

## PART A - Initial Impact Assessment

**Proposal Name:** Council Plan 2024-28

**EIA ID:** 2477

**EIA Author:** Deborah Glen (CEX)

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**Proposal Outline:** The Council Plan for the year 2024-2028, sets out the strategic priorities for the Council as a whole. It contains the mission for the Council and strategic objectives for achieving this mission. It covers the key areas of the Council and will drive all of the Councils strategies, policies, service plans and service delivery. It therefore is a crucial document for tackling inequalities across the City, both as an employer and a community leader. Along with the new Equalities Framework and the proposed budget, this trio of strategies will drive the future direction of the Council.

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**Proposal Type:** Non-Budget

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**Year Of Proposal:** 24/25

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**Lead Director for proposal:** James Henderson (CEX)

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**Service Area:** policy and democratic engagement

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**EIA Start Date:** 01/12/2023

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**Lead Equality Objective:** Leading the city in celebrating and promoting inclusion

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**Equality Lead Officer:** Ed Sexton

Committees:

Policy Committees

## Portfolio

Primary Portfolio:

Operational Services

EIA is cross portfolio:

Yes

All Directorates

EIA is joint with another organisation:

No

## Overview of Impact

Overview Summery:

The Council Plan will drive all activities of the Council, therefore the aims should impact positively on all protected characteristic groups. There are specific activities within the plan which will target particular groups .e.g BAME Children and Young People. There are explicit aims within the plan which focus on anti-racist activities and inclusive services. The Council Plan aims to improve the City for ALL its residents, therefore

- Services will be expected to show how they meet this by focusing on excluded or disadvantaged communities. This will be achieved by drawing up Service Plans, as the next level of the Council Plan, in conjunction with the Equalities Framework and the budget. The end result will be a set of clear activities targeted at addressing inequalities in the City, for all protected characteristics. There is an opportunity to recognise and embed our organisational equality responsibilities within the Council Plan. There are clear overlaps with our legal and policy equality priorities. At the same time, effective monitoring and action is needed so that existing inequalities do not limit the reach and benefits of the Plan. The Council Plan sets out priorities that are consistent with reducing inequalities, directly and indirectly including age/young people and other equality references in its strategic outcomes and policy drivers: People Some of the positive underpinning elements in the Plan relate to areas that, conversely, can expose inequalities, for

example regarding: individual and community diversity health and wellbeing community involvement social inclusion and cohesion Prosperity Similarly, increasing prosperity in Sheffield has clear overarching benefits to the city, its communities and organisations, but there are some risks that benefits might not be experienced equally. For example, there are wide disparities at local levels in terms of community assets, indices of deprivation and other barriers. Financial inclusion is further inequality measure that the Council considers. Planet There is significant common ground between the impacts of inequality and environmental and climate impacts. For example, the effects of pollution and poor air quality, high energy costs or poor housing conditions are experienced more in areas of higher deprivation and poorer health outcomes. Maintaining an equality perspective on the Plan that considers differential impacts between communities, and opportunities to address inequalities, would add value to the measures of the Plan's success. The following detailed impact assessment details the specific commitments contained within the Council Plan for protected characteristics. Where specific protected characteristics are not referred to, more general statements have been noted, with a commitment to ensuring further specifics are provided at the next stage of planning.

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**Impacted characteristics:**

- Age
- Armed Forces
- Carers
- Cohesion
- Disability
- Gender Reassignment
- Health
- Partners
- Poverty & Financial Inclusion
- Pregnancy/Maternity
- Race
- Religion/Belief
- Sex
- Sexual Orientation
- Voluntary/Community & Faith Sectors

**Consultation and other engagement**

## Cumulative Impact

Does the proposal have a cumulative impact:

Yes

The priorities outlined in the Council Plan have been drawn together over a period of 6 months. This has been an iterative process which has drawn on existing understanding and intelligence about the needs of the City. This has come from research, consultation and knowledge of elected members. Elected members are key in driving forward this vision for the City, and their understanding of the needs of their communities. Having said that, targeted consultation is planned during December and January, in conjunction with the Budget for 24/25 and the new Equalities Framework. These 3 key documents will be the driving forces for the Council moving forward, therefore consultation will be essential. In addition, each Directorate will be expected to consult with all relevant communities as part of their Service planning process, the next level of the Council Planning process.

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Impact areas:

Year on Year

## Initial Sign-Off

Full impact assessment required:

Yes

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Review Date:

31/01/2024

## PART B - Full Impact Assessment

### Health

Staff Impacted:

Yes

**Customers Impacted:** Yes

**Description of Impact:** Great Neighbourhoods that people are happy to call home - all Sheffield's neighbourhoods will be clean, green and safe places to live and visit. Our neighbourhoods should be welcoming and healthy environments for people to spend time together, live healthily, move around and belong in our communities. These are the explicit aims within the Council Plan and will create a healthy and inclusive living environment for all our communities. Some of the positive underpinning elements in the Plan relate to areas that, conversely, can expose inequalities, including health and wellbeing. Ongoing monitoring and reviewing of the Plan will need to factor in equality impacts. In addition the Council as an employer will continue to provide health and welfare services for all of its employees.

**Name of Lead Health Officer:**

**Comprehensive Assessment Being Completed:** No

**Public Health Lead signed off health impact(s):**

## Age

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** A place where ALL children belong and ALL young people can build a successful future, addressing inequalities for our children and young people and ensuring we are equipped to support them. This will include anti-racist approaches and working with vulnerable groups of young people such as those in the Looked After System and those with SEND. This will be further developed at Service Planning level. HR policies continue to support specific requirement of employees based on age - e.g. apprenticeships, retirement, menopause etc.. High quality care and support at the right time and place so people can be independent for longer and stay safe - this will aim to

support older people to live in their communities for longer. Some of the positive underpinning elements in the Plan relate to areas that, conversely, can expose inequalities, including age. Ongoing monitoring and reviewing of the Plan will need to factor in equality impacts.

## Armed Forces

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** With partners and communities, we'll support people to overcome their barriers to work and find fulfilling occupations. Supporting more Sheffielders to live happy, healthy and fulfilling lives whoever they are, wherever they live and whatever their background, working with partners to tackle poverty, prevent homelessness, and respond to the cost of living crisis. We will champion equality and diversity, we will listen, involve and work with the people of our great city. We will celebrate and stand up for the diversity of Sheffield, maximising the assets and strengths of communities, connecting more people into the city's success and creating opportunities for everyone. We want everyone in Sheffield to achieve their potential with fulfilling and healthy lives. Supporting more Sheffielders to live happy, healthy and fulfilling lives whoever they are, wherever they live and whatever their background, working with partners to tackle poverty, prevent homelessness, and respond to the cost of living crisis. We will champion equality and diversity, including developing a new anti-poverty action plan, supporting the Sheffield Poverty Truth Commission and leading the response to the Race Equality Commission and the delivery of the new Race Equality Partnership. Although there are no specific references to this protected characteristic within the plan, the above statement at the outset of the plan contains a commitment that will have a positive impact on them. This should be further clarified at the next stage of the planning process.

## Carers

**Staff Impacted:**

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Yes

**Customers Impacted:** Yes

**Description of Impact:** Delivering good quality care and support based on what matters to people, from early help, intervention, prevention and support for carers, through ongoing support and specialist housing, to compassionate end of life support. We will work with partners to keep vulnerable people safe, shift resources to provision that supports people to be healthy and ensure services are accessible to all. We have specific HR policies providing support to Carers.

## Cohesion

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People – The wellbeing of our residents drives the work of the Council. We want more Sheffielders to live long, independent and fulfilling lives free from poverty. We will actively engage with our residents and community partners to understand the challenges they face and the solutions they want to see, working together to deliver these and facilitating others to take the lead when they are best placed. We have brilliant, distinctive, and diverse neighbourhoods throughout Sheffield, the places we meet friends and bring up our families, the places we call home. We want people to be happy with where they live and to be able to access the services and facilities they need close to home and make the most of everything all our neighbourhoods have to offer. # Some of the positive underpinning elements in the Plan relate to areas that, conversely, can expose inequalities, including social cohesion. Ongoing monitoring and reviewing of the Plan will need to factor in equality impacts.

## Disability

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:**

The plan explains the overall to support vulnerable groups and promote diversity in our communities. This will impact positively on disabled people. There is a specific reference to children and young people who are SEND. However, there is little specific reference to disabled communities in Sheffield and this should be something to be addressed at the next stage of development. Some of the positive underpinning elements in the Plan relate to areas that, conversely, can expose inequalities, including disability. Ongoing monitoring and reviewing of the Plan will need to factor in equality impacts.

**Gender Reassignment**

**Staff Impacted:**

**Customers Impacted:**

**Description of Impact:**

We will listen, involve and work with the people of our great city. We will celebrate and stand up for the diversity of Sheffield, maximising the assets and strengths of communities, connecting more people into the city’s success and creating opportunities for everyone. We want everyone in Sheffield to achieve their potential with fulfilling and healthy lives. Supporting more Sheffielders to live happy, healthy and fulfilling lives whoever they are, wherever they live and whatever their background, working with partners to tackle poverty, prevent homelessness, and respond to the cost of living crisis. We will champion equality and diversity. Although there are no specific references to this protected characteristic within the plan, the above statement at the outset of the plan contains a commitment that will have a positive impact. This should be further clarified at the next stage of the planning process.

**Partners**

**Staff Impacted:**

Yes

**Customers Impacted:**

Yes

**Description of Impact:**



way we work so that we listen better and work together to find shared solutions. We will also develop new approaches to community development, working differently with our VCS partners in ways which support and value their unique role and building on the progress we have made with Local Area Committees. Supporting more Sheffielders to live happy, healthy and fulfilling lives whoever they are, wherever they live and whatever their background, working with partners to tackle poverty, prevent homelessness, and respond to the cost of living crisis. We will champion equality and diversity, including developing a new anti-poverty action plan, supporting the Sheffield Poverty Truth Commission and leading the response to the Race Equality Commission and the delivery of the new Race Equality Partnership.

## Poverty & Financial Inclusion

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We need to be making the most of our leading sectors, the move to a low carbon economy, new investment, and new developments to create opportunities for people in every part of Sheffield. We will work with businesses in the foundational economy to prosper and grow in the emerging green economy. With partners and communities, we'll support people to overcome their barriers to work and find fulfilling occupations. Supporting more Sheffielders to live happy, healthy and fulfilling lives whoever they are, wherever they live and whatever their background, working with partners to tackle poverty, prevent homelessness, and respond to the cost of living crisis. We will champion equality and diversity, including developing a new anti-poverty action plan, supporting the Sheffield Poverty Truth Commission and leading the response to the Race Equality Commission and the delivery of the new Race Equality Partnership. Some of the positive underpinning elements in the Plan relate to areas that, conversely, can expose inequalities, including poverty and financial inclusion. Ongoing monitoring and reviewing of the Plan will need to factor in equality impacts.

**Staff Impacted:** Yes

**Customers Impacted:** No

**Description of Impact:** We will work with partners to keep vulnerable people safe, shift resources to provision that supports people to be healthy and ensure services are accessible to all. This objective would relate to pregnancy/maternity. Building on our pioneering Family Hub network to ensure children and parents get the support they need so that children get the best start in life, again this will involve providing early help to pregnant and expectant parents. HR policies will continue to support employees during pregnancy and maternity.

## Race

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** Racism and discrimination has no place in our services and city and we will be proactive in tackling them. We will champion equality and diversity, including developing a new anti-poverty action plan, supporting the Sheffield Poverty Truth Commission and leading the response to the Race Equality Commission and the delivery of the new Race Equality Partnership. These specific actions will underpin the work done to promote an Anti Racist City. Some of the positive underpinning elements in the Plan relate to areas that, conversely, can expose inequalities, including race. Ongoing monitoring and reviewing of the Plan will need to factor in equality impacts.

## Religion / Belief

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We will listen, involve and work with the people of our great city. We will celebrate and stand up for the

diversity of Sheffield, maximising the assets and strengths of communities, connecting more people into the city's success and creating opportunities for everyone. We want everyone in Sheffield to achieve their potential with fulfilling and healthy lives. Although there are no specific references to religion or belief within the plan, the above statement at the outset of the plan contains a commitment that will have a positive impact for all protected characteristics. This should be further clarified at the next stage of the planning process.

## Sexual Orientation

**Staff Impacted:** Yes

**Customers Impacted:** No

**Description of Impact:** We will listen, involve and work with the people of our great city. We will celebrate and stand up for the diversity of Sheffield, maximising the assets and strengths of communities, connecting more people into the city's success and creating opportunities for everyone. We want everyone in Sheffield to achieve their potential with fulfilling and healthy lives. Supporting more Sheffielders to live happy, healthy and fulfilling lives whoever they are, wherever they live and whatever their background, working with partners to tackle poverty, prevent homelessness, and respond to the cost of living crisis. We will champion equality and diversity. Although there are no specific references to this protected characteristic within the plan, the above statement at the outset of the plan contains a commitment that will have a positive impact. This should be further clarified at the next stage of the planning process.

## Voluntary / Community & Faith Sectors

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** Developing new ways to build engagement into the way we work so that we listen better and work

together to find shared solutions. We will also develop new approaches to community development, working differently with our VCS partners in ways which support and value their unique role and building on the progress we have made with Local Area Committees.

## Action Plan & Supporting Evidence

### Outline of action plan:

The plan is an expression of the City Council's ambition set out in terms how it will impact on people, prosperity and the planet. The commitment to equality and diversity it woven into the document from start to finish. The detailed impact assessment has, however highlighted two issues: 1. The need to express specific intentions/projects with regard to all protected characteristics 2. The need to consult with all communities about the specific impact on protected characteristics. Both of these issues should be addressed at the next stage of development of the plan and in line with the Equalities Framework, also currently being developed. These actions should be reviewed in March 2024

### Action plan evidence:

### Changes made as a result of action plan:

## Mitigation

Significant risk after mitigation measures: No

### Outline of impact and risks:

## Review Date

Review Date: 31/01/2024