

[Print this page](#)

## Equality Impact Assessment and Consultation

Approved

Approved by Bowles Michael (DCEX)

### Equality Impact Assessment

#### Introductory Information

**Reference number**

553

**Proposal type**

Budget  Project

**Project name**

Sheffield City Council Equality Objectives 2019-23

**Decision Type****Type of decision**

- Cabinet
- Cabinet Committee (e.g. Cabinet Highways Committee)
- Leader
- Individual Cabinet Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

**Lead Cabinet Member**

Blake Olivia (LAB CLLR)

**Entered on Q Tier**

Yes  No

**Year(s)****EIA date**

19/03/2019

**EIA lead**

Bowles Michael (DCEX)

**EIA contact**

Owens Diane (CEX)

**Lead officer**

Henderson James (CEX)

**Lead Corporate Plan priority**

Tackling Inequalities

## Portfolio, Service and Team

### Cross Portfolio

Yes  No

### Portfolio

Chief Executive's

### Chief Executive service(s)

Policy, Performance and Communications

### Chief Executive team(s)

Elections, Equalities & Involvement (EEI)

### Is the EIA joint with another organisation (eg NHS)?

No  Yes

### Brief aim(s) of the proposal and the outcome(s) you want to achieve

- Our Equality Objectives are important to us as an organisation. They guide the work we carry out in the city and demonstrate our commitment to challenging inequality and promoting a fair and inclusive Sheffield.

- By law the Council is required to set at least one Equality Objective every four years. Our current objectives run until 2018.

- Following consultation we have now produced a set of Equality Objectives for 2019-23 (Appendix 1) along with a full consultation report (Appendix 2).

## Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these - positives will be part of any mitigation. The action plan should detail any mitigation.

## Overview

**Overview (describe how the proposal helps to meet the Public Sector Duty outlined above), Supporting Evidence (Please detail all your evidence used to support the EIA)**

- By law (Equality Act 2010) the Council is required to set at least one Equality Objective every four years.

- Our new objectives were drafted to reflect our current priorities and areas of focus, including areas identified in our Workforce Opinion Survey, Workforce Equality data and persistent areas of inequality as highlighted in our Annual Equality Report 2017-18. Following consultation, we have now produced a final set of Equality Objectives for 2019-22.

- Through our public consultation we received a total of 178 responses (largely from individuals). There was a lot of support for the areas we have chosen to focus on, with 84% of people saying that the objectives focused on either "The Right Things" or "Most of the Right Things". We also received a range of comments and suggestions.

- Our equalities monitoring for the consultation shows that we engaged with a diverse group of people, for example 18% of our respondents were from BAME groups (Black, Asian and Minority Ethnic), 9% described themselves as LGB+ and 24% described themselves as having a disability.

- To help us focus on important areas, so we can make a difference, for 2019-23 we proposed setting four objectives (as outlined below), each with a set of three more specific aims (as outlined in Appendix 1):

Objective 1: Strengthen knowledge and understanding of our communities

Objective 2: Ensure our workforce reflects the people that we serve

Objective 3: Lead the city in celebrating diversity and promoting inclusion

Objective 4: Break the cycle of inequality and improve life chances

- As a large public sector organisation, our Equality Objectives cover a broad set of issues and priorities, particularly for areas that tackle persistent inequalities, such as health and wellbeing and attainment. Many of these issues reflect challenges at a national level, and our approach to tackling these issues will inevitably be through a wide range of strategies, policies and projects, which cover a period of a number of years.

## Impacts

Proposal has an impact on

### Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes  No

### Age

**Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

"Objective 2: Ensure our workforce reflects the people that we serve"

Our work to support delivery of this objective will include targeted work with both disabled employees and carers, this is likely to have a greater impact on older members of staff, as both groups have an older age profile. The median age of our employees is 49, whereas the median age of disabled staff is 51 and for employees who are carers it is 54.

Our work with disabled staff, will be through our commitment to achieve Disability Confident Level 3 and to respond to lower morale scores in our Employee Opinion Survey.

In terms of carers, we have made a commitment to increase awareness about the support available to carers within our workforce and to undertake further work to understand the challenges carers are facing and what can be done in response (again this is in response to lower morale scores for this group).

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives reflect a broad set of issues and priorities. We expect the work we do across these areas to have a positive impact on a range of age groups, including younger people (e.g. in terms of education and skills) and older people (e.g. in terms of city centre access).

We will also continue to target a range of age groups in terms of our work to support influence, engagement and cohesion, including through the Equality Hub Network, which includes an "Age Hub".

Through our public consultation we engaged with a higher age range, 10% of respondents were under 34 years old, 59% were 35-54 and the remaining 31% of respondents were 55+.

**Disability**

**Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

Objective 2: Ensure our workforce reflects the people that we serve

Our work to support delivery of this objective will include targeted work with disabled employees. This will be through our commitment to achieve Disability Confident Level 3 and to also further understand and respond to lower morale scores for disabled staff to try and bring them in line with non-disabled employees (there is a 0.6% difference in scores).

We will also work to increase the diversity of top earners from the following groups , BAME (Black Asian Minority Ethnic), Women, Disabled People and LGB+ and trans; based on Chief Officer grade and equivalent.

Our work to help to raise awareness of carers and better understand the challenges they face and what can be done in response could also have a positive impact on disabled employees, as many of our carers will be looking after someone with a disability and some may have a disability themselves.

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives reflect a broad set of issues and priorities. We expect the work we do across these areas to have a positive impact on disabled people, including work around health inequalities, being an accessible city and inclusive city, poverty and social justice. We will also continue to support work around influence, engagement and cohesion, including through the Equality Hub Network, which includes the "Disability Hub".

We would also expect the work we undertake to achieve Disability Confident at Level 3 to have a positive impact on our organisational culture and understanding in terms of disability, which in turn should support improved services.

In our public consultation 24% of respondents stated that they considered themselves to be a disabled person, the estimated city population is around 18% (as the prevalence of disability rises with age the older age profile of our respondents may explain the higher

**Race**

**Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

Objective 2: Ensure our workforce reflects the people that we serve

One of our aims is to work to increase the diversity of top earners from the following groups , BAME (Black Asian Minority Ethnic), Women, Disabled People and LGB+ and trans; based on Chief Officer grade and equivalent.

Therefore our work to support this objective should have a positive impact on race.

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives reflect a broad set of issues and priorities. We expect the work we do across these areas to have a positive impact on race. In particular as some BAME (Black, Asian and Minority Ethnic) communities are disproportionately impacted by some of the issues reflected in our objectives, including poverty and health inequalities. 37% of the BAME population live in areas that are amongst the 10% most deprived in the country. This is above the citywide average of 23%.

We will also continue to support work around influence, engagement and cohesion, including through the Equality Hub Network, which includes the "BAMER (Black, Asian, Minority Ethnic & Refugee) Hub".

In terms of our consultation, 18% of our respondents were from BAME groups (Black, Asian and Minority Ethnic), the citywide BAME population is around 19%.

**Religion/Belief****Staff**

Yes  No

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives reflect a broad set of issues and priorities. We expect the work we do across these areas to have a positive impact on religion and belief, this includes work around influence, engagement and cohesion, including through the Equality Hub Network, which includes the "Religion and Belief (inc. no Belief) Hub".

**Sex**

**Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

Objective 2: Ensure our workforce reflects the people that we serve

One of our aims is to work to increase the diversity of top earners from the following groups , BAME (Black Asian Minority Ethnic), Women, Disabled People and LGB+ and trans; based on Chief Officer grade and equivalent.

In addition, the work we are undertaking to raise awareness of and increase support for carers is also likely to have a disproportionate impact on women, as almost 70% of carers within the council are women (this is based on a completion rate of 61% for this question in our workforce census).

Therefore our work to support this objective should have a positive impact on women.

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives cover a broad set of issues and priorities. Some of our work across these areas will have a disproportionate impact on women, this includes work on domestic and sexual abuse (as the majority of victims of such abuse are women).

There is also likely to be a disproportionate impact in terms of work around poverty and fairness. This is because women are more likely to experience poverty than men; there is also a higher risk of poverty for disabled women and women from BAME backgrounds as well as female lone parents (90% of lone parents are female).

We will continue to support work around influence and engagement, for both men and women. This includes work through the Equality Hub Network, which has a dedicated "Women's Hub", which focuses on some of the key areas of inequality experienced by women.

In terms of our consultation, we engaged with a higher proportion of females (52%) than males 40%, and 6% of respondents described their sex and "non-binary" or "other."

**Sexual Orientation****Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

Objective 2: Ensure our workforce reflects the people that we serve

One of our aims is to work to increase the diversity of top earners from the following groups , BAME (Black Asian Minority Ethnic), Women, Disabled People and LGB+ and trans; based on Chief Officer grade and equivalent.

Therefore our work to support this objective should have a positive impact on LGB+ groups.

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives cover a broad set of issues and priorities. We expect the work we do across these areas to have a positive impact on LGB+ groups.

This includes work around influence, engagement and cohesion, including work led by the Equality Hub Network, which runs a 'LGBT+ Hub'. The LGBT+ Hub focuses on some of the key areas of inequality experienced by LGBT+ groups, current priorities include health and wellbeing (including mental health) and hate crime.

In terms of our consultation, 9% of our respondents described themselves as LGB+; an estimated 5-7% of the city population are LGB+.

**Transgender****Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

Objective 2: Ensure our workforce reflects the people that we serve

One of our aims is to work to increase the diversity of top earners from the following groups, BAME (Black Asian Minority Ethnic), Women, Disabled People and LGB+ and trans; based on Chief Officer grade and equivalent.

Therefore our work to support this objective should have a positive impact on people who are trans.

We also hope our work in this area will have a positive impact on the number of people completing the gender identity question on our workforce census, as current completion rates are around 60%.

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives cover a broad set of issues and priorities. We expect the work we do across these areas to have a positive impact on people who are trans.

This includes work around influence, engagement and cohesion, including work led by the Equality Hub Network, which runs a 'LGBT+ Hub'. The LGBT+ Hub is a forum for Lesbian, Gay, Bisexual, Trans and people of other minority sexual orientations and/or gender identities under the LGBT+ umbrella and their allies. The LGBT+ Hub focuses on some of the key areas of inequality experienced by LGBT+ groups, current priorities include health and wellbeing (including mental health) and hate crime.

In terms of our consultation, 2% of our respondents said that the gender identity was different to the sex they were assigned at birth, the estimated trans population in the city is 0.6%.

## Carers

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

Objective 2: Ensure our workforce reflects the people that we serve

One of our aims under this objective is focussed on carers (as below)

"Aims 3: We will increase awareness about the support available to carers within our workforce. In response to lower morale scores we will undertake further work to understand the challenges carers are facing and what can be done in response, with a view to bringing scores in line with non-carers."

We therefore expect this work to have a positive impact on carers within the organisation. We also hope it will positively influence the number of people completing the carers question on our workforce census, current completion rates are around 61%.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

As a large public sector organisation, our Equality Objectives cover a broad set of issues and priorities. We expect the work we do across these areas to have a positive impact on carers, this includes work health inequalities and social care services and influence engagement, and cohesion. This will include work supported by the Equality Hub Network, which has a 'Carers Hub'. The Carers Hub is forum for all carers to be heard on matters of equality that affect their lives. The groups current priorities include health and wellbeing (including mental health) and visibility and representation.

In terms of our consultation, 20% of respondents were carers, Sheffield Carers Centre estimates that the city has almost 60,000 carers in a population of 600,000, so around 10% (again, as carers are more likely to be over 45 the older age profile of our respondents may explain the higher figure).

## Voluntary/Community & Faith Sectors

**Staff**

Yes  No

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

The voluntary, community and faith sector provides a broad range of vital services and support across the city. The sector is an important partner and we will continue to work closely to promote equality and inclusion, including through our work around poverty and fairness and also to engage under-represented communities, including through the Equality Hub Network.

As part of our consultation we met with the VCS organisations who provide support to the Equality Hub Network, they provided useful feedback on the objectives and also helped to promote the consultation with diverse groups within the city.

**Cohesion****Staff**

Yes  No

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

Objective 3: Lead the city in celebrating diversity and promoting inclusion

We know that our diversity is one of our greatest strengths. Through our work to support this objective we hope to lead the city in celebrating and promoting our diversity and the benefits and opportunities it brings. We will also continue to promote inclusion, fairness and accessibility, whilst raising the profile of Sheffield as a great place to live, study and visit.

**Partners****Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

As a large public sector organisation, our Equality Objectives cover a broad set of issues 

**Customers**

Yes  No

## Poverty & Financial Inclusion

### Staff

Yes  No

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

As a large public sector organisation, our Equality Objectives cover a broad set of issues and priorities, particularly for areas that tackle persistent inequalities, such as health and wellbeing and attainment. Under Objective 2, we have outlined a specific aim which reflects our desire to have a positive impact in terms of addressing poverty and financial inclusion in the city, as below:

"We will continue our work to tackle poverty and promote social justice, including through the Fairness and Tackling Poverty Partnership and Making Sheffield Fairer campaign Group. We will raise awareness of the Fair Employer Charter and Living Wage with employers in the city; and will ensure our commissioning processes are fair and

Customers      Medium

## Supporting Documentation

[Equality Objectives - Appendix 1.docx](#)

[Equality Objectives Consultation Rpt - Appendix 2.docx](#)

## Cumulative impact

### Proposal has a cumulative impact

Yes  No

### Cumulative impact

- Year on Year
- Across a Community of identity/interest
- Geographical Area
- Other

### Details of cumulative impact

As a Council, we have a major role in tackling inequality and it is important that we work with communities and partners in doing so. Our Equality Objectives guide the work we carry out in the city and demonstrate our commitment to challenging inequality and promoting a fair and inclusive City. Our objectives contribute across all 5 of our Corporate Plan priorities; tackling inequalities, better health and wellbeing, strong economy, thriving neighbourhoods and communities and an in touch organisations.

As a large public sector organisation, our objectives inevitably cover a broad set of issues and priorities, particularly for areas that tackle persistent inequalities, such as health and wellbeing and attainment. Many of these issues reflect challenges at a national level, and our approach to tackling these issues will inevitably be through a wide range of strategies, policies and projects, which cover a period of a number of years.

We expect our objectives to have a positive impact across groups with protected characteristics (as outlined in this EIA). And we will continue to provide a detailed annual update against our objectives via our Annual Equality Reports.

### Proposal has geographical impact across Sheffield

Yes  No

**Details of geographical impact across Sheffield**

Please see section above

**Local Partnership Area(s) impacted**

All  Specific

**Action Plan and Supporting Evidence****Action plan**

n/a

**Supporting Evidence (Please detail all your evidence used to support the EIA)**

Equality Objectives 2019-23

Equality Objectives 2019-23 - Consultation Report

Annual Equality Report 2017-18

Workforce Equality data 2017-18

Employee Opinion Survey 2017-18

**Consultation****Consultation required**

Yes  No

**Consultation start date**

16/10/2018

**Consultation end date**

30/11/2018

**Details of consultation**

The Equality Objectives were taken out to public consultation during October - November 2018. The consultation received a total of 178 responses (largely from individuals). There was a lot of support for the areas we have chosen to focus on, with 84% of people saying that the objectives focused on either "The Right Things" or "Most of the Right Things".

We also received a wide range of feedback and comments on the objectives, both the comments and our response are summarised our Consultation Report (attached).

Our equalities monitoring for the consultation shows that we engaged with a diverse group of people, for example, 18% of our respondents were from BAME groups (Black, Asian and Minority Ethnic), 9% described themselves as LGB+ and 20% were carers.

Based on the feedback we received we made a small number of amendments to our Equality Objectives, which are reflected in the final draft (attached).

**Are Staff who may be affected by these proposals aware of them**

Yes  No

**Are Customers who may be affected by these proposals aware of them**

Yes  No

If you have said no to either please say why

**Summary of overall impact**

Summary of overall impact

As a Council, we have a major role in tackling inequality. Our Equality Objectives guide the work we carry out in the city, they provide a framework and demonstrate our commitment to challenging inequality and promoting a fair and inclusive Sheffield. In this way they should support and enable a range of activities which support us to meet our statutory duties under the Equality Act 2010 and related Public Sector Equality Duties, which require us to eliminate discrimination, advance equality of opportunity and to foster good relations between different groups.

We expect our objectives to have a positive impact across groups with protected characteristics (as outlined in this EIA).

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 is in part achieved through the publication of our Annual Equality Report and Workforce Diversity Data. The first Annual Equality Report relating to our new Equality Objectives will be published in spring 2020.

#### Summary of evidence

Our new objectives were drafted to reflect our current priorities and areas of focus, including areas identified in our Workforce Opinion Survey, Workforce Equality data and persistent areas of inequality as highlighted in our Annual Equality Report 2017-18. And following consultation, we have now produced a final set of Equality Objectives for 2019-22

#### Changes made as a result of the EIA

As a large public sector organisation our Equality Objectives inevitably cover a broad set of areas. They will provide a framework for our work on equality for the next 4 year period and our will progress will be reviewed, in part through our annual equality reporting.

This EIA therefore reflects the equality implications of this broad set of objectives and related aims; which at this early stage do not commit the council to the delivery of a set of specific projects or policies (which have not already been agreed). This EIA has therefore not identified any changes that need to be made to the objectives.

However, should the council choose to implement a project or policy as a result of the Equality Objectives then standard procedures would be followed. This would include consideration of any equality implications, including equality impact assessments and appropriate consultation to ensure the Council fulfils its obligations.

#### Escalation plan

##### Is there a high impact in any area?

Yes  No

##### Overall risk rating after any mitigations have been put in place

High  Medium  Low  None

#### Review date

##### Review date

30/03/2020

If a review date is specified, it will appear in the 'Upcoming Reviews' view when the EIA review is within 30 days.

Approved