

# City of Bristol Just Transition Declaration - Plain English version

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This **declaration** is written in **Plain English** to make it accessible to more people. Words that might not be clear to some are in bold to show that an explanation of them can be found in the jargon buster at the top.

## Jargon Buster

**Accessible:** When something is made in a way so that it is good for Disabled people.

**Benefits:** The good things that come out of something.

**British Sign Language:** This is the language that Deaf people in the UK use to talk to each other. It uses hand gestures to do so.

**Climate Change:** The planet is getting too hot because of how people are using **dirty fuels** like petrol. This is leading to lots of problems locally and around the world.

**Community climate action plans:** These are plans that communities make on what they can do to be better for the planet, nature and people.

**Consultation:** When people like the council ask communities for their thoughts on a plan that they have made.

**Culture:** Things like art, entertainment, beliefs, traditions and other ideas. It has a big effect on how we think, feel and act.

**Declaration:** Something that is said to show how someone thinks and feels about something. It is a promise to act in a certain way.

**Dirty fuels:** This the word we are using for fuels like petrol and gas. These fuels are making **climate change** happen.

**Disadvantaged groups:** People who are treated unfairly because of the group they belong to or because they don't have much money. For example, Black and Brown people, **people from an ethnic minority background**, working class people, Disabled people, **refugees**, women, **trans people**, older people and **LGBTQ+ people**.

**Easy Read:** A document that is written in a way so that people with learning difficulties and disabilities can understand it. It uses photos as well as words.

**Enable:** To support or allow someone to do something.

**Future-proof jobs:** By this we mean jobs that fit in with the work of **just transition**. They will be good for workers and the planet.

**Human rights:** A set of laws and ways of doing things that protects people and their needs so that they are treated fairly.

**Just transition:** When changes to a place that are made for the planet and nature that are fair for all the people who live there too.

**LGBTQ+ people:** This group includes people who are gay, lesbian, bisexual, and trans as well as others.

**Refugees:** People who have lost their home and so had to move to another country.

**People from an ethnic minority background:** People who are from a race or culture that isn't the most common one in the country that they live in.

**Plain English:** This is when writing or talking makes sure not to use difficult words or jargon. This makes it more accessible so that more people are able to understand. We have written this document in **Plain English**.

**Principles:** A set of statements that says how something is going to be done. They show what is thought to be important in how something is done.

**Unions:** An organisation of workers who get together to protect their **rights** and make their workplaces better.

**Society:** A large group of people who have certain ways of living, thinking about things, doing things, and making decisions.

**Solar panels:** An object that turns sunlight into electricity.

**Slavery:** When people have their freedom taken away and made to work for someone without pay.

**Translate:** To take something in one language and turn it into another. This means people who speak the second language can understand.

**Values:** What someone cares about.

## Summary

We have written this **Declaration** to join Bristol's plans and **declarations** on stopping **Climate Change** and the loss of nature. It is not a plan of how to do this work but 10 **principles** about how the work can be done in a fair way.

The 10 **principles** are:

1. We will include the ideas and knowledge of **disadvantaged** people in all our work,
2. We will make sure that the changes in jobs around this work will be good for everyone,
3. We will help **disadvantaged** groups to take action that is good for the planet and nature,
4. We will help individual people to make changes by making the big changes that makes it easy for them to act,
5. We will make sure that the costs and **benefits** of the changes are shared out in a fair way,
6. We will make our ways of talking **accessible**,
7. We will act in ways that support the people experiencing the worst **climate change** and nature loss in other places,
8. We will make sure that everyone is more able to cope with the difficulties made by **climate change** and nature loss,
9. We will make our places good for everyone,
10. We will make our organisation fair and bring the **principles** from the **declaration** into our work from the start.

We ask organisations across Bristol to sign up to the **declaration**.

Signing up means they will support it and follow the principles as best they can. We will add to the **declaration** over time as the city gets a better understanding of how to do this work in a fair way.

## Introduction

**Just transition** is about how to make work on **climate change** and nature loss fair. It is difficult work that doesn't have easy answers. Making Bristol fair is something that we must all aim for while understanding that a 'fully fair' **society** might not be possible soon.

Trying to be perfect can even make new problems. This is because it can make people who want to do the right thing become angry or upset when they are told to do better. Instead, we need to accept that we are all on a journey of getting better at being fair. This journey is never over because we can always do more. We hope this **declaration** will help everyone understand that they are on this journey. We all have to listen, learn and welcome feedback on how to do better.

Even though it is difficult we are excited because a **just transition** is about making a fair and healthy Bristol that is better for everyone.

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The authors offer their thanks to the other activists who gave ideas and feedback for this **declaration**. This includes Suzanne Wilson at Lockleaze Neighbourhood Trust, Emily Fifield at Easton Community Trust, and Anna Markova from the Trade Unions Congress. We also thank the many others who helped but are too many to list here.

## Declaration

The world is experiencing **climate change** and the loss of nature. This is making problems for lots of people. These problems are often

worse for people from **disadvantaged groups**. This is the term we are using to talk about people who are often treated unfairly. This includes: Black and Brown people, **people from an ethnic minority background**, working class people, Disabled people, **refugees**, women, older people, and **LGBTQ+ people**. For example, people without much money often have to live in areas that are more likely to be flooded. And more floods are going to happen because of **climate change**.

Bristol has promised to make big changes so that the city can be better for nature and **climate change**. It has said that it wants to make these changes by the year 2030. These changes could make things even more unfair for workers and **disadvantaged groups** if they aren't part of planning them. For example, if people are stopped from using their cars but buses aren't cheap then it will be hard to move around. We need to make sure that the needs of everyone are thought about when making changes. That way the changes can make the city fairer, not less fair. For example, the new jobs made to stop **climate change** could be given to people who often find it harder find work because of unfairness. To do this Bristol promises to make a **just transition**.

## What We Mean by Just Transition

When we talk about **just transition** we mean that the changes made for the planet and nature will be made in four ways.

1. A **just transition** shares the money and power used for changes in a fair way. The changes make Bristol better for workers and **disadvantaged people**,
2. A **just transition** includes everyone. This include people who are normally left out because of unfairness,

3. A **just transition** understands that everyone needs to be part of looking after the planet and nature. But it also understands that some people have more power to do this. Bristol will make sure to plan around the fact that people have different amounts of money, time and knowledge.
4. A **just transition** means that Bristol understands that **climate change** and the loss of nature is often worse in other countries. Bristol will make its changes to do what it can to help them and will make sure not to make things worse for them.

## Principles

To be fair means that you don't just say the right things but do them too. So we are asking people to use the ten **principles** below in their work on **climate change** and the loss of nature:

**We will include the ideas and knowledge of disadvantaged people in all our work:** We promise to listen to and use the ideas of **disadvantaged groups** at every stage of our work. This includes when planning changes, making decisions, and carrying out the changes. We will also make ways for **disadvantaged groups** to give feedback on the changes when they are in place.

**Disadvantaged groups** know best how to make things good for them. We will make ways for these people to feed into our plans. **Consultation** often doesn't give enough power to people. So we will put effort into planning the ways we can make changes together.

**We will make sure that everyone can have good future-proof jobs:** By **future-proof** jobs we mean jobs that fit in with the work of **just transition**. They will be good for workers and the planet.

Along with communities, workers must be at the centre of the **just transition**. They are experts on how to do the work well and their



own needs. We will listen to worker's voices. We will make sure they can be leaders in changing their workplaces to be good for the planet and nature. All new jobs will be good jobs that are well paid, **accessible**, safe, and good to work in.

We will take extra care when working with workers who are in jobs that are hurting the planet. We will help them to find jobs that are better for them and the planet. This will include talking with **unions** about **climate change** action plans. We will make free or affordable and accessible training to give people the skills they need.

As an employer, we will work with our workers to make a worker-led **just transition** agreement. This will show how our jobs can be good for **climate change** and nature loss[13].

There will be new jobs made to stop **climate change** and nature loss. We will make sure they can be for people from **disadvantaged groups** and think about the needs of people who want to work but currently can't because of unfairness in our society. We will do this by making our training, workplaces and how we hire and talk to people accessible. We will hire people from **disadvantaged groups** into every level of our organisation.

**We will help disadvantaged groups to take action that is good for the planet and nature:** Lots of **disadvantaged groups** in Bristol are making plans to look after nature and the planet. These are called **community climate action plans**. We will bring the ideas from these plans into our work. We will make sure we don't put barriers in their way, and offer support to them.

**We will help individual people to make changes by making the big changes that makes it easy for them to act:** It often isn't easy for people to make choices that are good for the planet and nature because they cost a lot or are inaccessible. For example, a

wheelchair user might want to roll to work instead of driving, but they can't if the pavements are blocked or too bumpy. Everyone needs to make changes. But some people are doing more harm to the planet and so need to do more to look after it.

A **just transition** will happen when everyone is able to make the changes in the areas where they have some power. It will happen when people with lots of power set things up so the good choices are easy and affordable for all.

**We will make sure that the costs and benefits of the changes are shared out fairly:** Work on **climate change** can sometimes save people money. Yet it often takes a lot of money to access these things. For example, having **solar panels** can save people money on their electricity but cost a lot to buy.

The changes can also be hardest for people who don't have much money. For example, sometimes people who drive cars that use dirty fuels are made to pay more but they can't afford to buy car that is better for the planet.

We will make sure that the changes share the costs and **benefits** in a fair way. This means that people with more money pay more of the costs and those who have less get more of the benefits.

We will make sure that the money that is made through making the changes stays in our city and communities.

**We will make our ways of talking accessible:** Many of the difficulties that come from **climate change** and nature loss happen because people talk about them in ways that are difficult to understand. So we will **translate** our important documents about **climate change** and the loss of nature to make them accessible. This will include **translation** into non-English languages, **Plain English**, audio, **British Sign Language** and **Easy Read**. People can ask for other **translations**

when they need them. This will let everyone understand and take part in the changes.

**We will act in ways that support the people experiencing the worst climate change and nature loss in other places:** What happens in Bristol changes and is changed by the rest of the world. This includes our weather, nature, money, the things we buy and make, and **culture**. So we will work to make sure that we don't make **climate change** and nature loss worse for people outside our city. For example, we will make sure that we don't get rid of our waste by sending it to other countries to deal with.

We will make sure that Bristol welcomes people who have lost their homes because of **climate change**. We will always look after **human rights**.

**We will make sure that everyone is more able to cope with the difficulties made by climate change and nature loss:** We will make changes so that **disadvantaged groups** aren't more harmed by **climate change** and nature loss. We will think about the extra problems some communities face when making plans. For example, having lots of trees makes hot weather easier to cope with. Yet there are fewer trees in areas that have less money. So, we could act on this by making sure that more trees are planted in these areas.

**We will make our places good for everyone:** The changes that Bristol is making will mean that our outdoor places, buildings, and transport change a lot. When we have power to make or change these spaces, we will think about the ideas and **values** that are behind them. Lots of public places in our city aren't nice to be in as they are made for cars, which is bad for people and the planet. So, we will change how we make spaces in the city so they put people, communities and nature first. These spaces must be accessible and

welcoming to all. We will make sure that we use this work as a way of making **future-proof jobs**.

**We will make our organisation fair and bring the principles from the declaration into our work from the start:** We live in a world that is often unfair. So everyone can act in unfair ways unless we push ourselves to do better. We all need to do more to be better to people who are different to us. Mistakes will happen now and then. This is normal. What is important is that when mistakes happen we use them as a chance to grow so they don't happen again. We will use the **principles** in this **declaration** to shape our plans from the start. When people come to us with feedback about how we have been unfair we will welcome this as a chance to do better. We promise to listen and never stop working on doing better.

## Next Steps

We are asking every organisation in the city to sign up to using these ten **principles** in their plans. We ask that organisations come back to the **principles** once a year to see what more they can do. To sign up to the **declaration** email [BristolJTDeclaration@gmail.com](mailto:BristolJTDeclaration@gmail.com).

We know that our understanding of what a **just transition** is will grow over time. We will continue to talk to as many people as possible and make changes to this **declaration** as we learn.

**The just transition** won't be an easy journey. Yet we are excited about it because it is about making the city and future that we all want to live in.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." - Martin Luther King: Letter from Birmingham, Alabama jail, April 16, 1964

## Appendix

### Resources to support implementation

1. **Centring the expertise of disadvantaged communities every step of the journey**
  1. [Carnegie UK - A Toolkit for Co-production in Community Planning](#)
  2. [Six Modes of Co-production for Sustainability](#)
  3. [NIACE - Reaching and Engaging Disadvantaged Groups in and through Community Learning](#)
  4. [C40 Cities - Inclusive Community Engagement](#)
2. **Green jobs to protect the rights of workers and disadvantaged communities**
  1. [Campaign Against Climate Change - Climate Jobs: Building a workforce for the climate emergency book,](#)
  2. [Groudwork - Green Careers Report,](#)
  3. [C40 - Cities Good Green Jobs,](#)
  4. [TUC - A just transition to a greener, fairer economy,](#)
  5. [Syndicat European Trade Union - Involving Trade Unions in climate action to build a Just Transition,](#)
  6. [International Labour Organisation - Guidelines for a just transition towards environmentally sustainable economies and societies for all,](#)
3. **Empowering disadvantaged communities to take climate and ecological action**
  1. Bristol Green Capital Partnership's [Community Climate Action project,](#)
4. **Supporting individual change through system change**
5. **Fair distribution of costs and benefits**
6. **Prioritizing accessible communication**
  1. [Government guidelines for accessible communication,](#)

2. [Creating accessible PDFs](#),
3. [North Yorkshire County Council - A Guide to Producing Information in Easy Read](#),
4. [A2i - document translation services](#),
5. [Bristol City Council Translation Service](#),
7. **Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe**
  1. [B Lab - The Climate Justice Playbook for Business: How to Centre Climate Action in Climate Justice](#)
  2. [Greenhouse Gas Protocol - Corporate Value Chain \(Scope 3\) Standard](#)
  3. [BSR - Supply Chain Sustainability](#)
  4. [SDG Action Manager](#)
8. **Building inclusive resilience**
  1. [Partners for Resilience - Building Inclusive Resilience](#)
  2. [Inclusive Spaces: Disability-Inclusive Design for Climate Resilient Cities](#)
  3. [COP26 - Disability, Resilience and inclusion in our cities](#)
  4. [European Environment Agency - Towards 'just resilience': leaving no one behind when adapting to climate change](#)
9. **Infrastructure for all**
  1. [Making Technology Accessible and Inclusive](#)
  2. [Inclusive Mobility](#)
  3. [C40 Cities - Access and persons with disabilities in urban areas](#)
10. **Embedding the process internally and at the beginning**
  1. [Bristol Disability Equality Forum - Protest for All guide](#)
  2. [A challenging environment: Experiences of ethnic minority environmental professionals](#)
  3. [The definitive guide to disability inclusion in the workplace](#)

4. [Nus - Race, inclusivity and environmental sustainability](#) 5. [Politics, Voice, and Just Transition: Who has a Say in Climate Change Decision Making, and Who Does Not](#)
6. [ACAS - Improving equality, diversity and inclusion in your workplace](#)
7. [Bond - Anti-racism and decolonising: A framework for organisations](#)
8. [Stonewall - Best Practice, toolkits and resources](#)

### **General guidance for businesses**

1. BTeam: [Just Transition: A Business Guide](#),
2. BITC: [The Right Climate For Business: leading a just transition](#),
3. UN Global Compact: [Introduction to a Just Transition: A Business Brief](#),
4. UKRI: [Net Zero business models for a Just Transition](#),
5. LSE: [Translating just transition ambitions into investor action](#), includes a framework of expectations of business on the just transition,
6. SSE case study [Just Transition Strategy](#) followed by [Just Transition: From principles to action](#),
7. [Just Transition Centre - Just Transition: A business guide](#)
8. [Better Business Act](#)
9. [B Corp Impact Assessment](#)

### **Other Equalities initiatives in the city**

1. [Bristol's Commission on Race Equality](#),
2. [Bristol Women's Commission](#),
3. [Bristol Disability Equality Commission](#),

### **Just Transition Work from other places**

1. [The People's Transition - Rural Ireland](#),

2. [Just Transition - Climate Justice Alliance](#),
3. [Just Transition Commission - Scottish Government](#),
4. [United Nations - Just transition of the workforce, and the creation of decent work and quality jobs](#),
5. [Decolonising Economics](#)

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[1] Climate Emergency declaration passed at Full council November 2018: [link](#)

[2] Ecological Emergency declaration issued by the Mayor and One City partners February 2020: [link](#).

[3] One City Climate Strategy issued February 2020: [link](#)

[4] One City Ecological Emergency Strategy issued November 2020: [link](#)

[5] Colonialism as a historic and ongoing driver of the climate crisis is recognised by the the 2022 IPCC report: [link](#)

[6] <http://erg.ic.ac.uk/research/home/projects/Bristol.html>

[7] You can read more about the history of the term in the Scottish Just Transition Commission report: [link](#)

[8] You can read more about this history in the Climate Justice Alliance Just Transition report: [link](#)

[10] <https://unfccc.int/process-and-meetings/the-paris-agreement>[https://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@emp\\_ent/d ocuments/publication/wcms\\_432859.pdf](https://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/d ocuments/publication/wcms_432859.pdf)

[11] <https://climatejusticealliance.org/just-transition/>



[12] Inspiration can be taken from worker's led just transition plans such as that created by workers at Rolls Royce: [link](#)