SHEFFIELD CITY COUNCIL
Cabinet Report

12

Report of:	**Deputy Chief Executive**
Date:	**August 1st 2012**
Subject:	**Annual Equalities and Inclusion Report - 2011/12**
Author of Report:	**Social Justice and Inclusion Manager** **Tel 27 35861**

Summary: To provide Cabinet with

- An overview of progress and challenges on Equality, Diversity & Inclusion (EDI)
- An update on progress on objectives in the Single Equality Scheme 2010 -13
- An outline of the priorities, work underway and challenges, focused around work required to meet our Equality Duties and local priorities
- Recommendations for action.

Reasons for Recommendations:
Our aim is to make Sheffield a fairer place to live and work and on an ongoing basis we will continue to meet the needs of our diverse customers. There is excellent work being undertaken across the Council in relation to equality, diversity and inclusion that will continue to make a difference to people's lives in the city.

However alongside this work there are areas of *persistent inequality* in key areas across the Council that this report has highlighted and undermines the good work in services. These areas should be recognised as priorities and addressed specifically if we are to improve outcomes for everyone across the city.

Recommendations: That Cabinet

a) Agree the report and agree the action plans
b) Agree the new Equality, Diversity and Inclusion Policy
c) Focus our attention via the Strategic Equality Board on

- Ensuring we have joined up approaches to equality, diversity and inclusion (EDI), including working with partners to deliver joint equality approaches and objectives
- Strengthening civic participation through representation on boards in line with the city population e.g. women, disabled, BME people, etc

- Strengthening monitoring and reporting of hate incidents & discrimination to ensure we are working to eliminate discrimination and harassment
- Setting new priority indicators for 2013- 17 in line with the recommendations of the Fairness Commission to prioritise areas with key outcome differentials or impacts
- Mainstreaming EDI performance into the Performance Management Framework and throughout business planning
- Developing a deeper knowledge of our customers & communities including consistent monitoring / analysis of differences within communities and new profiles
- Action in line with Workforce Equality Review
- Add additional questions in the staff survey on EDI and more work undertaken to understand and reduce differences.
- Ensuring EDI is embedded in procurement and commissioning arrangements.
- Re evaluate approaches to EDI in Portfolios' to ensure they are fit for purpose
- To continue to review EDI arrangements in line with any changes to legislation.

Background Papers: **Appendices Attached**
Sheffield City Council - Single Equality Scheme 2010 -13

Category of Report: OPEN/

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* Delete as appropriate

Statutory and Council Policy Checklist

Financial Implications
YES Cleared by: Paul Jeffries
Legal Implications
YES/ Cleared by: Lynne Bird
Equality of Opportunity Implications
YES Cleared by: Adele Robinson
Tackling Health Inequalities Implications
YES
Human rights Implications
YES
Environmental and Sustainability implications
YES/NO
Economic impact
YES
Community safety implications
YES
Human resources implications
YES
Property implications
/NO
Area(s) affected
City wide and across the Council
Relevant Cabinet Portfolio Leader
The Leader and Cabinet Member for Communities and Inclusion
Relevant Scrutiny Committee if decision called in
Scrutiny Management Committee
Is the item a matter which is reserved for approval by the City Council?
NO
Press release
/NO

Annual Sheffield City Council
Equality, Diversity and Inclusion Report 2011/ 2012

1.0 SUMMARY

To provide Cabinet with:

- An overview on the background and challenges on Equality, Diversity and Inclusion
- An update on progress on objectives in the Single Equality Scheme
- An outline of the priorities, work underway and challenges, focused around work required to meet our Duties and local priorities including workforce
- Recommendations for action.

2.0 BACKGROUND

2.1 Fairness is at the heart of the Council's values, we believe that everyone should get a fair chance to succeed but recognise that some people and communities need extra help to reach their full potential, particularly when they face multiple layers of deprivation. Tackling inequality is crucial to increasing fairness and social cohesion, reducing health problems and helping people to have independence and control over their lives. It will underpin all that we do. ". *"Standing up for Sheffield: Corporate Plan 2011-14.*

2.2 The business case for equality, diversity & inclusion (EDI) is strong; good practice will lead to benefits for all. We want our workforce culture to promote and embrace EDI; realising that each individual adds value to a team. We know our strength comes from building on and valuing our staff and customers' differences and similarities. We are committed to supporting our workforce to develop and to commission or deliver high quality services that meet the needs of everyone.

3.0 WHAT DOES IT MEAN FOR SHEFFIELD PEOPLE AND THE CHALLENGES AHEAD?

3.1 As a City Council, we know that unfairness and inequalities do and will exist across the city. We have a major role in tackling this, and it is important that we work with communities and partners to understand the nature of the fairness and inequalities issues affecting individuals and communities in Sheffield, along with the effect of our policies and practices

3.2 Our aim is to make Sheffield a fairer place to live and work and the report will consider how to do this in the context of reducing resources and as the organisation goes through a period of organisational changes. People have different needs and some people may need more or different resources to have access to the same outcomes as others. It places an emphasis on reducing the barriers and constraints that people operate under, helping people to have the ability to face up to challenges, and recognises that people will have diverse goals in life and make different choices.

3.3 As we address some of the persistent long term inequalities that exist in the city, it is also important that we continue on a daily basis to make real improvements and

changes to services and practices that positively impact on peoples lives. A lot of these areas are highlighted through our equality impact assessment process.

3.4 Some key areas of inequality and disadvantage are outlined below and must be addressed if all people are to fully contribute to all areas of life in the city and if Council priorities are to be achieved (see Appendix 9 for more detail).

- Financial exclusion is inextricably linked with poverty, and it remains a major challenge for Sheffield, which has the highest levels of financial exclusion in almost half of its wards (affecting approximately 218,743 people in 48% of wards).
- The achievement of children and young people in Sheffield has continued to improve. However, Sheffield remains below national figures and the achievement gap between the lowest 20% of children and the average has widened by 2%.
- The difference in life expectancy across Sheffield is approximately 11 years for men and over 6 for women.
- Women working full-time are paid on average of 15.5% less an hour than men for doing work of equivalent value. Women pensioners therefore tend to be poorer than male pensioners. Other issues, which cannot be separated from experiences of financial exclusion and poverty, include age, ethnicity, sexuality, disability and domestic abuse etc.
- BME and disabled people have lower average rates of employment; women have lower rates of employment, with ethnic minority women having much lower rates of employment than all other groups.
- Disabled people are particularly at risk of disadvantage, as the unemployment and disability can become mutually reinforcing.
- BME people have lower average rates of employment. National figures show that unemployment among young black men has doubled in three years, rising from 28.8% in 2008 to 55.9% in the last three months of 2011.[1] . There is a need to understand how the above applies to Sheffield in the absence of local data.
- In terms of child poverty 37% of Sheffield is in the bottom 30% of areas, with 21% of all children in the city living in households receiving council tax benefit or housing benefit. It is also estimated that 25% of children in Sheffield live in low income households.

3.5 Areas of specific challenge have both a staff and customer focus:

- ***Citizens and customers***: inequalities in health, attainment, employment and skills, financial inclusion, social care and personalisation, housing, community safety including hate incidents, domestic & sexual abuse and access. Developing a deeper understanding of inequality and fairness in Sheffield and of the impact on different people is critical.
- ***Staff***: workforce diversity, workforce opinion, shared understanding, reasonable adjustments, access, employee engagement, communication and training.
- ***Both****: A lack of a shared understanding of equality, diversity and inclusion that risks leading to inappropriate and unacceptable behaviour*.

3.6 We should ensure our processes are transparent and fair and are seen to be. To meet this challenge we must address key elements of process, e.g. ensuring we

[1] [1](http://www.guardian.co.uk/society/2012/mar/09/half-uk-young-black-men-unemployed

have *accurate base-line information, monitoring and recording* to demonstrate where and how we are making progress.

3.5 The Fairness Commission has been established by Sheffield City Council to make a non-partisan strategic assessment of the nature, extent, causes and impact of inequalities in the City and to make recommendations for tackling them

4.0 OUTCOME AND SUSTAINABILITY

4.1 Although this report will address some key ongoing challenges facing the Council, it is important to highlight that there are *daily successes and excellent ongoing work* is being undertaken by staff across the Council making a difference to people's lives.

4.2 Appendix 4 notes some detailed examples in relation to

- **Stonewall Education Champions - Tackling Homophobic Bullying**
- **MAST Team**
- **Fellowship Programme**
- **Home Language Accreditation (HoLA) Project**
- **Apprenticeship Scheme**

4.3 A few short examples from across the Council include:

Advancing Equality of Opportunity

- **Community Access and Reablement Service (CARS) pilot** supports people to get back as much of their independence as possible. The service helps people develop a personal plan for the things they want to do more independently. It also offers advice, information and signposting to other services. Customer satisfaction with the service is high – 100% of people were satisfied with their personal plan and 93% felt more independent after six weeks reablement

- The **Self Directed Support** introduction gave us the chance to offer a bigger choice of travel and transport options. A new team called Travel Solutions was set up and has helped more than 100 people get about the way that is right for them.

- **6000 Carers assessments** resulted in 2,500 carers receiving a separate carers' service and another 2,500 provided with advice and information. All Sheffield GP's have been given a booklet about how they can offer advice and support to carers.

- **Young Carers Strategy Group** established to support Young Carers Project and the VOYCE Project) with the aim of developing new models of working which bring Young Carers and organisations providing services together**.**

- **Reshaping the Voluntary Sector Grants** and the setting up of a new Small Grants Fund. Benefits for local people arising from the grants include access to services for people experiencing domestic abuse, support for vulnerable adults, support for older people, opportunities for people from BME communities and access to advice and advocacy services

- **Highways PFI Client Team**- Highways is traditionally a white, middle aged, male service. However, in the recent recruitment exercise out of 21 posts recruited, 3 of the appointees are BME (14%), 4 are female (19%) and 13 are in their 30's (62%).

In addition, the BME, female and young appointees are evenly spread across the grade structure.

- **Improving Social Care Payments** A group of customers from adult social care and officers are working together to coproduce a new service to process all the financial and payments aspects of receiving a personal budget
- **Work in Customer Services** to improve access to services the following are some headlines
  - Extension of availability of the Family Information Service
  - Digital champions introduced in First Point. Assisting people to reduce waiting time for things that can be done online e.g. blue badge
  - Access to money advice is being promoted as part of our service at First Point
  - Work is taking place in First Point to promote health and well-being

- **The Quality Improvement Network** in Communities has achieved the following;
  - Designed and delivered disability equality training for home care agencies
  - Been trained to recruit and select our staff
  - Co-produced a booklet to tell people about the Right to Control
  - Been on panels for nominating applicants for an accessible housing opportunity and to decide who would get funding for innovation projects
  - Worked with staff and partners to decide priorities and plans for the year
  - Reviewed information packs for customers to make sure they are easy to read
- New Web pages have been developed with extra content under headings such as, our customers, our workforce, our city and our partners. This is ongoing with the aim of **improving access to information** on equality, diversity and inclusion. Some community groups have agreed to test the new pages
- Establishing the **Fairness Commission** to make a non-partisan strategic assessment of the nature, extent, causes and impact of inequalities in the City.
- The **Sheffield 100 Apprenticeship Programme** represents the Council contribution to the overall goal of increasing the numbers of apprentices across the city, and identifying additional places.

Eliminating Discrimination

- **Stonewall Education Champions** We achieved 4th place nationally this reflects effective partnership-led work on challenging homophobia and bullying in schools.
- We are rated by **Stonewall as a 'top 100 employer'** and 'consistently top performer' in the Stonewall Diversity champions Workforce Index.
- **Safeguarding Adults** is now included in training with links to disability hate crime and discriminatory abuse.
- Sheffield long-listed last year for **European Access City Award**, one of only two cities in the UK.
- Become a 'Mindful Employer' organisation to support staff that experience stress, anxiety, depression and other mental health conditions.
- New **customer monitoring** form and guidance for staff and customers has been developed. This was launched in Customer Services Week in 2011.

- **Equality Impact Assessments** played a significant role in helping to mitigate the impacts of the recent recession and subsequent public spending cuts, in ensuring that, as far as possible, the city is socially and economically resilient. This can be evidenced through the recent 2012/13 Council budget setting process whereby attempts were made to minimise funding reductions to key frontline services such as Adult Social Care and protect spending in Children's Social Care.
- We have also **reviewed our impact assessment** process and included additional areas beyond the Equality Act protected characteristics to include carers, poverty and cohesion.

- Sheffield has signed up to a **Community Covenant** and established a Community Covenant Partnership Panel to improve services for the local armed forces.

- **Home Language Accreditation (HoLA) Project**. Working in partnership with King Edward VII secondary school, Languages Sheffield and Children's University we have secured funding for a 3 year project. It focuses on the relationship between the complimentary and mainstream schools. The Project has been nominated for the European Award for Languages. See appendix 4.

Fostering Good Relations

- Developed a new **Housing Equalities Group** and they will be help us to develop the Housing Equalities Plan his year.

- **Partnership work** with the Somali Community to develop capacity within the community to address disadvantage and develop community resilience and work in Partnership with community group to address disadvantage and develop Roma community links, leadership and community resilience.
- **International Women's Day Centenary** events in 2011 and 2012 across the city involving women from different communities and sectors, including the 'Women of Steel' celebration. Led to the development of new community Women's Network.
- **Work in partnership and support disabled citizens** through the various groups such as ALG, T4All, and Partners for Inclusion. An example of this is the consultation done with the refurbishment of Weston Park Museum, including the establishment of accessible displays, the development of a Braille-tactile guide to the Park, disability awareness training for staff, including how to guide blind people and how to describe a display which cannot otherwise be accessed.

- The city centre management team have been **working with LGBT communities** supporting Sheffield Pride to help improve planning. There have been a number of improvements which will be seen at this years event on 2nd June, including having the first ever Pride Parade into the Endcliffe Park where the event takes place. Other services such as the Registry Office also attended to promote access to services. This is expected to attract in excess of 10,000 visitors from around the region.
- Over the past year we have further developed **Community Knowledge Profiles** in some new areas such as LGBT, disabled, lone parents, women and carers; we have also upgraded our existing BME profiles.
- **Partnership work with the BME Network** on a range of identified challenges such as the economy, children and young people, housing and older people.

- **LGBT survey** as part of the consultation for the Housing Strategy in 2011 (Feb-April) to help identify LGBT people's housing issues and priorities. The interim Housing Equalities Plan (2012-13) has LGBT actions on monitoring.

- We continue to **support and work with staff forums** for under represented groups within the Council such as disabled, BME and LGBT staff and have developed new carers and women's forums as a result of issues raised.

5.0 Legislation and Our Public Sector Duties

5.1 We currently comply with our legislative requirements under the Equality Act 2010 and associated Public Sector Duties (PSED). These are wide ranging and affect all areas of what the Council does. (See Appendix 5 for more detail).

5.2 We have responded to the move by Government Equalities Office towards public oversight and local accountability in how we are meeting our objectives rather than national auditing.

5.3 In line with our duties we have reshaped our web pages to make more information accessible to the public in January 2012 on the external site. We have grouped information in relation to 4 key areas our city, our customers, our workforce and our partners. We are consulting with stakeholders and are continuing to develop these.

5.4 As a matter of operational practice, we regularly undertake equality impact assessments across the Council, as a systematic way of assessing the effects that a proposed policy or decision is likely to have on different people within the city.

5.5 The Government has recently announced as part of its "red tape challenge" that it is to undertake a review in how the PSED is working in practice. We will review and ensure that our policies and practices are in line with any changes and the values and priorities of the Council.

6.0 Leadership & Strategic Oversight on Equality, Diversity and Inclusion (EDI)

6.1 Leadership and commitment is vital to our success, at Cabinet level the Leader has been responsible for Equalities and now there is a new Cabinet member for Communities and Inclusion following changes in May 2012. At Officer Level, the Strategic Equalities Board has been chaired by the Deputy Chief Executive and will soon be chaired by the Chief Executive. It provides a clear framework and approach to EDI across the Council, oversees performance management, and ensures services demonstrate that EDI outcomes are being delivered. The Board has representatives from each Portfolio, and also from key commercial partners such as Kier, Capita, Sheffield Homes and Veolia.

6.2 In addition to the Social Justice and Inclusion Manager, a range of Officers work on equality issues in Portfolios to try to ensure a robust approach to equalities in service planning and delivery and to ensure resources are used and coordinated effectively. Given the changes and challenges identified within the Council *it is important that each Portfolio review its approaches and ensures the arrangements are fit for purpose.*

6.3 Our approach to addressing poverty and increasing social justice will primarily come under the remit of the tackling poverty and social justice outcome linking, income maximisation, financial capability and the Whole household / key worker model and leading to the Council becoming a guarantor of excellence in equality.

6.4 In light of the work of the fairness commission we will work to assess the *impacts on individuals and communities and monitor to ensure that we enhance potential positive impacts and ensure negative impact is mitigated as far as possible*. The new Equality objectives will be embedded into business plans and the Performance Management Framework (PMF) and customer insight and journey mapping will be used to build a better picture of our customers.

7.0 Priority Areas

7.1 In discussion with Members, we have prioritised key strategic issues and approaches to EDI. These issues include:

a) Meeting our Duties – Single scheme, objectives, knowing our communities
b) Focus on key areas and outcomes
c) Assessing the impact and future plans
d) Staff and Workforce issues
e) External assessments

A) Meeting our Duties – What we must do.

7.2 The Single Equality Scheme (SES) 2010-13 provides a clear framework for meeting our equality duties. The SES enables all Portfolios to contribute to equality objectives and ensures these are mainstreamed throughout the Council.

7.3 The SES recognises that everyone's needs are met in different ways. Our core challenge is to embed this standard in the service each person receives either as a service user, resident, visitor or employee. This will help us reduce inequality, barriers and discrimination. The recognition of the **5 Keys to Inclusion** was a key principle of the SES which we committed to using as a guide to ensure our services are inclusive. We need to continue to incorporate this principle in our work.

- **Reach it?** (Can people access our services)
- **Understand it?** (Do services communicate in ways that people understand)
- **Find it?** (Can the services be located easily)
- **Control it?** (Can people take control for themselves and be independent)
- **Relate to it?** (Does it relate to our customers, citizen and visitor needs)

7.4 The Scheme sets out the objectives and outcomes that demonstrate our compliance with our Public Sector General Duty. Under the General Duty one thing we must do is to demonstrate we are trying to eliminate discrimination, harassment and victimisation (including Hate Incidents). Although we have a new cross partner Strategic Group and action plan in relation to hate incidents/ crime this is an area where we need to do further work. There were very few reports in relation to disability hate crime, we believe this is due to under reporting rather than no incidents taking place, *therefore we need to increase reporting*.

7.5 We must demonstrate that from a customer and staff perspective we are monitoring, analysing and taking action in relation to the Duty. The Council is increasing coming under community scrutiny to do more of this. We therefore must further develop monitoring especially in under developed areas like LGB monitoring that better equips us to meet our objectives and Duties. *This includes strengthening monitoring and recording of hate Incidents and discrimination systematically across staff and customers.*

- Examples of customer monitoring are included on our Specific Duty web pages such as use translation and interpreting, Activity Sheffield or Blue Badge applications. We also include monitoring information in relation to staff, partners and the city.

7.6 We have also updated and consulted on our Equality, Diversity & Inclusion policy.

Single Equality Scheme Objectives

7.7 A significant amount of work has been undertaken on the objectives outlined in the Equality Scheme. Out of the 57 objectives set out in 2010 58% of them are on target green no concern, 39% are amber indicating they are slightly off track and are being actively managed and only 3% are red which are significantly off track and escalation is needed.

7.8 **Red areas on concern are**

- Increase numbers of people with mental health issues and learning disabilities into employment. This is being actively managed however the economic downturn has significantly impacted on this and adjustment will be required.
- To year on year reduce BME exclusions, although there has been a target, over the 2009-11 period, the expected reduction of exclusions has not occurred, there is a working group on this issue however this requires ongoing action. This is being actively monitored and an action plan is in place for this target.

7.9 **Amber areas of most concern**

- Workforce diversity appears in a number of objectives but for different groups. Due to the financial challenges for the Council and public sector in general, recruitment has been limited. However although this is amber there has been year on year improvement (see Appendix 7).
- Health inequalities appear in a number of areas. The health inequalities plan has been running for 18 months and although outputs are favourable due to the 5 year rolling average method of measurement of Health Inequalities the outcome will only become clearer over the next 12 months.
- Attainment targets have been set for specific groups e.g. BME, Special Educational needs and Free School meals pupils is very broad however attainment progress has been mixed year on year. Requires ongoing action more detail is provided in annual scrutiny reports which are available.
- A city wide partnership Hate Crime Action Plan has been developed and is being overseen by the Safer and Sustainable Communities Partnership Board, however reporting is reducing and further ongoing action is required. There were very few reports in relation to disability hate crime, we believe this is due to under reporting rather than no incidents taking place, *therefore we need to increase reporting.*
- Increase women's civic participation, decision making, participation and engagement. Although in the Scheme this applies to women there are concerns in relation to other groups such as BME and disabled people as well. This needs further monitoring

Others Issues

- Increase percentage year on year of accessible buildings in Sheffield. Although this area is green and we promote this with inclusive design via the use of Planning laws and Building Regulations. We do not currently monitor this and disabled people have indicated that this is still an area of concern.

7.10 The full set of objectives and progress report against each individual action is detailed in Appendix 3

Knowing our Communities

7.11 The General Duty requires us to foster good relations and encourage the participation of communities of interest in public life. Work in this area is developing especially around new health arrangements. Work around Community Assemblies has improved local involvement but we need to build on this and join up approaches with partners more in this area.

7.12 The Sheffield population has changed significantly in the past few years (See Appendix 5). Demographics raise a number of issues that the Council must consider when planning services. Communities are changing and therefore people's needs are changing. Segmentation of information is therefore crucial for effective planning and service delivery. We need deeper understanding of the differences within communities.

7.13 Over the past year we have developed Community Knowledge Profiles in some new areas such as LGBT, disabled, lone parents and carers and we have also upgraded our existing BME profiles. The profiles bring together a range of quantitative research and analysis, using a variety of sources. *We will continue to further develop and take action as a result of knowledge of our customers and communities including deeper analysis of differences within communities and new community profiles*

7.14 We are also seeking to address inconsistent customer monitoring across services via a new approach. A new monitoring form and guidance for staff and customers has been developed. This was launched in Customer services week in 2011 and it *aims to ensure we collect consistent monitoring information to ensure our services are accessible and we can understand what customers need.* If there are unfair differences we can address and change this. This will help us to provide information on groups of people that use our services. *We need to further develop consistent monitoring practice across the Council.*

7.15 The Council continues to support the work of a range of networks and groups such as the BME Network, Expert Elders, Youth Council, People's Parliament, 50 plus Network, Partners For Inclusion, Access Liaison Group, T4all etc. The Council is also represented on a number of multi-agency forums to work on specific issues.

7.16 However sometimes there is duplication of activity and increasing expectations on the Council to support other community networks. The Council and its partners need to ensure we strengthen capacity for meaningful engagement including looking at new ways of doing things especially utilising IT and social media. *Work is underway to identify requirements for community networks that will inform a review of the voluntary and community sector infrastructure.*

B) *Focus on key areas and outcomes**

7.17 There are areas of persistent inequality in key areas across the City that the Council and partners recognise recognised to be addressed differently if we are to improve outcomes for everyone across the city. (See Appendix 9 for more details)

Areas of concern include:

- **Financial exclusion** is inextricably linked with poverty, and it remains a major challenge for Sheffield, which has the highest levels of financial exclusion in almost half of its wards (affecting approximately 218,743 people in 48% of wards). Rates of unemployment are highest among those with no or few qualifications and skills,

those with caring responsibilities, lone parents, those from some ethnic minority groups, older workers and, in particular, young people. *We need to further develop understanding and impact on specific groups and work to reduce current inequalities*.

- **Health Inequalities** both in the Council and NHS Sheffield. Inequalities have meant that lives are cut short and people are not living life to the full and enjoying opportunities open to them. As the responsibility for Public Health moves into the Council we will work to reduce persistent inequalities.
- **Educational attainment** is strongly linked to socio-economic deprivation. Barriers such as poor levels of health and poor educational attainment interlink, and restrict people from improving their socio-economic position and that of their families. It is important that both aspiration and subsequent achievement are increased if this link is to be weakened. *This should also include work on absenteeism and exclusions.*
- **Community Safety** is a key factor to reducing inequality, the wellbeing of the city's residents is seriously affected by the reality and fear of crime. Gender, disability, age, ethnicity and where you live are significantly associated with feelings of safety. A further significant concern is around youth offending and gangs.

C) Assessing the Impact and Future plans

7.18 The principles of fairness and social justice are embedded throughout the Corporate Plan, Standing up for Sheffield. We must integrate consideration of impacts and outcomes for different people whether services are delivered in house or with external partners. Carrying out impact assessments will help us to do this.

7.19 Equality Impact assessments (EIAs) are one of the main routes we embed and demonstrate EDI considerations across the Council. EIAs, however, should be proportionate and the need to focus on high impact and risk.

7.20 Equality considerations have been made an integral part of the budget setting and decision making process. This includes building EIAs into Q Tier and business planning. The Council conducted a wide range of EIAs to understand the impact of the budget on individuals and groups in relation to fairness but understanding of cumulative impact remains the most difficult to address. EIAs must seek to further understand and mitigate where possible cumulative impact on different groups.

D) Staff / Workforce Issues

7.21 As a result of persistent workforce equality issues being identified we asked an independent consultancy EW Group to review and advise on further actions in relation to these areas. The review included a workforce survey, focus groups, individual interviews with staff and a desk top review of documents.

7.22 The review included significant stakeholder engagement and alongside looked at more than 120 documents

- Staff Survey – 1342
- Managers' Survey – 303
- Individual Interviews – Focus Groups – 8 Groups
- Briefings / Facilitated Dialogues

7.23 The survey results are attached (Appendix 8) along with an action plan to address the key issues overseen by EMT (Appendix 2). The key themes arising from the report were;

- High Staff Interest on Equality, Diversity Inclusion
- Significant steps by the Council on EDI

- Creating a More Positive "Culture" on E,D & I and moving beyond compliance
- Inconsistency in Staff Experience
- Lack of Workforce Representation for Specific Social Identity Groups
- Support Needed for Managers on E,D & I
- Creating More Effective Staff Forums

7.24 The Council has clearly achieved progress especially in the areas of structures, systems and strategies. However further work is needed in the areas involving staff, skills and style. In relation to strategy and management development the findings pointed to an organisation that has significant policies and processes in place to support delivery on equality and diversity. The report highlights that the effective delivery in some but not all sections of the Council is hampered by a culture that is viewed as “old school‟ or “predominantly white and male.‟

7.27 The general situation described above leads to issues arising for specific sections of the workforce with some common and separate themes emerging. The key common theme that emerges is an experience in particular voiced by women, BME and LGB staff, of discriminatory language which has over time resulted in harassment and discrimination. For disabled staff the discrimination is experienced additionally in the less than consistent application of reasonable adjustments.

7.28 The Review will support the Council in moving to a more complex or intercultural view of diversity and difference and help the Council move the organisation from beyond a "compliance culture" around EDI to where it is seen as a necessary part of the Council in achieving its vision, goals and objectives.

7.29 The key workforce diversity priorities to address include

- Lack on declaration rates for some staff e.g. disabled and LGB
- A gap between the BME and disabled profile of the city and Council,
- Job segregation in some areas.

Description	Profile % 06/07	Profile % 07/08	Profile % 09/10	Profile 10/11	Profile 11/12	% Sheffield (2006 ONS)
BME Employees 11.5% undeclared	6.00%	6.47%	8.75%	8.73%	10.41%	15.52%
Top 5%			6.3%	6.85%	7.01%	
Disabled Employees 48% undeclared	1.26	1.51	2.15%	2.2%	4.51%	16.09%
Top 5%			1.5	1.29 %	2.26%	
Male employees*			39.59% FTE	34.91 % FTE	35.63	49.9%
Top 5%			51.83	52.83%	45.91	
Female employees*	41.93		60.41% FTE	65.09	64.37	50.1%
Top 5%			48.16	47.7%	54.09	
LGB employees 49% undeclared	NK	NK	1.5	1.65*	3.16%	6% national data

It is important to note that there are more young males than females. Females outnumber males considerably in the 60+ age group.

Portfolio Profiles October 2011 - See Appendix 6 for a full breakdown

BME Profile	**Women Profile**	**Disability Profile**
Communities = 10.43%	Communities 77.*%	Communities 5.7%
CYPF = 14.4%	CYPF = 72%	CYPF = 3.5%
Place 5.2%	Place = 27 %	Place = 2.9%
DCEX 7.9%	DCEX = 66%	DCEX = 5.3%
Resources 8.2%%	Resources = 50.6%	Resources 5.5%

7.30 We continue to monitor staff perception through the employee opinion survey. Staff who are Trans, LGBT, disabled, BME, and carers score lower overall. There are significant differences in each Portfolio and services (See Appendix 7).*Further questions in the staff survey will be added on EDI and more work undertaken to understand and reduce differences.*

7.31 The Council also hosts apprenticeships and work placements for young and vulnerable people. These activities present opportunities to increase the diversity of the workforce by e.g. targeting under- represented groups or attracting people to work for the Council through work placements or apprenticeships. See appendix 4.

7.32 Although the Review looked at key challenges facing the Council, it is important to highlight that there are *daily successes and excellent ongoing work* is being undertaken by staff. A few examples from HR include

- A Workforce Profile Improvement Toolkit to assist managers
- Mandatory Diversity Challenge training and an Equality and Diversity E - Learning course for Directors and rolled out the e learning to our other tiers of service leaders / managers and developed an E - Learning tool for employees
- EIAs for managing employee reductions to help mitigate any actions taken and undertaken EIAs for other key changes to HR Policy
- New Family Leave Policy allowing parents to transfer some of their maternity or adoption leave and a new policy for Dignity and Respect including new Contact Advisers to advise and support employees.
- New reasonable adjustments guide for managers; however there are still some fundamental issues arising on a day to day basis in relation to access and reasonable adjustments for disabled staff that need to be addressed and monitored. *This will be monitored by Portfolios and HR.*

E) External Assessments

7.33 One of the primary ways of assessing our progress on EDI previously has been through the Equality Framework for Local Government. However during the initial review of our readiness to meet the “Excellence” standard it was decided that the *Council needs to go further than the EFLG in measuring our progress*. The EFLG as it stands is quite process rather than outcome driven. It was therefore agreed last year by EMT to postpone our external assessment. There has since been a further move by Government towards public oversight and local accountability in how we are meeting our objectives rather than national auditing. We do not believe that audit would be beneficial in improving outcomes and therefore we recommend not to

progress with the external EFLG assessment at this point. We should instead focus on the Workforce action plan and direct engagement with communities in Sheffield.

8.0 FINANCIAL IMPLICATIONS

8.1 There will be further costs associated with the workforce action plan such as training for staff at a cost of approx 6k which will be split between HR and the equalities budget in DCEX. There may be costs associated with changing and supporting practice in some areas including the potential training required on some actions, but these would be managed from within the existing Portfolio /service budget as set out in the action plan. For example Resources to meet any HR cost implications and DCEX to meet the cost of community profiles.

9.0 LEGAL IMPLICATIONS

9.1 As a Public Authority, we have legal requirements under Section 149 and 158 of the Equality Act 2010 as referred to in section and Appendix 5 of this document. These are often collectively referred to as the 'general duties to promote equality'. To help us meet the general equality duties, we also have specific duties, such as the requirement to produce, publish and report on equality objectives as set out in the Equality Act 2010 (Specific Duties) Regulations 2011.

10.0 ALTERNATIVE OPTIONS CONSIDERED

10.1 The actions and recommendations noted are considered to be the best way to meet our Public Sector Equality Duties, to address persistent long term inequalities and to help make Sheffield a fairer and more equal place to live and work.

11.0 REASONS FOR RECOMMENDATIONS

11.1 Our aim is to make Sheffield a fairer place to live and work and on an ongoing basis we will continue to meet the needs of our diverse customers. There is excellent work being undertaken across the Council in relation to equality, diversity and inclusion that will continue to make a difference to people's lives in the city.

11.2 However alongside this work there are areas of *persistent inequality* in key areas across the Council that this report has highlighted and undermines the good work in services. These areas should be recognised as priorities and addressed differently if we are to improve outcomes for everyone across the city.

12.0 RECOMMENDATIONS

That Cabinet

d) Agree the report and agree the action plans
e) Agree the new Equality, Diversity and Inclusion policy
f) Focus our attention via the Strategic Equality Board on

- Ensuring we have joined up approaches to equality, diversity and inclusion (EDI), including working with partners to deliver joint equality approaches and objectives
- Strengthening civic participation through representation on boards in line with the city population e.g. women, disabled, BME people, etc

- Strengthening monitoring and reporting of hate incidents & discrimination to ensure we are working to eliminate discrimination and harassment
- Setting new priority indicators for 2013- 17 in line with the recommendations of the Fairness Commission to prioritise areas with key outcome differentials or impacts
- Mainstreaming EDI performance into the Performance Management Framework and throughout business planning
- Developing a deeper knowledge of our customers & communities including consistent monitoring / analysis of differences within communities and new profiles
- Action in line with Workforce Equality Review
- Add additional questions in the staff survey on EDI and more work undertaken to understand and reduce differences.
- Ensuring EDI is embedded in procurement and commissioning arrangements.
- Re evaluate approaches to EDI in Portfolios' to ensure they are fit for purpose
- To continue to review EDI arrangements in line with any changes to legislation.

Appendices Content

1 Report Action Plan

2 Workforce Action Plan

3 Equality Objectives Report

4 Compliance Good Practice examples

   a) Stonewall Education Champions - Tackling Homophobic Bullying
   b) North Mast Team
   c) Sheffield Fellowship Programme
   d) Home Language Accreditation (HoLA) Project
   e) Apprenticeship Scheme

5 Equality Act 2010 and Public Sector Equality Duty

6 Key population issues for Sheffield

7 Staff workforce opinion and workforce profile

8 Equalities Review Questionnaire Results

9 Reports on key areas of persistent Inequality

   a) Employment and Skills and Financial Exclusion
   b) Education – attainment, absenteeism and exclusion
   c) Health: Health Inequalities Action plan 2010 – 2013 - key issues
   d) Community Safety - Youth Justice, Domestic Abuse and Hate Crime

10. Equality Diversity and Inclusion Policy

Annual Equalities Report 2011/12

Cabinet Appendices Content

1 Report Action Plan
2 Workforce Action Plan
3 Equality Objectives Report
4 Compliance Good Practice examples
   a) Stonewall Education Champions - Tackling Homophobic Bullying
   b) North Mast Team
   c) Sheffield Fellowship Programme
   d) Home Language Accreditation (HoLA) Project
   e) Apprenticeship Scheme

5 Public Sector Equality Duty
6 Key population issues for Sheffield
7 Staff workforce opinion and workforce profile
8 Equalities Review Questionnaire Results
9 Reports on key areas of persistent Inequality
   a) Employment and Skills and Financial Exclusion
   b) Education – Attainment, Absenteeism and Exclusion
   c) Health: Health Inequalities Action Plan 2010 – 2013 - key issues
   d) Community Safety including Youth Justice, Domestic Abuse and Hate Crime
10 Equality Diversity and Inclusion Policy

Appendix 1 – REPORT ACTION PLAN 2012/13

The plan will be monitored and rated quarterly and overseen by the Strategic Equality Board ongoing

Key	**G**	Performing well / No concern - No further action needed
	A	Slightly off track / Minor concern - Active management needed
	R	Significantly Off track / Major concern - Escalation needed

Duty	Issues	Responsibility	By When	RAG	Progress / 31st Oct/ Jan 31st/ Apr 30 and 31st July 2013
G2	Ensure joined up approaches to equality, diversity and inclusion, including work with partners to deliver joint objectives	EMT/ Strategic Equality Board	July 2013	A	
G2	Strengthen civic participation through better representation on boards etc e.g. women, disabled, bme people etc.	Head of Sheffield First Partnership	July 2013	A	
G1 2 3	Strengthen monitoring and recording of hate Incidents,& discrimination systematically across staff and customers	Head of Community Safety and Head of HR	July 2013	A	
G2 S1	Integrating equality impacts and mainstream equality performance reporting in the Performance Management Framework.	Director of Performance and Communication	July 2013	A	
G2	Ensure appropriate Equality Impacts Assessments are undertaken and acted upon across the Council	Social Justice and Inclusion Manager	July 2013	A	
G2 & S2 & 3	Further develop understanding of our customers and communities including deeper analysis of differences within communities and new knowledge profiles	Director of Policy, Partnerships & Research	July 2013	G	
G1, 2, 3	Collect consistent monitoring information to ensure services are accessible and we can & deliver what customers need.	Director of Customer services and Directors of Business Strategy	July 2013	A	
G1,2 3	Portfolio's review approaches to equalities to ensure they are fit for purpose.	Directors of Business Strategy	Sept 2012	A	

G3	Identify the requirements for community networks that will feed into a review by the Council of VCF sector infrastructure.	Director of Policy, Partnerships and Research	July 2013	A	
G1, G2 G3	Take appropriate action in line with the recommendations in the workforce equalities review action plan	Director of HR	July 2013	A	
G1	Improve staff satisfaction of employee groups who are lower than average eg Trans, LGB, Disabled, BME and Carers	Director of HR	July 2013	A	
G1 & G2	Monitor and ensure the apprenticeships scheme in relation to diversity in the city	Director of Economy, Enterprise and Skills	July 2013	A	
G2	Further develop understanding and impact of unemployment with regard to specific groups and work to reduce current inequalities e.g. disabled, BME, women,	Director of Economy, Enterprise and Skills	July 2013	A	
G1	Ensure EDI is embedded and monitored in procurement and commissioning arrangements.	Director of Commercial Services and Director of Policy	July 2013	A	
G2	Ensure Strategic Partners are publishing relevant EDI information in relation to staff and customers in line with our duties	Social Justice and Inclusion Manager	July 2013	A	
S2	Publish information annually to demonstrate compliance with the General Equality Duty	Social Justice and Inclusion Manager	Jan 2013	A	
S3	Publish Council information relating to staff and customers in line with Duties	Social Justice and Inclusion Manager	Jan 2013	A	
S1	Consult on and publish new Equality Objectives 2013-17 in line with the Fairness Commission	Social Justice and Inclusion Manager	April 2013	A	

Short term actions in blue

Task	Action	Time scale	Lead	Progress/ 31st July/ 31st Oct/ Jan 31st/ Apr 30 2013	Por	R/A /G
Theme 1: Develop Shared Understanding		**April 2013**	**Sonia Sharp**	**Overall summary:**		
A	Map critical directors/managers, road shows and Portfolio meetings.				P	
B	Develop key consistent Equality Diversity and Inclusion (EDI) issues, messages and themes and ensure they are included in each meeting and via website.				P	
C	Set self assessment criteria for workforce inclusion covering areas of, awareness, behaviour and information.					
D	Conduct self assessment performance reviews in these areas in each Portfolio, report via PLT, feedback to Directors Group and share learning and practice and develop cumulative picture.				P	
E	Actions based on these assessments to be developed in each Portfolio.				P	
	Develop positive internal communications and messages with staff on EDI				P	
Theme 2: Leadership, Management and Member Support		**April 2013**	**Laraine Manley**	**Overall summary:**		
	Dialogue and face to face training for staff in HR to enable them to provide the support, guidance and skills to managers, leaders and Members.					
B	Additional Dialogues for Leaders including Members and Forums: Build on the facilitated dialogues to develop shared understanding and clarity about EDI in SCC.					
C	Ensure EDI including workplace culture & behaviour is built into directors/ manager's events & Portfolio road shows.				P	
D	Promoting the role of 'equality champions' throughout all levels of the organisation and portfolios				P	
Theme 3: Strategic Equality Board		**April 2013**	**Lee Adams**			
A	Review and agree new chairing and membership arrangements.			Agreed John Mothersole to chair and EMT members to nominate champion to attend for each Portfolio		
Theme 4: Policies/Guidance		**April 2013**	**Laraine Manley**	**Overall summary:**	**G**	
A	Revise policies and guidance such as diversity toolkit, leadership imperatives, performance reviews,					

Task	Action	Time scale	Lead	Progress/ 31st July/ 31st Oct/ Jan 31st/ Apr 30 2013	Por	R/A /G
	recruitment and selection, culture and belief, reasonable adjustments					
B	Ensure job descriptions and specifications ask for only necessary qualifications and experience - based on competencies				P	
C	Update code of conduct for staff and Members to promote positive inclusive behaviour					
D	Monitoring via spot checks on recruitment practice eg panels and JD's (internal and external)					
Theme 5 : Skills for Leaders including Members		**April 2013**	**Laraine Manley**	**Overall summary:**		
	Revise and/or develop new learning and development opportunities:					
	• EDI will explicitly be included in the leadership imperatives, individual performance review framework					
	• Business partners will be trained to support Portfolios in EDI explicitly					
	• Face to face training to be provided to Members & staff different grades in EDI				P	
	• Online EDI courses to support such as workplace culture & behaviours					
	• Ensure balance in terms of social identity groups in leadership and management development				P	
Theme 6: Staff Skills		**April 2013**	**Laraine Manley**	**Overall summary:**		
A	Encourage confidence to challenge discriminatory behaviour and practices				P	
B	Test shared understanding and skills by building 3 questions on EDI into the staff survey for the next 2 years to monitor progress.					
C	Develop positive communications to increase declarations of staff within the staff census.				P	
D	Hold a 2012/13 Partnership conference with the LGBT multi agency group and other public sector agencies.					
Theme 7: Positive Action measures		**April 2013**	**Simon Green**	**Overall summary:**	**G**	
A	Recruit and retain a workforce at all levels that reflects the diversity of Sheffield				P	

Task	Action	Time scale	Lead	Progress/ 31st July/ 31st Oct/ Jan 31st/ Apr 30 2013	Por	R/A /G
B	Set up support sub group and identify a project lead officer to support. The work plan to include:					
	• Using current workforce HR data to help identify strengths and gaps, and develop a plan including to broaden opportunities to include staff groups not being currently addressed					
	• Promote positive messages to managers and directors via road shows etc				P	
	• Review current mentoring and secondment arrangements to ensure consistency and transparency				P	
	• Develop actions to increase declaration within monitoring				P	
	• Implement the corporate positive action development plan with goals and measures specific to each Portfolio such as mentoring, work shadowing.				P	
	• Develop training such as management, confidence building				P	
	• Maintain Stonewall membership and increase score. Ensure awareness raising to include straight/heterosexual colleagues being well informed about LGB issues				P	
	• Promote visible and open equality role models in the organisation including LGBT				P	
Theme 8: Employee engagement & staff forums/ networks		**April 2013**	**Richard Webb**	**Overall summary**		
A	Engage Staff Forums/ networks on an "internal" assessment on ways to improve the structures, systems, styles and skills of forums and employee engagement					
B	Develop written development and work plans with forums.					
C	Develop consistency and joint working between forums/networks including terms of reference, facility time, support time and chairing arrangements.					
D	Review issues and involvement of staff groups who do not belong to or have a forum.					

Appendix 3: Equality Objectives

APPENDIX 3		Equality Scheme Objectives Update - 2011/12	
Key	G	Performing well / No concern - No further action needed	
	A	Slightly off track / Minor concern - Active management needed	
	R	Significantly Off track / Major concern - Escalation needed	
Issue	**Measure**	**Progress**	**Progress rating**
Religion and belief	Extend recording and monitoring systems to include faith and belief	Our Equality Monitoring form available to all services now includes Faith/Religion/Belief. Guidance has been developed for staff and customers A further project to improve equality monitoring in Care and Support services has been approved.	**Green**
Religion and belief	Ensure consultation strategies take into account working with faith and belief groups	Religion /belief is an area of each impact assessment so is a consideration in decision making. Consultation takes place with faith groups wherever appropriate, e.g. before building or highways work close to a place of worship. EIAs are carried out for major consultations.	**Green**
Religion and belief	Build capacity of faith organisations to provide appropriate services to communities in their area	The Faith Forum existed in Sheffield until April 2012. This was fully supported by the Council with Officers and members provided support for the organisation. Unfortunately in late 2011 the external funding was no longer available for the Forum's core business and that members of the Faith Forum were not in a position to fund the operational costs of the forum. Though the Council provided gap funding to give the Forum time to secure additional resources, the members of the Forum decided to dissolve the organisation as it was then constituted. Going forward, the Council continues to support the Faith Leaders Group and provides support for Faith Leaders Group and Faith representatives linked to Community Assemblies. We will also continue to support and advise faith leaders in the City on how they may organise themselves in the future	**Amber**
Religion and belief	Provide faith and belief awareness training to staff in the delivery and planning of frontline services where appropriate	The culture guide is in need of updating, it is planned to be updated by April 2013. 'The guide will reflect beliefs, lifestyle and cultures not just relating to religion.On line training on all equality issues including faith has been developed.	**Amber**

Religion and belief	Support the development of a multi faith prayer/quiet space and retail chaplaincy in the city centre	A prayer room already exists in Castle Market although it is rarely used. There were plans for a multi faith prayer room in the new Market development due to under use of existing facilities and difficult financial circumstances the project is now not planned. We are working with partners to look at alternatives.	**Amber**
Religion and belief	Support capacity building for faith communities to become members of partnership and other boards to promote civic involvement.	The Sheffield Faith Leadership group is represented on Sheffield Executive Board and leads with the director of Sheffield First partnership ongoing discussions about representation on other partnership groups. The faith leadership group is also involved in Sheffield Fairness Commission.	**Green**
Religion and belief	Develop opportunities that help young people explore and understand theirs and others' faiths, spirituality, values and beliefs	Within the CYPF Community Cohesion Action Plan, there are a range of activities such as developing links between Madrassas and schools; a range of youth provision activities with BME young people many of whom come from a faith background and around the interface between faith and LGBT via LGBT History Month and other actions. This is an area of ongoing work and activity for CYPF.	**Amber**
Sexual Orientation	Be an employer of choice for LGB people by maintaining and improving our score in the Stonewall Workplace Equality Index	We have continued to be a member of Stonewall and have improved our year on year score. We are one of only a few organisations to be in the Stonewall Top 100 index every year. Produced information and promoted events for LGBT History Month, International Day Against Homophobia (IDAHO), Spring Out LGBT Community event and Sheffield Pride (and other events in the city). Highlighted WEI in 'Working for Sheffield' article. Produced report for Strategic Equality Board to ensure LGBT work is developed throughout the council	**Green**
Sexual Orientation	Extend Service monitoring to fully include LGB people	Included in the Equality Monitoring Guidance issued in October 2011. This includes a suggested monitoring form which fully includes LGB. A further project to improve equality monitoring in Care and Support services has been approved. We will monitor how the monitoring is progressed	**Green**
Sexual Orientation	Reduce year on year Homophobic bullying in schools	Over a five year period, there has been a reduction in the number of incidents report in schools in four out of five years. There has been a significant investment in actions to tackle homophobic bullying in Sheffield schools. We have developed a Schools Charter as part of our commitments.	**Green**
Sexual Orientation	Maintain the Stonewall Education Champions Scheme	Sheffield City Council has renewed its membership of the Stonewall Education Champions Programme for 2012-13. We were 4th in the Index 2010/11. Good practice examples included in the main report	**Green**

Sexual Orientation	Ensure Homophobic hate incidents are monitored and reduced in the workforce and Council	The recording of customer complaints currently includes a tick point on hate incidents so that where a hate incident has been alleged this can be monitored and reported on. The Sheffield Adult Safeguarding Partnership Executive has endorsed a recommendation to undertake an EIA on Safeguarding activity and outcomes, and will rely upon data and information included in the Safeguarding Annual Report for 2010-11 and 2011-12. The final report will be cascaded across all partners to raise awareness about hate incidents/crimes in all public sector organisations - NHS Sheffield, SY Police, Probation Service, Sheffield Health and Mental Health etc. Homophobic incidents can be reported as part of hate crime reporting procedures. Last year there were 25 homophobically motivated incidents reported. . For staff the Dignity and Respect policy, procedure and intranet pages have been updated and new Contact Advisers recruited. Cases will be monitored and reported on.	**Green**
Sexual Orientation	Set targets to and reduce health inequalities for LGB people	The Council have produced jointly with the PCT a Health Inequalities Action Plan which contains actions across the two organisations aimed at reducing health inequalities wherever they arise. The actions contained in the plan recognise the Inequalities experienced by BME and LGBT communities. The actions aim to improve service process, perception and provision of services across the life course. This plan has been running for 18 months and outputs are favourable but due to the 5 year rolling average method of measurement of Health Inequalities the outcome will become clearer over the next 12 months	**Green**
Sexual Orientation	Ensure LGB awareness raising events are given significant profile such as Pride, IDAHO etc	The Council continues to promote events such as Pride & IDAHO and Spring Out. E.g. on our website, through social networks and in *Communities News etc*. We further continue to Chair and support the LGBT multi agency group.	**Green**
Sexual Orientation	Survey older LGBT Housing needs	We are developing a new ten year housing strategy for Sheffield and we want to make sure this strategy addresses the needs of lesbian, gay, bisexual and transgender (LGBT) people living in Sheffield. To help inform this, we have recently completed a survey to help us understand the housing barriers and challenges faced by LGBT people living in Sheffield. .	**Green**

Gender	Reduce year on year conception rate of girls aged 15 -17	Over time there has been a gradual reduction of teenage pregnancies. Under 18 conception rate per 1000 girls (15-17) 2002 - 2010 2002 2003 2004 2005 2006 2007 2008 2009 2010 Sheffield 56.1 53.3 54.7 51.6 49.0 50.5 46.6 42.9 41.4 Yorkshire and the Humber 47.0 46.7 47.3 47.7 46.8 47.7 47.3 44.1 40.5 Statistical Neighbours 52.4 49.9 51.6 53.0 51.8 51.3 51.0 49.7 45.6 England 42.7 42.1 41.6 41.3 40.6 41.8 40.5 38.2 35.4	**Green**
Gender	To recruit and retain a workforce that reflects the diversity of Sheffield at every level and develop measures to tackle job segregation	HR currently working with services to highlight and deal with gender inequality – including dealing with inappropriate attitudes and behaviours, job segregation etc. A new women's network and action plan has been developed. Equal pay claims being administered and dealt with. Workforce EIAs have been developed and updated regularly.	**Amber**
Gender	Improve access to services for people experiencing domestic abuse	The number of new referrals into Domestic Partnership Helpline suggests that the service is on track. The service will continue to be monitored.	**Green**
Gender	Gather and analyse statistical and consultation information in employment and gender	We publish information on the website in relation to our workforce and use the information to inform EIAs and Policy. We have developed a Women's, lone parents and carer's knowledge profiles for the city.	**Green**
Gender	Continue to develop and set targets for year on year improvements to encourage more women to become entrepreneurs	ERDF statistics show (i.e. that we can fully evidence and are businesses that have existed for a full 12 months). .No of Businesses Assisted that are SME's – 385 No of Businesses Assisted that are Social Enterprises – 10 No of New Businesses Created – 215 Gross New Jobs Created – 267 Of which No of new businesses created – majority female owned – 94 No of new businesses created – majority BAME owned – 35 Gross new jobs created for women – 126 Gross new jobs created for BAME – 147 We have details on our database of 150 BME businesses that we have supported and helped to start but which at this time we cannot fully evidence to 12 months	**Green**

Gender	Improve the health and wellbeing of women and men with a focus on taking action to reduce health inequalities	The Council have produced jointly with the PCT a Health Inequalities Action Plan which contains actions across the two organisations aimed at reducing health inequalities wherever they arise. The actions contained in the plan recognise the Inequalities experienced by men and women and different communities. The actions aim to improve service process, perception and provision of services across the life course. This plan has been running for 18 months and outputs are favourable but due to the 5 year rolling average method of measurement of Health Inequalities the outcome will become clearer over the next 12 months.	**Amber**
Gender	Continue to raise year on year the achievement of young people, with particular reference to boys' attainment	In terms of boys, over 2009-11, there has been year on year progress at KS4. at KS1 and KS2, less so. However attainment across the city is lower than national averages. See report and appendices for details.	**Amber**
Gender	Increase women's Civic participation, decision making, participation and engagement	The Centenary of International Women's Day was celebrated across the city in 2011 with a major event in the Town hall. The Network has been founded out of this and supports this aim. Equality Impact Assessments aim to ensure that opportunities for participation, engagement, and decision making are inclusive for different groups (including men/women). In Place portfolio - Inclusive design principles are used , not only for disability access issues, but also for gender issues - for example, building family friendly designs, safety measures and good street lighting into all new developments.	**Amber**
Gender	Further develop strategy for carers and address childcare issues	Joint Carers City strategy developed & signed up to by Health and Wellbeing Board June 2010. Implementation being monitored by Carers & Young Carers Board (sub group of HWB Board). Carers make up 50% of Board membership.	**Green**
Race	To find new additional pitches for the Gypsy/Traveller community	New additional pitches for the Gypsy/Traveller Community were prepared in 2010 but were rejected. New plans are in the process of being drawn up. However, in order for this to happen we are waiting for two things - 1) The latest guidance from National Government (due to arrive April 2012) and 2) the Revised Assessment of Need which is being prepared by Doncaster Council (currently in draft form). Once we have these we can prepare new plans and then begin the internal and public consultation processes once again.	**Amber**

Race	Monitor and improve the investment and business opportunities in BME Communities	ERDF statistics show (i.e that we can fully evidence and are businesses that have existed for a full 12 months). .No of Businesses Assisted that are SME's – 385 No of Businesses Assisted that are Social Enterprises – 10 No of New Businesses Created – 215 Gross New Jobs Created – 267 Of which No of new businesses created – majority female owned – 94 No of new businesses created – majority BAME owned – 35 Gross new jobs created for women – 126 Gross new jobs created for BAME – 147 We have details on our database of 150 BME businesses that we have supported and helped to start but which at this time we cannot fully evidence to 12 months	**Green**
Race	Improve the educational attainment of BME children and young people year on year	There has been a general increase in the levels of BME attainment and a reduction of gaps between 2010-11, with a variation to this trend being at KS2. However at KS2 some groups, particularly Somali and Yemeni pupils have improved between 2010-11. For this indicator, all BME groups are grouped together; however, some BME groups have very high attainment levels.	**Amber**
Race	Improve the health and wellbeing of BME communities and reduce health inequalities between communities	The Council have produced jointly with the PCT a Health Inequalities Action Plan which contains actions across the two organisations aimed at reducing health inequalities wherever they arise. The actions contained in the plan recognise the Inequalities experienced by different communities including BME people. The actions aim to improve service process, perception and provision of services across the life course. This plan has been running for 18 months and outputs are favourable but due to the 5 year rolling average method of measurement of Health Inequalities the outcome will become clearer over the next 12 months. - Activity Sheffield targets their health improvement work at poorer communities including BME communities. They keep data to prove their impact in these areas.	**Amber**
Race	Increase provision of ESOL (English for speakers of other languages) provision within the city	We offer support to ESOL learners in terms of literacy qualification at national test level 1/2. We are currently not supporting any numeracy learners. We respond to services who signpost all learners including ESOL learners. The Communities Portfolio has a SFL action plan which links to the National Go Award Criteria which identifies the need to support ESOL learners to access learning. To help with this initiative across service areas we have 24 Skills for Life Learner supports who have undertook a qualification and 10 of these have a specific unit in supporting ESOL learners	**Amber**

Race	To recruit and retain a workforce that reflects the diversity of Sheffield at every level and develop measures to tackle job segregation	Promoted the Positive Action measures in the Equality Act. Produced a Workforce Profile Improvement toolkit. Updating the Recruitment & Selection policy and procedure. Facilitated BME employee forum and workplace conference. Facilitating Communities BME employee network on recruitment and selection processes Appropriate job adverts for new posts e.g. the Highways PFI team have included positive action statements to encourage applications from under represented groups.	**Amber**
Race	Continue to develop work to encourage more people from BME communities to become entrepreneurs	See gender above new businesses created – majority female owned – 94No of new businesses created – majority BAME owned – 35Gross new jobs created for women – 126Gross new jobs created for BAME – 147	**Green**
Disability	Support capacity building disabled people to become members of partnership and other boards to promote civic involvement	Safeguarding Advisory Forum - support a group of service uses (including learning disability, physical impairment, older people, sensory impairment etc) have set up a group to advise and make recommendations to the safeguarding boards around policy and procedure and training and development. A group member from the LDPB is being support to chair the meetings. Learning Disability Partnership Board (LDPB) - A range of measures are in place to promote involvement in the LDPB and wider learning disability partnership: Empowerment of learning disability forum (People's Parliament) to elect its own members to represent people's voices on LDPB and working groups Close work with people with a learning disability to make LDPB as accessible as possible LDPB Co-Chairs are a person with a learning disability and the Cabinet Member for Healthy and Independent Living Development of LDPB and working groups where people with a learning disability are in lead/prominent roles - e.g. housing, safeguarding, leisure/culture Specific activities linked to LDPB to promote civic involvement: Sheffield Safe Places - (from May 2012) people with a learning disability at forefront of project to sign up shops, housing offices, libraries and other premises to provide places of support- Community Assemblies (June/July 2012) - targeted events to enable disabled people to have greater involvement and a greater say in their local community. Autism Strategy Implementation Group (ASIG) - ASIG operates effectively as a Board and will be reporting to the Health and Wellbeing Board. People with an autistic spectrum condition are members of ASIG and its working groups, some of which specifically address civic involvement - accommodation and employment & inclusion. Close work with people with an autistic spectrum condition, and peer support groups, to develop opportunities for people to feed in their views and, ultimately, co-produce future training and support services.	**Green**

Disability	Increase percentage year on year of accessible buildings in Sheffield	Inclusive Design by Place portfolio. We continue to promote and control it through use of Planning laws and Building regulations. Every new public building, workplace or residential development with 4 units or more must be fully accessible. Planning procedures and Building regulations are used to enforce this. Therefore, Sheffield's buildings do become increasingly accessible year on year although we need to monitor to ensure this.	**Amber**
Disability	Produce Schools Accessibility Strategy and action plan	Schools issued with an Equality Statement toolkit which incorporates accessibility.	**Amber**
Disability	Ensure disability related monitoring is included in hate crime reporting and target reporting	Work developing a city wide Hate Crime Action Plan has been developed and is being overlooked by the Safer and Sustainable Communities Partnership Board to clearly incorporate the EHRC recommendations in relation to disability related harassment The Sheffield Adult Safeguarding Partnership (SASP) Executive has endorsed a recommendation to undertake an EIA on Safeguarding activity and outcomes, and will rely upon data and information included in the Safeguarding Annual Report for 2010-11 and 2011-12. . This includes improvement actions in a final report that it will be cascaded across all SASP partners to hopefully raising awareness about hate incidents/crimes in all public sector organisations - NHS Sheffield, SY Police, Probation Service, Sheffield Health and Mental Health etc.	**Green**
Disability	Increase numbers of people with mental health issues and learning disabilities into employment	March 2012: NI 146 - Adults with learning disabilities in employment: The latest information we have is for Q3 (Oct-Dec), 20 people in paid employment, out of the 604 assessed/reviewed, making 3.31%.Using this as a numerator or denominator, 604 is less than half of the register known to Social services. Further Continuation Funding project work, is on target; x5 jobs out of the agreed 10, 22 work plans out of the agreed 45. Timescale for completion is end August 2012.	**Red**
Disability	Monitor reasonable adjustments across the Council	Updated policy and ensuring Reasonable Adjustments are monitored under the new Individual Performance review. This will however need monitoring as this area has been indented has having inconsistent practice.	**Amber**

Disability	Sign up to the Mindful employer Scheme and monitor effectiveness	SCC did apply for, and was granted Mindful Employer status in May 2010. This has brought a number of benefits It is important to note that many, perhaps most, of the actions taken to improve the Council's approach & performance in respect of mental health have other drivers, for example improving attendance & reducing sickness absence, facilitating successful rehabilitation and return to work, tackling issues of harassment discrimination and bullying, attracting & retaining employees etc. There are also linkages between better management of mental health issues in the workplace and better service to customers who may have a mental health condition. The Council is submitting an application to renew its Mindful Employer status. This application for renewal describes progress over the past two years and also shares with Mindful employer the work planned or just underway e.g. the inclusion of mental health in the core curriculum for manager development	**Green**
Age Issues – Older People	Set up Workshop and develop action plan on BME older people	Workshop held with the BME Network. In strategic commissioning 'Embedding Diversity' project is ongoing. The aims of this work stream are; • For providers and Strategic Commissioning and Partnership to have a good knowledge and understanding of customers, communities and workforce so that services are accessible, of high quality and appropriate for the needs of the people of Sheffield • That equality and diversity, is embedded in business as usual for Strategic Commissioning and Partnership and providers Work completed as part of this work stream includes; Equality and Diversity plan setting out actions that will be implemented to embed equality and diversity in work across the project and in business as usual for SCaP and providers. Master class for staff held, training on commissioning and diversity implemented for ALL SCaP staff. Diversity a key theme in Pif and its implementation Involvement in BME workshop .Training on Diversity for providers delivered. Diversity and equality resources and information on SCaP website While the above activities were successful work is ongoing to ensure diversity is embedded and seen as business as usual across the board.	**Green**
Age – Older People	Ensure older people have access to full range of learning opportunities	https://www.sheffield.gov.uk/caresupport/adults/olderpeople/learning.html ("Ageing well in Sheffield" is a resource for older people available on the internet and as a booklet - distributed in local libraries, to "Expert Elders" and Adult Social Care customers aged 50+).	**Green**
Age – Older People	Ensure that older people have the appropriate information, advice and guidance in relation to staying safe and secure	http://www.sheffield.gov.uk/caresupport/adults/olderpeople/safety#look ("Ageing well in Sheffield" is a resource for older people available on the internet and as a booklet - distributed in local libraries, to "Expert Elders" and Adult Social Care customers aged 50+).	**Green**

Age – Older People	Ensure that the older population have a range of accommodation options to meet their needs	Established reference group of older people to coproduce the strategy for making Sheffield a better place to grow old http://www.sheffield.gov.uk/in-your-area/housing-services/housing-strategies	**Green**
Age – Older People	Ensure easy access to good quality and relevant information about services	Adult social care has developed an Information and Advice Strategy for people needing social care support in Sheffield. It identifies good practice for providing information and advice, and details the special requirements for different communities, including customer care groups and minority communities.	**Green**
Age – Older People	Develop a City-wide Carers' Strategy	Joint Carers City strategy developed & signed up to by Health and Wellbeing Board June 2010. Implementation being monitored by Carers & Young Carers Board (sub group of HWB Board).See https://www.sheffield.gov.uk/caresupport/carers/carersstrategy.html	**Green**
Age – Older People	Increase the range of activities available for older people to take part in.	Activity Sheffield provide a variety of activities for older people across the city to take part in, including Chair Based Exercise, fun/multi activities and games, various sports, health walks, guided walks and history talks, practical work days i.e. building conservation skills	**Green**
Age – Older People	Ensure older people skills are positively recognised and we continue to encourage older people to be active in the life of the city.	Activity Sheffield continually encourage all older people within their sessions to continue/maintain their activity levels throughout and actively encourage them to utilise Sheffield's Green and Open Spaces. Older people's support and skills is recognised throughout from staff	**Green**
Age – Young People	Set targets to raise educational attainment levels of BME, SEN, children who receive free school meals and boys	The objective of setting targets to raise the educational attainment levels of BME, SEN, children who receive free school meals and boys is very broad and requires ongoing action. These areas are monitored by CYPF and scrutiny reports are carried out every year. However targets have not been consistently met	**Amber**
Age – Young People	To year on year reduce BME persistent absenteeism	There have been a number of actions to enable a reduction of persistent BME absenteeism as well as broad absenteeism. There has been a new attendance policy for schools developed as well as engagement with parents and carers. The four Darnall Primary Schools have taken a targeted approach and a collaborative leaflet has been developed and launched at specific events where parents and carers were invited, this was reported via the local media. A competition is currently being run to support schools and early years settings in raising awareness of the importance of regular attendance.	**Amber**

Age – Young People	To year on year reduce BME exclusions	Though there has been a target to see schools in Sheffield have a year on year reduction of BME exclusions, over the 2009-11 periods, the expected year on year reduction of exclusions as targeted has not occurred. There is a working group on this issue however this requires ongoing action. This is being actively monitored and an action plan is in place for this target.	**Red**
Age – Young People	To reduce the proportion of children experiencing bullying from 25% in 2007 to 20% in 2010-11 achieve a reduction of racial, disability related or homophobic bullying.	Model Bullying Policy issued to all schools. Survey of schools on compliance with homophobic bullying carried out. We have been a Stonewall Education Champion since 2009. In the inaugural Stonewall Education Index 2011, nationally we came in 4th place in relation to work undertaken to reduce homophobic bullying. Schools Charter launched in 2011.	**Green**
Age – Young People	Ensure each school has a plan to reduce bullying in relation racial, disability related or homophobic bullying	All schools issued with a model bullying policy in 2009. Survey of compliance specifically on homophobic bullying carried out in early 2012.	**Green**
Age – Young People	To set targets on action and reduce year on year BME over representation in the youth justice	An evaluation of BME youth interaction in the Criminal Justice system has been complied and reported within a Multi Agency Group of key officers. Some of the actions in the CYPF Community Cohesion Action Plan, for example diversionary positive activities, engaging with disengaged young people will support longer term reductions of BME's entering the youth justice system REMEDI has just been awarded a large grant for 5 years for Restorative Practise work in 3 Secondary Schools which will provide a further route to divert BME young people.	**Amber**
Age – Young People	Ensure that foster carers are representative of looked after children	Model equality Statement and toolkit produced.	**Green**
Age – Young People	To establish a timetable for the review and update of school based equality policies in line with the Equality Act	Schools issued with model Equality Statement and toolkit to help them meet their duties under the Equality Act 2010.	**Green**
Transgender	We want to improve the information and support for transgender employees	Working with Trans employees through LGBT employee network and LGBT Multi Agency Group to promote information on Trans issues. Ensure Trans employees are monitored via the employee census and recruitment monitoring	**Amber**
Transgender	Improve monitoring of services to include Trans gender	Included in the Equality Monitoring Guidance issued in October 2011. This includes a suggested monitoring form which includes a question on gender identity	**Green**
Transgender	Monitor trans hate crime and promote reporting of incidents	Transgender motivated incidents can be reported as part of hate crime reporting procedures. However last year there were only no transgender motivated incidents reported.	**Amber**

Appendix 4 Good Practice Examples

A) Tackling Homophobic Bullying Good Practice

Sheffield City Council has been a Stonewall Education Champion since 2009. In the inaugural Stonewall Education Equality Index 2011, nationally we came in 4th place.

Our good practices include:

- Research on homophobic bullying by speaking to LGBT young people, parents and carers and school based staff. A summary of the individual research reports were sent to all Sheffield Headteachers and Chairs of Governors during Anti Bullying Week
- Developing the Sheffield Schools Charter and its Guidance as a practical way of ensuring that schools implement their policies on homophobic bullying. Target of 35 (Primary and Secondary) schools achieving our Charter by July 2012
- Survey of Sheffield Schools on their bullying policy and a model Equality Statement and Toolkit deveolped to help Sheffield schools meet the requirements of the Equality Act 2010 refers to tackling discriminatory language and homophobic bullying
- Working in partnership to re establish a Sheffield Sex and Relationships Forum in November 2011 as a way of supporting professionals to provide excellent SRE in Sheffield
- Commissioned the NSPCC/Anti Bullying Alliance to deliver Anti Bullying training and introductory training for staff working in the 16-18 Sector
- Worked with Sheffield Hallam University on their report on tackling homophobia in South Yorkshire which was launched in Anti Bullying Week November 2011. This included the views of children and young people. Supported the University in event for local schools as part of LGBT History Month
- In schools good practice includes Y10 Equal Opportunities (Citizenship Unit); using the Stonewall FIT DVD; staff members being mentors to LGBT young people; links with Religious Studies, Art and History, for example specific lessons or talks; discussing different family structures in the curriculum etc
- Some Primary and Secondary schools who have been cited nationally as good practice by Stonewall and we support the use of the Stonewall Primary School DVD resource.
- We fund Side by Side, a peer drama on tackling homophobic bullying in schools
- Pupils from the former Wisewood Sports College performed in front of the Equalities Minister at the historic “Tackle It” Rugby Football League match involving the Sheffield Eagles Rugby Football League Club in March 2011
- Engaged with young people, through the “Dragons Den” activity held in Democracy Week
- Secondary schools and the University of Sheffield carried out research on SRE and South Asian communities which was disseminated autumn 2011.

B) Inclusion and Inequalities Multi Agency Support Team (MAST)

MAST continues to collaboratively work with a range of partners to improve inclusion of vulnerable groups and individuals. We aim to reduce economic inequalities with access to health care, educate and raise aspirations of young people and parents. Examples of our activity include the following:

MIF (Migration Impact Fund)
Following the MIF project funding ending in 2011 multi-agency work has continued with partners from schools, voluntary sector, police and housing. A group discusses overarching issues and planning an effective response. A focus group has been established to consider the specific community areas, individual cases, community cohesion and improving relations.

Direct Access to a Clinical Psychologist
MAST are working closely with a number of partnering schools, through the exceptional needs pilot which enables mental health therapeutic interventions to be more accessible to children and families by offering Clinical Psychology provision through the schools.

Leadership Training for New Arrivals
We are working closely with schools on delivering the priorities of the New Arrivals pilot, for example leadership training to students that have settled in the school well. This helps to give them a voice in community, raise aspirations and the opportunity to mentor and buddy more recent new arrivals.

Valuing Diversity – Rainbow project
As part of the New Arrivals Pilot at Longley Primary, we have applied learning over recent years with meeting the needs of students with exceptional needs and language development into a base for EAL (English as an Additional Language) learners called the Rainbow Group. A staff member works with students on language and social development, and work with parents through drop ins at the school. Students are trained to be buddies to help new arrivals.

Another intervention at Longley School is the Sunshine Group which enables children with exceptional needs to make increased gains in their learning and develop confidence in a greater range of skills.

We have delivered training for teaching staff at Parkwood Academy that helps engage learners who are new to English, new to formal education, also high achievers that are new to English.

C) Sheffield Fellowship Key Stage 2 Programme

The Ethnic Minority Traveller Achievement Service set up a pilot KS2 Fellowship programme in April 2009. This is a positive action initiative that aims to raise achievement, attainment and motivation of black minority ethnic pupils and other vulnerable groups at risk of underachieving at KS2. Supporting pupils at Y5 (spring term) through Y6 and transition support into Y7 (Autumn Term) at secondary, enhancing key skills in literacy and numeracy with an EAL focus. This offers personal development activities that impact positively on learning, motivation and aspirations.

Aims and Objectives:

- Narrow the gap between BME/EAL pupils and Sheffield's average attainment at KS2 Level 4+ combined English and Maths
- To raise academic achievement of BME pupils and other vulnerable groups at risk of underachieving at KS2 and narrow the gap.
- To improve motivation, confidence and self-esteem
- To establish effective partnerships between schools, pupils, parents to improve outcomes.
- To support transition in to secondary school

The programme has successfully supported 3 cohorts, and received positive feedback from schools, parents and pupils:

"The teachers have helped me with my English and Maths". (Pupil)

"My daughter's educational attainment at school has improved very well. Her self-confidence has also improved". (Parent)

"I don't know what you do with X but he's a completely different boy in class". (School teacher)

Attainment results

The first 2 cohorts in 2010 and 2011 have achieved great results. Pupils exceeded both the city's average and city's BME attainment average.

KS2 Fellowship Student Results				
	Number of Pupils Supported	**Achieved L4+ English**	**Achieved L4+ Maths**	**Achieved L4+ E & M Combined**
2010	29	83% (24)	83% (24)	72% (21)
2011	39	85% (33)	82% (32)	74% (29)
2012	29	TBC	TBC	TBC

Our current Y5 cohort size is 60 pupils from across Sheffield School.

D) The Home Language Accreditation (HoLA) Project.

Bi- lingual children make up almost two thirds of all Sheffield school age BME population. Many of whom attend a range of supplementary (community language) schools as well as one of the city's mainstream schools. Yet there is currently very little communication between the two sectors.

The Ethnic Minority Traveller Achievement (EMTAS) working in partnership with King Edward VII secondary school, Languages Sheffield and Children's University have successfully secured funding from the Hamlyn foundation for a 3 year project. The project focuses on the relationship between the complimentary and mainstream schools.

The HoLA project aims to enable supplementary schools and mainstream schools to communicate effectively, to develop and accredit formally the home languages of their students, and increase the engagement of bilingual children and young people and their families with mainstream schools.

Over the next three years and using the Children's University model, the two sectors will share information, develop positive links between the mainstream and complimentary schools by provide training around teaching, coaching, mentoring and cultural advice to mainstream schools from the complimentary schools. For further information visit: WWW.holaproject.org.

The project has been nominated for the European Award for Languages.

E) Sheffield 100 Apprenticeship Programme

The City Council has an important role because of its size as an employer, its position within the various partnerships that drive economic regeneration, and as part of our strategy to combat disadvantage and reduce inequality. The Sheffield 100 Apprenticeship programme represents the Council contribution to the overall goal of increasing the numbers of apprentices across the city, and identifying additional apprenticeship places.

There is a responsibility to ensure that the wider community are aware of these opportunities and that they are accessible to all (e.g. people from ethnic minority communities, women and disabled people). Promoting equality and diversity in our own workforce and encouraging our partners and suppliers to do the same, helps to ensure that both the public and private sector benefit from a diversity of skills and talents and improved employment rates among currently under-represented groups.

Rising levels of young people not in employment, education or training (NEETs), together with the increasing diversity of the city was a challenge to the Sheffield 100 programme; however the extension of the apprenticeship programme by an additional 100 positions demonstrates the successful take up by young people. The progress to date is as follows:

- 99 female and 142 male young people applied for the opportunities, of which:
    - 58.9% were male
    - 41% were female
    - 20% were BME
    - 12% have a disability or learning difficulty

- 165 successfully started or are on the programme
- 12 are currently at the interview stage

- 136 young people have already started work, of which:
    - 61% were male
    - 39% were female
    - 20% were BME
    - 15% have a disability or learning difficulty

Sheffield Futures provide referrals for the Apprenticeship programme and as such, follow the eligibility criteria set out by the Council. The referral process ensures that each individual undertakes a Matrix accredited Information, Advice and Guidance (IAG) session. This will determine their suitability for the position and follows best practice to ensure that each young person possess the qualities and ability to fulfil the position requirements regardless of their needs or background and are not ‘set up to fail’.

The uptake for the protected characteristics of BME, disability and learning difficulty can be seen to match and also exceed the percentage for the total number of applicants.

Appendix 5 Equality Act 2010 and the Public Sector Equality Duty

5.1 Currently Section 149(1), Equality Act 2010 (the 'public sector equality duty (PSED)') places a statutory duty on the Council to 'have due regard' when exercising its functions to the need to:-

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

5.2 This means public bodies have to understand the effect of their policies, practices and decisions upon equality. Having due regard to the Duty involves:

- Removing or minimising disadvantages suffered by persons
- Taking steps to meet the needs of persons that are different
- Encouraging people to participate in public life
- Tackling prejudice and promote understanding
- Steps to take account of disabled persons' disabilities.

5.3 This Duty has been extended to cover the Act's relevant "Protected Characteristics":

- Age
- disability
- race
- sex
- pregnancy and maternity
- gender reassignment
- religion or belief (including none)
- sexual orientation
- marriage and civil partnerships* (*in the Act but not the duty)

5.4 Section 149(6) recognises that compliance with the duties may involve treating some persons more favourably than others. However, this does not to permit conduct that would otherwise be prohibited by or under the Act.

5.5 In addition to the General Duty there are Specific Duties which came into effect in July 2011. These are to:

- Publish equality objectives every four years starting
- Publish information annually to comply with the General Duty
- Publish information relating to their employees and others affected by their policies and practices
- Publish information in a way that is accessible to the public.

5.6 Section 158 provides that if the Council reasonably thinks that:-

(a) Persons who share a protected characteristic suffer a disadvantage connected to it
(b) Persons who share a protected characteristic have needs that are different from the needs of persons who do not share it, or
(c) Participation in an activity by persons who share a protected characteristic is disproportionately low,

Then the Act does not prohibit the Council from taking any action which is a proportionate means of achieving the aim of:-

(i) Enabling or encouraging persons who share the protected characteristic to overcome or minimise that disadvantage,
(ii) Meeting those needs, or enabling or encouraging persons who share the protected characteristic to participate in that activity.

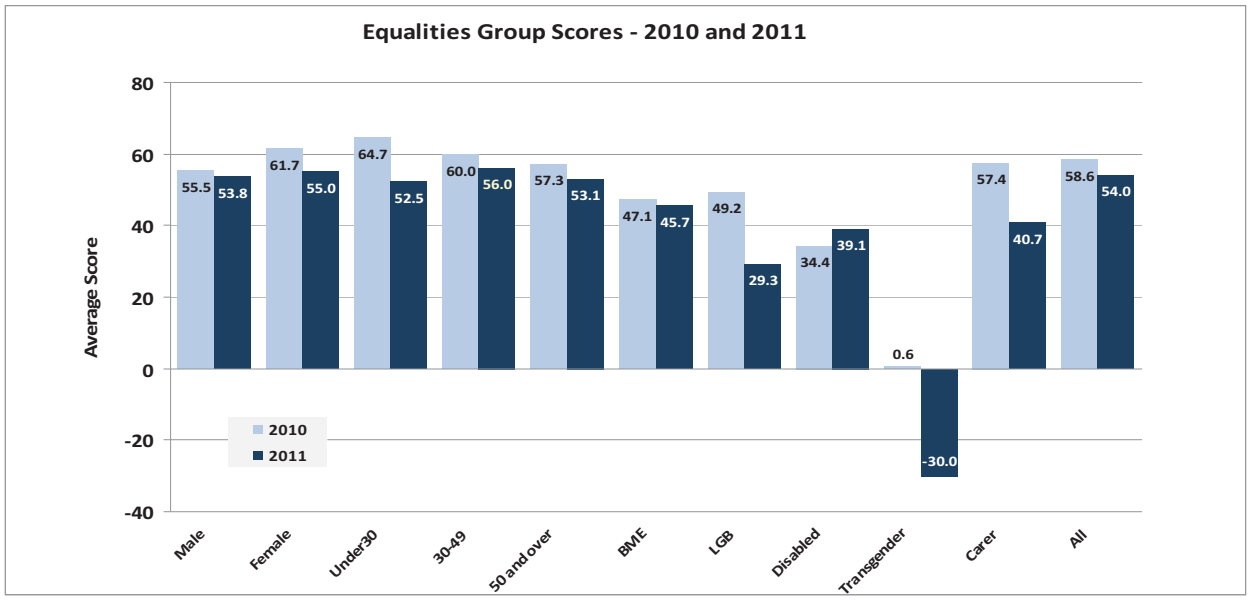
Appendix 6: Key population issues for Sheffield

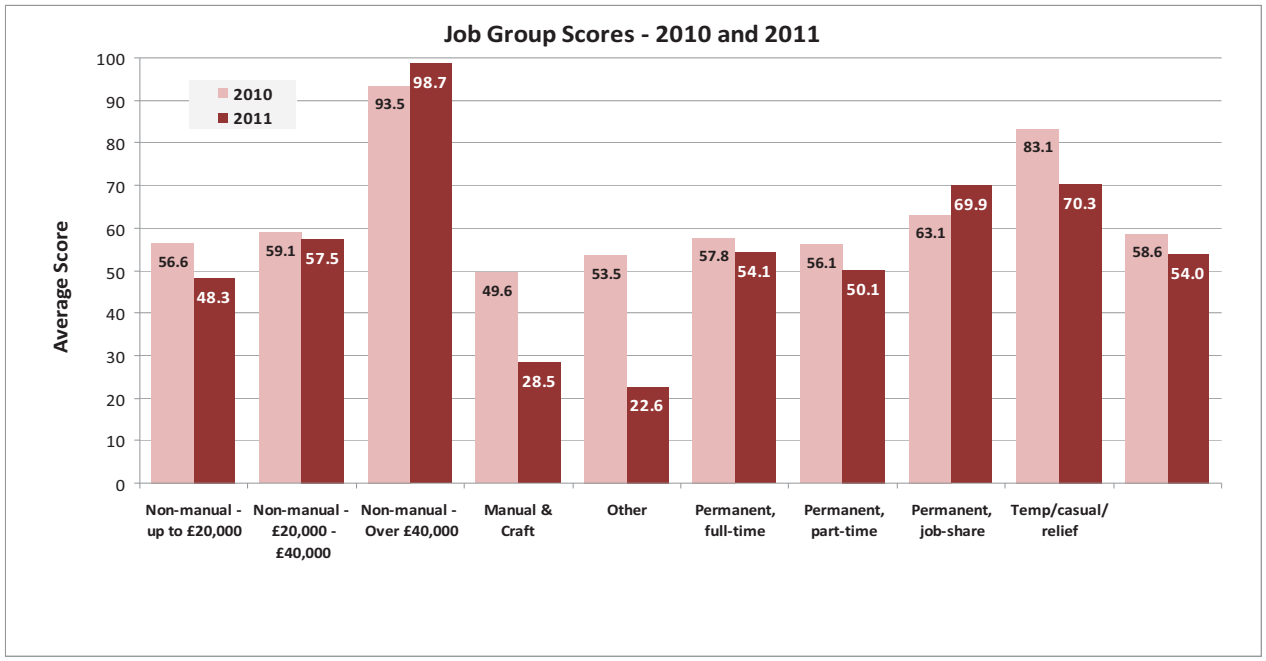
- There have been more females than males in the population, due largely to higher life expectancy for women. The numbers have been converging and are projected to meet in 2015, after which there will be more males than females in Sheffield, 5,000 more by 2035.
- There are still more women among the very elderly: 15600 aged 80 or more, compared to 8,900 men.
- The increase in Sheffield's population has been driven largely by migration, although there has also been an increase in births in recent years. The number of young adults has increased markedly in recent years, 20-34 year olds increasing by around 41,200 since 2002 around 8%.
- The population is moving back into a period of ageing. This will show particularly in the very elderly population, with a 21% increase in the 80+ population by 2021. The numbers of 0-15s will increase by 16% in the same period. There may be increasing pressure on school places in the next few years.
- The most recent Office of National Statistics (ONS) estimates (2009) suggest that the BME population in Sheffield makes up 17% of the total. The BME population is not evenly spread across the city.
- Disability in Sheffield is often difficult to map and analyse. There is no agreed definition which allows for a measurement of the numbers of disabled people. The 2001 Census indicated that the number of adults with a long term limiting illness in Sheffield was 105,815, equivalent to around 20% of the population.
- At the city level, Disability Living Allowance claimants in Sheffield have increased from 27,560 in 2002 (5.3% of the total population) to 32,800 in 2009 (5.9% of the total population).

Appendix 7: Staff Survey and Workforce Profile 2011

There are issues for all staff reflected in the survey but there are key difference related to particular equality characteristics. Below is an overview of issues from across portfolios.

- LGB scores have fallen significantly and Trans staff most unhappy
- Disabled staff scores have increased but are still significantly lower
- BME staff scores fell, however the fall was lower than the scores for all staff so the difference decreased. Still lower overall.
- Women, carers, transgender and under 30s staff fell significantly.
- There are significant differences in Portfolios e.g. LGBT staff in CYPF and Resources increased and fell in Place and Communities. Some service areas have a much higher percentage of BME, LGB, disabled, carers and trans staff and this impacts on scores. This is being explored as we prioritise actions. *See full staff survey results further overview below



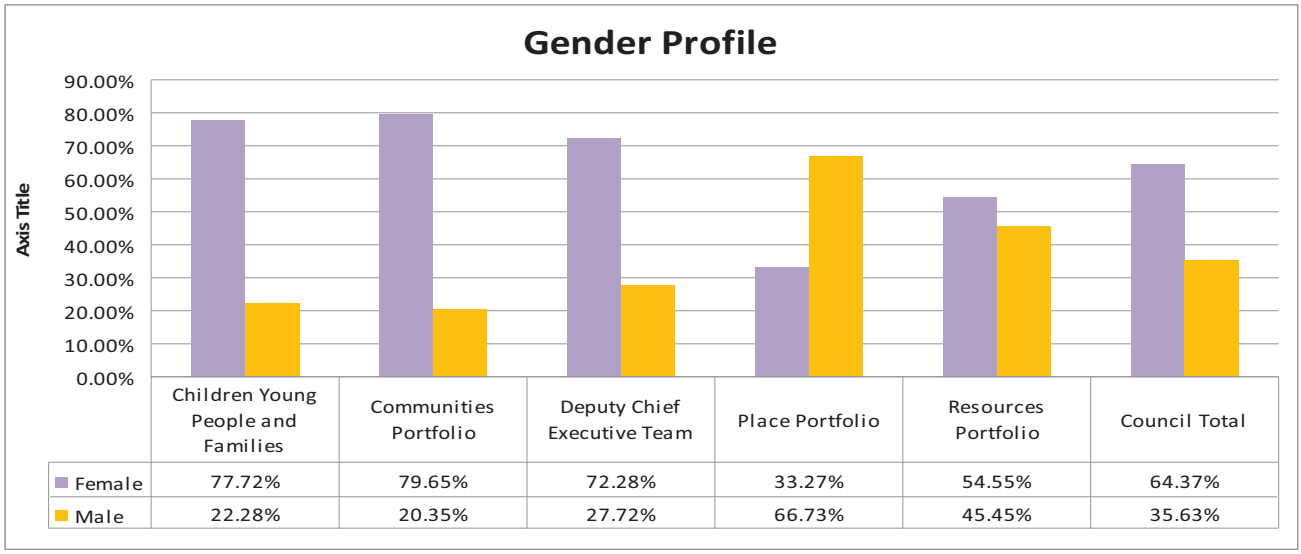


Workforce Profiles

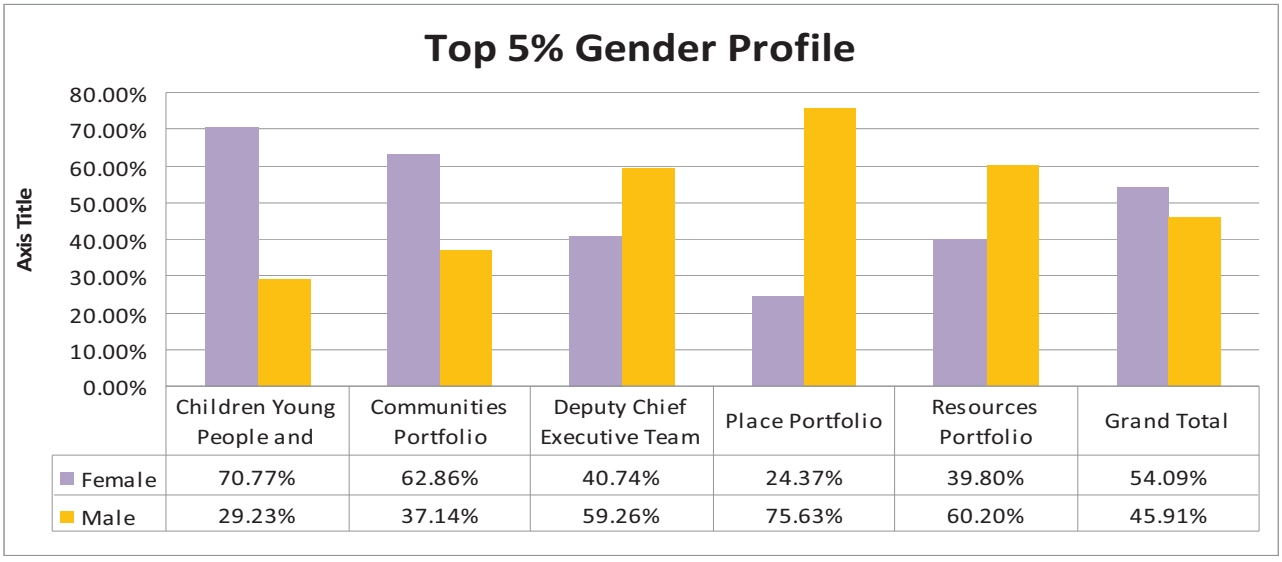
There are a number of employees who choose not tell us information about their "protected characteristic" on the Employee Census. For example if they are disabled or not. The way employee data is presented and reported is that we do not make any assumption about them and we record that as an unknown percentage. The workforce profiles below are therefore calculated as a percentage of those staff that have told us information about themselves for example they are disabled or not. The unknown is shown as an additional percentage amount.

The monitoring information is anonymous and is used for example to see whether certain staff groups are disproportionately more likely to be made vulnerable to redundancy.

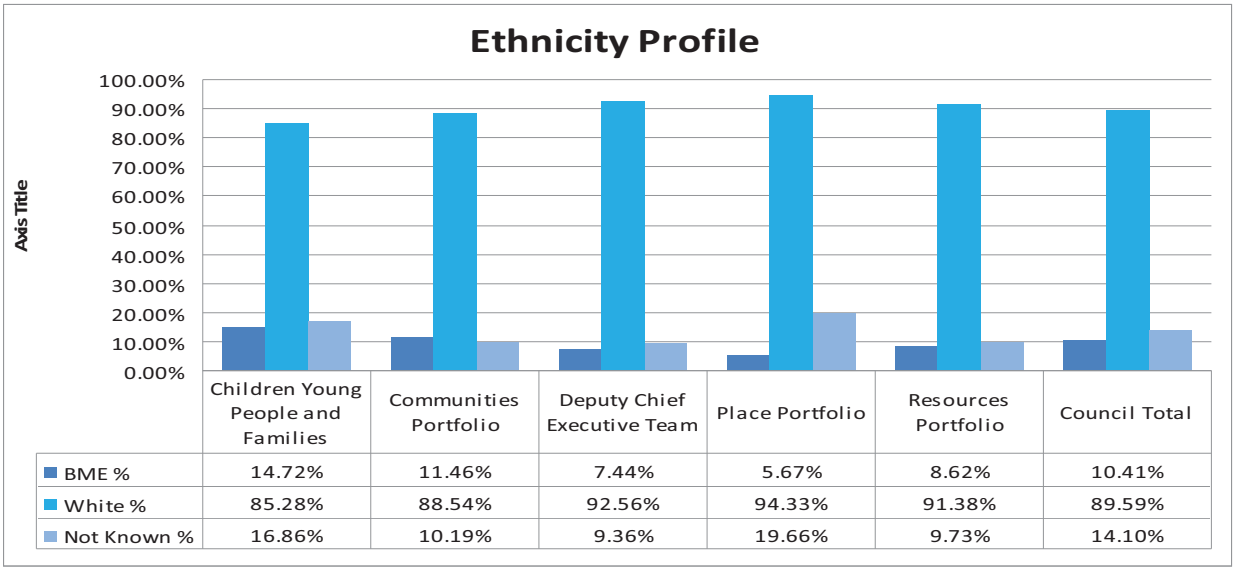
The information below is segmented into the different Portfolios of the Council, so we can monitor where we need to take any action to address issues.



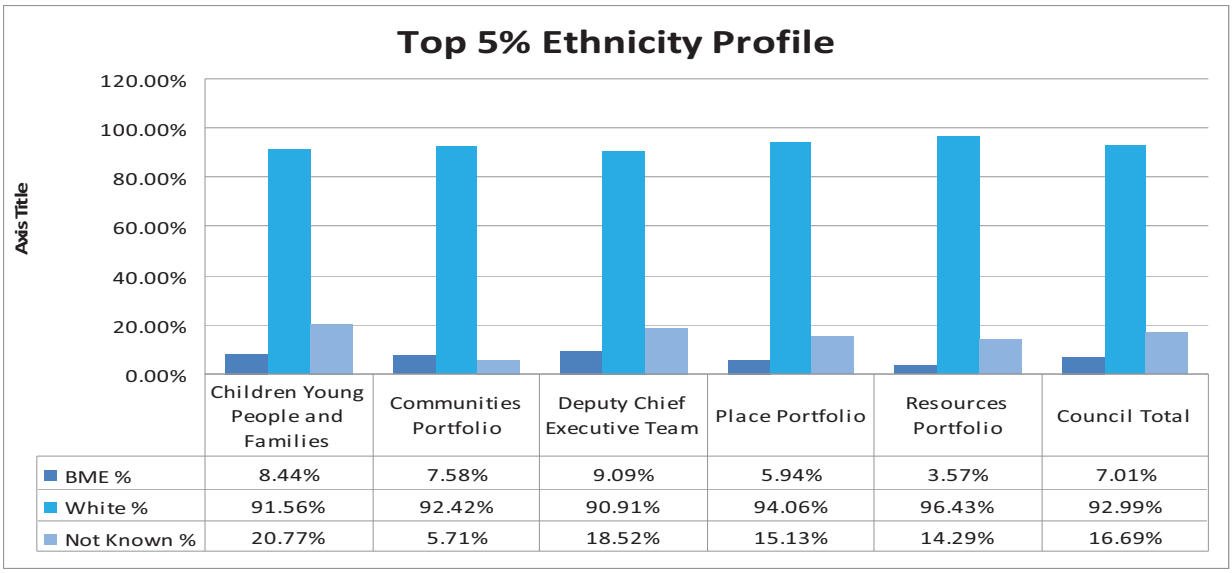
	Children Young People and Families	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Council Total
Female	77.72%	79.65%	72.28%	33.27%	54.55%	64.37%
Male	22.28%	20.35%	27.72%	66.73%	45.45%	35.63%



	Children Young People and	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Grand Total
Female	70.77%	62.86%	40.74%	24.37%	39.80%	54.09%
Male	29.23%	37.14%	59.26%	75.63%	60.20%	45.91%

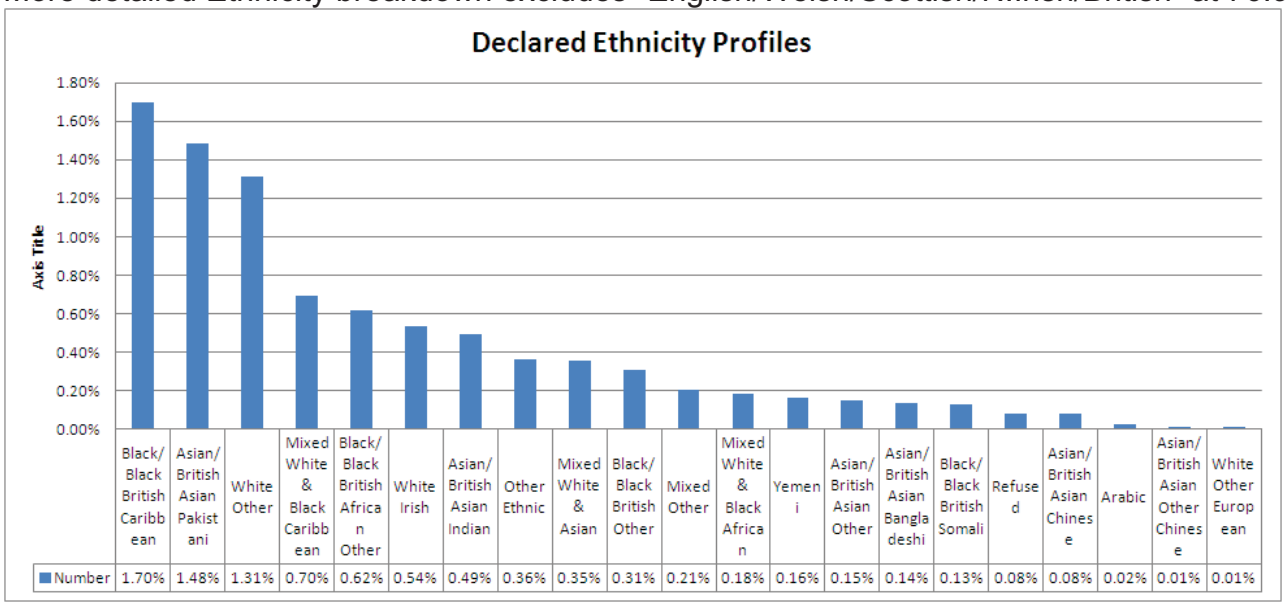


	Children Young People and Families	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Council Total
BME %	14.72%	11.46%	7.44%	5.67%	8.62%	10.41%
White %	85.28%	88.54%	92.56%	94.33%	91.38%	89.59%
Not Known %	16.86%	10.19%	9.36%	19.66%	9.73%	14.10%

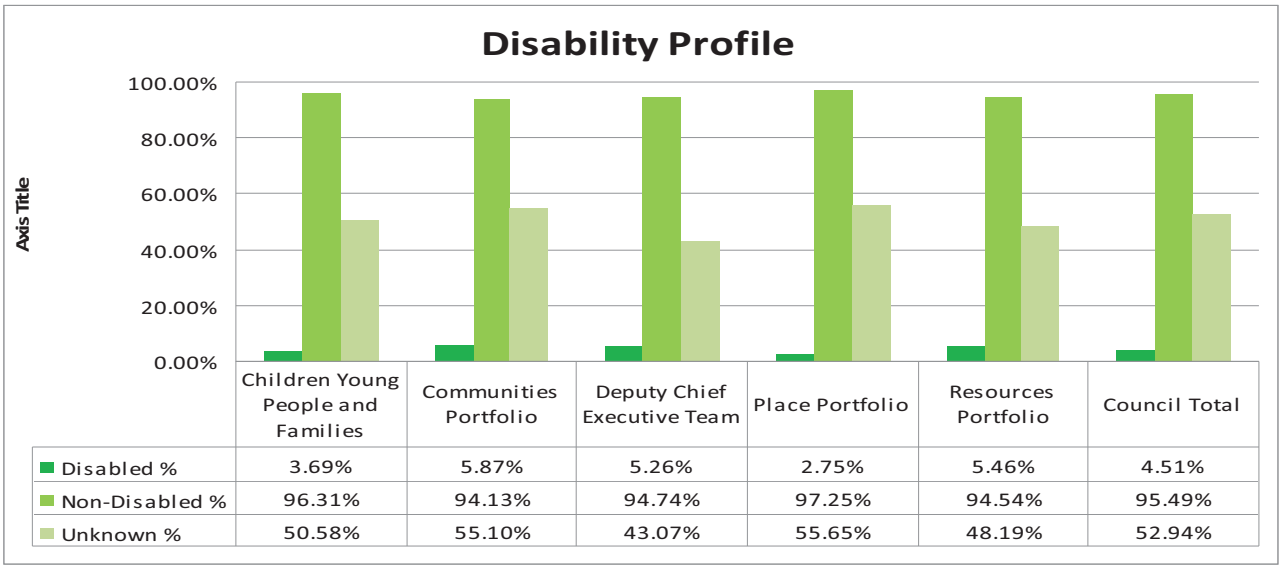


	Children Young People and Families	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Council Total
BME %	8.44%	7.58%	9.09%	5.94%	3.57%	7.01%
White %	91.56%	92.42%	90.91%	94.06%	96.43%	92.99%
Not Known %	20.77%	5.71%	18.52%	15.13%	14.29%	16.69%

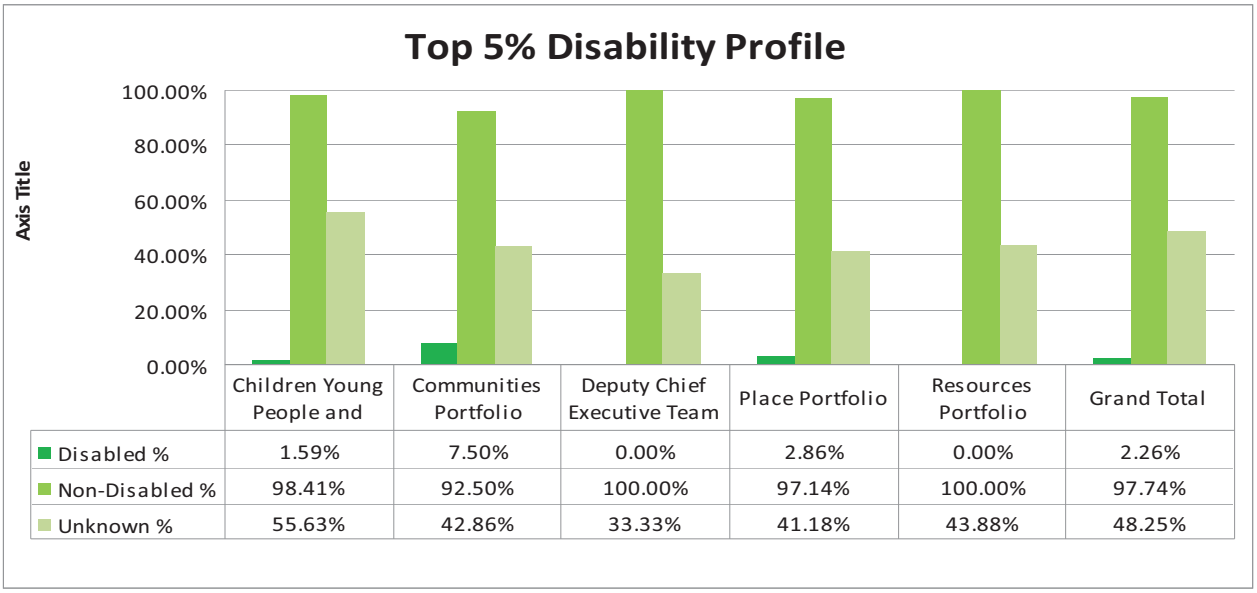
More detailed Ethnicity breakdown excludes “English/Welsh/Scottish/N.Irish/British” at 76.96 %



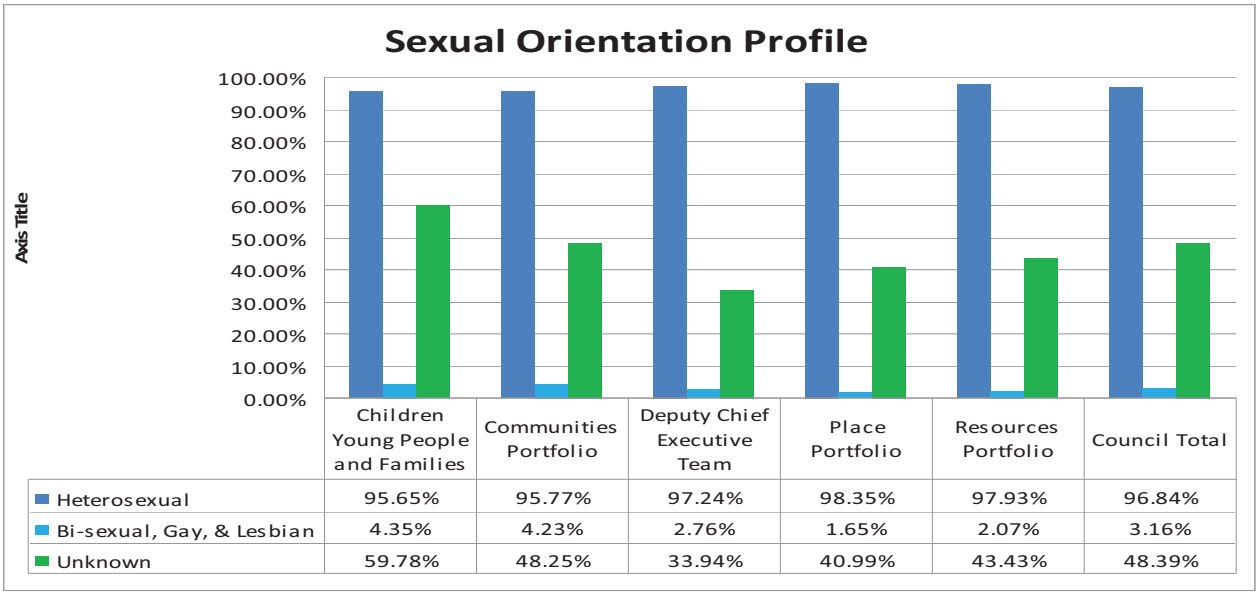
	Black/ Black British Caribbean	Asian/ British Asian Pakistani	White Other	Mixed White & Black Caribbean	Black/ Black British African Other	White Irish	Asian/ British Asian Indian	Other Ethnic	Mixed White & Asian	Black/ Black British Other	Mixed Other	Mixed White & Black African	Yemeni	Asian/ British Asian Other	Asian/ British Asian Bangladeshi	Black/ Black British Somali	Refused	Asian/ British Asian Chinese	Arabic	Asian/ British Asian Other Chinese	White Other European
Number	1.70%	1.48%	1.31%	0.70%	0.62%	0.54%	0.49%	0.36%	0.35%	0.31%	0.21%	0.18%	0.16%	0.15%	0.14%	0.13%	0.08%	0.08%	0.02%	0.01%	0.01%



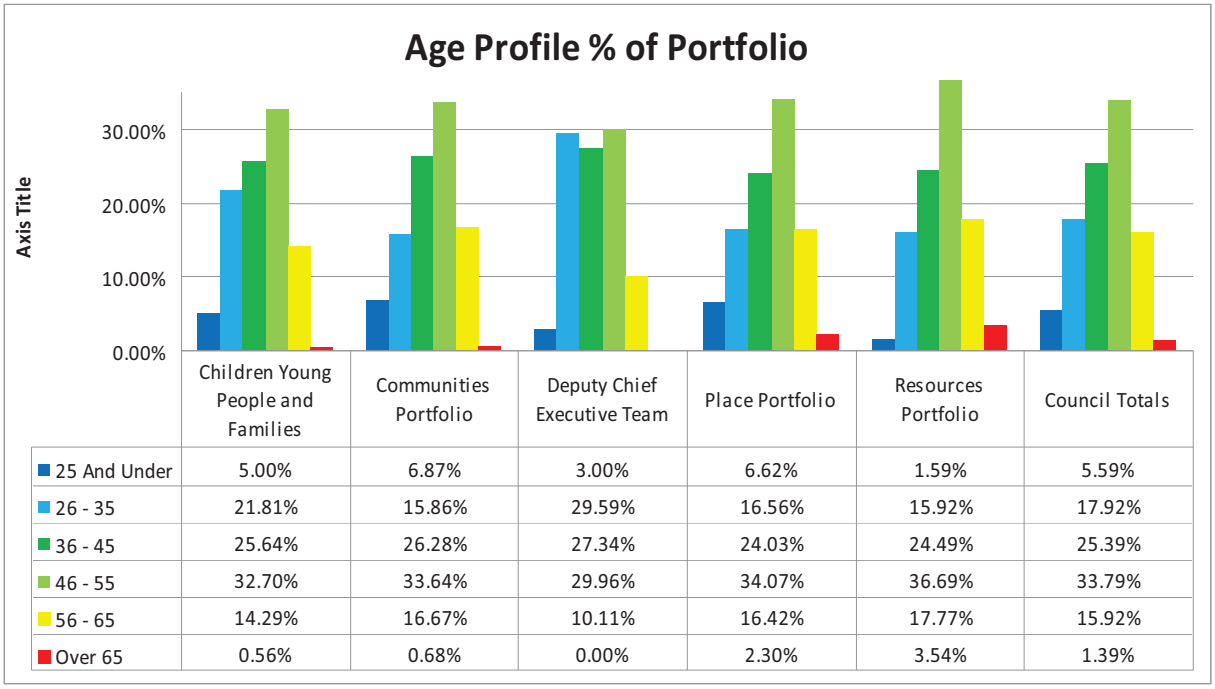
	Children Young People and Families	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Council Total
Disabled %	3.69%	5.87%	5.26%	2.75%	5.46%	4.51%
Non-Disabled %	96.31%	94.13%	94.74%	97.25%	94.54%	95.49%
Unknown %	50.58%	55.10%	43.07%	55.65%	48.19%	52.94%



	Children Young People and	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Grand Total
Disabled %	1.59%	7.50%	0.00%	2.86%	0.00%	2.26%
Non-Disabled %	98.41%	92.50%	100.00%	97.14%	100.00%	97.74%
Unknown %	55.63%	42.86%	33.33%	41.18%	43.88%	48.25%



	Children Young People and Families	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Council Total
Heterosexual	95.65%	95.77%	97.24%	98.35%	97.93%	96.84%
Bi-sexual, Gay, & Lesbian	4.35%	4.23%	2.76%	1.65%	2.07%	3.16%
Unknown	59.78%	48.25%	33.94%	40.99%	43.43%	48.39%



	Children Young People and Families	Communities Portfolio	Deputy Chief Executive Team	Place Portfolio	Resources Portfolio	Council Totals
25 And Under	5.00%	6.87%	3.00%	6.62%	1.59%	5.59%
26 - 35	21.81%	15.86%	29.59%	16.56%	15.92%	17.92%
36 - 45	25.64%	26.28%	27.34%	24.03%	24.49%	25.39%
46 - 55	32.70%	33.64%	29.96%	34.07%	36.69%	33.79%
56 - 65	14.29%	16.67%	10.11%	16.42%	17.77%	15.92%
Over 65	0.56%	0.68%	0.00%	2.30%	3.54%	1.39%

Appendix 8 EW Group Review Scores

4.5 Appendix 5: Staff Survey Results

All Staff Questionnaire

1. There is regular discussion of equality and diversity in our team meetings

Strongly Agree	6%
Agree	24%
Slightly Agree	25%
Slightly Disagree	13%
Disagree	24%
Strongly Disagree	8%

2. Manager encourages discussion and development of work on equality and diversity with the team.

Strongly Agree	9%
Agree	30%
Slightly Agree	24%
Slightly Disagree	14%
Disagree	18%
Strongly Disagree	5%

3. My colleagues recognise and discuss where issues relating to equality and diversity are relevant to the job.

Strongly Agree	15%
Agree	45%
Slightly Agree	21%
Slightly Disagree	9%
Disagree	8%
Strongly Disagree	2%

4. My manager raises issues and sets targets linked to the needs of all people employed and served by Sheffield City Council in performance appraisal and in supervision / one to ones.

Strongly Agree	13%
Agree	37%
Slightly Agree	22%
Slightly Disagree	11%
Disagree	12%
Strongly Disagree	5%

5. I trust management in my section to allocate new learning and development opportunities equally and fairly across the team.

Strongly Agree	24%
Agree	41%
Slightly Agree	14%
Slightly Disagree	9%
Disagree	7%
Strongly Disagree	5%

6. I am confident in reporting bullying and harassment and hate crime incidents in my section / department.

Strongly Agree	27%
Agree	42%
Slightly Agree	14%
Slightly Disagree	7%
Disagree	6%
Strongly Disagree	4%

7. I am confident that when I report bullying and harassment and hate crime in my section /department it will be dealt with.

Strongly Agree	21%
Agree	41%
Slightly Agree	18%
Slightly Disagree	9%

Disagree	7%
Strongly Disagree	4%

8. I understand the role of the staff forums.

Strongly Agree	16%
Agree	42%
Slightly Agree	21%
Slightly Disagree	10%
Disagree	8%
Strongly Disagree	3%

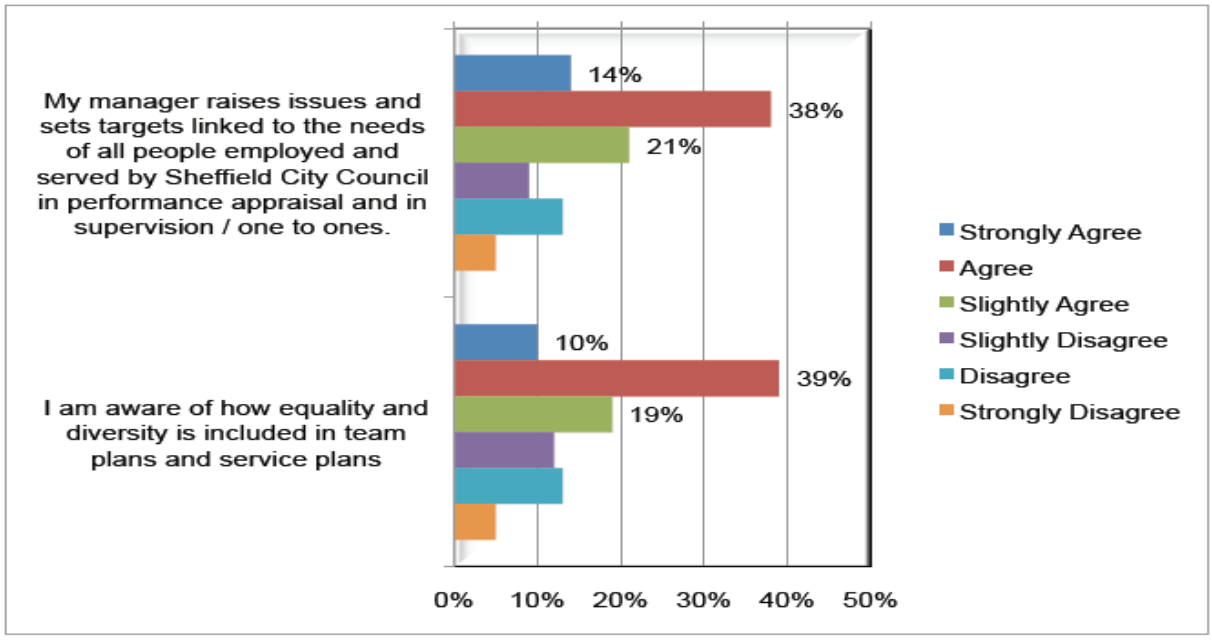
9. I am supported in attending staff forums

Strongly Agree	9%
Agree	36%
Slightly Agree	28%
Slightly Disagree	13%
Disagree	11%
Strongly Disagree	3%

10. Council consistently shows it is fair in the way it employs and retains staff from diverse backgrounds in line with its policies.

Strongly Agree	11%
Agree	46%
Slightly Agree	24%
Slightly Disagree	9%
Disagree	6%
Strongly Disagree	4%

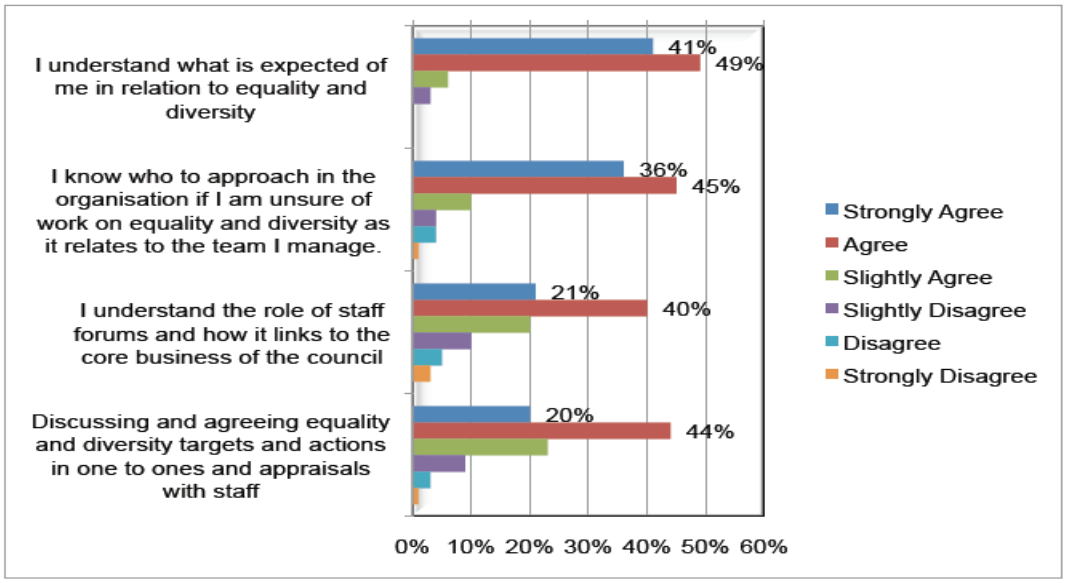
Staff:

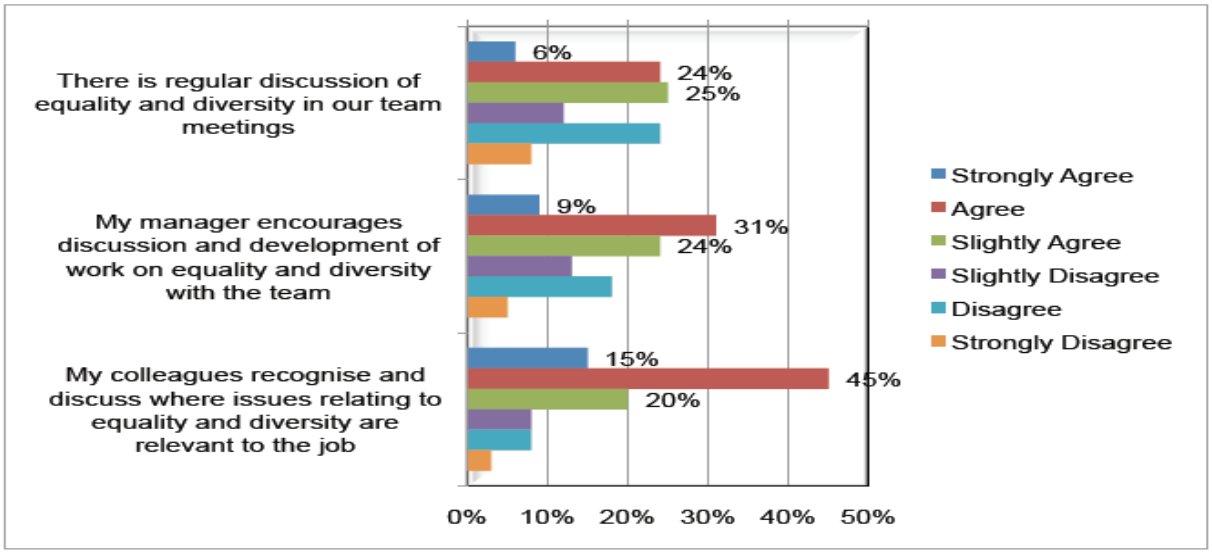


Clarity of Goals and Objectives

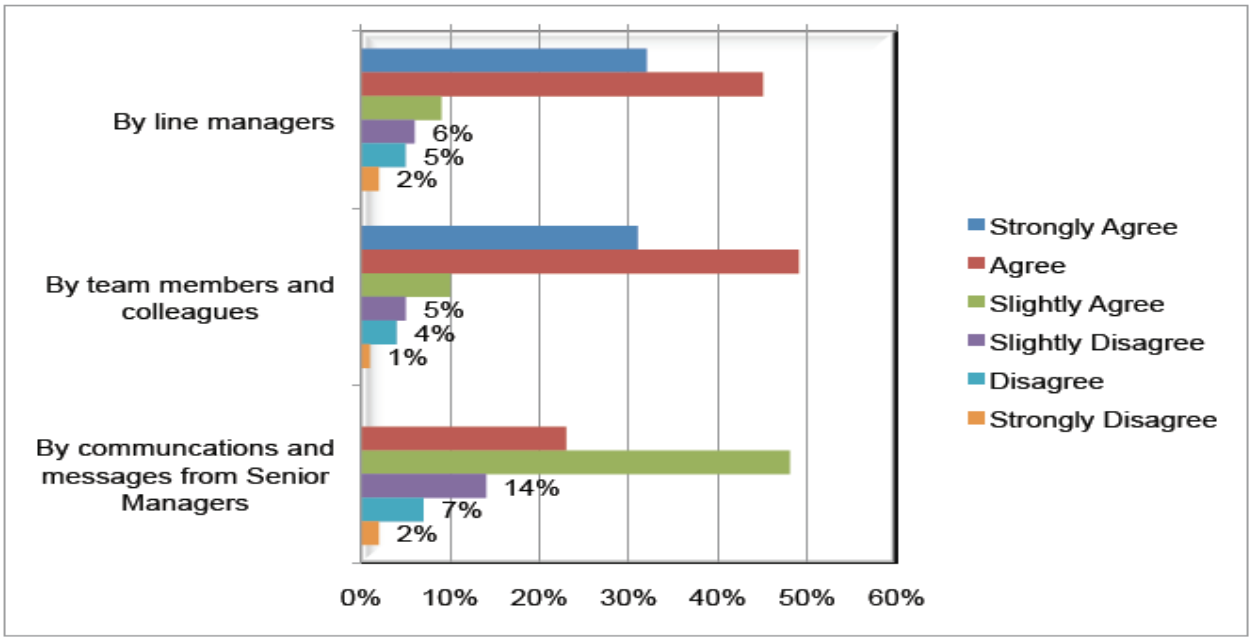
As noted above, the Council has recognised the need to for mainstreaming "target setting and monitoring and measurement of those targets within the core performance and management structures." The survey results (both staff and managers) seem to show a very high degree of discussion and setting of targets (73% for staff, 64% for managers).

Managers:



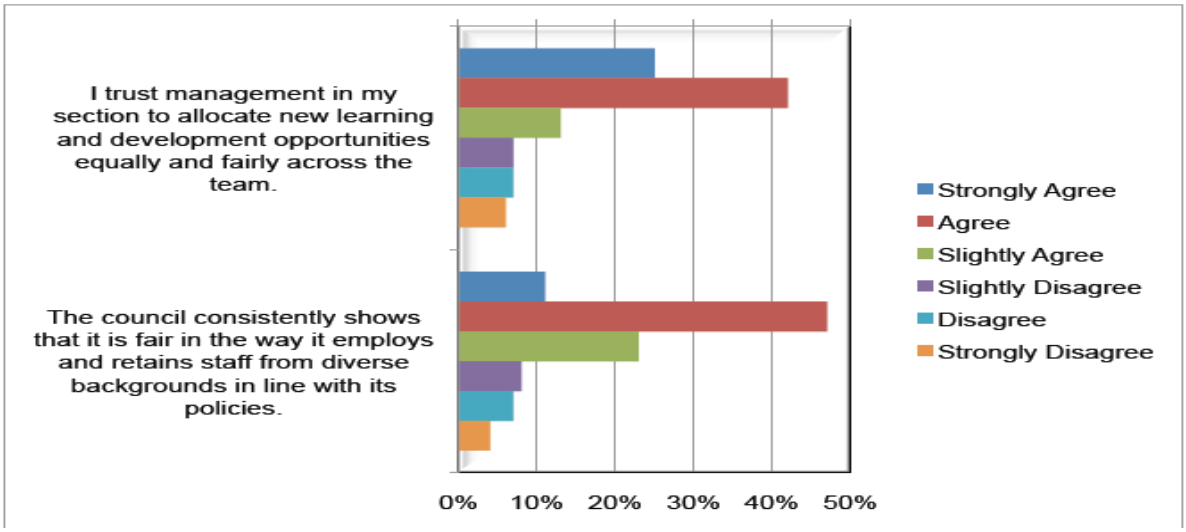


There is lack of consistency in how staff experience the organisation in terms of equality, diversity and inclusion. There is also lower staff satisfaction for some social identity groups as evident in various data sources including previous Council surveys, the survey conducted in this Review, individual interviews and focus groups. The graph on the next page reflects staff feelings on how "equally" or "fairly" they are treated by their managers, colleagues and senior managers:



The survey shows that between 10-23% do not feel treated equally or fairly by others in the organisation.

The questions on recruitment and progression draw out perceptions of how well the council is delivering on "fair treatment" in terms of opportunities for individual and groups. As shown in the graph on the next page, a large majority, 81% agree that the Council has fair practices in terms of recruitment, selection and progression. 19% however disagreed (slightly to strongly) on whether the Council has fair practices.



Manager's Questionnaire

1. I understand what is expected of me in relation to equality and diversity

Strongly Agree	41%
Agree	49%
Slightly Agree	6%
Slightly Disagree	4%
Disagree	0%
Strongly Disagree	0%

2. I know who to approach in the organisation if I am unsure of work on equality and diversity as it relates to the team I manage.

Strongly Agree	35%
Agree	44%
Slightly Agree	11%
Slightly Disagree	5%
Disagree	4%
Strongly Disagree	1%

3. I understand the role of staff forums and how it links to the core business of the council.

Strongly Agree	21%
Agree	40%
Slightly Agree	21%
Slightly Disagree	11%
Disagree	5%
Strongly Disagree	2%

4. Are there specific areas in terms of managing equality and diversity that you would like more support with as a line manager?

A/ Developing an inclusive working environment that ensures any harassment of staff from colleagues or the public which the member of staff is protected from by equality law (see areas listed in introductory letter) is brought to manager's attention at the earliest opportunity.

Strongly Agree	32%
Agree	50%
Slightly Agree	12%
Slightly Disagree	4%
Disagree	1%
Strongly Disagree	1%

B/ Ensuring the needs of disabled staff are met through reasonable adjustments.

Strongly Agree	45%
Agree	46%
Slightly Agree	4%
Slightly Disagree	0%
Disagree	1%
Strongly Disagree	0%

C/ Managing conflict that can arise linked to equality and diversity.

Strongly Agree	31%
Agree	52%
Slightly Agree	11%
Slightly Disagree	3%
Disagree	1%
Strongly Disagree	0%

D/ Developing an inclusive working environment that enables lesbian, gay and bisexual and people going through gender transition to be out and supported by colleagues/ staff.

Strongly Agree	28%
Agree	47%
Slightly Agree	16%
Slightly Disagree	4%
Disagree	2%
Strongly Disagree	1%

E/ Developing an inclusive working environment that enables all black and ethnic minority members of staff to be active and respected members of the workforce.

Strongly Agree	40%
Agree	48%
Slightly Agree	10%
Slightly Disagree	2%
Disagree	0%
Strongly Disagree	0%

F/ Developing an inclusive working environment that enables all disabled staff including people with mental health conditions to be active and respected members of the workforce.

Strongly Agree	37%
Agree	43%
Slightly Agree	14%
Slightly Disagree	5%
Disagree	1%
Strongly Disagree	0%

G/ Discussing and agreeing equality and diversity targets and actions in one to ones and appraisals with staff.

Strongly Agree	20%
Agree	43%
Slightly Agree	24%
Slightly Disagree	10%
Disagree	3%
Strongly Disagree	0%

Appendix 9: Reports on key areas of persistent Inequality

Reports on key areas of persistent Inequality

a) Employment and Skills and Financial Exclusion

b) Education – attainment, absenteeism and exclusion

c) Health: Health Inequalities Action plan 2010 – 2013 - key issues

d) Community safety*

A: Employment and Skills and Financial Exclusion *

Material deprivation (in particular living in poverty) has been seen to exclude people (particularly children and older people) from many aspects of social life, leading through isolation and psycho-social stress, to ill health. Disabled people are particularly at risk, as the unemployment and disability can become mutually reinforcing. Recent work by Sheffield Hallam University identified some of the key barriers to work. Among these was poor health, lack of confidence, lack of skills, transport difficulties, lack of access to training, a tight job

It is clear then to help people access work and better opportunities we need to address wider barriers to work, such as social skills, confidence and language barriers, as well as addressing social exclusion, social immobility and increasing job skills.

The emphasis upon work and paid employment as the main route out of poverty may place women at a disadvantage. Women undertake large amounts of 'unpaid' work as carers and work in the community through voluntary work. Much of this is not recognised as work.

"Expecting women to fill the looming care gap also jeopardises women's presence in the work place. Recent years have seen a dramatic increase in the number of women working, but the coalition government looks set to push those women back into the home through removing the many service and benefits that have enabled them to get out there and earn a living ([1])

Women make up 65 per cent of the public sector workforce; some 40 per cent of women in work in the UK are employed in this sector. Women working full-time are paid on average 15.5% less an hour than men for doing work of equivalent value. Women pensioners also therefore tend to be poorer than male pensioners.

Approximately 50,000 of Sheffield's working age residents (13.1%) were claiming out of work benefits in August 2011. This was higher than the national rate of 12.3%, but on a par with Yorkshire and Humberside. Nearly half are claiming Employment and Support Allowance, Incapacity Benefit or Severe Disablement Allowance. The distribution of IB/ESA claimants varies widely across the city with more than one in ten working age residents on these benefits in Norton, Nether Shire, Burngreave, Park, Firth Park, Southey Green and Manor. The Manor has the highest rate with 14.1% of working age residents on IB/ESA. In contrast, fewer than 3 people in 100 were claiming these benefits in Broomhill, Ecclesall and Hallam[2].

This area is of increasing importance given the short and long term impacts of recession. Since June 2008 Job Seeker Allowance registrations have been rising. Any reduction in claimants has halted, as the number of employment opportunities reduce and competition for jobs intensifies.

- In Sheffield there are 16,400 Job seeker allowance claimants, 41.2% of whom have been out of work for 6 months or longer.

[1] Fawcett society 2011

[2] Sheffield Hallam University Fairness Commission evidence 2012

- In addition there are 32,800 individuals on 'out of work benefits', approximately 10,000 of whom are suffering from 'mental or behavioural problems'.[3]

BME people have lower average rates of employment; females have lower rates of employment, with ethnic minority females having much lower rates of employment than all other groups.

Sheffield	
Employment Rate (age 16-64)	**Percent**
White +	67.0
Ethnic Minority !	55.3
White Males	68.6
Ethnic Minority Males	66.3
White Females	65.3
Ethnic Minority Females	45.2

Source: Annual Population Survey (ONS, 2010)

+ 'White' includes all 'White' ethnic groups. ! 'Ethnic Minority' includes all 'Non-White' ethnic groups.

In full-time employment, in Sheffield, women earn lower wages than men

Sex	Weekly pay - gross	Hourly pay - excluding overtime
Male Full Time Workers	£507.90	£12.70
Female Full Time Workers	£415.80	£10.81
Full Time Workers	£476.00	£12.24

Source: Annual Survey of Hours and Earnings (ONS, 2010)

Higher claimant count rates for non-white ethnic minorities. Female claimant counts may be lower due to measurements applying to households, or fewer females actively seeking paid work (due to other commitments, such as childcare).

Claimant Count by Ethnicity & Gender (JSA Claimants second quarter 2011)

Ethnicity	Date	Male	Female	Total
White	April 2011	5.2%	2.4%	3.9%
Ethnic Minority	April 2011	7.5%	3.1%	5.5%

Source: Nomis (2011)

+ 'White' includes all 'White' ethnic groups. ! 'Ethnic Minority' includes all 'Non-White' ethnic groups.

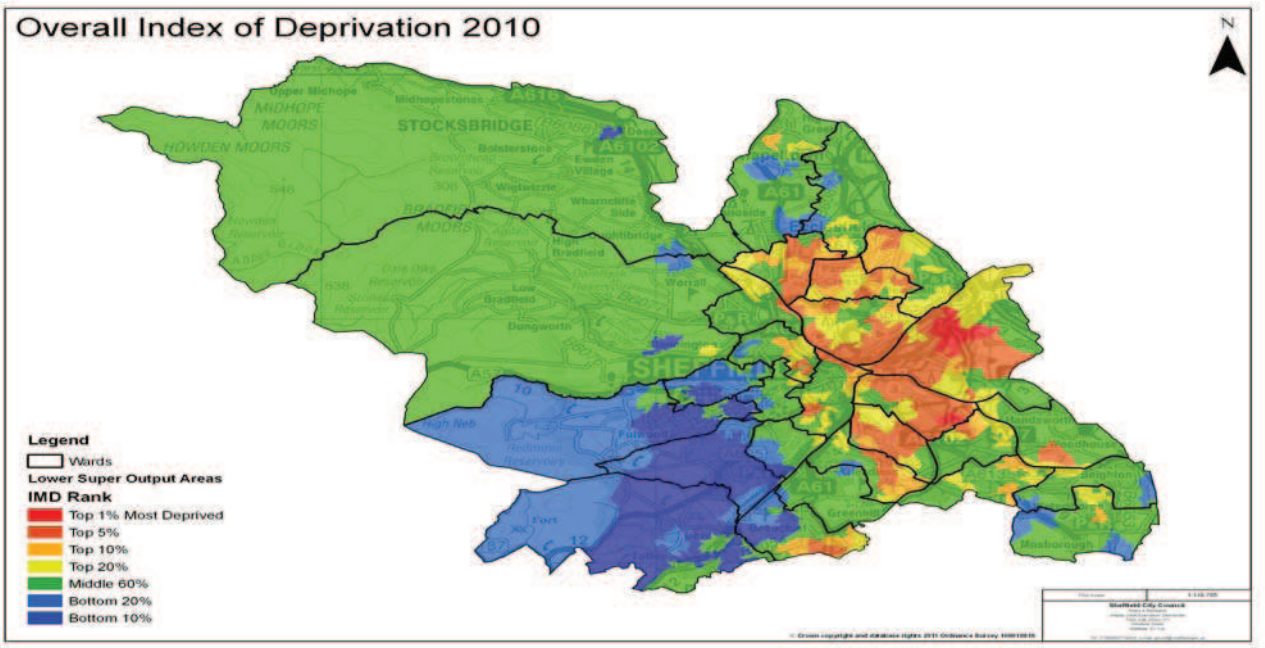
Unemployment levels in Sheffield measured by claimant rates have doubled between 2008 and 2010 (from 2.5% to 4.8%) in response to recession. Sheffield has performed strongly in terms of having a large proportion of people with high levels of educational attainment (NVQ4 and above).

In terms of child poverty 37% of Sheffield is in the bottom 30% of areas, with 21% of all children in the city living in households receiving council tax benefit or housing benefit. It is also estimated that 25% of children in Sheffield live in low income households. Despite this, most children in Sheffield have a positive view of their future, although patterns of aspiration vary considerably across the city. Our overall performance on attainment still lags below the national average.

[3] Sheffield City Council (2010), State of Sheffield 2010, Chapter7 Healthy and Independent, pg3

The map below shows how deprivation is distributed across the city, with the most deprived areas being concentrated in the east and north east of the city (although with pockets elsewhere

The reasons for this divide are largely historical and reflect the development and expansion of the city over the last two hundred years or so. As noted in *Poverty and Deprivation in Sheffield* [4]. This divide was subsequently reinforced by Sheffield's administrative geography. Unlike other metropolitan areas around cities like Manchester and Birmingham, Sheffield did not have a large or distinct enough conurbation to form an inner core to a cluster of surrounding districts.



The concentration in the North-East of the city has resulted in deprivation becoming more entrenched than in most other English cities. Studies of the relationship of small areas of the city to their nearest neighbours show a much higher proportion in Sheffield than other cities of areas in the 20 percent most deprived being completely surrounded by similarly deprived areas.

There is a correlation between income inequality and health and social problems with key determinants of poverty including adult unemployment, generations of worklessness and low paid often part-time casual work. The *Joint Strategic Needs Assessment* [5] states that a combination of reduced opportunities to achieve and be economically active, poor access to services and low quality living conditions all contribute towards increased income inequality.

Analysis of the 2010 index of Multiple Deprivation shows that the two biggest areas of inequality by these measures are around education/training/skills and income.

Proposed welfare reform changes will have a detrimental impact on some of our poorer residents and could lead to increased inequality and unfairness across Sheffield, although at this stage the impact is difficult to calculate. There is also concern that welfare changes will disproportionately impact on women.

[4] https://www.sheffield.gov.uk/your-city-council/policy--performance/fairness-commission/background-papers.html
[5] https://www.sheffieldfirst.com/the-partnership/health-and-well-being-partnership/jsna.html

The cumulative impact of housing benefit changes will impact on people's incomes, possibly affect their ability to pay their rent, affect their choice of and access to affordable housing and could ultimately increase indebtedness amongst a cohort of customers who are already financially vulnerable.

Those facing the risk of labour market disadvantage in Sheffield include the low skilled; lone parents; individuals who have suffered domestic abuse or substance misuse; ethnic minorities and migrants; ex-offenders; the homeless; people with physical disabilities and sensory impairments; and, those with learning disabilities and mental health problems. Key barriers to work include poor health, lack of confidence, lack of skills, transport difficulties, and lack of access to training

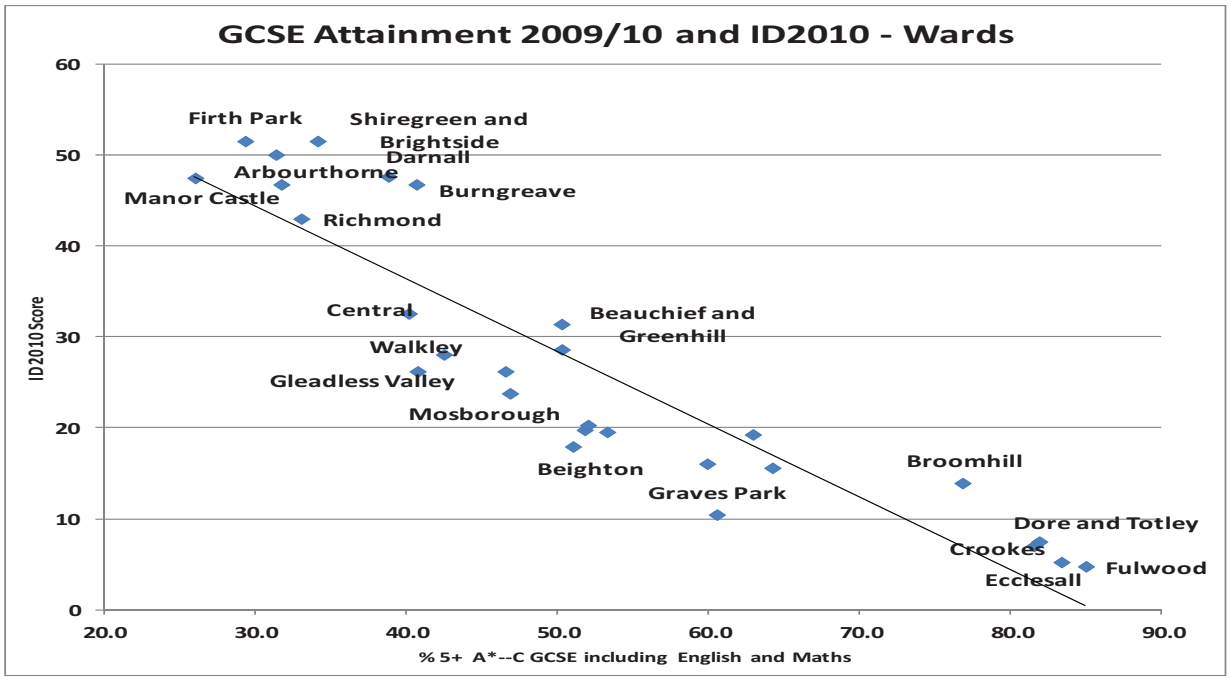
B) Education – attainment, absenteeism and exclusion

Analysis over recent years has shown a clear relationship between deprivation and educational attainment. Evidence suggests that life chances in Sheffield are often pre-determined by the material circumstances in which people are born into. In pure education terms, we know that by the age of 7 the life chances of children are beginning to diverge and continue to widen as children progress through school and college. See Scrutiny Report for further details http://meetings.sheffield.gov.uk/council-meetings/scrutiny/childrenandyoungpeople/agendas-2012/agenda-23rd-february-2012

- Attainment for Free School meals (FSM) pupils increased at primary level between 2010 and 2011. The attainment gap closed at KS2 but remained stable or increased slightly at KS1. Attainment increased and attainment gaps closed for pupils living in the 20% most deprived neighbourhoods.

- Progress made by pupils receiving FSM and pupils in the most deprived neighbourhoods has improved in both English and maths at KS2 and KS4. The gap in progress for KS2 English is now close to zero although there is a gap of ~8% for maths. The gap in progress becomes significantly wider between KS2 and KS4 and is around 25% for English and 35% for maths. Figure 1 below highlights the differentials in GCSE attainment at Ward Level.

- **Figure 1**



Attainment for traditionally vulnerable groups of learners at the end of Key Stage 2 (those reaching the expected norm of Level 4+ in both English and mathematics) is variable. Whilst city wide attainment has continued to rise at Key Stage 2 and 4, it has not done so consistently and for all groups of young people. Schools in the city are not closing the gap between the performance of all learners and those from specific BME backgrounds.

Pupils with special education needs are more than twice as likely to be excluded as a pupil without these needs, and there is also an overrepresentation of children from a BME background that are excluded from Sheffield schools.

Attendance at schools has improved faster in Sheffield than nationally, but persistent absenteeism and children not in school continues to be a problem, with children from white working class backgrounds and children receiving free school meals more likely to become persistent absentees.

For those children where elements of early years development are lacking, there is a marked tendency towards poor language development, slower progress and behavioural problems at school by Year 6. The gap in outcomes between average learners and those who have experienced disadvantage are apparent by key stage 1. This gap continues to widen thereafter. By the age of 16 only 23.9% of young people in receipt of free school meals in 2011 achieved 5 A*-C including English and maths compared to 53.7% of those without. Educational attainment at age 16 is the single most important factor that determines success by the age of 19

For extensive graphical analysis see the above scrutiny report.

Figure 2

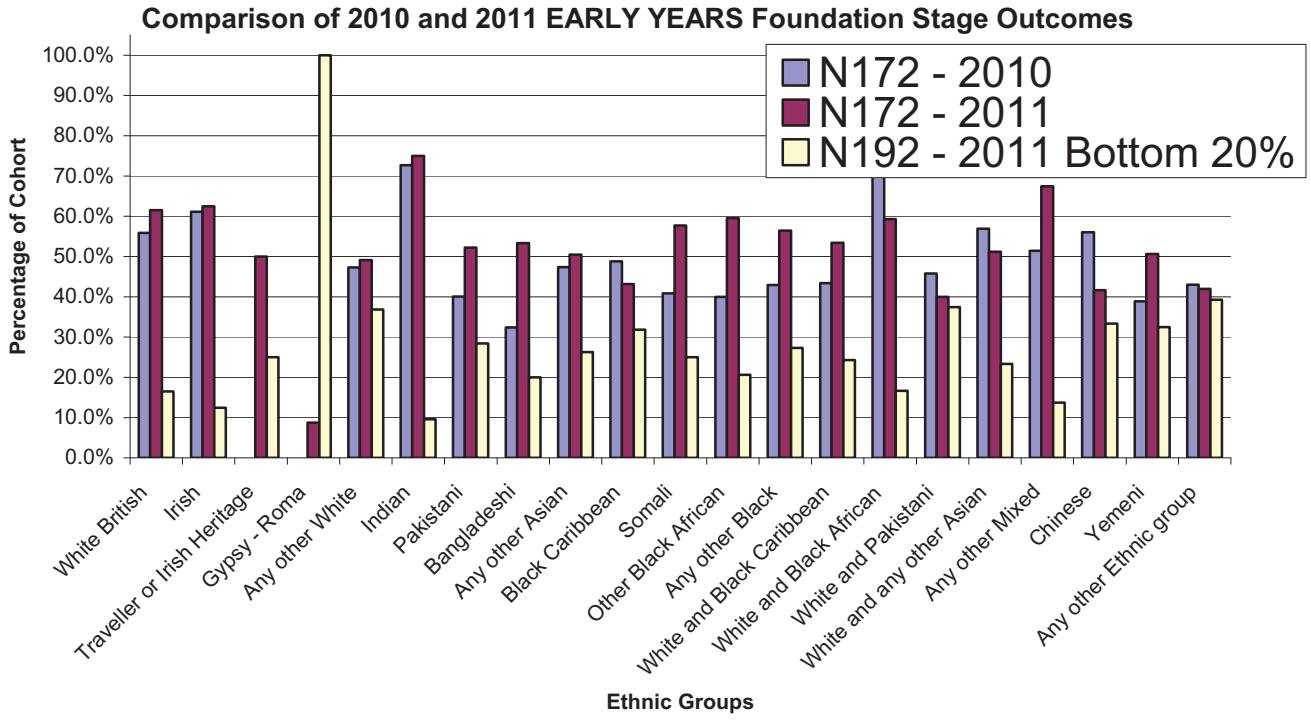


Figure 3 - Early Years Assessments by Ethnicity 2010-11
3 years comparison by Ethnicity of KS2 L4+ combined English and Maths

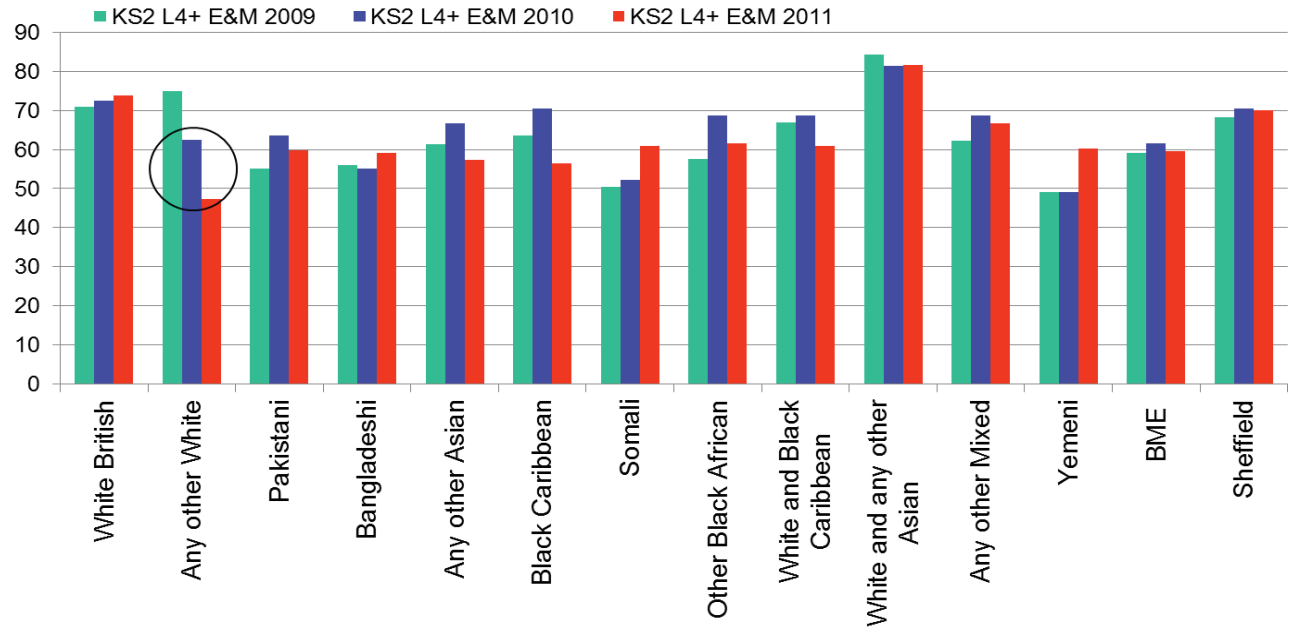


Figure 4 Years comparison by Ethnicity and Gender of KS4 – 5+ GCSE A*-C incl. English & Maths

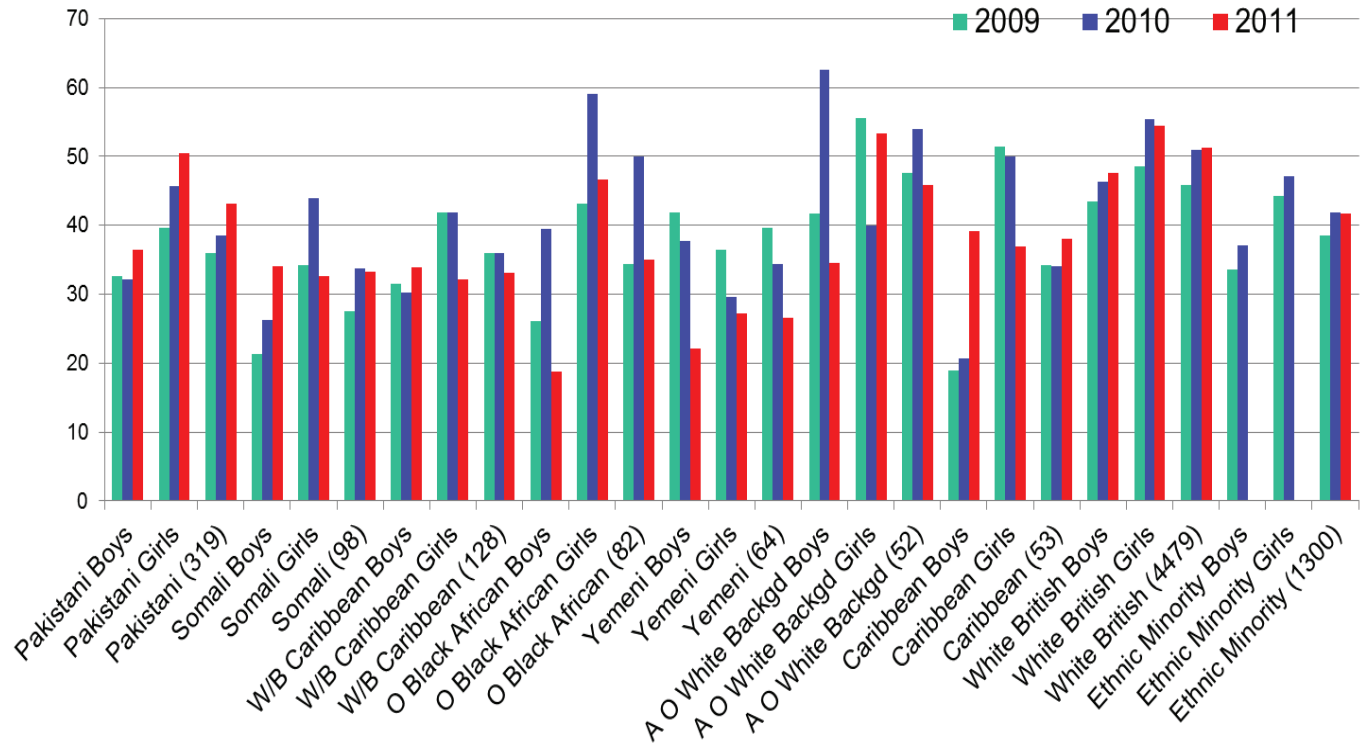
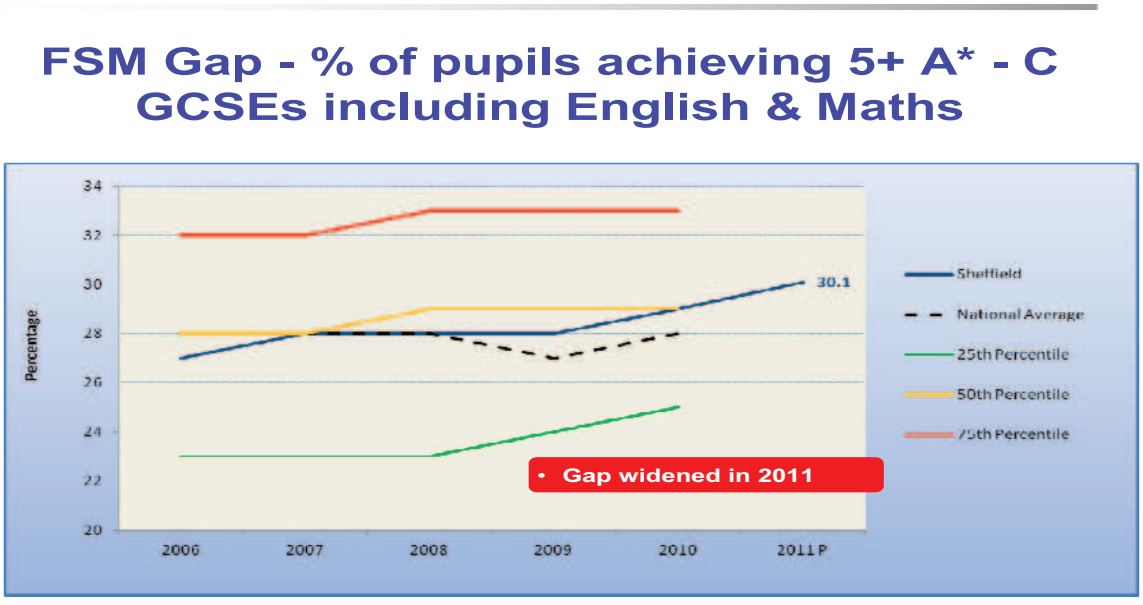


Figure 5 - 2010 Year 11 - Young People's Destination by % Cohort

	WHITE TOTAL	MIXED TOTAL	ASIAN TOTAL	BLACK TOTAL	Any Other Ethnic Group
Full Time Education	77.9	78.5	89.8	92.1	88.4
Full Time Training (non emp)	4.9	5.7	2.4	1.6	3.2
Employment with Training	0.0	0.0	0.0	0.0	0.0
Employment without Training	0.1	0.0	0.0	0.0	0.0
Part Time Employment	0.3	0.9	0.2	0.0	0.0
NEET	4.3	4.8	3.1	2.8	1.1
Moved out of contact	0.3	0.4	1.4	2.4	2.1

Figure 6- FSM Gap



C) Health: Health Inequalities Action plan 2010 – 2013 key issues

Health Inequalities are of enormous concern to Sheffield - both in the Council and NHS Sheffield. For far too long such inequalities have meant that lives are cut short and people are not living life to the full and enjoying opportunities open to them. It is totally wrong that some people in the City should have fewer opportunities, less life chances, worse access to services, and worse treatment than others, through no fault of their own. Inequalities in general give rise to health inequalities.

Although there was some reduction in the differences in life expectancy across the City in the early part of the last decade, that progress now appears to have stalled. Overall, differences in health experience remain significant and persistent over many decades. Because a significant proportion of illness is linked with socio-economic disadvantage, the pattern of health inequality is remarkably consistent irrespective of the particular measure chosen. As previously noted, a separate response on Health Inequalities has been provided to the Fairness Commission

Health Inequalities Action Plan (HIAP) has been developed in Partnership with NHS Sheffield to respond the challenge of growing Inequalities in Sheffield.

An individual's health is determined by material circumstances, including the physical environment, social cohesion, as well as psycho-social factors, behaviour and biological factors. These circumstances are influenced by social position which is itself a factor of education, occupation, income, gender, ethnicity and race etc. The difference in life expectancy across Sheffield is approximately 11 years for men and just over 6 for women.

- Sheffield – Male life expectancy at birth: 77.5 years.
- Sheffield – Female life expectancy at birth: 81.5 years.

In Sheffield, differences in death rates and life expectancy between different parts of the City have been documented in Director of Public Health reports for over a century. The pattern of distribution of health inequalities across the City has changed little over the decades, even though the absolute levels of health have improved enormously. More recently, there has been extensive documentation of inequalities in health across the City, with analyses undertaken both at ward level, and at neighbourhood level.

Although there was some reduction in the differences in life expectancy across the City in the early part of the last decade, that progress now appears to have stalled. Overall, differences in health experience remain significant and persistent over many decades. Because a significant proportion of illness is linked with socio-economic disadvantage, the pattern of health inequality is remarkably consistent irrespective of the particular measure chosen. Key areas are highlighted in the health Inequalities action plan.

There are a number of key factors which contribute to inequalities in maternal, child and young people's health outcomes in Sheffield. These are:

- Pregnant women who smoke are more likely to have a premature baby, or a baby with low birth weight.
- Smoking in pregnancy is strongly related to socio-economic status and the prevalence varies from 0% to 40% across Sheffield neighbourhoods.
- Breastfeeding leads to significant health benefits and has a major role in reducing inequalities for both baby and mother. There is wide variation in breastfeeding initiation rates across the City, from fewer than 50% in some neighbourhoods, to over 90% in others.
- Children who are overweight are at higher risk of developing serious health problems both as children and in later life. Within Sheffield there are notable variations in childhood

overweight and obesity, with some schools having significantly higher levels than the national average.

- Teenage pregnancy is strongly associated with low birth weight, poor neonatal outcomes and reduced life chances for the mother and child.

Teenage pregnancy has declined since 2002, although Sheffield is unlikely to meet a 50 percent reduction target for this year. A higher proportion of children in Sheffield use alcohol and drugs than is the case nationally). Further, bullying and safety are issues raised by children and young people. In a survey of school-based staff about support to LGBT young people 72% of respondents indicated that homophobia was either fairly serious or a significant issue.

On average approx. 28% of the general population smoke this is higher in BME communities, 42% for Bangladeshi and African/ Caribbean's 39% Irish

Mental health is estimated to affect one in six adults, at some point in their lives and it is estimated that there are around 84,500 adults in Sheffield suffering from depression and anxiety. BME communities are over represented in care trusts / hospitals with African men up to 6 times more likely to be sectioned under the Mental Health Act. 1983

South Asian men are 50% more likely to die prematurely from coronary heart disease and a stroke is 70% higher in African and Caribbean and South Asian communities. Men of African descent are nearly 3 times more likely to be diagnosed with prostate cancer.

There is a direct proven link between deprivation, ill health and its causes. In this respect drug use, smoking prevalence, alcohol overconsumption, poor diet, lack of physical activity and obesity are all more prevalent in areas of high deprivation.

Understanding the relationship between health and employment is an integral part of preventing and finding solutions to health inequalities. It is clear that getting people into employment is important for improving health, as employment, job security and attaining ‘better’ jobs have significant bearing on the way people live and feel.

D: Community Safety – Feeling safe and Housing*

Feeling safe - The wellbeing of the City's residents is seriously affected by the reality and fear of crime and disorder, and therefore any inequality in distribution of these factors are likely to create associated health inequalities. In this way 'Keeping Sheffield Safe', (the community safety strategy) is key to reducing inequality. Gender, disability, age, ethnicity and where you live are significantly associated with feelings of safety.

The relationship between feelings of safety and gender is most evident at night as females report feeling far less safe than males.40.7% of females felt unsafe walking out alone at night compared to 29.1% of males.

Gender also has a relationship with perceptions and use of parks and green spaces. Overall a higher percentage of males reported visiting parks at all frequencies except 2-3 times a year. A significantly higher percentage of females disagree that parks are welcoming and feel parks are unsafe.

Disabled people are also more likely to perceive crime to be a serious problem than non-disabled people. 36.1% of disabled people felt that crime was a serious problem compared to 30.1% of non-disabled people. There is also a significant association between disability and status feelings of safety. A higher % of those with disabilities felt unsafe when at home alone in the day, home alone at night, walking out alone in the day and walking out alone at night.

A higher % of non-BME respondents reported feeling unsafe when walking out alone at night and a higher % of BME respondents reported feeling unsafe when in their house alone at night. BME respondents were also more likely to feel unsafe when alone in the house during the day. 33% of BME people feel unsafe when out in their local area after dark, compared to 27% of White British people. 39% of BME people consider drug dealing and drug use to be a big problem in their areas, compared to 25% of White British.

Feelings of safety as well as perceptions of crime severity also differed between age groups. Age appears to affect feelings of safety both in and out of the house and in the day, as well as at night. In all cases the oldest age group had the highest percentage of those who felt unsafe apart from when walking out alone at night

There is also a relationship between ACORN grouping and feelings of safety. Those in the hard-pressed group have a higher percentage of people that feel unsafe when they are at home alone in the day (5.1%). Feelings of safety increase as wealth increases. Only 1% of wealthy achievers feel unsafe when they are at home alone in the day. [6] *(

Housing - There is currently a shortage of good quality affordable housing in Sheffield. Living in poor and inappropriate housing conditions has a direct correlation with ill health. The provision of good quality affordable accommodation will reduce health inequalities. Very often it is the most vulnerable people in the City, whose health outcomes are worst, who have the worst housing conditions, or are homeless.

The availability of affordable homes is one of the city's major challenges. The number of new completions has fallen from a peak of 2,882 completions in 2007/8, to 919 in 2010/11. The number of affordable homes provided through developer contributions was only 21 in the last three years.

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[6] *Sheffield Household Survey 2007)*

In terms of housing quality 92% of council housing meets the Decent Homes Standard (being warm, weatherproof and having reasonable facilities). This compares to 63% of private housing and only 55% of privately rented housing. The condition of the private housing stock is concerning. The increasing cost of living in relation to earnings means that property maintenance often takes a lower priority.

The spread of social stock in the city is not even and some areas of the city have large numbers of similar property types. Wards in the south west of the city have less than 10% of the social stock and wards in the east have over 40%.

At least 1 in 10 of Sheffield's population have some sort of impairment or long term health condition, over 50,000 people. Customer profiling highlights that for Sheffield Homes, 3 in 10 tenants declare themselves as having a disability or longstanding health condition. This presents a number of significant housing challenges in providing appropriate support services for customers with a range of vulnerabilities and in maintaining and adapting a housing stock suitable for a high proportion of disabled tenants and their changing lifestyle needs. Also 2 in every 5 tenants are now over 60, with more than a quarter of all tenants aged over 70

Youth Justice Service Report

The Youth Justice Service continues to set a key target around disproportionality within the annual youth justice plan. The table below shows how the youth offending cohort in the city has changed over the past three years alongside the changing demographic of the 10 – 17 population. The indicator consists of separate figures for each of the ethnic groups rather than a single figure for

	% of Youth Justice pop. In 2009/10	% of General pop. In 2009/10	% of Youth Justice pop. In 2010/11	% of General pop. In 2010/11	% of Youth Justice pop. In 2011/12	% of General pop. In 2011/12	% Difference of Youth Justice pop. Between 2009 and 2012	% Difference of General pop. Between 2009 and 2012
White	79.00%	76.30%	78.90%	75.70%	75.50%	74.90%	-3.50%	-1.40%
Mixed	7.10%	3.80%	7.20%	3.90%	10.00%	4.20%	2.90%	0.40%
Asian	5.70%	7.70%	6.00%	8.00%	6.60%	8.30%	0.90%	0.60%
Black	7.10%	4.30%	6.30%	4.40%	6.20%	4.40%	-0.90%	0.10%
Chinese	1.10%	2.40%	1.60%	2.50%	1.60%	2.70%	0.50%	0.30%

the overall BME group, otherwise the under-represented groups counter-balance the over-represented groups – giving the false impression there is no over-representation of particular BME groups. Ethnicity categories at 5+1 level are used since figures for 16+1 categories would be too small to allow meaningful analysis.

The table below shows overrepresentation, based on demographic of the city, within the white, black and mixed category of young people with mixed being the most significantly overrepresented.

Fig 1

The tables of data set out below show that over the last three years there has been some movement across the tiers of criminal justice disposals. Within the BME cohort of young people there is an increase in both the pre-court and community sentences disposals over the last year along with a reduction to 39.5% of custodial sentences from 41.3% the previous year. However the data continues to reflect an overall overrepresentation of BME young people being sentenced to custody. An analysis of these cases suggests that gravity of offences is the predominant factor.

The YJS is currently refreshing its race equality action plan within the service to focus attention on reducing disproportionality of BME groups and develop interventions and training for front line staff on direct work with BME young people to maximise engagement. The service has also adopted the Youth Justice Boards disproportionality tool kit which is designed to show trends and characteristics in groups of young people to support effective targeting and interventions. Work is continuing within the newly established Community Youth Teams to maintain the increase in referrals to prevention services and to ensure that we provide an appropriate service to BME young people within all aspects of youth crime prevention. It is clear that there are aspects to this issue that continue to be much wider than the YJS and relate to broader issues of achievement, attainment and aspirations of BME young people across the city and joined up approach with other partners may assist in making some inroads into this area. The Youth Justice Service will be reporting performance and actions on this priority to the Safer and Sustainable Communities Partnership Board.

Figs 2

Ethnicity 2009/10	Community penalties	Custodial	First-tier	Pre-Court	Grand Total
White	79.8%	62.5%	80.3%	80.2%	79.5%
Mixed	11.7%	23.6%	8.7%	4.2%	7.9%
Asian or Asian British	1.8%	2.8%	3.2%	7.5%	4.7%
Black or Black British	6.4%	9.7%	7.4%	6.2%	6.8%
Chinese	0.3%	1.4%	0.4%	1.7%	1.0%

Figs 3

Ethnicity 2010/11	Community Penalties	Custodial	First Tier	Pre-Court	Grand Total
White	81.3%	58.6%	78.9%	79.2%	78.5%
Mixed	6.3%	27.6%	9.5%	5.2%	8.0%
Asian or Asian British	7.8%	3.4%	5.1%	6.3%	5.8%
Black or Black British	4.7%	10.3%	4.9%	7.7%	6.3%
Chinese	0.0%	0.0%	1.6%	1.6%	1.4%

Figs 4

Ethnicity 2011/12	Community penalties	custodial	first-tier	pre-court	Grand Total
White	78.3%	60.5%	80.1%	72.7%	75.5%
Mixed	12.5%	11.6%	7.4%	10.9%	10.0%
Asian or Asian British	4.2%	4.7%	5.6%	9.2%	6.6%
Black or Black British	4.2%	20.9%	4.6%	5.9%	6.2%
Chinese	0.8%	2.3%	2.3%	1.3%	1.6%

*** Youth Justice Service Manager June 2012**

Domestic Abuse Equalities Report 2011/12

In Sheffield 23% of the total recorded violent crime is as a result of domestic abuse; from April 2010 to March 2011 South Yorkshire Police recorded 9,282 incidents of domestic abuse in Sheffield and it is believed that 2 - 4 domestic violence homicides occur in Sheffield each year on average.

The Home Office 'Ready Reckoner' tool estimates that 10,300 women and girls (aged 15-59) will experience domestic abuse, 6,772 will be the victims of a sexual assault, and 12,187 will experience stalking and harassment in Sheffield each year (2009 population figures) with the cost to services at over £104 million.

Sheffield Domestic Abuse Partnership collects data from three services that are co-located and work closely with South Yorkshire Police's Public Protection Unit and the Social Care Joint Investigation team. These services are the Domestic Abuse Helpline, the Sheffield Domestic Abuse Outreach Service and the Independent Domestic Violence Advocacy Service (all provided by VCF specialist providers).

In 2011/ 12 the service totals for these services were:

	2011-12				
	Q1	Q2	Q3	Q4	**TOTALS for year**
Helpline	653	641	645	742	2681
Outreach	128	96	57	107	388
IDVAs (Snig Hill)	153	159	116	141	569
IDVAs (Jessops)	36	62	83	82	263
IDVAS A & E			45	37	82
Quarter Service total	**970**	**958**	**946**	**1109**	**3983**

Diversity information about the person can sometimes be difficult to obtain, especially for the helpline service as people sometimes want to call confidentially and do not wish to disclose personal information. Or the worker may find it difficult to ask for this information when a caller is distressed. However, services are working to reduce the proportion of unassigned data or where the question was not asked. The data that was gathered for last year is as follows:

Gender	Female	Male	Unassigned
	3556	184	243
Proportion of total	89.3%	4.6%	6%

Disability	Yes	No	Unassigned / not asked
	245	1766	1972
Proportion of total	6.2%	44.3%	49.4%

Age	Under 18	18-24	25-29	30-39	40-49	50-59	60+	Unassigned / Not known
	17	909	670	1017	703	192	86	389
Proportion of total	0.004%	22.8%	16.8%	25.5%	17.6%	4.8%	2.1%	9.8%

Sexual Orientation *(Only collected in Q4)*	Bisexual	Gay Man	Gay Woman /Lesbian	Heterosexual /Straight	Not Asked	Not Disclosed
Q4 1019	1	1	7	859	46	80

Ethnicity	Asian	Black	Mixed	Other ethnic	White British	White other	Unassigned
	343	202	35	41	2185	719	458
Proportion of total	8.6%	5%	0.9%	1%	54.9%	18%	11.5%

Language needs	Arabic	Bengali	Chinese (Mandarin)	English	Farsi	French	Other	Polish	Punjabi	Spanish	Urdu	Unassigned
	11	7	1	2703	9	5	46	17	17	4	24	1139
Proportion of total	0.3%	0.2%	0.03 %	67.9 %	0.2%	0.1%	1%	0.4%	0.4%	0.1%	0.6%	28.6 %

Religion	Atheist/non-religious	Christian	Muslim	Not asked	Other	C of E	Unassigned	Catholic
Q3 and 4 data only (total clients 1808)	144	72	113	74	28	108	1233	36
Proportion of total for Q3 andQ4	7.9%	4%	7.4%	4%	1.5%	6%	68.2%	2%

Challenges
The proportion of older people, people with disabilities, under 18s and people identifying as LGBT are areas that the services need to address in the current year.
Work is underway to promote domestic abuse pathways in a range of health settings (A and E, Jessops, GUM and GPs) and has just started with Adult Social Care and Mental Health services. Services have been promoted at Sheffield Pride for the last 2 years.

MARAC data for 2011/12
The Multi Agency Risk Assessment Conference (MARAC) considers the high risk cases of domestic abuse in the city on a fortnightly basis. Information is submitted by South Yorkshire Police to CAADA (Coordinated Action Against Domestic Abuse) a national agency that collates and benchmarks the data. The following is the data report from CAADA for 2011/12. This is useful as a local comparison with national diversity data.

	Indicator (all figures relate to the 12 month period 1st Apr 2011 – 31st Mar 2012)	Sheffield	CAADA's[1] recommendation	South Yorkshire	Most Similar Forces Group	National Data
	Number of MARACs sending in data	1	-	4	40	261
1	Number of cases discussed	463	930	1,361	10,443	55,489
2	Cases per 10,000 of the adult female population	19.8	40	25.3	29.9	26.2
3	Number of children	620	-	1,867	14,052	73,005
4	% referrals from partner agencies	47%	25-40%	43%	34%	38%
5	% referrals from Police	53%	60-75%	57%	66%	62%
6	% repeat referrals	27%	28-40%	21%	24%	23%
7	% BME referrals	18%	Local BME population = 17%			
8	% LGBT referrals	2%	5%	1%	<1%	<1%
9	% referrals where the victim has a disability	<1%	5% +	0%	5%	3%
10	% referrals with a male victim	4%	4-10%	3%	4%	3%

[1] For a full explanation of CAADAs recommendations and points to consider please see our website

Hate Incidents/ crime by aggravating factor 2010/11 and 2011/12

Incidents

	2010/2011	2011/2012
DISABILITY	3	3
GENDER	0	1
RACIAL	217	158
RELIGION	3	0
SEXUAL ORIENTATION	23	15
TRANSGENDER	2	3
Total	**248**	**180**

Crimes

	2010/2011	2011/2012
DISABILITY	1	1
RACIAL	201	149
RELIGION	4	1
SEXUAL ORIENTATION	28	11
Total	**234**	**162**

Hate crimes/incidents by type

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11
ASSAULT WITH INJURY	3	6	8	3	3	2	4	4	5		3	2
ASSAULT WITHOUT INJURY	1	4		5	3	3	1		2	1	1	2
CRIMINAL DAMAGE	1	2	2		1	3	3	1		2		3
HARASSMENT	3		1	1	1					2		2
INCIDENT (non crimed)	19	26	31	40	13	12	15	27	25	12	13	15
OTHER CRIME	3	1		1								1
PUBLIC ORDER	25	15	15	11	6	13	5	6	13	7	7	11
Total	**55**	**54**	**57**	**61**	**27**	**33**	**28**	**38**	**45**	**24**	**24**	**36**

	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12
ASSAULT WITH INJURY	3	1	3	5	2	4	1	2	1		2	4
ASSAULT WITHOUT INJURY	2	2	2	3	2		3				1	
CRIMINAL DAMAGE	2	2	3	6	1			1		1	2	
HARASSMENT	1		1			4		1	1	1	2	1
INCIDENT (non crimed)	13	21	27	17	10	13	15	9	8	15	21	11
OTHER CRIME				2						1		
PUBLIC ORDER	5	7	11	9	6	8	7	4	8	7	8	6
Total	**26**	**33**	**47**	**42**	**21**	**29**	**26**	**17**	**18**	**25**	**36**	**22**

Appendix 10 **SHEFFIELD CITY COUNCIL**

EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT 2012

A commitment to fairness and Social Justice is at the heart of the Council's values. We believe that everyone should get a fair and equal chance to succeed in Sheffield. We recognise that some people and communities need extra help to reach their full potential, particularly when they face multiple layers of disadvantage and discrimination. We will work to prevent and oppose discrimination and inequality.

The business case for equality, diversity & inclusion (EDI) is strong; good practice will lead to benefits for all. We want our workforce culture to promote and embrace EDI; realising that each individual adds value to a team. We know our strength comes from building on and valuing our staff and customers' differences and similarities. By being inclusive we encourage all staff from different backgrounds to be themselves and apply their own unique perspectives. We therefore recognise that we need to draw on talent from all sections of the population to be innovative, creative and effective in service delivery. We are committed to supporting our workforce to develop and to commission or deliver high quality services that meet the needs of everyone in the city

Promoting equality of opportunity, means creating environments where people have the chance to achieve their potential, free from barriers, prejudice and discrimination. Inclusion and equality is not about 'treating everyone the same' but recognising that everyone is different and that people's needs are met in different ways. This can be as a citizen, customer or employee. Diversity is about understanding that each individual is unique, recognising, respecting and celebrating the added value that differences bring.

OUR COMMITMENTS

Creating an environment for our staff and the people of Sheffield:

- That promotes fairness, equality, diversity and inclusion
- That promotes dignity and respect for all
- That recognises and values individual differences and the contributions of all.
- Where people are treated fairly and according to their needs
- Where intimidation, discrimination, harassment, bullying or victimisation is actively prevented and opposed.
- Where individuals feel valued, included and able to access services
- That develops our position as an employer of choice and ensures that staff of all backgrounds have a positive experience whilst working for the Council.

Meeting the Equality Act 2010 and section 149 the Public Sector Equality Duty to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations.

The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or marriage/ civil partnership status. Every person has one or more of the characteristics, so the Act protects **everyone** against unfair treatment.

OUR AIMS

When we make decision, plans and policies, we will aim to:-

- Design our services to meet the diverse needs of our citizens
- Prevent, challenge and eliminate inequality
- Involve and consult with individuals and groups as appropriate
- Conduct appropriate and proportionate equality impact assessments
- Develop services through local and city-wide partnerships
- Create a cohesive city that fosters good relations and is welcoming to all who live, study, work and visit Sheffield
- Create opportunities and reduce barriers to involve people in decision-making processes of the city by increasing participation, e.g. in voting, school governing bodies and partnership bodies etc.

When we deliver or commission services we will aim to:-

- Ensure that our services are relevant and take into account different needs
- Provide information that is clear, accurate and accessible
- Ensure customers receive a quality service but recognise their different needs
- Respond to and investigate complaints of bullying, harassment, discrimination or victimisation
- Monitor services, analyse gaps in provision, identify any barriers and make reasonable adjustments to take individual needs into account
- Have high levels of satisfaction for all citizens, customers or employees
- Provide personalised services to enable our citizens to live independent lives and make their own choices about the type of services they need.

As an employer we will aim to:

- Recruit and retain a workforce that reflects the diversity of Sheffield
- Welcome the contribution made by the experience, knowledge and skills that a diverse workforce brings
- Provide targeted training and development for all our staff and Members;
- Train our workforce to meet the needs of our customers
- Provide an environment free from harassment, discrimination or victimisation
- Promote dignity and respect and provide an environment of mutual trust
- Take action to tackle disproportionate differences in access, progress and outcomes
- Listen to staff suggestions for improving our services and ways of working
- Promote flexible working to help staff to balance their work and personal commitments, reduce stress, absenteeism and achieve their full potential
- Inform people both inside and outside of the Council of our actions and achievements in relation to equality and diversity.

RIGHTS AND RESPONSIBILITIES

We all have a right to be treated fairly and with dignity and respect. For this to happen we also have a responsibility to ensure that our own actions and behaviours are fair and that we respect the dignity of others.

This Policy applies to all:

- Council Members;
- Customers and those applying to access services
- Contractors, sub contractors and consultants
- Partners delivering commissioned services
- Employees, whether part-time, full-time or temporary
- Student and volunteer placements

Support to Implement the Policy

All our policies and practices will be supported by training or briefing sessions and guidance. For the equality, diversity and Inclusion policy we will provide:

- General and bespoke equality, diversity and inclusion training
- Advice and guidance is from, HR and Corporate and Portfolio equality leads
- Information on the Intranet and Internet and via Council communication systems.

For further support and guidance on the Policy or EDI issues go our website link

Monitoring Equality, Diversity and Inclusion

All of our policies contribute to our overall aims around equality, diversity and Inclusion such as those relating to employment, service delivery, community engagement, commissioning and procurement. These are specifically designed to promote equality of opportunity and protect people against and eliminate unlawful discrimination, harassment and victimisation.
We collect and analyse data relating to these areas of policy, to identify trends and potential areas of inequality, and then take appropriate action.

Promoting, communicating and ensuring Equality, Diversity & Inclusion

We will use all available routes to communicate & promote this policy. This will include key messages and challenges, induction events for new staff, information on the intranet and internet and specific events.

- Elected Members will promote our commitment to E DI
- Executive Management Team will be responsible for the overall management and direction of our E DI commitments
- The Strategic Equality Board will oversee this policy and monitor how far we are achieving our commitments
- Human Resources and Corporate and Portfolio equality leads will advise and support E DI work throughout the Council
- Portfolios will ensure E DI policies are implemented and monitor how far we are achieving our commitments
- Managers will make sure EDI is core to service delivery and staff management
- Staff Forums will support and promote EDI and challenge discrimination
- All employees will ensure that they are aware of this policy and take responsibility to promote EDI and challenge discrimination.