

## **SHEFFIELD CITY COUNCIL**

### **INDIVIDUAL CABINET MEMBER DECISION RECORD**

The following decision was taken on 28 June 2018 by the Cabinet Member for Finance.

Date notified to all members: Thursday 28 June 2018

The end of the call-in period is 4:00 pm on Wednesday 4 July 2018

Unless called-in, the decision can be implemented from Thursday 5 July 2018

#### **1. TITLE**

Annual Equality Report 2016-17

#### **2. DECISION TAKEN**

- (i) Note the Annual Report; and
- (ii) agree the recommendations in the Annual Report (as below)

##### 1. Noting the progress on

- i. Meeting the Council's Statutory Equality Duties
- ii. Meeting our Equality & Fairness Objectives 2014 – 2018 and the outstanding challenges
- iii. Improvements with regards to Workforce Equality and Diversity and outstanding challenges.

##### 2. Noting the areas of persistent inequalities that require continued attention.

##### 3. Agreeing that by focusing on key areas of equality work to help take Sheffield forward on its ambitious journey to become Britain's fairest city, the Strategic Equality and Inclusion Board should focus attention on:

- Ensuring we are meeting our Equality Duties
- Working with city partners to ensure equality and fairness across the city
- Oversight of the Equality and Fairness Objectives (which will be reviewed in 2018)
- Oversight of the Annual Workforce Equality Report and Action Plan
- Oversight of the equality work of strategic partners
- Oversight of the Equality Hub Network
- Oversight of the collection and use of customer monitoring in relation to equality
- Challenge and support of the work on persistent inequalities as noted in the report
- Reviewing the equality structures to ensure they are still fit for purpose.

#### **3. Reasons For Decision**

Our aim is to make Sheffield a fairer place to live, work and visit and on an ongoing basis we will continue to meet the needs of our diverse customers. There is excellent work being undertaken across the Council in relation to equality and

fairness that will continue to make a difference to people's lives in the city. These are highlighted in the report.

However alongside this work there are areas of persistent inequality and challenges in areas across the Council and the city that this report has also noted that are unacceptable. These are not solely issues in Sheffield but these areas should be discussed in more detail and may need to be addressed differently and unstuck if we are to improve outcomes for everyone in the city.

Examples noted are; attainment of some pupil groups, health inequalities, poverty and inclusive growth, hate crime, domestic and sexual abuse and workforce diversity (particularly at senior levels). The Council cannot do this alone and all partners in the city will play a part if we are to meet these challenges.

The work also supports the Council's Corporate Plan 2015-18 ambition of tackling inequalities. To make it easier for people to overcome obstacles by investing in the most deprived communities and supporting individuals to help themselves and achieve their full potential. This recognises that some people and communities may need extra help, particularly when they face multiple layers of disadvantage and discrimination to achieve the equivalent outcomes or have the opportunities.

There are also many strategies, policies and practices which impact on the work on equality, diversity and inclusion. We will work to ensure we join up approaches to ensure effectiveness in tackling inequality.

**4. Alternatives Considered And Rejected**

The actions and recommendations noted are considered to be the best way to meet our Public Sector Equality Duties including the Equality and Fairness Objectives and to address persistent long term inequalities as they impact on protected characteristics specifically.

**5. Any Interest Declared or Dispensation Granted**

None

**6. Respective Director Responsible for Implementation**

Director of Policy, Performance and Communications

**7. Relevant Scrutiny Committee If Decision Called In**

Overview and Scrutiny Management Committee