

# PART A - Initial Impact Assessment

**Proposal Name:** Equality Framework – Equality is Everyone’s Business

**EIA ID:** 2474

**EIA Author:** Bashir Khan (CYPD)

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## Proposal Outline:

The draft Equality Framework sets out the Council’s proposed ambitions relating to equality, diversity and inclusion for 2024-28 as we seek to fulfil the vision set out in the Council Plan of becoming an organisation that puts people at the heart of what we do. At the heart of EDI framework are the proposed new statutory Equality Objectives for Sheffield City Council and will sit alongside the outcomes agreed in the Council Plan to provide a clear focus to our work on EDI. The Equality Objectives are focused around our three core roles of: • city leadership • service provider • employer They sit alongside the Race Equality Report which is the update of the Council’s response to the Sheffield Race Equality Commission Report (2022) and which will also help to achieve our ambition of becoming an anti-racist city and organisation. This new Equality Framework takes the learning from our Annual Reports showing progress against the outgoing Equality Objectives set in 2019, the race equality work following the Race Equality Commission and other commitment such as the Age Friendly City. It sets out our new goals for the coming years. In preparation for this Framework, we have identified key points of learning from the last set of equality objectives and the actions where we have not yet made sufficient progress. These being: • Better data collection, analysis and use of service equality monitoring information to highlight areas of weakness and support improvement. • Driving equality, diversity and inclusion through the whole organisation, ensuring service plans reflect equality goals and commitments. • Ensuring EDI is fundamental to our governance and decision-making processes including by utilising our equality impact assessment process more effectively and robustly, ensuring they are undertaken at the right time with good evidence and in a proportionate way. • Strengthen relationships with and understanding of the diverse communities within the city both online and in person across all characteristics. • Carry out staff surveys to assess the morale of the workforce including assessing satisfaction levels of different groups of

employees. • Develop a more inclusive culture within the Council including through effective learning and development for staff and Members. Progress towards achieving these objectives will be measured through a new performance framework, integrated with the council's main performance management framework.

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**Proposal Type:** Non-Budget

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**Year Of Proposal:** 23/24, 24/25, 25/26

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**Lead Director for proposal:** Claire Taylor (COO)

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**Service Area:** Strategic Support

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**EIA Start Date:** 29/11/2023

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**Lead Equality Objective:** Break the cycle and improve life chances

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**Equality Lead Officer:** Adele Robinson

## Decision Type

**Committees:** Policy Committees  
• Strategy & Resources

## Portfolio

**Primary Portfolio:** Strategic Services

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**EIA is cross portfolio:**

Yes  
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All SCC Directorates

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## Overview of Impact

### Overview Summary:

The draft Equality Framework directly supports achieving the Council Plan whose core is a focus on the people of Sheffield, ensuring that everyone in the city shares in the benefits of a growing prosperous city. The Council Plan sets out that the Council will listen, involve and work with the diverse people and celebrate the city's diversity and for everyone in Sheffield to fully achieve their potential with fulfilled and healthy lives. The Equality Framework sets out:

- How we will understand the needs of everyone in Sheffield
- How we deliver services that respond to everyone's needs
- That we celebrate Sheffield's diversity
- That we ensure that everyone is able to have their say about what matters to them.

We know that over the last 30 years, Sheffield has become a more diverse city, we also know of the entrenched inequality that some communities within the city face. The Equality Framework sets out the measures over the next 4 years and it is expected that there will be positive impacts across characteristics protected by the Equality Act 2010, as well as those that are not- but against which we undertake an equality analysis in the decision making process. Some of the key impacts are summarised in the Full Equality Impact Assessment.

### Impacted characteristics:

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

### Impacted local area(s):

All  
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## Consultation and other engagement

### Cumulative Impact

Does the proposal have a cumulative impact:

Yes

We have involved senior leaders, service managers, and employee hubs. We have worked with teams across the Council to understand progress, gaps and improvements which will drive change. We have drawn on the findings of the Sheffield Race Equality Commission which engaged with Sheffield residents and stakeholders. We have drawn on four years of stakeholder feedback via the Equality Partnership, insights from consultation and engagement exercises and awareness-raising events held. Staff feedback shared through our employee networks. We are planning consultation with Sheffield residents, including community groups and those who share protected characteristics after the Framework has been agreed in draft. Consultation feedback will inform the final version of the Framework.

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Impact areas:

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

### Initial Sign-Off

Full impact assessment required:

Yes

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Review Date:

08/12/2023

## Health

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive health impact arising from the proposed Equality Framework and the Equality Objectives 2024–2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them and actions will help contribute to improved health outcomes for different protected characteristics, either within the workforce or in communities. As a Council we have substantial data on health measure in Sheffield. The 2021 Census highlighted that 20% of people have a limiting long-term illness in Sheffield compared with 17% across England. Data is available showing: limited long-term illness, life expectancy and mortality, general health and healthy lifestyles.

**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:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028 for all ages. We have referenced our Age Friendly City commitments. The City's demographics have changed over the last decades and highlight an increasing BAME birth rate and younger age city profile. The three areas of: - City Leadership and Communities - Workforce - Service

Delivery have three Goals under them. The Goals and actions will help contribute to improved outcomes for people of all ages for different protected characteristics including age, either within the workforce or in communities. It is also helps with being an Age Friendly City. The 2021 Census highlighted a Total Population of 556,521 in Sheffield. This being broken down with 100,274 (Aged 0-15); 361,428 (Aged 16-64) and 94,819 (Aged 65+). Sheffield has a 20 to 24 age group population bulge due to the student population at the two universities, however numbers in this age group have declined in comparison with 2011. Compared to 2011, there are also fewer people in the 40 to 49 age group, but more in the 50 to 59 age group. There is a higher proportion of children aged 0-19 are in relative low-income families in Sheffield at 22% compared with 20% across England. Other data available highlights a range of measures in relation to older people.

## Armed Forces

<b>Staff Impacted:</b>	No
<b>Customers Impacted:</b>	Yes
<b>Description of Impact:</b>	We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028.

## Carers

<b>Staff Impacted:</b>	Yes
<b>Customers Impacted:</b>	Yes
<b>Description of Impact:</b>	We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them and will contribute to a positive impact for this group, particularly young carers whose life chances can be impacted upon by being a young carer. In 2021, 4.7% of Sheffield residents (aged five years and over)

reported providing up to 19 hours of unpaid care each week. This figure decreased from 7.4% in 2011.

## Cohesion

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact on cohesive communities arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028.

## Disability

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028 for disabled people. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them. This will contribute to positive impacts for disabled people, including in our workforce as we maintain Disability Confident Level 2 and work towards Level 3. We have data on disabled employees, the population, also around SEND in children and young people. In 2021, 9.1% of Sheffield residents were identified as being disabled and limited a lot. This figure decreased from 10.6% in 2011. In 2021, just over one in nine people (11.6%) were identified as being disabled and limited a little, compared with 11.0% in 2011. The proportion of Sheffield residents who were not disabled increased from 78.3% to 79.4%. Currently in Sheffield there are 4,967 (May 2023) Children and young people (0-25) with an EHCPs in place and 11,599 pupils receiving SEN support.

## Gender Reassignment

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them. This will contribute to a positive impact on one of the most vulnerable and marginalised parts of society. In 2021, 0.76% of people in Sheffield had a gender identity different from their sex registered at birth. Its important to remember that some people may not feel safe disclosing their gender identity.

## Partners

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028 on our partners in communities and key organisations, eg via work to achieve an anti racist city. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them. This will contribute to a positive impact for our partners.

## Poverty & Financial Inclusion

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them and this will have a positive impact across all protected characteristics through improved financial inclusion-



particularly following the pandemic which has had a huge impact as well as the impacts due to increases in cost of living. In 2021, of Sheffield residents aged 16 years and over, 50.4% said they were employed (excluding full-time students) in 2021, a similar percentage as in 2011 (50.6%). In 2021, just over 1 in 40 people (2.8%) said they were unemployed, compared with 4.3% in 2011. The percentage of retired Sheffield residents decreased from 20.2% to 20.1%. It is also important to note that the Census 2021 took place during the coronavirus (COVID-19) pandemic, a period of rapid and unparalleled change; the national lockdown, associated guidance and furlough measures will have affected the labour market and the ability to measure it.

## Pregnancy / Maternity

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them which will contribute to a positive impact.

## Race

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact on race arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them. This will contribute to a positive impact on race. There is extensive data and evidence available on race, via the Sheffield REC Report and significant other data. Within this Framework sits the new race equality approach as outlined in the draft Objectives and in the

Race Equality Report In 2021, 79.1% of people in Sheffield identified their ethnic group within the "White" category (compared with 83.7% in 2011), while 4.6% identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category (compared with 3.6% the previous decade); 9.6% of Sheffield residents identified their ethnic group within the "Asian, Asian British or Asian Welsh" category, up from 8.0% in 2011. The percentage of people who identified their ethnic group within the "Mixed or Multiple" category increased from 2.4% in 2011 to 3.5% in 2021.

## Religion / Belief

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them and will contribute to a positive impact on people of faith and no faith and on interfaith work. In 2021, 43.4% of Sheffield residents reported having "No religion", (up from 31.2% in 2011). In 2021, 38.5% of people in Sheffield described themselves as Christian (52.5% in 2011), while 10.3% described themselves as Muslim (7.7% in 2011).

## Sexual Orientation

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028. The three areas of: - City Leadership and Communities - Workforce - Service Delivery have three Goals under them will contribute to a positive impact. We have some data, and some of the challenges in getting better data on sexual

orientation You can take a look yourself at the interactive maps the ONS have built with the 2021 data. In 2021, 4.13% of people in Sheffield identified as lesbian, gay, bisexual, or other (LGB+) it's important to remember that some people may not feel safe disclosing their sexual orientation so the figure could well be higher.

## Voluntary / Community & Faith Sectors

<b>Staff Impacted:</b>	Yes
<b>Customers Impacted:</b>	Yes
<b>Description of Impact:</b>	We anticipate that there will be a positive impact arising from the proposed Equality Framework and the Equality Objectives 2024 – 2028 with VCF we work with on improving citywide outcomes.

## Action Plan & Supporting Evidence

<b>Outline of action plan:</b>	
<b>Action plan evidence:</b>	Equality Objectives 2019-23 Equality Annual Report 2021-22 and Workforce Report 2021 -22 Equality awareness days report, 19 April 2023 Race Equality Commission report, 14 July 2023 Council response to the Race Equality Commission report, 5 December 2022 Update on Sheffield City Council's response to the Race Equality Commission, August 2023 2021 Census Reports
<b>Changes made as a result of action plan:</b>	

## Mitigation

<b>Significant risk after mitigation measures:</b>	No
<b>Outline of impact and risks:</b>	

## Review Date

Review Date:

08/12/2023