

PART A - Initial Impact Assessment

Proposal Name: Race equality in our Council

EIA ID: 2469

EIA Author: Lucy Heyes

Proposal Outline:

This Equality Impact Assessment links to the December 2023 report Race Equality in our Council to Strategy and Resources Committee. That report follows on from the Council's initial response to the Race Equality Commission in December 2022 and update on progress in August 2023. Previous reports recognised that a detailed, action-focused response that is fully owned by Members and officers was required. The report sets out the council's holistic, future-facing approach to race equality through a position statement on what we stand for, the current status of the Council and progress against the seven qualities the Race Equality Commission said an anti-racist organisation would have in place, and a multifaceted approach to actions under 5 themes. The development of the report brought in teams from across the Council to develop actions and test the approach. This process also tested the What We Stand For statements. Senior leadership have also inputted extensively and monitored the work through both the SEIB and through monthly monitoring meetings with the Chief Executive and Chief Operating Officer. The overall equality impact will be positive. The actions and position statement in the report will contribute to improving race equality. They also dock into the EDI framework so that they have an intersectional benefit and align with the Council Plan and statutory Equality Objectives. This contributes to advancing equality of opportunity. A further point to note is the recommendation of the Race Equality Commission that a mechanism can be developed to enable external input into SCC EIAs. This work is ongoing and is part-dependent on the successful development of SCC Race Equality Hubs and the REC legacy group. The focus on engagement and the relationship with the Voluntary and Community Sector and Faith organisations will foster good relations. The report sets out the data on where we are as a city and an organisation currently and aims to maximise the benefits of diversity and eliminate discrimination, harassment and victimisation. The prior reports on

which this builds have conducted a full impact assessment which is still applicable to this report (see EIA 2294 (previously 1228). As this report is a strategic, holistic report which sets the position, actions and standards for the Council the full impact assessments are needed as services across the Council make changes and integrate the approach into their ways of working. This is because the impact will be different based on the demographics of the workforce and customers of each service so completing a full EIA on this report instead would fail to capture this.

Proposal Type: Budget

Entered on QTier: No

QTier Ref: #

Year Of Proposal: 24/25

Lead Director for proposal: James Henderson (CEX)

Service Area: Policy and Democratic Engagement

EIA Start Date: 11/1/2023

Lead Equality Objective: Becoming an Anti-Racist Organisation & City

Equality Lead Officer: Ed Sexton

Decision Type

Committees: Policy Committees

- Strategy & Resources

Primary Portfolio:

Policy and Democratic Engagement

EIA is cross portfolio:

Yes

All other directorates

EIA is joint with another organisation:

No

Overview of Impact

Overview Summary:

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- adopt the what we stand for statements in part 1 of the report and support and challenge officers, in a spirit of joint endeavour and kindness, so that everyone aligns what they do and how they do it against them.
- note the date in part 2 of the report.
- agree the actions under the themes of learning, development and awareness raising, consistent standards and practice, accountability, engagement and leadership in part 3 of the report and champion those actions across the Council's committee system, and ask governance

committee to ensure that this happens. • agree that members on key committees will be the first tranche to undertake an Equality, Diversity and Inclusion (EDI) level 2 equivalent certificate; • agree the accountability roles and responsibilities; • note the substantial, positive work of the legacy body task and finish Group and extend gratitude to its chair, members and those who have supported its work; and, • agree the Council's contribution to funding for activity around the Sheffield Race Equality Partnership. This builds on the substantial work to date and works towards the Council becoming an anti-racist organisation. The Council's response as a city leader, service provider and employer aims to drive out discrimination and champion. The challenging circumstances brought about by financial cuts, tensions regarding international issues and the cost of living crisis and its disproportionate effect on those who are in poverty make this more essential.

Impacted characteristics:

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

Impacted local area(s):

All

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

Yes
Page 90

Impact areas:

Year on Year, Geographical Area, Across a Community of Identity/Interest

Initial Sign-Off

Full impact assessment required:

No

Review Date:

11/28/2023

Action Plan & Supporting Evidence

Outline of action plan:

Action plan evidence:

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures:

Outline of impact and risks:

Review Date

Review Date:

11/28/2023

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