

Policy Committee Decision Report

Title of Report:	Update to Adults Care and Wellbeing Equality Diversity, Inclusion and Social Justice Delivery Plan
Date of Decision:	18 th September 2024
Report To:	Adult Health and Social Care Policy Committee
Report Of:	Strategic Director Adult Care and Wellbeing
Report Author:	John Chamberlain, Workforce Development Manager

Executive Summary:

The purpose of this report is to provide an update to the Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan 2023/24¹ (EDI Delivery Plan) which was approved by the Health and Social Care Policy Committee in December 2023. In doing so, it also provides an update on the recommendations by the SACMHA Speak Up Report 2021.

This report forms part of the cycle of assurance for the EDI Delivery Plan and shows how as a portfolio we are committed to improving Equality, Diversity, Inclusion and Social Justice (EDI) and delivering upon statutory duties. This update to the EDI Delivery Plan provides assurances regards Public Sector Equalities Duty (PSED).

Council Plan outcomes:

[People live in caring, engaged communities that value diversity and support wellbeing](#)

[A creative and prosperous city full of culture, learning, and innovation](#)

[A city on the move – growing, connected and sustainable](#)

Policy Committee remit:

This report is to be considered by the Adult Health and Social Care Policy Committee as its remit includes Adult Social Care.

Does the report contain confidential or exempt information? [No]



¹ [Draft Protocol for Cabinet Reports \(sheffield.gov.uk\)](https://www.sheffield.gov.uk)

Recommendations:

It is recommended that Adult Health and Social Care Policy Committee:

1. *Endorse progress made with the Adult Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan 2023/24.*
2. *Notes support of SACHMA to develop community engagement and peer model to support implementation of culturally appropriate care within under-represented communities.*
3. *Notes ongoing approach to engage with communities, with Care Sector Equalities Engagement Workshops to be organised in 2025 to involve and engage with Voluntary, Faith and Community Sector, Social Care Providers and Academia.*
4. *Notes progress made to enable delivery of the Skills for Care Social Care Workforce Race Equality Standard (SC-WRES) in Sheffield.*
5. *Requests that the Strategic Director of Adult Care and Wellbeing continues to provide the Committee with updates on progress against the Delivery Plan on a six-monthly basis, including updates made based on ongoing learning.*

Financial Implications: [No] [Approved by: Laura Foster (29/08/24)]

Legal Implications: [No] [Approved by: Patrick Chisholm (29/08/24)]

Equality and Inclusion Implications: [Yes] [Approved by: Ed Sexton] [2434]

Climate Change Implications: [No] [Approved by: John Chamberlain]

Background Papers:

- Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan
- SACHMA #SpeakUp Report
- Diverse By Design – 15 core principles
- Skills for Care Social Care Workforce Race Equality Standard
- Sheffield City Council Equality Framework
- Equality Objectives 2024- 28 and Annual Equality Report including Workforce Report for 2022-2023
- Sheffield Care Sector Workforce Development Strategy 2023 – 2026

Appendices:

1. Sheffield Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan Update September 2024
2. Adults Care and Wellbeing SC-WRES Summary
3. Adults Equalities Data Pack

1. Background to the issue

- 1.1 Equality and diversity are essential components of social care. Good equality and diversity practices make sure that the services provided to people are fair and accessible to everyone. They ensure that people are treated as equals, that people get the dignity and respect they deserve and that their differences are celebrated.
- 1.2 The strength of social care is in celebrating, valuing, and recognising what makes people unique. It is vital that the adult social care workforce reflects population of Sheffield in, and that the workforce have the support and conditions to deliver practice which can deliver on the Council's ambitions.
- 1.3 Anti-discriminatory practice is fundamental to the ethical basis of care provision and critical to the protection of people's dignity. There are four main acts relating to equality and diversity, which Adult Social Care have a legal responsibility to ensure is embedded in the practice and commissioning of care: -
- **The Equality Act 2010 – this legislation provides protection against discrimination for people who possess one or more of the nine specific protected characteristics.**
 - **The Human Rights Act 1998 – this legislation outlines the basic human rights and principles of equality. The 'FREDA' acronym helps you to remember what is covered by the Act: Fairness, Respect, Equality, Dignity and Autonomy.**
 - **The Mental Capacity Act 2005 – the Deprivation of Liberty Safeguards (DoLS) aim to help people who lack the capacity to maintain their independence, dignity, and the right to freedom. The DoLS aid vulnerable individuals to maintain their right to dignity and equality.**
 - **The Care Act 2014 – this legislation provides six key principles which should underpin all work with vulnerable adults. This includes ensuring that adults receive support that's personal to them, chosen by them and has their consent.**
- 1.4 To ensure delivery on our statutory and regulatory requirements in relation to equality, the Equality, Diversity, Inclusion and Social Justice (EDI) plan was developed. This was endorsed by the Health and Social Care Policy Committee in December 2023².
- 1.5 The plan was developed through learning from:
- **Engagement with the workforce**
 - **Care sector equalities care sector data**
 - **ADASS 15 key principles of Diverse by Design³ which is advocated by ADASS and learning from ADASS benchmarking reports.**
 - **SACMHA Speak Up Report**
 - **Festival of Involvement, Complaints and Compliments.**
 - **Race Equality Commission**
 - **Council's Equality Plan**

² [Draft Protocol for Cabinet Reports \(sheffield.gov.uk\)](#)

³ [Diverse by design: 15 key elements | Local Government Association](#)

- 1.6 As part of the cycle of assurance, agreed in June 2024, it was approved that the Strategic Director of Adult Care and Wellbeing provides the Policy Committee with 6-monthly updates to the delivery of the EDI Delivery Plan. This paper notes progress on the EDI Delivery Plan, noted at Appendix 1.
- 1.7 It's planned to continue to develop the EDI Delivery Plan following learning as part of our Skills for Care Social Care – Workforce Race Equality Standard (SC-WRES) submission (featured in Priority 5 below).

2. Proposal

- 2.1 The City of Sheffield is home to approximately 556,000 people⁴, comprising of many diverse communities. More than 35% of people in Sheffield are aged 50+, 19.7% are disabled and 20.9% are from diverse ethnic backgrounds. The number of people aged 50 – 64 has risen by 11,800 since 2011. Sheffield City Council (SCC) serves all communities which can differ in terms of background, ethnicity, age, spoken languages, household income, employability, disabilities and health conditions, sexual orientation, gender identity, religion and belief and family makeups etc.
- 2.2 The Adult Social Care Vision and Strategy is *that Everyone in Sheffield lives in a place they can call home, in communities that care, doing things that matter to them, celebrated for who they are - and when they need it, they receive care and support that prioritises independence, choice, and recovery*. This proposal is in alignment with this vision and all commitments in the Strategy.
- 2.3 Specifically, the ASC strategy delivery plan sets out that people have a choice of good services that meet their needs and give them a positive experience regardless of their background, ethnicity, age, disability, sex, sexual orientation, religion, or belief. In Sheffield the care sector employs over 17, 500 people who deliver care to some of the most vulnerable residents of Sheffield⁵.
- 2.4 To deliver culturally appropriate and personalised care, it is imperative the workforce both reflects the population of Sheffield and are equipped to deliver equitable and caring support and learns from the experiences of others to improve practices. It is important to build Services fit for purpose using local insight information to predict future demand to mitigate known pressures.
- 2.5 Equality and Inclusion ensures that the services that the Council provide are fair, inclusive and accessible to everyone. This includes combating inequalities and having plans to support the wellbeing of the care workforce in Sheffield.
- 2.6 Recent analysis of Sheffield Care Sector workforce⁶ suggests that 75% of the care workforce is White British in Sheffield in comparison to 25% from Black and Minority Ethnic (BAME) people. 13% of the workforce are from Black/African/Caribbean/Black British ethnic groups and 6% are from Asian/Asian British ethnic groups. Although these figures positive, demonstrating commitment to have a workforce that reflects the Communities in Sheffield. The Council will support its workforce further and ensure any disadvantages are

⁴ UK Census

⁵ [My local area \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)

⁶ [My local area \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)

mitigated within the workforce and for those who can access services. This includes looking at accessibility of services and customer experience.

2.7 To note UK Census 2021 data suggests 79% of residents are from White ethnic groups and 4% of residents are from Black/African/Caribbean/Black British ethnic groups and 9.6% of residents are from Asian/Asian British ethnic groups⁷. The over-representation of Black/African/Caribbean/Black British workers in the care sector in Sheffield is partially explained by increased levels of international recruitment to the health and care sector⁸.

2.8 The EDI Delivery Plan enables a clear delivery and engagement focus, with objectives for promoting equality, diversity, fairness, and social justice for the care sector workforce (Council and Sector Wide) and the people that the Council supports.

2.9 Since launch of the ASC EDI Delivery plan⁹ in December 2023 Sheffield City Council has refreshed the Equality Objectives for 2024 – 2028¹⁰. These are:

- *Leadership*
- *Delivery of Services*
- *Communities*
- *Workforce, People and Culture*

2.10 The EDI Delivery Plan has been amended to reflect the updated SCC equality objectives. There is an update against the progress from the original delivery plan actions included in the report. This can be found under Appendix 1.

2.11 The EDI Delivery Plan is framed against 5 Priorities, these are:

- **Priority 1 - Knowing our workforce and communities.**
- **Priority 2 – Partnership and Accountability.**
- **Priority 3 - Practice, Learning and Development**
- **Priority 4 – Active and Independent Living**
- **Priority 5 - Creating a Safe, Inclusive Work Environment**

3. Highlights of Activity

3.1 Priority 1, Knowing our workforce and communities

3.1.1 Knowing Our Communities

3.1.1.1 Sheffield City Council workforce data and the data of people in receipt of care continues to be analysed. In Sheffield the Adult Wellbeing and Care workforce is diverse, and this is in parts reflective of the population of Sheffield.

3.1.1.2 Recent analysis by the business information team within Sheffield City Council in relation to ethnicity data for people in receipt of care against age demographics

⁷ [How life has changed in Sheffield: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk)

⁸ [The State of the Adult Social Care Sector and Workforce 2023 \(skillsforcare.org.uk\)](https://skillsforcare.org.uk)

⁹ EDI Delivery Plan - INSERT

¹⁰ [equalities objectives 2024 to 2028.pdf \(sheffield.gov.uk\)](#)

has been highlighted as best practice within ADASS and will be used as a model to develop EDI data regionally.

- 3.1.1.3 Analysis has highlighted some areas of interest in relation to ethnicity groups and referrals for services. A summary of these findings can be found within Appendix 3.
- 3.1.1.4 The information advice and guidance offer for adult social care (the Sheffield Directory) is available in community languages as well as meeting public sector accessibility requirements for communities. SCC has partnered with online British Sign Language (BSL) interpreting service, SignLive to ensure all British Sign language users can contact the Council and that a BSL interpreter will be available to support conversations.
- 3.1.1.5 A dedicated trainer in British Sign Language has been resourced and is now available as part of the practice development team in Sheffield for the care sector to access. This will grow developments in relation to accessibility and sensory impairment.

3.1.2 **Engagement with our Communities**

- 3.1.2.1 Sheffield City Council's priority is that the care workforce reflects the diversity of the communities within Sheffield. The Council will continue to engage with communities in the delivery of care and support provision to meet the needs of people who live in the City. This work will continue to inform future priorities and commissioning intentions.
- 3.1.2.2 Sheffield City Council are working closely with SACHMA to support its approach to community engagement and peer approach for the city. Sheffield City Council has provided dedicated funding to SACHMA to lead community engagement and develop a peer volunteer model for promoting and embedding culturally appropriate care across the sector.
- 3.1.2.3 This includes the recruitment of an Engagement Officer in partnership with SACHMA's Black Elders Programme to address equality issues in service provision across Adult Care and Wellbeing. Sheffield City Council will work with SACHMA to promote engagement activities and support them to embed any key findings from the project activities.
- 3.1.2.4 Sheffield City Council will undertake further community engagement activities with community groups which are flagged as requiring further investigation by analysis activities. The aim is to determine if there are any barriers to referrals or services and the solutions which can be co-produced together.
- 3.1.2.5 To do this, in 2025 Sheffield City Council will hold a series of *Care Sector Equalities Engagement Workshops*. This will support the co-design and engagement of individuals, carers, Voluntary, Faith and Community Sector, Social Care Providers and Academia and will explore how social care can be inclusive, equitable and ensure that all citizens of Sheffield experience culturally appropriate care.

- 3.1.2.6 In addition to this, Sheffield City Council will continue to develop a social care workforce that is representative of the communities in Sheffield and in partnership with care providers ensure that the workforce have the support and learning and development to deliver culturally appropriate care in Sheffield.

3.2 Priority 2, Partnership and Leadership

3.2.1 Partnerships

- 3.2.1.1 Sheffield City Council are committed to work collaboratively with partners to deliver EDI approaches across health, social care and the voluntary sector and to support equality including anti-racist practice. The Council will continue to look at its procurement approach and how contracts are monitored.

3.2.2 Appointing Senior Diversity Champions

- 3.2.2.1 The Council's ambition is to ensure that all staff are treated equally, feel included and valued, their health and wellbeing is prioritised, and they have access to appropriate support.
- 3.2.2.2 To support this, over the last 6 months equality champions have been appointed to promote best practice, open discussion and promote equity, diversity and inclusion. Quarterly feedback meetings are organised with the Strategic Director and Chief Social Work Officer to hear about feedback from the champions including building upon strengths, share good practice, agree actions to respond to areas of improvement identified and contribute to Sheffield City Council Equality Hubs and Programme.
- 3.2.2.3 This approach aims to embed continuous improvement and enable the workforce to support one another and to feel confident that their experiences are being heard, valued and enabling us tackle inequalities. Adult Care and Wellbeing have taken the lead role in the Sheffield City Council, Carers and LGB+ Staff Equality Hubs.

3.3 Priority 3, Practice, Learning and Development

3.3.1 Workforce Development Strategy

- 3.3.1.1 A Care Sector Workforce Strategy¹¹ was agreed in March 2023 to support and create foundations for a stable and supported workforce. This has been developed in recognition of the significant challenges facing the system to recruit and retain staff, alongside the opportunity for a long term, system wide vision to make the changes necessary to value the Adult Social Care workforce in Sheffield, whilst supporting professional development and wellbeing.
- 3.3.1.2 An update to the Workforce Development Strategy will be presented to Adults Health and Social Care Policy Committee in October 2024. This update will highlight the excellent work that is being undertaken to support the care sector workforce in Sheffield.

¹¹ [Care Sector Workforce Development Strategy | Sheffield City Council](#)

3.3.2 Practice Development Plan

3.3.2.1 As part of the update to the Workforce Development Strategy a Professional Development Plan is in place to sets out the vision, values, and direction to support the Council workforce. This plan will assess the current position and will set out plans to provide the Council workforce with the skills, knowledge, and experiences necessary for them to achieve their ambitions within Adults Care and Wellbeing Service. The Council wants to support staff to be confident, skilled and qualified and so that they can deliver quality outcomes for the people of Sheffield.

3.3.3 Learning and Development

3.3.3.1 As part of the Workforce Development Strategy, the Council committed to reviewing the training and development offer for workers across care sector in Sheffield. As part of the review, the Council will promote and embed EDI training in the care sector. Analysis will be presented as part of the update to the Workforce Development Strategy in October 2024.

3.3.3.2 The workforce development team are exploring topics to support EDI awareness and ensure appropriate and regular EDI messages are communicated to staff. Further EDI training will be developed to support staff including 7-minute briefings to develop staff understanding of Protected Characteristics and the Equality Act. A refreshed EDI training offer for SCC employees is being developed by SCC Learning and Development team. This is expected to be launched in 2025.

3.3.3.3 As part of the development of career pathways in Adult Social Care, EDI training modules will be promoted relevant to care provisions. This will include new Oliver McGowan¹² training to raise awareness of Autism and Learning Disabilities and Dementia Stars to raise awareness of Dementia.

3.3.4 Care Academy

3.3.4.1 Another key deliverable as part of the update to the Workforce Development Strategy is the development of a Sheffield Care Academy. This follows approval for commissioning strategy in January 2024 at Health and Social Care Policy Committee. The development of the Sheffield Care Academy will support goals to develop a sustainable care workforce in Sheffield which is ready for the future.

3.3.4.2 The academy, which is being developed by Sheffield City Council in collaboration with partners across the health and care system, will focus on 5 key areas of activity:

- *Pipeline - more people coming into the care sector, employees are skilled and qualified.*
- *Recruitment - more effective, values based and collaborative recruitment approaches.*
- *Retention - employing the right people in the right roles and supporting them to grow and develop.*
- *Development - developing staff at all levels through continuous professional development.*
- *Innovation - understanding best practice and testing new approaches to prepare for the future of adult care.*

¹² [Oliver McGowan | Oliver's Campaign |](#)

- 3.3.4.3 Work is underway to procure and develop the Sheffield Care Academy. It is anticipated that the Academy will be launched during October 2024. A progress report will be included as part of the Workforce Development Strategy Update in October 2024 with progress against delivery on the workforce ambitions and outcome of the Care Academy tender.

3.4 Priority 4, Active and Independent Living

3.4.1 Safeguarding

- 3.4.1.1 The Council has completed a review of rights and responsibilities of organisations in regard to safeguarding as part of the publication of the Adult Safeguarding Responsibilities Guidance document¹³. This has informed a gaps analysis and targeting of interventions during 2025 – 2026 where inequality of access to safeguarding is identified.

3.4.2 Advocacy

- 3.4.2.1 In April 2024, a 7-year contract to deliver advocacy services in Sheffield was undertaken following a tender exercise and the contract was awarded to Sheffield Advocacy Hub with the new contract commenced from 01/05/2024.
- 3.4.2.2 Sheffield Advocacy Hub is a partnership made up of 3 voluntary sector organisations, Citizens Advice Sheffield, Disability Sheffield & Cloverleaf Advocacy. As part of the re-tendering process SACHMA¹⁴ joined the partnership, with a particular focus of increasing advocacy numbers in underrepresented communities.

3.4.3 Direct Payments

- 3.4.3.1 The Council continue to embed the Direct Payments and Personalisation Programme¹⁵ in Sheffield. In December 2023 the Council held a Direct Payments Summit to highlight good practice and identify improvements to grow and expand the Personal Assistant workforce. A follow up event will be held in November 2024 and a delivery priority for 2025 – 2026 will be to promote equity and diversity across the Personal Assistant Workforce.
- 3.4.3.2 In 2024, it was agreed that the support service for Direct Payments would be brought back in-house within Sheffield City Council. Recruitment is underway to staff the service with implementation to continue throughout 2024/25.

3.4.4 Complaints and Concerns

- 3.4.4.1 In partnership with providers and Healthwatch, the Council commissioned a review of accessibility of complaints information, so individuals and carers have easily accessible information on how to raise a concern or complaint about a service. This aligns to the Councils complaints improvement process, learning from festival of involvement and SACMHA Speak Up Report¹⁶.

¹³ [Sheffield Adult Safeguarding Partnership - Professionals - report an adult safeguarding concern \(sheffieldasp.org.uk\)](https://sheffieldasp.org.uk)

¹⁴ sacmha.org.uk

¹⁵ [Draft Protocol for Cabinet Reports \(sheffield.gov.uk\)](https://sheffield.gov.uk)

¹⁶ [#SpeakUp 2021 - SACMHA Health & Social Care | Healthwatch Sheffield](https://www.healthwatchsheffield.org.uk)

3.4.4.2 At Sheffield City Council the focus has been on learning from Complaints, Compliments and Feedback and building a sustainable way of strategically coordinating and embedding learning from feedback across all Adult Care service provision. This is summarised within the Annual Complaints Report 22 – 23¹⁷.

3.4.5 Unpaid Carers and Families

3.4.5.1 *There is ongoing activity In line with the Carers Delivery Plan, SACMHA Speak Up Report and learning from the festival of involvement to continue to build practice and interventions to identify unpaid carers and include or consult carers about the person they care for, where consents has been provided.* The Council will continue to work with the Sheffield Carers Centre and will support their offer for unpaid carers.

3.4.5.2 An update was delivered on March 24 which provides an update¹⁸ to the Adult Health and Social Care Committee on progress of our multi-agency Carers Delivery Plan (2022-2025)¹⁹.

3.4.5.3 The Delivery Plan supports the ‘Young Carer, Parent and Adult Carer Strategy’ and ‘Living the life you want to live,’ the Adult Social Care Strategy 2022 to 2030.

3.4.6 Homecare, Supported Living, Day Activities, Respite, Residential

3.4.6.1 The Council has mobilised new long-term care and wellbeing and residential frameworks for Sheffield. Work will continue to embed provision throughout 2024.

3.4.6.2 In 2024 the Council will be mobilising and implementing Support Living, Day Activities and Respite as part of the focus on long-term provision and embedding person centred and culturally appropriate care.

3.5 Priority 5, Creating a Safe, Fair Inclusive Work Environment

3.5.1 Social Care Workforce Race Equality Standard

3.5.1.1 Sheffield City Council are completing the Social Care Workforce Race Equality Standard (SC -WRES) for Sheffield this year. The SC-WRES will support the Council to address evidence and make progress towards race equality. The Council will collect and submit data on an annual basis based on nine indicators which highlight differences in experiences of Black, Asian and minoritised ethnic staff. SC-WRES holds up a mirror to reveal inequalities, supports change, and will strengthen the accountability of the Council.

3.5.1.2 Feedback from other local authorities who have taken part show the SC-WRES supports with rigour and strategic planning in relation to race equalities which they found invaluable.

3.5.1.3 As part of the process, the Council will develop an action plan around race equality and lead to peer-support for workers in Sheffield. The SC-WRES Improvement Programme is a long-term process, as new practices are embedded into everyday behaviour with change monitored year on year. More information can be found in *Appendix 2 – Adults Care and Wellbeing SC-WRES Summary.*

¹⁷ [Appendix 1 - Annual Adult Social Care Complaints Report 2022-23.pdf \(sheffield.gov.uk\)](#)

¹⁸ [Draft Protocol for Cabinet Reports \(sheffield.gov.uk\)](#)

¹⁹ [11.2 Appendix 1 - Carers Delivery Plan January 2024 v1.2.pdf \(sheffield.gov.uk\)](#)

3.5.2 Engagement and Improvement

- 3.5.2.1 Sheffield City Council Employee Equality Hubs were launched in 2024. Active hubs include: Carers, Disabled Employee, Early Careers, LGBTQ+, Men's Health, Menopause Café, Neurodiversity, Pregnancy and Maternity, Race, Staff Diversity, Women's.
- 3.5.2.2 Employees and Leaders are encouraged to attend relevant employee equality hubs within Adults Care and Wellbeing. Feedback from groups is being led through Equality, Diversity and Inclusion Delivery Group to gather and collate feedback and improvement activities.
- 3.5.2.3 To promote collaboration and sector wide involvement, a priority for 2024 - 2025 is to establish a series of Care Sector Equalities Workshop sessions to involve and engage voluntary, community and faith sector, social care providers and academia in further developing the approach to equalities and workforce development in Sheffield.

3.5.3 Rethink Recruitment Practices

- 3.5.3.1 The Council is developing its inclusive recruitment practices, and the promotion of care careers in Sheffield including reviewing job descriptions to ensure these are written in plain language.
- 3.5.3.2 Adult Care are working with organisations such as Care Friends to promote recruitment and Social Care Heroes to support the wellbeing of Care professionals from front-line staff to strategic leaders. It's a priority to continue to look at options to support recruitment and wellbeing across the Care Sector building on these initiatives in 2025.
- 3.5.3.3 Along with developing wellbeing offers and staff recognition benefits, a Sheffield Celebration Event ceremony will be hosted and organised as part of the reward offer to recognise and celebrate Sheffield's diverse workforce giving them the acknowledgement they deserve. This will be launched in 2025 and will become an annual event.

3.5.4 Governance

- 3.5.4.1 The Council are committed to challenging inequality and promoting a fair and inclusive Sheffield. Everyone has a role to play in building an equal and inclusive organisation and city.
- 3.5.4.2 Equality is everyone's business. The corporate Equality Framework²⁰ outlines the goals and commitments for the next four years to achieve this. The Council will ensure plans align with these objectives whilst seeking additional improvements and best practice from other sources including Skills for Care.
- 3.5.4.3 The Strategic Equality and Inclusion Board (SEIB) which has recently been refreshed has oversight of Equality and Inclusion in Sheffield City Council. It is

²⁰ [equalities objectives 2024 to 2028.pdf \(sheffield.gov.uk\)](#)

chaired by the Chief Executive, with the Executive Director of Operational Services being the Deputy Chair. It also has Director, trade union and staff representatives and the three Members from the largest political parties also sit on the board. They are collectively responsible for holding the organisation to account as required.

- 3.5.4.4 The EDI Delivery Plan is coordinated through the Chief Social Work Officer with updates provided on a six-monthly basis to Committee, Directorate Leadership Team, and the Strategic Equality and Inclusion Board as part of the Cycle of Assurance agreed in June 2024.
- 3.5.4.5 Delivery on the plan relating to the care sector is governed by the Sheffield Workforce Engagement Board. This board is chaired by the workforce lead from South Yorkshire ICB and regional lead from Skills for Care. The board has cross-sector membership with representatives from internal and external care sector workforce.

4. How does this decision contribute to the Council Plan?

3.1 Council Plan outcome

- 3.1.1 This proposal directly supports the Council Plan outcomes. In particular outcome 3. This is 'people live in caring, engaged communities that value diversity and support their wellbeing'.
- 3.1.2 The Council will work with communities to ensure people can access support and live the lives they want. This proposal is supporting people to access care which is culturally appropriate and in line with their needs and wishes.
- 3.1.3 The Council will enable everyone to feel valued and supported, tackling inequalities and celebrating the diversity of all communities. This proposal will tackle discrimination and help Sheffield to build a social care workforce which is representative of its communities. This proposal supports commitments with partners to become an anti-racist city.
- 3.1.4 The Council will develop a new approach to community empowerment and engagement, working with voluntary, community and faith sector partners and through LACs. This proposal outlines how Sheffield City Council will work with communities to develop its social care offer and provide care which is culturally appropriate and personalised care.

3.2 People – Prosperity - Planet

- 3.2.1 The wellbeing of Sheffielders drives the work of the Council. The Council want more people to live long, independent and fulfilling lives free from harm and poverty. The Council will actively engage with 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. This proposal supports the triple lock of People, Prosperity and Planet.

3.3 City Goals

- 3.3.1 This proposal supports the City Goal of 'a caring and safe Sheffield'.

- 3.3.2 Sheffield City Council has a diverse and accountable leadership that listens, is trustworthy, effective and inspiring, putting inclusion, expertise and diversity at the heart of decision-making
- 3.3.3 Sheffield City Council continuously strives to live, play and work free from racism, with zero tolerance for all forms of hate, discrimination and stigma in any corner of our lives where all our voices are heard and acted on equally, and the Council feel the respect and celebration of each other's histories, heritage and cultures across the city
- 3.3.4 This proposal meets the Adult Social Care outcome/s that are set out in the Adult Social Care Strategy in several ways:
- *Active and independent*
 - *Connected and engaged*
 - *Aspire and achieve*
 - *Efficient and effective*
- 3.3.5 This proposal also supports a broad range of strategic objectives for the Council and city, and is aligned with existing policies and commitments, including:
- *ACP Workforce Development Strategy: a vision of 'developing our people in a joined-up way to deliver holistic, person-centred and integrated care'.*
 - *Unison Ethical Care Charter¹³: signed up to by SCC in 2017¹⁴, the Charter 'establishes a minimum baseline for the safety, quality and dignity of care'*
- 3.3.6 The City of Sheffield is home to approximately 556,000 people, comprising of many diverse communities. Sheffield City Council (SCC) serves all our communities which can differ in terms of background, ethnicity, age, spoken languages, household income, employability, disabilities and health conditions, sexual orientation, gender identity, religion and belief and family makeups etc.
- 3.3.7 The Care Sector employs over 17, 500 workforce who deliver care to some of the most vulnerable residents of Sheffield. To deliver culturally appropriate and personalised care, it is imperative our workforce both reflects the population of Sheffield and are equipped to deliver equitable and caring support.
- 3.3.8 Under the Equality Act 2010, Sheffield City Council is subject to the Public Sector Equality Duty (PSED) general duty in relation to the 9 protected characteristics* to: Eliminate discrimination, harassment, victimisation.
- 3.3.9 Advance equality of opportunity. Foster good relations between groups of people. Having due regard to the need to advance equality of opportunity involves: Removing or minimising disadvantages suffered by persons, taking steps to meet the needs of persons that are different and encouraging people to participate in public life or other activity when participation is disproportionately low.
- 3.3.10 Having due regard to the need to foster good relations involve the need to tackle prejudice and promote understanding. This delivery plan will support the Council with its overall aims to reduce inequality and supports the Adults Care and Wellbeing Directorate strategic priority to deliver a care sector workforce which is representative of our diverse communities in Sheffield.

4 What community or partner engagement has been undertaken and how has it informed the proposal?

- 4.1 To support the development of this report and the Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan the Council has undertaken engagement activities with our workforce. A high-level summary of the engagement activity is given below.
- 4.2 In June 2022 Adults Care and Wellbeing ran an EDI Survey for Adults Health and Social Care employees. 394 people responded.
- 4.3 Of those who responded 73% of the responses were from females, with 8.5% of responses from LGBTQ+ employees. 31.7% of the responses were from people who declared as disabled and 32.8% of responses from unpaid carers.
- 4.4 The key messages from the survey have been analysed and used to inform this delivery plan. The key areas of focus are:
- *Experience of discrimination*
 - *Being treated equally by colleagues, individuals, carers.*
 - *Confidence in reporting and respond to discrimination*
 - *Confidence in fair recruitment and career development*
 - *Regularity and content of Personal Development Reviews and Supervisions*
- 4.5 Some of the actions highlighted within the survey have been raised as part of wider Equalities included within the SCC Equality Report for 22/23 with actions underway to resolve some of the issues raised across the organisation.
- 4.6 Sheffield Adult Care and Wellbeing held a series of 10 focus groups in August 2023 involving various staff populations represented in Adult Care and Wellbeing, including: social workers, social care practitioners, business support, commissioning staff, team managers, service managers, staff with disabilities, BAME staff, LGBTQIA+ staff. Through the focus groups, the service gathered information to help administration, management, and staff.
- 4.7 The intention of the focus groups was to give staff the opportunity to offer feedback and collaborate as an opportunity to identify areas for improvement in Adult Care and Wellbeing. The Council has used feedback gathered from the staff focus groups which has been used to inform the Delivery Plan.
- 4.8 A further engagement session was held during the recent Adults Care and Wellbeing Service Event on the 23/11/2023. Staff were asked to comment on drafts of the Delivery Plan. Comments and feedback have been used to further develop the Delivery Plan.
- 4.9 The Council has commissioned SACHMA to engage with communities in the delivery of our care and support provision to meet the needs of people who live in the City.
- 4.10 The Council will continue to develop its approach to EDI engagement for Adults Care and Wellbeing including embedding our approach for EDI Champions within services

5 What alternative options did we consider?

5.1 Alternative Option 1:

- 5.1.1 Do nothing: Adults Care Social Care has duties set out in the Care Act and Mental Health Acts which in particular require a focus on ensuring equity of experience and services. These forthcoming Care Quality Commission Assurance will specifically look at Adult Social Care approach to Equity of Experience and due to this a delivery plan is required to mitigate and proactively respond to known risks.

5.2 Alternative Option 2:

- 5.2.1 Consider alternative delivery plan – The Council could review different Delivery Plan options for EDISJ. The current Delivery Plan has been developed following staff engagement sessions and learning from SACMHA speak up reports.

6 How has equality, diversity and inclusion been actively considered?

- 6.1 As noted above the Council as a public sector organisation is subject to the Public Sector Equality Duty (Section 149 of the Equality Act 2010). It also applies to services and functions that we contract to who are carrying functions on our behalf. The Equality Act 2010 does not give any one protected characteristic a greater weighting over another.
- 6.2 The Equality Act 2010 identifies the following groups as protected characteristics: age; disability; gender reassignment; marriage and civil partnership (discrimination Page 66 Page 5 of 7 5.3 only); pregnancy and maternity (employment only); race; religion or belief; sex and sexual orientation.
- 6.3 There are also other equality implications outside of the Equality Act protected characteristics that the Council commits to responding within our Equality Impact Assessment (EIA) process such as socio-economic disadvantage, armed forces, and carers.
- 6.4 As part of plans to review our actions in our EDI delivery plan following findings from the SCWRES submission, we will ensure that our Equality Impact Assessment is reviewed and refreshed within the next 6 months. This will ensure we are mitigating disadvantages and improving our focus on equality.

7 Financial and Commercial Implications

- 7.1 There are no short-term financial implications arising from this report. The delivery plan includes recommendations for priorities going forwards and, should these be agreed, any implementation costs will need to be met within available budgets

8 Legal Implications

- 8.1 The Council's relevant powers and duties are as set out in the Report, in particular paragraph 1.5. There are no other legal implications arising directly from this Report. Implementation of the specific proposals outlined in the delivery plan may require further decisions in due course, which will need to be made in accordance with the council Constitution. It is important to note that in making these decisions, full consideration of the Council's legal duties and contractual obligations will be needed.

9 Climate and Environmental Implications

- 9.1 This paper outlines how we are meeting our Equality Duties and as such the report does not have any specific climate implications. However, it's important to acknowledge that some groups, especially the most vulnerable, are likely to be disproportionately affected by climate change impacts. There is a clear area of cross over between EIA's and Climate Impact Assessment's.
- 9.2 Some groups are more vulnerable to climate impacts such as extreme heat or other weather events, flooding etc, (e.g., by age, young children and older people, disabled people, and those with other health conditions and people who are socio-economically disadvantaged. Potentially in the longer term there could be economic impacts around changes to the jobs market etc which will impact some more than others. These will be reviewed as part of the Councils review of its Equality Objectives in 2023.

10 Other implications

10.1 *No other implications have been outlined as this time*

11 Reasons for decision

11.1 Equality, diversity, inclusion and social justice are essential components of social care. Good equality and diversity practices make sure that the services provided to people are fair and accessible to everyone. They ensure that people are treated as equals, that people get the dignity and respect they deserve and that their differences are celebrated.

11.2 Our commitment is towards delivering on this ambition. We therefore must continue to listen, learn, and embed equality, equity and inclusion into everything that we do for our residents, visitors, and workforce.

11.3 The Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice (EDI) plan was established to provide a framework for delivering on our ambitions and contributing to the Councils Strategic Plan. This report provides an update on our progress against the plan.