

# Equalities

## **Our commitment**

Bristol City Council is committed to promoting equal opportunities and we provide equal access to all our services. We welcome the diversity of people in our city and know that all communities bring positive benefits to Bristol.

At the heart of our role is a commitment to delivering public services and supporting social justice by tackling inequality and social exclusion and creating a more cohesive society. The council's equalities policy sets out how we promote equalities within our organisation and how we promote equal opportunities in the city and people we work with.

*Extracts from policy*

## **Targeted funding to tackle disadvantage, discrimination and deprivation**

We target resources for groups and communities who are most excluded and encourage our staff to use positive action to overcome disadvantage, discrimination and deprivation. ....

We target extra income towards disadvantaged communities including:

- black and minority ethnic communities;
- disabled people;
- older people;
- younger people (including those we 'look after');
- lesbians, gay men and bisexuals;
- refugees and asylum seekers;
- transgender people; and
- women.

## **Responsibilities for our contractors and suppliers**

Under our contracts, contractors must deliver an effective and appropriate service to all equalities communities, including:

- employment policies, procedures and practices which must not discriminate;
- developing services which are appropriate and accessible, consulting children and adults who use our services;
- providing opportunities for people from equalities groups to win council contracts; and
- monitoring whether contracts do meet these equalities promises.

The baseline standards for investment in the voluntary sector include requirements for grant-aided organisations to have an equal opportunities policy, to monitor service uptake and to meet their duties under equalities legislation.

This, together with the procurement strategy, will make sure that contractors, suppliers and funded service providers promote good equal opportunities.

## **Promoting equalities through our service delivery**

We recognise that people from equalities groups have been (and continue to be) disadvantaged, and are committed to tackling these imbalances through fairer policies and programmes and changing how we use resources. We will budget for the costs of full access to children, young people and adults from equalities groups, including:

- transport;
- accessible formats;
- interpretation services;
- personal assistants and support workers;
- childcare costs;
- help for people with communication impairments and learning difficulties;
- children and young people whose first language is not English.

Bristol City Council 2003 The full document is available on:  
<http://www.bristol.gov.uk/ccm/content/Community-Living/Equality-Diversity/equalities-policy-documents.en>