

Sheffield City Council Equality Impact Assessment



[Guidance for completing this form is available on the intranet](#)

Help is also available by selecting the grey area and pressing the F1 key

Name of policy/project/decision: Council Response to the Fairness Commission

Status of policy/project/decision: New

Name of person(s) writing EIA: Matthew Borland

Date: 17 June 2013

Service: Policy, Performance and Communications

Portfolio: Deputy Chief Executive's

What are the brief aims of the policy/project/decision?

The proposed response from the Council sets out how the Council:

- Wants to do all it can to help achieve the ambitious vision outlined by the Fairness Commission

- Will be developing a new Corporate Plan and will incorporate the 10 principles within this new Plan.

- Has a potential role to play in a large number of the Commission's recommendations and what the Council will be doing on the recommendations relevant to its work.

Are there any potential Council staffing implications, include workforce diversity?

There are potential positive staffing implications. One of the Commission's recommendations is a voluntary 'Fair Employer' code of practice, which includes "a representative, diverse workforce both at operational and management level." In the response the Council says that it "currently reports on 5 of the 7 suggested elements of the code and could report on the remaining 2."

Under the [Public Sector Equality Duty](#), we have to pay due regard to: "Eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations." [More information is available on the council website](#)

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
Age	Positive	Medium	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p>

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			<p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible and relevant.</p> <p>There are specific recommendations relevant to very young people (e.g early years); children and young people (e.g. structural barriers to achievement); people of working age (e.g. jobs, and level of pay); older people (e.g. lifelong learning)</p>
Disability	Positive	Medium	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p> <p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible and relevant.</p> <p>There are recommendations relevant for people with disabilities, for example the recommendation to reduce isolation for people unable to use regular public transport is</p>
Pregnancy/maternity	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list</p>

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Race	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p> <p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible and relevant.</p> <p>There are recommendations relevant to race, for example, the recommendation that employers observe good practice to prevent discrimination to ensure their workforce represents the diverse makeup of the city.</p>
Religion/belief	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the</p>

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Sex	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p> <p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible and relevant.</p> <p>There are recommendations relevant to gender, for example the six recommendation on carers. Evidence shows caring is more likely to be done by women than by men.</p>
Sexual orientation	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p>

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Transgender	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p> <p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible and relevant.</p> <p>An example of a recommendation relevant to transgender is the recommendation on removing barriers to health services which are disproportionately</p>

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			experienced by some communities.
Carers	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p> <p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible and relevant.</p> <p>There are recommendations relevant to carers, for example the recommendation that all employers support carers to be in work.</p>
Voluntary, community & faith sector	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p> <p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible</p>

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			<p>and relevant.</p> <p>There are recommendations relevant to the vountary community and faith sector, for example the recommendation that the city continues to support and strengthen the provision of general and specialist advice.</p>
Financial inclusion, poverty, social justice:	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p> <p>Work underway produce a list of key outcome measures to answer the question 'is Sheffield getting fairer?' These outcome measures will form part of the Fairness Commission Annual Review and the measures will need to disaggregate the information to show the outcomes for all protected where possible and relevant.</p> <p>There are recommendations relevant to financial inclusion, poverty and social justice, for example the recommendation that a living wage is paid to all employees in the city.</p>
Cohesion:	-Select-	-Select-	<p>The Fairness Commission was set up "to consider the nature, extent and impact of major inequalities on the City of Sheffield."</p> <p>Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.</p>

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Other/additional:	-Select-	-Select-	

Overall summary of possible impact (to be used on EMT, cabinet reports etc):

The overall impact of the Council's response to the Fairness Commission is anticipated to be positive. The Fairness Commission was set up to make a non-partisan strategic assessment of the nature, extent, causes and impact of inequalities in the City and to make recommendations for tackling them.

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The Council's response states that it "wants to make a real impact on unfairness in the city and will drive this through long term change to address the root causes of unfairness and inequalities. We will principally look to do this through our core strategies on •Attainment

- Skills & Economy
- Jobs & Employment
- Health
- Housing
- Environment
- Tackling Poverty

The Council is aware of the differential impact that its actions can have on different groups of people. A commitment to fairness and Social Justice is at the heart of the Council's values. We believe that everyone should get a fair and equal chance to succeed in Sheffield. We recognise that some people and communities need extra help to reach their full potential, particularly when they face multiple layers of disadvantage and discrimination. Equalities and inclusion issues have been considered from the beginning of the process to establish a Fairness Commission

The Council did not delegate any of its decision making powers to the Commission, and is not be legally bound by any of the recommendations the Commission made. Where the Council chooses to implement a recommendation this would be the subject of a further decision taken in the usual manner and in line with the Council's constitution / Leader's Scheme of Delegation.

Where the Council chooses to implement a recommendation that would require authority to take action this would be the subject of a further decision taken in the usual manner and in line with the Council's constitution / Leader's Scheme of Delegation. This would include an assessment of the equalities implications. Where implementation would not require further authority to take action this should use an existing EIA or build upon an existing EIA.

The Council's response is based on the current allocation of resources. The Commission sets out a number of areas where the Council and other organisations might need to reconsider how they allocate their resources. The Council will be feeding in the Commission's work in to future budget planning discussions to ensure that the fairness agenda and the recommendations are part of those discussion. This will need to be subject to a future EIA.

If you have identified significant change, med or high negative outcomes or for example the impact is on specialist provision relating to the groups above, or there is cumulative impact you **must** complete the action plan.

Review date: **Q Tier Ref** **Reference number:**
Entered on Qtier: -Select- **Action plan needed:** -Select-
Approved (Lead Manager): **Date:**
Approved (EIA Lead person for Portfolio): **Date:**
Does the proposal/ decision impact on or relate to specialist provision: -Select-

Risk rating: -Select-

Action plan

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		

Approved (Lead Manager): **Date:**

Approved (EIA Lead Officer for Portfolio): **Date:**