

PART A - Initial Impact Assessment

Proposal Name: Sheffield Growth Framework and Growth Plan

EIA ID: 2590

EIA Author: Jennifer Rickard

Approval Status: Approved

Proposal Outline: UPDATE: With the City Goals and Council Plan now in place and setting high level strategic ambitions around growth, now is the time for Sheffield to set out its plans for the economy. In March 2024, the Growth Framework was agreed by Strategy and Resources Policy Committee and set out the principles and themes to be used as the basis for development of a Sheffield Growth Plan 2025-2035. These principles and themes were developed through engagement with stakeholders in the city, building upon the engagement that took place with the City Goals. Following approval of the Growth Framework, a Growth Plan has been drafted and further engagement has taken place. The final Growth Plan will be considered by Strategy and Resources Committee in December 2024.

Proposal Type: Non-Budget

Year Of Proposal: 23/24, 24/25

Lead Director for proposal: Kate Martin

Service Area: City Futures

EIA Start Date: 08/02/2024

Lead Equality Objective: Understanding Communities

Equality Lead Officer: Bashir Khan

Decision Type

- Committees:**
- Policy Committees
 - Strategy & Resources

Portfolio

Primary Portfolio: City Futures

EIA is cross portfolio: No

EIA is joint with another organisation: No

Overview of Impact

Overview Summary: Sheffield does not currently have a plan that sets out how it wants to grow, what growth should deliver and how we are going to do it. For a city on the up and at a turning point, we need to address this. A new plan would help the city to: A) Ensure any new strategies and policy decisions (e.g. employment and skills, transport, local energy plans) align to shared ambitions and outcomes, creating consistency and coherence in approach B) Identify where it can build partnerships to deliver key ambitions C) Provide clear messaging for potential investors and our partners in the city on what Sheffield is trying to achieve and how it will do it - thereby increasing external confidence in Sheffield's ability as a city to live, run a business and grow Given that economic inequalities in the city are inextricably linked with social and health inequalities, the Growth Framework and Growth Plan will be important tools in addressing the inequalities experienced by particular communities. By creating a coherent joined up approach that has reducing inequalities as one of its core objectives, this plan should have a positive impact on groups currently experiencing economic inequalities.

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- Impacted characteristics:**
- Age
 - Cohesion
 - Disability
 - Carers
 - Health
 - Partners
 - Poverty & Financial Inclusion
 - Pregnancy/Maternity
 - Race
 - Sex

- Sexual Orientation
- Voluntary/Community & Faith Sectors
- Gender Reassignment
- Care Experienced

Consultation and other engagement

Is consultation or other engagement required:

Yes

UPDATE: Throughout January and February, Thinking Place spoke to 65 stakeholders and ran 8 Focus Groups including with the Culture Consortium, Sheffield Property Association, the Diverse Business Board, community and social enterprise representatives and the VAS VCF Employment and Skills Group. The objective of this phase of engagement was to listen to stakeholders' views on the opportunities and challenges facing Sheffield and their views on what a successful economy in the city would look like. The Economic Evidence Base, which took a broad look at the economy and its impacts, and learning from the City Goals engagement process has informed the engagement for this work. As a result we have made a conscious effort to speak to stakeholders beyond the more conventional sectors involved in the economy - for example, voluntary sector providers of skills and employment support and a dedicated focus group for representatives from the community/social enterprise sector. Engagement with these stakeholders and wider networks continued throughout the development of the Growth Plan, with a second phase of engagement taking place in September-November. Over 20 sessions took place with stakeholder group across the city, including Sheffield Youth Cabinet, Chamber Council, Sheffield College (leadership and students), Culture Consortium, Culture Collective, Sheffield Property Association, the VCS Employment and Skills Group, Sheffield Equality Partnership and the Diverse Business Board.

Cumulative Impact

Does the proposal have a cumulative impact:

Yes

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Impact areas: Year on Year

Initial Sign-Off

Full impact assessment required: Yes

Review Date: 02/06/2025

PART B - Full Impact Assessment

Health

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: UPDATE: Evidence from the Local Economic Assessment, which was used to inform the City Goals and the Growth Plan, suggests strong links between health and wellbeing and people's ability to participate in the economy. For example, 'The Marmot Review: Ten Years On' found that people from marginalised groups are more likely to be unemployed or employed in 'bad' work therefore at greater risk of poor mental and physical health. The purpose of the Growth Framework and Growth Plan is to create strategic priorities that bring the various elements of SCC economic activity together. A

key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that links health and the economy. One of the three themes of the Growth Framework is 'Growing our Neighbourhoods Together', focused on reducing health disparities, improving wellbeing and ensuring people are supported into employment have housing, feel safe and can enjoy the place they live in. This places people in Sheffield's health at the centre of the city's growth ambitions. The Growth Plan will also link to the forthcoming Health and Wellbeing Strategy and this is stated in the plan. Feedback from the second round of engagement on the Growth Plan has led to a strengthening of references to health and wellbeing through the document.

Name of Lead Health Officer:

Comprehensive Assessment Being Completed: No

Public Health Lead signed off health impact(s):

Age

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: UPDATE: The Local Economic Assessment outlined a number of issues affecting younger people, particularly as a result of the COVID pandemic. 88% of young people reported loneliness during the pandemic (MIND. (2021). Children qualifying for free school meals are falling behind in terms of GCSE/Key Stage 4 attainment with implications for inequalities further down the line. For older age groups, issues such as public transport and housing are also important but increasingly, employment prospects are still a consideration: with the state retirement age due to increase at the same time as more over -50s become economically inactive, we need to consider how the city's economy values the contribution and experience of older workers and supports them to continue in their work. As one of the Growth Framework's principles is be 'Fair and prosperous for all' as part of an inclusive economy, it is anticipated that it will have a positive impact on age. Engagement on the Growth Plan included the Sheffield Equality Partnership, including the Age Equality Partnership. Engagement also took place with Sheffield Youth Cabinet and students at the Sheffield College.

Carers

Staff Impacted: No

Customers Impacted:

Description of Impact: UPDATE: Caring responsibilities can affect people's ability to pursue paid work. The Health Foundation found that 4 in 10 carers under retirement age were not working as much as they might do otherwise due to their caring role. Carers providing more than 20 hours of care a week were also more likely to live in lower-income households than non-carers. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports carers' role in the economy and the city more widely. Engagement on the draft Growth Plan took place with the Sheffield Equality Partnership to ensure that groups with a protected characteristics had the opportunity to engage.

Care Experienced

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: A 2021 report by the Nuffield Foundation found that people who are or have been looked-after-children face barriers to employment. Children in parental care between 1971 and 2001 had a 27% chance of achieving an NVQ level 3 qualification by age 29, compared to 21% for those in kinship care, 14% in foster care and just 11% for those in residential care. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that can support care experienced people in the economy.

Cohesion

Staff Impacted: No

Customers Impacted: Yes

Description of Impact:

UPDATE: The Growth Framework and Growth Plan aim to build a stronger, fairer and more prosperous economy for the city which all communities have a stake in. They will positively impact on cohesion by supporting the resilience of communities. One of the themes of the Growth Plan set out in the S&R report is 'Growing our Neighbourhoods Together' to support neighbourhoods across the city, and within 'A city on the move - connected with the infrastructure to grow' there are plans to making public transport more accessible,

Disability

Staff Impacted:

No

Customers Impacted:

Yes

Description of Impact:

UPDATE: The Local Economic Assessment found that in Sheffield, 48% of people aged 16-64 living with disabilities are employed compared to 75.7% of the non-disabled population, resulting in a disability employment gap of 27.7%. Disability Sheffield and the Burton Street Foundation have been involved in early engagement on the Growth Framework and consultation will widen further during the development of the Growth Plan and include the Equality Partnership. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that can support disabled people in the economy. Engagement with the Sheffield Equality Partnership took place on the draft Growth Plan involving the Disability Equality Partnership and this led to direct changes to the document to clarify some of the language around accessibility.

Gender Reassignment

Staff Impacted:

No

Customers Impacted:

Yes

Description of Impact:

UPDATE: A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports transgender people's role in the economy. Engagement on the draft Growth Plan took place with the Sheffield Equality Partnership, which involves the LGBT+ Partnership.

Partners

Staff Impacted: Yes

Customers Impacted: Yes

Description of Impact: UPDATE: Engagement so far on the Growth Framework has involved 65 stakeholders and 9 workshops, the vast majority of whom were partners external to SCC. This engagement has continued into the second phase with the draft Growth Plan. Over 20 separate sessions have taken place with external stakeholders, including the University of Sheffield, Sheffield Hallam University, the Sheffield College, Learn Sheffield, the VSCE Employment and Skills Group, and numerous business groups. One of the principles of the Growth Plan, set out in the S&R report, is 'We work in partnership together with community, voluntary, public and private sector to get things done', recognising that future strategies need to utilise and work with business and community groups and build on successful partnerships. The report also sets out how a partnership approach will be used to oversee the delivery of the Growth Plan, linking into the plans around City Goals delivery and 'Sheffield Stronger Together'. The S&R report proposes a dedicated 'Invest in Growth - Compact 2035' to be established in 2025, comprising decision making representatives from key stakeholders, local, regional and national government, business leaders, educational institutions, and community organisations. Having a more formalised partnership approach to delivering the city's growth ambitions will have a positive impact on partners.

Poverty & Financial Inclusion

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: UPDATE: The Local Economic Assessment found that child and food poverty have increased faster than the national average in deprived areas of Sheffield since the COVID-19 pandemic. Health and deprivation are clearly linked, and inequalities in these areas are widening. Citizens in the most deprived areas have shorter lives, fewer years in good health, and higher rates of preventable mortality than those in the least deprived areas. The Evidence Base also found that the Indices of Multiple Deprivation indicates that in terms of overall deprivation, 23.8% of Sheffield's Lower Super Output Areas feature in the most deprived 10% nationwide. Engagement so far with the Growth Framework has involved organisations that work closely with more deprived communities including Manor Castle Development Trust, Burngreave Works, SOAR Community and

Darnall Wellbeing. The Growth Plan principles put an emphasis on reducing inequalities and that strategies and policies shouldn't leave anyone behind. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. In stating this principle, the Growth Framework and Growth Plan will set the strategic direction for other growth related policies and plans. One of the four missions in the plan, 'Grow Our Neighbourhoods Together' includes a sub-theme about connecting more people into prosperity with activity focused on employment support, social value and health and wellbeing.

Pregnancy / Maternity

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: UPDATE: A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that can support people experiencing pregnancy and maternity. Engagement took place with the Sheffield Equality Partnership, which involves the Women's Partnership.

Race

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: UPDATE: The Local Economic Assessment found that the employment rate in Sheffield for ethnic minorities is 61.2% compared to the city average of 74.6%. This employment rate is lower than the national average. Findings from the Sheffield Race Equality Commission have highlighted the experiences of BAME communities, workforce pipeline issues and a lack of diversity at senior/board level across the city. Engagement in the first phase of this work has already involved the Diverse Business Board (set up as a response to the SREC report), and representatives from Black Owned Sheffield, ISRAAC, Firvale Community Forum, African Heritage Forum and Roots and Futures, all of which have strong connections to ethnic minority communities. This engagement continues into the second phase of engagement, involving the Diverse Business Board and the Sheffield Equality Partnership. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce

disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports ethnic minorities' role in the economy.

Sexual Orientation

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: UPDATE: A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports LGBTQ people's role in the economy. Engagement on the draft Growth Plan took place with the Sheffield Equality Partnership, which involves the LGBT+ Partnership.

Voluntary / Community & Faith Sectors

Staff Impacted: Yes

Customers Impacted: No

Description of Impact: UPDATE: In the engagement for the Growth Framework, the VCF sector have been closely involved, including VAS, SSEN, African Heritage Forum, Green Estate, Manor Castle Development Trust, ISRAAC, Darnall Wellbeing, Burton Street Foundation, Yorkshire Artspace. During engagement for the second phase with the draft Growth Plan, the VCF sector was included in the engagement, through the VCF Employment and Skills Group, the Culture Consortium, Pride of Place Board and the Sheffield Equality Partnership. One key piece of feedback on the draft plan was highlighting the role of social enterprises more, which was responded to in the final version. One of the principles of the Growth Plan, set out in the S&R report, is 'We work in partnership together with community, voluntary, public and private sector to get things done,' recognising that future strategies need to utilise and work with business and community groups and build on successful partnerships. This recognises the role the VCF sector has in the city's economy. The report also sets out how a partnership approach will be used to oversee the delivery of the Growth Plan, linking into the plans around City Goals delivery and 'Sheffield Stronger Together'. The S&R report proposes a dedicated 'Invest in Growth - Compact 2035' to be established in 2025, comprising decision making representatives from key stakeholders, local, regional and national government, business leaders, educational institutions, and community organisations. Having a more a formalised partnership approach to

delivering the city's growth ambitions that recognises the role of the VCF sector will have a positive impact on the sector.

Action Plan & Supporting Evidence

Outline of action plan: UPDATE: The following actions are required: - Ensure that feedback from groups affected by social and economic inequalities in the engagement of the Growth Plan is also utilised in the development of other relevant strategies that link to the Growth Plan eg the Employment and Skills strategy. - Ensure that equality issues are considered as part of the governance arrangements for the delivery of the Growth Plan eg the role of representatives of protected characteristics and the VCF sector are represented on the proposed 'Invest in Growth - Compact 2035'.

Action plan evidence: The Sheffield Economic Evidence Base was used throughout this EIA: <https://www.sheffieldcitypartnership.org/inclusive-economy/2023/7/13/sheffield-economic-evidence-base#:~:text=As%20part%20of%20work%20to,city%27s%20economy%20into%20one%20place.> The Health Foundation's research into carers and the economic inequalities that they can face was accessed here: <https://www.health.org.uk/publications/long-reads/understanding-unpaid-carers-and-their-access-to-support> The Nuffield Trust undertook research into the lifelong health and wellbeing of care leavers, summarised in the following briefing which was used to inform this EIA: <https://www.nuffieldfoundation.org/wp-content/uploads/2021/10/The-lifelong-health-and-well-being-of-care-leavers.-Nuffield-Foundation-and-UCL-policy-briefing.-Oct-2021.pdf>

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures: No

Outline of impact and risks:

Review Date

Review Date: 02/06/2025

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