

## SHEFFIELD CITY COUNCIL

### INDIVIDUAL CABINET MEMBER DECISION RECORD

The following decision was taken on 12<sup>th</sup> March 2019 by the Cabinet Member for Finance.

Date notified to all members: 13<sup>th</sup> March 2019

The end of the call-in period is 4:00 pm on 19<sup>th</sup> March 2019

Unless called-in, the decision can be implemented from 20<sup>th</sup> March 2019

#### 1. **TITLE**

Annual Equality Report 2017-18.

#### 2. **DECISION TAKEN**

The Cabinet Member is asked:

##### 1. To note:

- Progress made in meeting out Statutory Equality Duties and equality and fairness Objectives 2014 – 2018:
- Our latest Workforce Diversity data and outstanding challenges;
- Areas of persistent inequality that will require continued attention; and

##### 2. To approve 'Sheffield City Council's Annual Equality Report 2017 – 18' (Appendix 1 of the report).

#### 3. **Reasons For Decision**

1. Our aim is to make Sheffield a fairer place to live, work and visit and on an ongoing basis we will continue to meet the needs of our diverse customers. There are many strategies, policies and practices which impact our work on equality, diversity and inclusion; and there is excellent work being undertaken across the Council and city that will continue to make a difference to people's lives in the city. These are highlighted in the report.
2. However, alongside this work there are areas of persistent inequality and challenges in areas across the council and the city that this report has noted and which are unacceptable. These are not solely issues in Sheffield, but they will require ongoing attention and may need to be addressed differently if we are to improve outcomes for everyone in the city. The Council cannot do this alone and all partners in the city will play a part if we are to meet these challenges.

4. **Alternatives Considered And Rejected**

1. We have a statutory duty to publish information on an annual basis which demonstrates how we are meeting our statutory duties under the Equality Act 2010 and associated Public Sector Duties (PSED). This includes publishing information about our workforce diversity.
2. Section 4.0 of the report outlines some of the areas we will focus on from 2019 to ensure we continue to meet our Public Sector Equality Duties and address persistent long term inequalities. This includes developing our Equality Objectives for the next 4 year period, 2019 – 2023.

5. **Any Interest Declared or Dispensation Granted**

None.

6. **Respective Director Responsible for Implementation**

Jo Henderson, Commissioning Officer - Mental Health

7. **Relevant Scrutiny Committee If Decision Called In**

Overview and Scrutiny Management Committee