and beliefs. This includes minority groups with little representation who may experience discrimination because of the small size of their community. We need to find ways of including hard-to-reach and seldom heard groups.

5. Promoting inclusion, participation and equal access

As signatories of the Bristol Equality Charter we want to help to create an environment in everyday life and the workplace where people from diverse backgrounds and with different experiences know and feel that they are properly included by encouraging interaction and participation.

Participation is a genuine two-way ongoing dialogue and an opportunity for citizens to share in decision making in the services that affect them.

Inequality, lack of social mobility and exclusion from the economic, social, cultural and political spheres are among the key challenges facing Bristol's diverse communities. The persistent inequalities in the city are a negative force in our social

connectivity and our economy, and they threaten our long-term resilience[3].

Equal treatment involves much more than simply treating everyone alike. It requires recognition that some individuals and groups have particular needs that need to be met to ensure genuine equality of access or opportunity. This includes considering the need of those who come from a position of persistent and longstanding disadvantage.

6. Challenging discrimination, harassment, bullying, hate crime and victimisation

Discrimination 'direct discrimination' occurs if you treat someone less favourably because they have, or you think they have a protected characteristic – for example refusing to employ them or offer them a service which they would otherwise be able to receive[4]. 'Indirect discrimination' is where a practice, policy or rule applies to everyone in the same way, but ends up having a disproportionately negative impact on some people – for example a dress code that restricts certain ethnic groups or faith communities more than others.

Harassment is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual[5].

Bullying is undermining, humiliating or intimidating behaviour that is linked to an abuse of power. Although there is no legal definition of bullying, organisations are responsible for ensuring a safe and healthy working environment (Health and Safety at Work Act 1974) and to address workplace risks to health and safety (The Management of Health and Safety at Work Regulations 1999) – which includes the negative impact of bullying in the workplace.

[3] 'Resilience' is the ability to evolve and become stronger through creativity, adaptability and flexibility. Bristol Resilience Strategy: https://www.bristol.gov.uk/documents/20182/1308373/Bristol+Resilience+Strategy/31a768fc-2e9e-4e6c-83ed-5602421bb3e3

[4] There are exception such as reasonable occupational requirements, and specialist services with justifiable reasons for limiting eligibility to particular groups.

[5] https://www.legislation.gov.uk/ukpga/2010/15/section/26

Hate Crime is a criminal offence which is motivated by hostility or prejudice, based on disability, race, religion, sexual orientation or transgender identity. This includes where the victim is not actually a member of a protected group, but is thought to be[6]. Incidents against women that are motivated by misogyny are not currently included in hate crime legislation but this is under review. Additionally 'Mate Crime' is where a perpetrator befriends a vulnerable person with the intention of exploiting them person financially, physically or sexually.

Victimisation is treating someone badly because they have (or you think they have) made a claim or complaint of discrimination, or if they help someone who has been discriminated against.

[6] https://www.cps.gov.uk/hate-crime

Organisational Actions Toolkit

There are nine key areas that organisations of any size can focus on to achieve the aims of the Bristol Equality Charter.

These organisational actions should be about working towards realisation of the commitments - being a charter signatory indicates a willingness to work towards better practice.

1. Recognise, support and empower those responsible for promoting equality in our organisation

It is good practice to allocate an identifiable person or group of people in your organisation who will be responsible for promoting equality and diversity. They can take the lead on reviewing relevant policies, setting and working towards equality improvement goals, and ensuring that everyone is kept updated and involved.

To carry out their role successfully they will need sufficient time and resources, plus support and 'buy-in' from leadership and colleagues.

Everyone in the organisation should have an understanding of their responsibility to promote equality as part of their role.

Examples:

1. We have an equalities policy that clearly sets out our commitment to equality and is regularly reviewed.
2. We have a named equalities lead(s) and the rest of the workforce know who this is.
3. We allocate resources and time for our equalities lead(s) to achieve their goals.
4. Our decision makers understand the importance of equality when making decisions.

2. Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive

As well as the protected characteristics that are defined in the Equality Act 2010, organisations can also seek to know more the people who use their services based on socio-economic background and deprivation, or other considerations that mean they might not be treated equally – e.g. being homeless, children in care and care leavers.

In order to ensure equal access to services and opportunities some communities need extra resources to achieve that access.

As a baseline requirement the 'reasonable adjustments' duty under the Equality Act 2010 contains three requirements that organisations must consider for their workplace and services that apply in situations where a disabled person would otherwise be placed at a substantial disadvantage compared with people who are not disabled. There are:

- changing the way things are done e.g. opening times;
- changes to overcome barriers created by the physical features of premises.
- providing auxiliary aids e.g. extra equipment or a different or additional service.

Organisations should also ensure they are meeting the needs of people with sensory impairments[7], and recognise that some people have hidden impairments, learning difficulties and

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[7] Action on Hearing Loss – Employers' Hub http://www.actiononhearingloss.org.uk/how-we-help/businesses-and-employers/employer-hub/

Louder than Words has advice to make your organisation more accessible to people with hearing loss. https://louderthanwords.org.uk/. http://www.signstation.org/ has information for those who want to learn more about British Sign language and Deaf people

RNIB – Guide For Employers https://www.rnib.org.uk/rnib-guide-employers

neurodiversity[8] which may not be obvious or visible. By listening to and understanding the diverse needs of people we can take positive steps to ensure that everyone can fully participate in benefits, facilities and services e.g. by providing more accessible information[9].

"Nothing about us without us" is a slogan that sums up the principle that decisions should be made with the full and direct participation of people who are likely to be affected by that decision.

As an organisation it is useful to be clear about the different levels of engagement (i.e. informing, consulting, participating, and co-producing) and when these are appropriate.

Examples:

1. Our information is written in clear simple language and is available in different formats (e.g. translations, Braille, audio or large print if required).
2. We are aware of our customers' and service users' needs, backgrounds and their differing requirements, and have effective working relationships with diverse communities in Bristol.
3. We evaluate the equalities profile of our customers and service users to identify if any communities are under-represented, and have an action plan to improve communications and access if needed.
4. We use data and information about diversity in Bristol to understand the needs of our customers and service users[10].
5. We seek the views of equalities groups and consider the potential impact on diverse communities before making important decisions

[8] 'Neurodiversity' is a relatively new term that refers to people who have dyslexia, autism, ADHD, dyspraxia and other neurological conditions. These are 'spectrum' conditions, with a wide range of characteristics, but which nevertheless share some common features in terms of how people learn and process information. [Source: acas.org.uk]

[9] https://www.england.nhs.uk/ourwork/accessibleinfo/

[10] E.g. Open Data Bristol https://opendata.bristol.gov.uk

that could affect them[11].

6. We have an accessible customer feedback process.
7. We use the feedback received from diverse communities to help shape future services and let citizens know what difference their opinions have made.
8. We provide opportunities for communities from across the protected groups to actively participate in and influence our decision making.

3. Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals

Diversity is an asset to businesses and organisations because having workers with a wide range of backgrounds and experiences brings additional insight and awareness that improves adaptability, innovation and communication. "Diversity as Strategy"[12] shows how IBM found that delivering on diversity made hundreds of millions of dollars for the company. A 2018 Centre for Economic and Business Research report found that firms with the most developed diversity policy are 54% more likely to financially outperform those with less focus on diversity[13].

Diversity of thought can lead to better understanding and access to the market – so we can get it right the first time for people in Bristol. The "Diversity Matters" 2015 report (McKinsey)[14] has a huge data set showing the business imperative for equality, diversity and inclusion.

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[11] Public sector organisations have an additional legal duty to undertake a consultation where there are statutory provisions e.g. for Health, Environment and Equality, or where there is 'legitimate expectation' that a consultation should take place. 'Legitimate Expectation' is now common law and applies: where a consultation has been promised; where guidance and policy indicate consultation should take place; where there is a proposal which could have a significant impact on citizens; where it would be considered unfair not to have sufficient consultation.

[12] Diversity as Strategy – David A. Thomas: https://hbr.org/2004/09/diversity-as-strategy

[13] The Value of Diversity – An INVOLVE Report prepared by CEBR February 2018

[14] Diversity Matters – Vivian Hunt, Denis Layton, and Sarah Prince: https://assets.mckinsey.com/~/media/857F440109AA4D13A54D9C496D86ED58.ashx

Examples:

1. We encourage staff to provide confidential equalities information so we can better understand the diversity of our workforce.
2. Applicants for jobs in our organisation reflect the diversity of the city and shortlisting and appointments are in similar proportions to applications.
3. We offer an interview to all disabled applicants who meet the minimum criteria for job vacancies.
4. Our senior leadership team/ management committee or Board reflects the diversity of the city (considering all protected characteristics)[15].
5. We consider positive action initiatives in recruitment and retention processes to improve the diversity of our workforce so that it truly reflects the city's population[16].
6. We encourage staff with protected characteristics to take part in self-organised employee groups.

When co-producing the Bristol Equality Charter we had clear feedback from representatives of all sectors that there should be flexibility for each organisation to set their own improvement goals based on their own progress.

It is up to each individual organisation signing up the charter to undertake an audit of its own workforce and services in relation to the charter commitments. This can be used to identify and prioritise areas for improvement and set equality objectives and targets.

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[15] Equality and Human Rights Commission – Guide to Improving Board Diversity: https://www.equalityhumanrights.com/en/publication-download/how-improve-board-diversity-six-step-guide-good-practice-guide

[16] Equality Act 2010: What Do I Need To Know? A Quick Start Guide To Using Positive Action In Recruitment And Promotion https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85014/positive-action-recruitment.pdf

Examples:

1. We set challenging equality objectives and targets in relation to employment, service delivery and the carrying out of our functions.
2. Each equality goal has a named lead who will take responsibility for carrying it out.
3. Our equalities goals are SMART (specific, measurable, achievable, realistic, timed).

4. Ensure equality of opportunity is integral to how we recruit and treat our workforce.

Organisations are legally required to make sure that their workers are treated equally and be given the same set of opportunities regardless of their race, age, sex, sexuality, disability, or other protected characteristic.

This extends to recruitment and retention of workers, career progression, training and development, and the way we deal with grievances and disciplinary issues.

Examples:

1. We advertise our job vacancies in a range of ways to ensure a wide pool of applicants.
2. We make sure that our job descriptions do not contain discriminatory statements or requirements.
3. We provide equality training for interview panels and have a fair and transparent recruitment process.
4. We have a complaints and grievance procedure in place.
5. Our induction gives new staff the opportunity to learn about our approach to equalities, diversity and inclusion and to understand their responsibilities.
6. We shortlist and interview all disabled applicants who meet the

essential criteria[17].

7. We provide and access funding for workplace adaptations and aids to enable disabled people to obtain and retain employment.
8. We offer BSL interpreters and other access arrangements for disabled applicants throughout the interview process.
9. We use positive action initiatives to address under representation across the workforce.
10. We promote flexible working patterns wherever possible to maximise opportunities for people with caring responsibilities.

5. Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner

As organisations we need to make sure that we are able to respond appropriately to incidents of discrimination, harassment, victimisation and bullying – so that unacceptable behaviour is dealt with and eliminated.

Advice on recognising and reporting hate crime can be found here: https://www.sariweb.org.uk/help-support/what-is-a-hate-crime/

Examples:

1. We are clear in our policy and communication about what behaviour is unacceptable and that allegations of discrimination, harassment and victimisation will always be taken seriously.
2. We provide training for staff to increase confidence in reporting and challenging discrimination, harassment and victimisation –

[17] Disability Confident Employer Scheme - https://www.gov.uk/government/collections/disability-confident-campaign

including domestic violence and abuse.

3. We have a whistleblowing procedure to allow genuine concerns to be raised openly or confidentially without victimisation or other negative consequences.
4. We take action against staff whose behaviour may be understood as discriminatory, harassing or belittling to customers and colleagues from diverse communities.
5. We keep records on the number and type of complaints of harassment and the action taken to resolve these complaints.

6. Play our part in promoting good relations between people from different backgrounds

Community cohesion cannot be forcibly imposed but organisations can facilitate community members in working together to promote good relations and understanding between citizens with different backgrounds and beliefs for the benefit of all.

Examples:

1. We facilitate and have a presence at multi-cultural community events.
2. We provide opportunities for learning about different cultures.
3. We counter negative stereotypes and dispel myths in our public communications.

7. Share good equality practice and improve outcomes for all those living, working, studying in or visiting Bristol

The Bristol Equality Network is a partnership of equalities representatives from a wide range of organisations in the city who are signatories of the charter. Having co-produced the Bristol Equality Charter this network meets regularly to share good

practice and achieve positive outcomes through mutual accountability.

Organisations in Bristol can also link in with other equalities influence structures in the city such as the Voice and Influence Partnership, Bristol Women's Commission and Commission For Race Equality (CORE).

We can also strive to respond to and reflect recommendations from key equalities reports and frameworks e.g. Stonewall Research[18] and Runnymead Publications[19].

Examples:

1. We share and learn from information, experience and examples of good practice on equality through links with other public, private, voluntary and community organisations in the city.
2. We encourage strong and positive relationships between people from different backgrounds in the workplace, in schools and within neighbourhoods.
3. We use our standing in the city to help shape public opinion to promote equality within Bristol.
4. We promote equality and diversity through partnership working and our dealings with the media.

8. Measure and share our progress and success

In addition to meeting the legal requirement to publish gender pay-gap information[20], organisations can also be more transparent with their workforce, customers and service users about how well they are doing in other ways to do with improving equality.

[18] https://www.stonewall.org.uk/our-work/stonewall-research
[19] https://www.runnymedetrust.org/currentPublications.html
[20] for organisation with more than 250 employees

Organisations can also contribute to shared data benchmarking by helping to build a richer set of data on equality in the city.

Examples:

1. We measure and review our success in meeting our equality objectives and targets.
2. We collect report and publish diversity information about our workforce and customers / service users.
3. We ask our customers / service users how satisfied they are with our services and compare this by equalities groups.
4. We share equality information with our partners to achieve shared goals.
5. We advise the public when we have made accessibility and other types of improvements.
6. We publicise changes we have made in response to feedback using a "we asked, you said, we did" system.

Citywide Outcomes

As well as the aims and organisational commitment of the Bristol Equality Charter there are several overall citywide outcomes that organisations in Bristol are collectively working towards as part of a One City Approach (See Bristol One City Plan[21]). For example:

- A reduction in the gap in life expectancy between different groups of people and different areas
- A reduction in the gap in educational outcomes for children and young people from different backgrounds and in different areas
- A reduction in health inequalities

[21] https://www.bristolonecity.com/one-city-plan/

- A reduction in unemployment and NEET22 figures for people from different equality groups
- A reduction in incidents of harassment and hate crime
- Increased involvement of people from different equality groups in public life
- Decision makers more representative of the demography of the City

Further information and guidance

The Equality Act 2010 and Public Sector Equality Duty

The Equality Act 2010 provides legal protection for people who may be discriminated against because they have (or are perceived to have, or are associated with) a protected characteristic:

- **Age** –refers to a person of a particular age group (e.g. 60 year olds) or a range of ages (e.g. 18-24 year olds). It does not include children under 18.
- **Disability** – the legal definition is person who has a physical or mental impairment which has a substantial long-term adverse effect on their ability to carry out normal day-to-day activities[23].
- **Gender reassignment** –applies to a person who is proposing to undergo, undergoing or has undergone a process of gender reassignment. To qualify for protection, a transgender person does not have to be under medical supervision[24].
- **Pregnancy and maternity** – applies to women who are pregnant or have given birth in the past 26 weeks. The Equality Act also makes provisions to protect the rights of breastfeeding mothers.

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[22] Young people who are not in education employment or training

[23] As well as the legal definition there is the Social Model of Disability which recognises that disability is caused by society creating barriers to the equal participation of impaired (or neurologically different) people.

[24] See also Gender Recognition Act 2004 https://www.legislation.gov.uk/ukpga/2004/7/contents

- **Marriage and civil partnership** – applies to people who are married or in a civil partnership. Civil partners must be treated the same as married couples.
- **Race** – refers to a group of people defined by race, colour, nationality, ethnic or national origin.
- **Religion or belief** – means any religion and includes philosophical beliefs including atheism. Generally a belief should affect a person's life choices or the way they live.
- **Sex** – female or male.
- **Sexual orientation** – means a person's sexual orientation towards persons of the same sex, persons of the opposite sex, or persons of either sex.

This law also covers indirect discrimination, requirements for making reasonable adjustments for disabled people, fair recruitment, and other aspects of equality.

There is a Public Sector Equality Duty which requires public sector organisations to have due regard to the need to: eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristic and those who do not; and foster good relations between people who share a protected characteristic and those who do not (including tackling prejudice and promoting understanding between people from different groups).

Additionally The Human Rights Act 1988 is UK legislation which incorporates most aspects of the European Convention on Human Rights[25] including those articles which relate specifically to equality, diversity and inclusion:

- The right to freedom of thought, conscience and religion (Article 9)
- The right to freedom of expression and to receive and impart information (Article 10)
- The right not to be discriminated against (Article 14)

[25] https://www.echr.coe.int/Documents/Convention_ENG.pdf

Bristol equality manifestos

Bristol Disabled People's Manifesto
http://bristoldef.org.uk/resources/bristol-disabled-peoples-manifesto/

Bristol Wo-manefesto
https://www.bristolwomensvoice.org.uk/bristol-wo-manifesto/

Bristol's Manifesto For Race Equality
https://upourstreet.org.uk/sites/default/files/Race%20Equality%20Manifesto.pdf

LGBT+ Manifesto For Bristol lgbtbristol.org.uk/manifesto/

Manifesto For Bristol's Older People https://bopf.org.uk/wp-content/uploads/2019/12/BOPF-Manifesto_2pg_FINAL_May16.pdf

Our Bristol, Our World – Bristol Youth Manifesto
https://babbasa.com/our-bristol-our-world-our-manifesto/

Other charters

A Charter for British Sign Language
https://bda.org.uk/project/bsl-charter/

Bristol Deaf Health Charter
http://www.awp.nhs.uk/bslspace/about-awp/bristol-deaf-health-charter/

The European Charter for Equality of Women and Men in Local Life
http://www.ccre.org/docs/charte_egalite_en.pdf

Business In The Community – Race at Work Charter
https://race.bitc.org.uk/issues/racecharter

Charter for an Age Friendly Bristol
http://agefriendlybristol.org.uk/age-friendly-charter/

Bristol Children's Charter
https://news.bristol.gov.uk/news/bristol-launches-first-city-wide-pledge-to-children

Bristol Women in Business Charter
www.bristolwomeninbusinesscharter.org

Other resources

The Population of Bristol https://www.bristol.gov.uk/statistics-census-information/the-population-of-bristol provides useful demographic and diversity information about Bristol citizens.

Open Data Bristol https://opendata.bristol.gov.uk/ has a wealth of freely available data and information about Bristol including outcomes for equalities group e.g. from Quality of Life surveys.

Joint Strategic Needs Assessment (JSNA)
https://www.bristol.gov.uk/policies-plans-strategies/joint-strategic-needs-assessment is a collection of analysis and data about the health and wellbeing of people in Bristol. Co-produced by a number of organisations, the aim of JSNA is to help inform the designing, commissioning, delivery of services and tackling health inequalities across communities in Bristol.

The Change Canvas, freely available on www.diversily.com is a simple, action orientated, visual framework. Organisations committed to increasing diversity, inclusion and equality can use it to open up conversations, set goals and unite people to take action.

The Social Mobility Pledge https://www.socialmobilitypledge.org/ is a cross party campaign to improve social mobility in the UK. Any organisation that commits to the pledge can sign up to become an accredited employer.

Acknowledgements

The Bristol Equality Charter was co-produced in 2018 by a working group of representatives from the following organisations:

Arcadis https://www.arcadis.com
Avon and Wiltshire Mental Health Partnership NHS Trust
http://www.awp.nhs.uk/
Bristol BME Voice http://www.bristolbmevoice.org.uk/

Bristol City Council https://www.bristol.gov.uk/
Bristol Community Health https://briscomhealth.org.uk/
Bristol Disability Equality Forum http://bristoldef.org.uk/
Bristol Energy https://www.bristol-energy.co.uk/
Bristol Multi Faith Forum http://bristolmultifaithforum.org.uk/
Bristol Older People's Forum https://bopf.org.uk/
Bristol Physical Access Chain BPAC info
Burges Salmon https://www.burges-salmon.com/
Diversily http://www.diversily.com
Hargreaves Lansdown http://www.hl.co.uk/
KPMG https://home.kpmg.com/
LGBT Bristol http://lgbtbristol.org.uk/
North Bristol NHS Trust https://www.nbt.nhs.uk/
Oracle https://www.oracle.com/uk/
Stand Against Racism & Inequality: SARI
https://www.sariweb.org.uk/
The Care Forum https://www.thecareforum.org/
University of Bristol http://www.bristol.ac.uk/
VOSCUR https://www.voscur.org/