

Education, Children and Families Policy Committee

Wednesday 8 March 2023 at 10.00 am

**To be held in the Town Hall,
Pinstone Street, Sheffield, S1 2HH**

The Press and Public are Welcome to Attend

Membership

Councillor Dawn Dale
Councillor Mick Rooney
Councillor Brian Holmshaw
Councillor Colin Ross
Councillor Peter Garbutt
Councillor Mary Lea
Councillor Gail Smith
Councillor Ann Whitaker
Vacancy

PUBLIC ACCESS TO THE MEETING

The Education, Children and Families Policy Committee discusses and takes decisions on:

Education and Skills

- Schools
- Mainstream and specialist education (early years, children and young people)
- Learning and Skills policy, programmes and interventions (children and young people)

Children and Families

- Children and family support and social work
- Fostering and adoption
- Children in care, care leavers and corporate parenting
- Residential services
- Youth justice
- Child safeguarding

Meetings are chaired by the Committees Co-Chairs, Councillors Dale and Rooney.

A copy of the agenda and reports is available on the Council's website at www.sheffield.gov.uk. You may not be allowed to see some reports because they contain confidential information. These items are usually marked * on the agenda. Members of the public have the right to ask questions or submit petitions to Policy Committee meetings and recording is allowed under the direction of the Chair. Please see the [Council's webpages](#) or contact Democratic Services for further information regarding public questions and petitions and details of the Council's protocol on audio/visual recording and photography at council meetings.

Policy Committee meetings are normally open to the public but sometimes the Committee may have to discuss an item in private. If this happens, you will be asked to leave. Any private items are normally left until last on the agenda.

Meetings of the Policy Committee have to be held as physical meetings. If you would like to attend the meeting, please report to an Attendant in the Foyer at the Town Hall where you will be directed to the meeting room. However, it would be appreciated if you could register to attend, in advance of the meeting, by emailing committee@sheffield.gov.uk, as this will assist with the management of attendance at the meeting. The meeting rooms in the Town Hall have a limited capacity. We are unable to guarantee entrance to the meeting room for observers, as priority will be given to registered speakers and those that have registered to attend.

Alternatively, you can observe the meeting remotely by clicking on the 'view the webcast' link provided on the meeting page of the [website](#).

If you wish to attend a meeting and ask a question or present a petition, you must submit the question/petition in writing by 9.00 a.m. at least 2 clear working days in

advance of the date of the meeting, by email to the following address:
committee@sheffield.gov.uk.

In order to ensure safe access and to protect all attendees, you will be recommended to wear a face covering (unless you have an exemption) at all times within the venue. Please do not attend the meeting if you have COVID-19 symptoms. It is also recommended that you undertake a Covid-19 Rapid Lateral Flow Test within two days of the meeting.

If you require any further information please email committee@sheffield.gov.uk.

FACILITIES

There are public toilets available, with wheelchair access, on the ground floor of the Town Hall. Induction loop facilities are available in meeting rooms. Access for people with mobility difficulties can be obtained through the ramp on the side to the main Town Hall entrance.

**EDUCATION, CHILDREN AND FAMILIES POLICY COMMITTEE AGENDA
8 MARCH 2023**

Order of Business

- 1. Welcome and Housekeeping**
The Chair to welcome attendees to the meeting and outline basic housekeeping and fire safety arrangements.
- 2. Apologies for Absence**
- 3. Exclusion of Press and Public**
To identify items where resolutions may be moved to exclude the press and public
- 4. Declarations of Interest** (Pages 7 - 10)
Members to declare any interests they have in the business to be considered at the meeting
- 5. Minutes of Previous Meeting** (Pages 11 - 16)
To approve the minutes of the last meeting of the Committee held on 31st January 2023.
- 6. Public Questions and Petitions**
To receive any questions or petitions from members of the public
- 7. Work Programme** (Pages 17 - 28)
Report of the Director of Legal and Governance

Formal Decisions

- 8. School Calendar 2024/25** (Pages 29 - 42)
Report of Interim Executive Director, Education, Children & Families
- 9. Future of School Improvement and the Learn Sheffield Commission** (To Follow)
Report of the Interim Executive Director, Education, Children and Families

Other Items

- 10. Sheffield's Mental Health and Emotional Wellbeing Strategy** (Pages 43 - 78)
- 11. Conversion Practice - Position Statement** (To Follow)

ADVICE TO MEMBERS ON DECLARING INTERESTS AT MEETINGS

If you are present at a meeting of the Council, of its Policy Committees, or of any committee, sub-committee, joint committee, or joint sub-committee of the authority, and you have a **Disclosable Pecuniary Interest** (DPI) relating to any business that will be considered at the meeting, you must not:

- participate in any discussion of the business at the meeting, or if you become aware of your Disclosable Pecuniary Interest during the meeting, participate further in any discussion of the business, or
- participate in any vote or further vote taken on the matter at the meeting.

These prohibitions apply to any form of participation, including speaking as a member of the public.

You **must**:

- leave the room (in accordance with the Members' Code of Conduct)
- make a verbal declaration of the existence and nature of any DPI at any meeting at which you are present at which an item of business which affects or relates to the subject matter of that interest is under consideration, at or before the consideration of the item of business or as soon as the interest becomes apparent.
- declare it to the meeting and notify the Council's Monitoring Officer within 28 days, if the DPI is not already registered.

If you have any of the following pecuniary interests, they are your **disclosable pecuniary interests** under the new national rules. You have a pecuniary interest if you, or your spouse or civil partner, have a pecuniary interest.

- Any employment, office, trade, profession or vocation carried on for profit or gain, which you, or your spouse or civil partner undertakes.
- Any payment or provision of any other financial benefit (other than from your council or authority) made or provided within the relevant period* in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.

*The relevant period is the 12 months ending on the day when you tell the Monitoring Officer about your disclosable pecuniary interests.

- Any contract which is made between you, or your spouse or your civil partner (or a body in which you, or your spouse or your civil partner, has a beneficial interest) and your council or authority –
 - under which goods or services are to be provided or works are to be executed; and
 - which has not been fully discharged.

- Any beneficial interest in land which you, or your spouse or your civil partner, have and which is within the area of your council or authority.
- Any licence (alone or jointly with others) which you, or your spouse or your civil partner, holds to occupy land in the area of your council or authority for a month or longer.
- Any tenancy where (to your knowledge) –
 - the landlord is your council or authority; and
 - the tenant is a body in which you, or your spouse or your civil partner, has a beneficial interest.
- Any beneficial interest which you, or your spouse or your civil partner has in securities of a body where -
 - (a) that body (to your knowledge) has a place of business or land in the area of your council or authority; and
 - (b) either -
 - the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or
 - if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, or your spouse or your civil partner, has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

If you attend a meeting at which any item of business is to be considered and you are aware that you have a **personal interest** in the matter which does not amount to a DPI, you must make verbal declaration of the existence and nature of that interest at or before the consideration of the item of business or as soon as the interest becomes apparent. You should leave the room if your continued presence is incompatible with the 7 Principles of Public Life (selflessness; integrity; objectivity; accountability; openness; honesty; and leadership).

You have a personal interest where –

- a decision in relation to that business might reasonably be regarded as affecting the well-being or financial standing (including interests in land and easements over land) of you or a member of your family or a person or an organisation with whom you have a close association to a greater extent than it would affect the majority of the Council Tax payers, ratepayers or inhabitants of the ward or electoral area for which you have been elected or otherwise of the Authority's administrative area, or
- it relates to or is likely to affect any of the interests that are defined as DPIs but are in respect of a member of your family (other than a partner) or a person with whom you have a close association.

Guidance on declarations of interest, incorporating regulations published by the Government in relation to Disclosable Pecuniary Interests, has been circulated to you previously.

You should identify any potential interest you may have relating to business to be considered at the meeting. This will help you and anyone that you ask for advice to fully consider all the circumstances before deciding what action you should take.

In certain circumstances the Council may grant a **dispensation** to permit a Member to take part in the business of the Authority even if the member has a Disclosable Pecuniary Interest relating to that business.

To obtain a dispensation, you must write to the Monitoring Officer at least 48 hours before the meeting in question, explaining why a dispensation is sought and desirable, and specifying the period of time for which it is sought. The Monitoring Officer may consult with the Independent Person or the Council's Standards Committee in relation to a request for dispensation.

Further advice can be obtained from David Hollis, Interim Director of Legal and Governance by emailing david.hollis@sheffield.gov.uk.

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Education, Children and Families Policy Committee

Meeting held 31 January 2023

PRESENT: Councillors Dawn Dale (Chair), Brian Holmshaw (Deputy Chair), Colin Ross (Group Spokesperson), Mary Lea, Mick Rooney, Peter Garbutt and Ann Whitaker.

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1. APOLOGIES FOR ABSENCE

1.1 Apologies for absence were received from Councillor Gail Smith.

2. EXCLUSION OF PRESS AND PUBLIC

2.1 No items were identified where resolutions may be moved to exclude the press and public.

3. DECLARATIONS OF INTEREST

3.1 No declarations of interest were received.

4. MINUTES OF PREVIOUS MEETING

4.1 Councillor Brian Holmshaw raised the issue of the Corporate Opportunities Register item not being added to the Work Programme, as mentioned previously. Andrew Jones stated this would be added to the next meeting's agenda.

5. PUBLIC QUESTIONS AND PETITIONS

5.1 No petitions had been received and no questions from members of the public were asked at the meeting.

6. WORK PROGRAMME

6.1 The Committee received the Committee's Work Programme for consideration and discussion. The aim of the Work Programme is to show all known, substantive agenda items for forthcoming meetings of the Committee, to enable this Committee, other committees, officers, partners and the public to plan their work with and for the Committee. Changes since the Committee's last meeting, including any new items, had been made in consultation with the Co-Chairs, Deputy Chair and Group Spokesperson, via their regular pre-meetings, and these were set out at the beginning of Appendix A of the report. It was highlighted that the Committee had begun to consider items which would be included on agendas

from March 2023 onwards.

6.2 It was noted that

6.3 **RESOLVED UNANIMOUSLY:** That the Committee's work programme, as set out in Appendix 1, be agreed, including the additions and amendments identified in Part 1, and with the addition of a report on the Opportunities Register pertaining to Education, Children and Families services being added to the work programme for submission at the next or subsequent meetings of the Committee.

7. **SCHOOL ADMISSION ARRANGEMENTS FOR THE 2024/25 ACADEMIC YEAR**

7.1 John Bigley was in attendance to present a report on School Admission arrangements for the 24/25 academic year.

7.2 **RESOLVED UNANIMOUSLY:** That the Education, Children and Families Policy Committee approve: -

- The oversubscription criteria for Community and Voluntary Controlled Schools for 2024/25 (including for external Sixth Forms)
- Proposed Admission Numbers for 2024/25
- The statutory Primary and Secondary co-ordinated admission schemes for 2024/25

7.3 **Reasons for Decision**

7.3.1 The recommendation to approve the proposed admission arrangements for 2024/25 will ensure that the Authority carries out its statutory duty to consult and determine its admission arrangements for the 2024/25 academic year, including:

1. The oversubscription criteria (Including external Sixth Forms)
2. The proposed Admission Numbers
3. The statutory Primary and Secondary co-ordinated admission schemes.

7.4 **Alternatives Considered and Rejected**

7.4.1 The Admissions Review was a City-wide consultation which asked whether the current admission arrangements were still supported and were still fit for purpose. There continues to be a high level of support for the current arrangements and the current arrangements continue to deliver a high level of preferences met.

For the 2022 intakes for example a total of 92.9% were offered their first preference primary schools compared to a national average 92.2% and 86.96% offered a preferred secondary school compared to a national average of 83.3%

8. **BUDGET MONITORING REPORT – MONTH 8**

8.1 Jane Wilby, Head of Accounting, presented the Budget Monitoring Report for Month 8.

8.2 **RESOLVED UNANIMOUSLY:** That the Education, Children and Families Policy Committee:-

Note the Council's financial position as at the end of November 2022 (month 8).

8.3 **Reasons for Decision**

This paper is to bring the committee up to date with the Council's current financial position as at Month 8 2022/23

8.4 **Alternatives Considered and Rejected**

8.4.1 The Council is required to both set a balance budget and to ensure that in-year income and expenditure are balanced. No other alternatives were considered.

9. **ALL PHASE MAINSTREAM COMMISSIONING PLAN FOR THE 2024/25 ACADEMIC YEAR**

9.1 Sam Martin, Head of Commissioning – Vulnerable People, presented a report on the headlines of the All Phase commissioning plan.

9.2 **RESOLVED UNANIMOUSLY:** That the Education, Children and Families Policy Committee:

- 1) Notes the content of the Mainstream Commissioning Plan 2023-2026 and associated Action Plans, including the Vision, Values, Principles and our approach to sufficiency planning.
- 2) Notes the intention to share the draft plan with key stakeholders and other interested parties via a consultation in the Spring 2023 and endorses the plan for this purpose.
- 3) Advise how Committee members wish to be engaged in the Spring Consultation process e.g. workshop/focus group etc.

9.3 **Reasons for Decision**

9.3.1 The Commissioning Plan will ensure that the Local Authority meets its statutory duties under the Education Act to provide sufficient school places, promote Page 8 Page 9 of 9 parental choice, diversity and fair access. Consultation on our Commissioning Plan for 2023-2026 is an important stage in the policymaking process. In the first instance it allows the evidence base to be built, secondly, it ensures transparency in the process, and thirdly it gives our stakeholders understanding and ownership of the ultimate outcomes.

9.4 **Alternatives Considered and Rejected**

9.4.1 No alternative options have been considered.

10. ALTERNATIVE PROVISION REVIEW

10.1 Candi Lawson, Strategic Commissioning Manager and Tim Armstrong, Head of Access and Inclusion, were in attendance to present the Alternative Provision Review.

10.2 **RESOLVED UNANIMOUSLY:** That the Education, Children and Families Policy Committee:

- Endorse the strategic intent to develop and implement appropriate changes to the citywide model of Alternative Provision in line with further consultation with schools, providers, parents, and young people.
- Approve the commission of a new framework for providers to deliver alternative provision services for use by Sheffield schools and services within the children's services portfolio, as set out in this Report.
- Endorses that, in developing the new framework, work is undertaken to develop models of greater sustainability for providers on the framework and costs that support the appropriate placement of children on the framework.

10.3 Reasons for Decision

10.3.1 We are recommending that the Local Authority supports the further development of a citywide Alternative Provision model as this will create a clear strategy that delivers consistent and quality provision for which the LA has oversight.

10.3.2 The approach will enable the LA to develop the quality of provision and ensure that it is integrated to wider practice to support inclusion within the city. It will ensure that the LA is able to meet its statutory duties to arrange alternative provision in school or elsewhere under section 19 of the Education Act 1996.

10.3.3 It is recommended that the framework is procured as part of our work to ensure sufficient suitable provision is developed within the city.

10.4 Alternatives Considered and Rejected

10.4.1 Consideration has been given to remain with the current fractured Alternative Provision model. This has been rejected as it lacks a clear plan and direction and does not fit with local and national ambitions.

10.4.2 Consideration has been given to removing the AP framework, allowing schools to individually develop any offer they wish to utilise directly with providers. This has been rejected as it creates greater risk of poor practice. The lack of regulated provision within the city means that we continue to need a framework of provision to reduce risk of exclusion and provide appropriate interventions.

11. ALTERNATIVE PROVISION FREE SCHOOL BIDS

11.1 Candi Lawson, Strategic Commissioning Manager, gave an overview of the Alternative Provision Free School Bids report.

11.2 **RESOLVED UNANIMOUSLY:** That the Education, Children and Families Policy Committee:

- Approve that the Local Authority will support the submission of two bids for an Alternative Provision Free School, by Brigantia and Minerva respectively.
- Endorse the principle of funding any abnormal site costs resulting from a successful bid from the High Needs Capital Allocation.

11.3 **Reasons for Decision**

11.3.1 We are recommending that the Local Authority supports and contributes to two bids to the Department for Education's Alternative Provision round as this is an excellent opportunity for Sheffield to develop provision in the city. If successful, this would provide the capital costs to build a new provision that may not otherwise be possible.

11.3.2 Ultimately this is an opportunity to expand and build on our approach to Alternative Provision to meet the needs of our most vulnerable children and young people.

11.4 **Alternatives Considered and Rejected**

11.4.1 **No bid:** The alternative would be for Sheffield not to put a bid into the Department for Education. This would minimise any risks but would remove the opportunity to receive funding for a capital build and initial base running costs of a provision.

12. **REGULATION AND OFSTED INSPECTION OF SUPPORTED ACCOMMODATION FOR 16- AND 17-YEAR-OLDS IN CARE**

12.1 Joe Horobin provided a briefing on the proposal for the future regulation of supported accommodation for 16- and 17-year-olds in care.

12.2 **RESOLVED UNANIMOUSLY:** That the Education, Children and Families Policy Committee notes the information provided in the report on the forthcoming regulations, standards and inspection of supported accommodation for 16- and 17-year-olds in care.

13. **CORPORATE PARENTING STRATEGY**

13.1 Becky Towle provided the Committee with an update on the Corporate Parenting Strategy.

13.2 **RESOLVED UNANIMOUSLY:** That the Education, Children and Families Policy Committee notes the information provided on the Corporate Parenting Strategy.

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Report to Education, Children and Families Policy Committee

6th March 2023

Report of: Director of Legal and Governance

Subject: Committee Work Programme

Author of Report: Fiona Martinez, Principal Democratic Services Officer

Fiona.martinez@sheffield.gov.uk

Summary:

The Committee's Work Programme is attached at Appendix 1 for the Committee's consideration and discussion. This aims to show all known, substantive agenda items for forthcoming meetings of the Committee, to enable this committee, other committees, officers, partners and the public to plan their work with and for the Committee.

Any changes since the Committee's last meeting, including any new items, have been made in consultation with the Co-Chairs, and the document is always considered at the regular pre-meetings to which all Group Spokespersons are invited.

The following potential sources of new items are included in this report, where applicable:

- Questions and petitions from the public, including those referred from Council
- References from Council or other committees (statements formally sent for this committee's attention)
- A list of issues, each with a short summary, which have been identified by the Committee or officers as potential items but which have not yet been scheduled (See Appendix 1)

The Work Programme will remain a live document and will be brought to each Committee meeting.

Recommendations:

1. That the Committee's work programme, as set out in Appendix 1 be agreed, including any additions and amendments identified in Part 1;
2. That consideration be given to the further additions or adjustments to the work programme presented at Part 2 of Appendix 1;
3. That Members give consideration to any further issues to be explored by officers for inclusion in Part 2 of Appendix 1 of the next work programme report, for potential addition to the work programme

Background Papers: None

Category of Report: Open

COMMITTEE WORK PROGRAMME

1.0 Prioritisation

1.1 For practical reasons this committee has a limited amount of time each year in which to conduct its formal business. The Committee will need to prioritise firmly in order that formal meetings are used primarily for business requiring formal decisions, or which for other reasons it is felt must be conducted in a formal setting.

1.2 In order to ensure that prioritisation is effectively done, on the basis of evidence and informed advice, Members should usually avoid adding items to the work programme which do not already appear:

- In the draft work programme in Appendix 1 due to the discretion of the chair; or
- within the body of this report accompanied by a suitable amount of information.

2.0 References from Council or other Committees

2.1 Any references sent to this Committee by Council, including any public questions, petitions and motions, or other committees since the last meeting are listed here, with commentary and a proposed course of action, as appropriate:

2.2 None received

3.0 Member engagement, learning and policy development outside of Committee

3.1 Subject to the capacity and availability of councillors and officers, there are a range of ways in which Members can explore subjects, monitor information and develop their ideas about forthcoming decisions outside of formal meetings. Appendix 2 is an example 'menu' of some of the ways this could be done. It is entirely appropriate that member development, exploration and policy development should in many cases take place in a private setting, to allow members to learn and formulate a

position in a neutral space before bringing the issue into the public domain at a formal meeting.

3.2 Training & Skills Development - Induction programme for this committee.

Title	Description & Format	Date
None to report		

Appendix 1 – Work Programme

Part 1: Proposed additions and amendments to the work programme since the last meeting:

New Items	Proposed Date	Note
NEW: Sheffield’s Mental Health and Emotional Wellbeing Strategy	March 23	For endorsement, going to Strategy and Resources for decision
NEW: Conversion Practice – Position Statement	March 23	For endorsement, going to Strategy and Resources for decision
Rescheduled Item	Proposed Date	Note
REMOVED: Children & Families Q4 Budget Report	N/A	Item removed
REMOVED: Corporate Opportunities Register	N/A	Item removed
REMOVED: All Age Autism Strategy	N/A	Item removed

Part 2: List of other potential items not yet included in the work programme

Issues that have recently been identified by the Committee, its Chair or officers as potential items but have not yet been added to the proposed work programme. If a Councillor raises an idea in a meeting and the committee agrees under recommendation 3 that this should be explored, it will appear either in the work programme or in this section of the report at the committee’s next meeting, at the discretion of the Chair.

Topic	
Description	
Lead Officer/s	
Item suggested by	
Type of item	

Prior member engagement/ development required <i>(with reference to options in Appendix 2)</i>	
Public Participation/ Engagement approach <i>(with reference to toolkit in Appendix 3)</i>	
Lead Officer Commentary/Proposed Action(s)	

Part 3: Agenda Items for Forthcoming Meetings

Meeting 6	8 th March 2023	Time				
Topic	Description	Lead Officer/s	Type of item <i>Decision/Referral to decision-maker/Pre-decision (policy development)/Post-decision (service performance/ monitoring)</i>	Prior member engagement/ development required <i>(with reference to options in Appendix 1)</i>	Public Participation/ Engagement approach <i>(with reference to toolkit in Appendix 2)</i>	Final decision-maker (& date) This Cttee/Another Cttee (eg S&R)/Full Council/Officer
School Calendar 2024/25	The Local Authority is required to consult annually and determine the school term dates for Community, Voluntary Controlled and Community Special Schools under Section 32 of the Education Act 2022.	John Bigley	Decision	None	Consultation will take place with schools, parents and other parties during the Spring Term 2024.	Education, Children and Families
Future of School Improvement and the Learn	The purpose of this paper is to provide the committee with a summary of the	Kim Wilson	Decision			

Sheffield Commission	Learn Sheffield commissioning arrangements and outline potential recommendations for next steps following the current commission end date.					
NEW: Sheffield's Mental Health and Emotional Wellbeing Strategy			Item to endorse			
NEW: Conversion Practice – Position Statement			Item to endorse			
Standing items	<ul style="list-style-type: none"> • <i>Public Questions/ Petitions</i> • <i>Budget Monitoring</i> • <i>Work Programme</i> 					

Meeting 1	2023-4	Time				
Topic	Description	Lead Officer/s	Type of item	Prior member engagement/ development required	Public Participation/ Engagement approach	Final decision-maker (& date)
			<i>Decision/Referral to decision-maker/Pre-decision (policy development)/Post-decision (service performance/ monitoring)</i>	<i>(with reference to options in Appendix 1)</i>	<i>(with reference to toolkit in Appendix 2)</i>	This Cttee/Another Cttee (eg S&R)/Full Council/Officer

Sheffield Threshold of Need Refresh 2023	The Department for Education sets out Local Authorities statutory duty to work with partners to produce a Threshold Document in its guidance 'Working Together to Safeguard Children, A guide to inter-agency working to safeguard and promote the welfare of children (2018)' Sheffield's Threshold of Need Guidance is held by Sheffield Childrens Safeguarding Partnership and was last reviewed in 2017. Changes in practice, partnership working protocols and new challenges means it is time to refresh Sheffield's Threshold of Need Guidance.	Mark Storf	Decision	The usual engagement methods outlined in Appendix 1 are thought to be appropriate for this piece of work. Further briefings can be arranged at Members request.	Changes to the Threshold of Need Guidance do not require public consultation. Extensive work has taken place with key partners to develop the Draft Threshold of Need Guidance. Practitioner Testing of the Guidance has taken place across a range of agencies, including, professionals and the voluntary, community and faith sectors.	Education, Children and Families
Standing items	<ul style="list-style-type: none"> • <i>Public Questions/ Petitions</i> • <i>Budget Monitoring</i> • <i>Work Programme</i> 					

Items which the Committee has agreed to add to an agenda, but for which no date is set.						
Topic	Description	Lead Officer/s	Type of item	Prior member engagement/	Public Participation/	Final decision-maker (& date)

			<i>Decision/Referral to decision-maker/Pre-decision (policy development)/Post-decision (service performance/ monitoring)</i>	development required <i>(with reference to options in Appendix 1)</i>	Engagement approach <i>(with reference to toolkit in Appendix 2)</i>	This Cttee/Another Cttee (eg S&R)/Full Council/Officer
Engagement with young people	The Policy Committee is keen to hear from to include a wide range of perspectives eg Youth Cabinet, Young Carers, Children in Care Council – as requested by Policy Committee at June 22 meeting. Officer are working up proposals for a separate session to be held outside the formal schedule of Policy Committee meetings September/October 2022	Chelsea Renehan, Head of Youth Services.	Engagement		Engagement session.	N/A
Child and Adolescent Mental Health Services	To consider how well CAMH services are performing and how well prepared we are for any increase in demand – as requested by Policy Committee at June meeting.	Joe Horobin/Victoria Gibbs	Performance Monitoring	Initial discussion via Portfolio briefing		Education, Children and Families
Safeguarding Partnership Board Annual Report		Sally Williams				Education, Children and Families

Traditions Safeguarding Developments		Sally Williams				Education, Children and Families
Youth Justice Annual Plan		Sally Williams/Mark Storf				Education, Children and Families
Children's Sufficiency Strategy	To seek a decision on the approval of the Children's Sufficiency Strategy and duty in relation to Looked After Children.	Victoria Gibbs/Paul Johnson	Decision		Engagement and co-production will be undertaken with Looked After Children and Care Leavers.	Education, Children and Families
Children's Commissioning Intentions	Approval of commissioning intentions and priorities for Children's Services	Joe Horobin/Victoria Gibbs		Engagement and Co-Production will be planned in relation to the development of the Children's Commissioning Strategy		Education, Children and Families

Appendix 2 – Menu of options for member engagement, learning and development prior to formal Committee consideration

Members should give early consideration to the degree of pre-work needed before an item appears on a formal agenda.

All agenda items will anyway be supported by the following:

- Discussion well in advance as part of the work programme item at Pre-agenda meetings. These take place in advance of each formal meeting, before the agenda is published and they consider the full work programme, not just the immediate forthcoming meeting. They include the Chair, Vice Chair and all Group Spokespersons from the committee, with officers
- Discussion and, where required, briefing by officers at pre-committee meetings in advance of each formal meeting, after the agenda is published. These include the Chair, Vice Chair and all Group Spokespersons from the committee, with officers.
- Work Programming items on each formal agenda, as part of an annual and ongoing work programming exercise
- Full officer report on a public agenda, with time for a public discussion in committee
- Officer meetings with Chair & VC as representatives of the committee, to consider addition to the draft work programme, and later to inform the overall development of the issue and report, for the committee's consideration.

The following are examples of some of the optional ways in which the committee may wish to ensure that they are sufficiently engaged and informed prior to taking a public decision on a matter. In all cases the presumption is that these will take place in private, however some meetings could happen in public or eg be reported to the public committee at a later date.

These options are presented in approximately ascending order of the amount of resources needed to deliver them. Members must prioritise carefully, in consultation with officers, which items require what degree of involvement and information in advance of committee meetings, in order that this can be delivered within the officer capacity available.

The majority of items cannot be subject to the more involved options on this list, for reasons of officer capacity.

- Written briefing for the committee or all members (email)
- All-member newsletter (email)
- Requests for information from specific outside bodies etc.
- All-committee briefings (private or, in exceptional cases, in-committee)
- All-member briefing (virtual meeting)
- Facilitated policy development workshop (potential to invite external experts / public, see appendix 2)
- Site visits (including to services of the council)
- Task and Finish group (one at a time, one per cttee)

Furthermore, a range of public participation and engagement options are available to inform Councillors, see appendix 3.

Appendix 3 – Public engagement and participation toolkit

Public Engagement Toolkit

On 23 March 2022 Full Council agreed the following:

A toolkit to be developed for each committee to use when considering its 'menu of options' for ensuring the voice of the public has been central to their policy development work. Building on the developing advice from communities and Involve, committees should make sure they have a clear purpose for engagement; actively support diverse communities to engage; match methods to the audience and use a range of methods; build on what's worked and existing intelligence (SCC and elsewhere); and be very clear to participants on the impact that engagement will have.

The list below builds on the experiences of Scrutiny Committees and latterly the Transitional Committees and will continue to develop. The toolkit includes (but is not be limited to):

- a. Public calls for evidence
- b. Issue-focused workshops with attendees from multiple backgrounds (sometimes known as 'hackathons') led by committees
- c. Creative use of online engagement channels
- d. Working with VCF networks (eg including the Sheffield Equality Partnership) to seek views of communities
- e. Co-design events on specific challenges or to support policy development
- f. Citizens assembly style activities
- g. Stakeholder reference groups (standing or one-off)
- h. Committee / small group visits to services
- i. Formal and informal discussion groups
- j. Facilitated communities of interest around each committee (eg a mailing list of self-identified stakeholders and interested parties with regular information about forthcoming decisions and requests for contributions or volunteers for temporary co-option)
- k. Facility for medium-term or issue-by-issue co-option from outside the Council onto Committees or Task and Finish Groups. Co-optees of this sort at Policy Committees would be non-voting.

This public engagement toolkit is intended to be a quick 'how-to' guide for Members and officers to use when undertaking participatory activity through committees.

It will provide an overview of the options available, including the above list, and cover:

- How to focus on purpose and who we are trying to reach
- When to use and when not to use different methods
- How to plan well and be clear to citizens what impact their voice will have
- How to manage costs, timescales, scale.

There is an expectation that Members and Officers will be giving strong consideration to the public participation and engagement options for each item on a committee's work programme, with reference to the above list a-k.

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Report to Policy Committee

Author/Lead Officer of Report: John Bigley,
Manager, Admissions & Access

Tel: 0114 2734097

Report of: *Andrew Jones, Director of Children's Services*
Report to: *Education, Children & Families Policy Committee*
Date of Decision: *8 March 2023*
Subject: *School Calendar 2024/25*

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, what EIA reference number has it been given? People/E&S/JB/BK/23122021				
Has appropriate consultation taken place?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Does the report contain confidential or exempt information?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:-				

Purpose of Report:

This report is submitted in order to secure agreement of the school calendar for 2024/25 Academic year for Voluntary Controlled and Community Schools.

Recommendations:

The Committee is requested to approve:

The School calendar for the 2024/25 academic year. (Appendix A)

Background Papers:

Proposed School calendar – (Appendix A)

Provision for religious observance (Appendix B)

Consultation responses (Appendix C)

Lead Officer to complete:-		
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.	Finance: <i>Anna Beeby</i>
		Legal: <i>Nadine Wynter</i>
		Equalities & Consultation: <i>Bashir Khan</i>
		Climate: <i>n/a</i>
	<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>	
2	SLB member who approved submission:	<i>Andrew Jones</i>
3	Committee Chair consulted:	<i>Cllrs Dawnn Dale and Mick Rooney</i>
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Committee by the SLB member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.	
	Lead Officer Name: John Bigley	Job Title: Manager, Admissions & Access, Access & Inclusion
	Date: 8 March 2023	

1. PROPOSAL

- 1.1 The Local Authority is required to consult annually and determine the school term dates for Community, Voluntary Controlled and Community Special Schools and maintained nursery schools under Section 32 of the Education Act 2002.
- 1.2 The Local Authority has always worked closely with schools that are their own Admission Authority and its neighbouring Authorities to try and agree the same school calendar for the benefit of parents.
- 1.3 Consistent school calendars are particularly important where school staff work in one Authority but their children attend school in another Authority. This is a common theme that emerges through consultation every year and is something that has been supported by Unions.
- 1.4 The school year must contain 190 teaching days and 5 additional teacher training days. Any Governing Body wishing to determine its own term dates must adhere to this requirement.
- 1.5 There are many issues that are important to a wide range of stakeholders when considering the school calendar. These include the cost of family holidays, the length of some of the terms and the impact of operating a different calendar to neighbouring Authorities on childcare arrangements.
- 1.6 Whilst the Local Authority aims to consolidate its Calendar with neighbouring Authorities this is not always possible. When setting its calendar, the Authority does adhere where possible to a set of principles that have been established across Yorkshire and Humberside Authorities.

The Council is keen to obtain views from all stakeholders on the school calendar, especially from schools, parents and young people. An extensive consultation took place during the Spring Term 2016 for the 2017/18 academic year with parents, school leaders and other stakeholders. The Authority consulted on two models as follows:

Option 1 – The traditional model

The traditional model has a one week half term break at October, February and May and a six week summer break. The Easter break has traditionally ended at the end of the school day on the Friday before Good Friday. Incorporating the bank holidays.

Option 2 – Fixing the Easter Break

Easter Day falls on the Sunday following the first full moon after the first day of Spring, 21 March. This means that Easter can be as early as 22 March or as late as 25 April. If the Easter Break falls in late April this creates a long half term and impacts on Standard Attainment Tests (SATs) preparation, not least because there is also the May Day bank holiday. All schools consulted with supported the idea of fixing the Easter Break at the first two weeks of April, irrespective of where the actual Bank

Holiday falls. This would allow for more even Spring Terms and also provide a minimum of 3 weeks preparation time for SATS which all schools were supportive of.

- 1.7 A City wide consultation took place with parents, schools and stakeholders for the 2017/18 calendar. There were 1200 responses received. **71%** of those responding preferred the fixed Easter model.
- 1.8 A school calendar was agreed for 2017/18, 2018/19, 2019/20, 2020/21,2021/22,2022/23 and 2023/24 that fixed the Easter break at the first two weeks in April.
- 1.9 The same model is proposed for 2024/25. Good Friday falls on 18 April and Bank holiday Monday on 21 April 2025. Under the proposed calendar the Easter break commences on 31 March 2025. This model will create 6 week and a 5 week half terms in the Spring Term of 2025.

2. HOW DOES THIS DECISION CONTRIBUTE ?

2.1 Thriving neighbourhoods and communities

A common school calendar supports families with primary and secondary aged children and reduces the need for children to be taken out of school during term time for the purposes of holidays. A common school calendar across the City supports teachers and non-teaching staff.

2.2 As an in touch organisation

The school calendar can impact on communities in different ways, both in Sheffield and with neighbouring Authorities. The Authority has consulted widely with all stakeholders and wants to hear the views of all stakeholders to arrive at the most effective and consistent school calendar.

3. HAS THERE BEEN ANY CONSULTATION?

- 3.1 The Authority carried out a consultation process for the 2023/24 school calendar from 12 January to 24 February 2023.

Consultation took place with:

- All Headteachers
- Chairs of Governors
- Parents (via schools and the Council Website)
- Neighbouring Authorities
- Teaching and non-teaching Trade Unions
- Other stakeholders

The proposed calendar was also posted on the City Council Website.

- 3.2 In response to the proposed calendar for 2024/25, Four responses were received from the following:

	Primary	Secondary	Other	Total
In Support	1	2	0	3
Against	1	0	0	1

Responses to the consultation are provided at **Appendix C**

As with the consultation for the 2023/24 calendar (3), there have been very few responses received to the proposed calendar. The Authority is keen to hear from all stakeholders on the school calendar. Direct communication was sent to Headteachers and Governors by the Director of Children’s Services on 8 January 2023 to highlight the consultation for 2024/25. The consultation was also placed on the Council’s website. Responses are pro-actively sought. The fact that there are only a small number of responses received is indicative that the majority of consultees are happy with the proposed calendar.

3.3 Neighbouring Authorities have also been consulting on both the traditional model and the fixed Easter Model. School calendars have been determined as follows:

	October half term	Christmas	February half term	Easter	Spring Bank Half Term
Barnsley	28 October – 1 November	23 December – 3 January	24-28 February	14 – 25 April	26 May – 30 May
Derbyshire	30 October – 3 November	23 December – 3 January	17 – 21 February	7 – 20 April	26 May – 30 May
Doncaster	28 October – 1 November	23 December – 3 January	17 – 21 February	31 March – 11 April	26 May – 30 May
Rotherham	28 October – 1 November	23 December – 3 January	17 – 21 February	31 March – 11 April	26 May – 30 May
Sheffield	28 October – 1 November	23 December – 3 January	17 – 21 February	31 March – 11 April	26 May – 30 May

Barnsley will operate different February half Term and Easter. Derbyshire will operate a different Easter break.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

4.1.1 Decisions need to take into account the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010. This is the duty to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The Equality Act 2010 identifies the following groups as a protected characteristic: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

An Equality Impact Assessment has been carried out and highlights provision for schools to make arrangement for religious observance in order to respond to different community requirements. **(Appendix B)**

5.2 Financial and Commercial Implications

5.2.1 There are no financial or commercial implications to this report.

5.3 Legal Implications

5.3.1 Failure to set a calendar for Community, Voluntary Controlled, Community Special Schools and Maintained Nursery Schools would breach the statutory duty set out in section 32 of the Education Act 2002, as amended. There are no other legal implications..

5.4 Climate Implications

5.4.1 There are no climate implications to this report.

6. **ALTERNATIVE OPTIONS CONSIDERED**

6.1 In response to the overwhelming support for fixing the Easter Break during the 2017/18 consultation process the Authority has only consulted on this single model for 2024/25.

7. **REASONS FOR RECOMMENDATIONS**

7.1 It is recommended that **Appendix A** be approved as the model school calendar for the 2024/25 academic year. The calendar applies to all Community schools, Voluntary Controlled Schools, Community Special Schools and maintained nursery schools. Voluntary Aided Schools, Trusts and Academies that are their own Admission Authority are recommended to adopt the model calendar to promote consistency across the City.

7.2 It is likely that Church Aided Schools will have their Easter Break around the religious festival. This has always been the case and Aided Schools will continue to set their own dates at Easter.

7.3 There was overwhelming support for fixing the Easter break at the beginning of April when the proposal was first consulted upon for the 2017/18 school calendar. It is accepted that there are many different views and opinions on the school calendar. The purpose of the consultation was to invite opinion and comment from all stakeholders. There have not been many responses to the proposed calendar,

nor has there been any strong opposition to the proposed calendar for 2024/25 which indicates that the support expressed under last year's consultation continues.

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SHEFFIELD CITY COUNCIL

SCHOOL CALENDAR FOR THE 2024/25 ACADEMIC YEAR
For community and voluntary controlled primary, secondary and special schools

September (21 Days)						
M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October (19 Days)						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November (20 Days)						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December (15 Days)						
M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January (20 days)						
M	T	W	T	F	S	S
						1
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February (15 days)						
M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March (20 Days)						
M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



April (11 Days)						
M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

May (16 Days)						
M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June (21 Days)						
M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July (17 Days)						
M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

 Denotes Bank Holidays
 Denotes School Holidays

195 days – including 5 days to be taken as professional development days for teaching staff

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Framework for Religious Observance within the statutory School Calendar

Background

This briefing note is intended to provide schools with the flexibility to recognise and observe religious festivals other than those recognised within the school calendar where large numbers of parents, pupils and staff wish to take time off school whilst providing the full statutory number of days education. This guidance is not intended to be prescriptive and enables schools to consider their own circumstances. There are however specific statutory requirements that must be delivered.

When considering whether to close the school for religious observance the school must make a balanced assessment of the potential impact on the whole school population, especially for those pupils and parents that may not be of the religion for which the festival is relevant.

The School Calendar

The City Council sets the school calendar for Community and Voluntary Controlled Schools under Section 32 of the Education Act 2002. Schools that are their own Admission Authority are free to set their own calendar.

All schools must provide 190 days education in the school year. In addition there are also 5 professional development days which schools can schedule as full days or disaggregate them to twilight sessions.

The Calendar that is agreed by the Local Authority ensures that there are 190 teaching days in the school year.

Exceptions to the Published School Calendar

If any school wishes to close for religious observance on a day that is identified as a normal school day it must ensure that the following actions are carried out:

1. Parents and staff are fully consulted in good time in case alternative child care arrangements have to be made.
2. If any day or days that the school is closed for religious observance are not taken as professional development days, they must be made up elsewhere in the school calendar to ensure that 190 teaching days are provided.

3. If any day or days that the school is closed for religious observance are taken as professional development days, this time must be made up to ensure that the 5 days requirement is met.
4. Time off arrangements for both teaching and support staff in the school are granted fairly in accordance with the school's policy for granting time off for religious observance. Please refer to the model policy available from the Schools Human Resources Team.

Results of the Consultation on the Proposed School Calendar for 2024/25

1. Background

1.1 The Local Authority is responsible for setting the school calendar for Community and Voluntary Aided Schools. The consultation took place between 12 January and 24 February 2023 and took place with:

- Parents & Carers (Via Schools)
- Headteachers
- Governors
- Neighbouring Authorities
- Other stakeholders

The proposed arrangements and consultation arrangements were also posted on the Council's website.

2. Number of responses

2.1 A total of 4 responses were received from the following stakeholders:

- 3 School in favour of the proposed calendar
- 1 School was against the proposed calendar
- 0 Other stakeholders were in favour of the proposed calendar
- 0 Other stakeholders were against the proposed calendar.

2.2 School Responses in Favour

2.2.1 There were 2 secondary and 1 primary school response in favour of the proposed calendar.

2.3 School Responses Against

2.3.1 There was one response that preferred a different Easter break.

"I've looked at the 2024-25 calendar and see that Easter is late. It is awkward for timetabling and curriculum planning to have the Easter weekend separate from the Easter Holidays and would prefer the holidays to be a week later i.e. 7-21 April, so that the weekend is part of the Easter holidays. I know it may not change, but that's my feedback.

Helen Haynes, Headteacher, Carterknowle Junior School"

LA Response

Moving the Easter break to the following week would mean that the statutory bank holidays on 18 and 21 April were included in the break with schools returning on 22 April. This would not however support the principle of fixing the break at the first two weeks of April. It would also mean that Sheffield would operate a different Easter break to Barnsley and Doncaster. It would however be the same as Derbyshire and Barnsley.



Report to Policy Committee

Author/Lead Officer of Report: Louisa King,
Head of Commissioning – Mental Health, Learning
Disabilities, Dementia and Autism, NHS South
Yorkshire ICB (Sheffield)

Tel: 0114 305 1402

Report of: Alexis Chappell, Director of Adult Health and
Social Care

Dr Steve Thomas, Clinical Director – Mental
Health, Learning Disabilities, Dementia and
Autism, NHS South Yorkshire ICB (Sheffield)

Report to: Education, Children & Families Policy Committee

Date of Decision: 8th March 2023

Subject: Sheffield All-Age Mental and Emotional Health and
Wellbeing Strategy

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, what EIA reference number has it been given? 560				
Has appropriate consultation taken place?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Does the report contain confidential or exempt information?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

Purpose of Report:

The Sheffield All-Age Mental and Emotional Health and Wellbeing Strategy sets the scene for supporting Sheffield people – from young to old – with their emotional health and mental wellbeing. It is positive, ambitious, and focussed on delivering change in partnership and collaboration across Sheffield.

The strategy will be underpinned by an annually updated delivery plan which will have clear objectives and outcomes anticipated. This will be a partnership document, and a range of organisations will continue together to the delivery of the strategy's objectives.

Recommendations:

It is recommended that the Education, Children & Families Policy Committee:

- Endorse the All-Age Mental and Emotional Health and Wellbeing Strategy and note that approval will be sought through the Strategy and Resources Committee in April 2023.
- Request that an accompanying delivery plan is brought to the committee in six months' time, along with an update of progress made.

Background Papers:

None

Appendices:

Appendix 1 – Sheffield All-Age Mental and Emotional Health and Wellbeing Strategy

Appendix 2 – Equality Impact Assessment

Lead Officer to complete:-	
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.
	Finance: <i>Liz Gough</i>
	Legal: <i>Patrick Chisholm</i>
	Equalities & Consultation: <i>Ed Sexton</i>
	Climate: <i>Jessica Rick</i>
<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>	

2	SLB member who approved submission:	<i>Alexis Chappell</i>
3	Committee Chair consulted:	<i>Councillors Dawn Dale and Mick Rooney</i>
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Committee by the SLB member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.	
	Lead Officer Name: <i>Tim Gollins,</i> <i>Louisa King</i>	Job Title: <i>Assistant Director Access, Mental Health and Wellbeing</i> <i>Head of Commissioning</i>
	Date: 16th January 2023.	

1. PROPOSAL

- 1.1 In line with our City wide strategies it's our collective vision that citizens of Sheffield experience "*Good emotional and mental health and wellbeing, for all, at every stage of life.*"
- 1.2 The Sheffield All-Age Emotional Health and Mental Wellbeing Strategy (set out in full at Appendix 1) sets the scene for supporting Sheffield people – from young to old – with their emotional and mental health and wellbeing. It promotes and enables partnership working across Sheffield, regionally and nationally to create the foundations and conditions for delivering upon our vision.
- 1.3 The scale of mental and emotional health and wellbeing need in Sheffield is great. We know that 138,000 children, young people and adults in Sheffield will experience a health problem each year and it is estimated that 15,000 children and young people live with a parent who lives with a mental health disorder. Many will be young carers.
- 1.4 The proportion of homeless people in Sheffield with a diagnosed mental health condition (63%) is over double that of the general population (around 25%). In addition, there are approximately 7,000 people living with dementia in Sheffield – just over 1% of the whole city's population
- 1.5 Nationally, Mental ill health represents 28% of ill health that the NHS deals with and is the largest single cause of disability. Half of all mental health problems are established by the age of 14, rising to 75 per cent by age 24 and one in four 17- to 19-year-olds in England had a probable mental disorder in 2022 - up from one in six in 2021.
- 1.6 Many of those who have severe and enduring mental illness in adulthood are diagnosed when they are children or young people. We know that we need to act now to provide early support from young to old with their emotional and mental health otherwise we risk the following: -
- Risk of suicide - Yorkshire and Bassetlaw has a higher suicide rate than the England average.
 - Inequality - Rates of detention under the Mental Health Act were over four times higher for Black/Black British ethnicity than White British ethnicity.
 - Job Loss - 300,000 people in work with a long-term mental health condition lose their jobs every year.
 - Higher Mortality - The average life expectancy for someone with a long-term mental health illness is at least 15-20 years shorter than for someone without (from preventable causation).
 - Impact of Covid 19 - To respond to the significant increase in emotional and mental health concerns associated with Covid-19, but also, more broadly, by many years of structural inequalities across our communities, not helped by cost-of-living crises.

1.7 There are no easy solutions to these difficulties – but this strategy presents a real opportunity to work together to deliver new ways of working. It is positive, ambitious, and focussed on delivering real change for the benefit of individuals and family members across Sheffield around the following seven outcomes:

- Mental and emotional health and wellbeing are at the heart of all we do as a city.
- Mental and emotional health and wellbeing is valued the same as physical health.
- Mental wellness, resilience and the prevention of illness are promoted at the earliest opportunity.
- Discrimination and inequalities that lead to poor health and mortality are tackled.
- Children and young people’s emotional health and wellbeing is a top priority.
- The right care and support are provided at the right time and as close to home as possible.
- People are recovering from mental illness and are able to live healthy and fulfilled lives.

1.8 Improving and protecting the mental health of Sheffield is something no single person or organisation can do alone, and in this strategy, we want to provide a framework for professionals to work together. We need our services to be excellent, joined up, and to support people in the right way. Working in partnership, we know we can begin to make the changes we need.

1.9 To that end, the Strategy is focused around 4 main delivery areas:

- Addressing the wider determinants of health
- Supporting the mental and emotional health and wellbeing of our children and young people
- Provide earlier help to people who need it.
- Provide effective and good quality care and treatment services.

1.10 Enablers such as workforce planning, technology enabled care and our focus on equalities and inclusion will underpin each of the delivery areas.

1.11 To ensure delivery upon the Strategy, an annually updated delivery plan will be maintained with clear objectives and outcomes anticipated. This will be a partnership document, and a range of organisations will continue together to the delivery of the strategy’s objectives.

- 1.12 Governance and oversight of delivery upon the Strategy will be undertaken by the Mental Health Learning Disability Autism Board with proposed six-monthly reporting to assure the public, citizens, and members that the strategy is achieving its intended outcomes.

2. HOW DOES THIS DECISION CONTRIBUTE?

- 2.1 The strategy aligns with several other strategies and advice, including:

- [Sheffield's Joint Health and Wellbeing Strategy](#)
- [Sheffield's Joint Strategic Needs Assessment](#) and [Covid Rapid Health Impact Assessment for Mental Health](#)
- [Sheffield's Adult Health and Social Care Strategy](#) and [Mental Health Market Position Statement](#)
- [Sheffield Children's Hospital's Clinical Strategy](#)
- [Sheffield Health and Social Care Trust's Clinical and Social Care Strategy](#)
- [Sheffield's Dementia Strategy Commitments](#)
- [Sheffield's Race Equality Commission](#)
- [Sheffield's Domestic and Sexual Abuse Strategy](#)
- [Sheffield Suicide Prevention Action Plan](#)
- [South Yorkshire and Bassetlaw Integrated Care System Mental Health Plan](#)
- [NHS England's Five Year Forward View for Mental Health](#)
- [LGA - Must know: Is your council doing all it can to improve mental health?](#)
- Sheffield City Council Youth Services Strategy 2022 to 2025

3. HAS THERE BEEN ANY CONSULTATION?

- 3.1 A significant amount of consultation and engagement has gone into developing this strategy since 2019.

- We co-produced the approach to developing the strategy.
- We hosted consultation events with a range of individuals, groups, and partners, including with children and young people,
- We looked at what the numbers tell us about people's mental and emotional health and wellbeing in Sheffield.
- We made sure we aligned our strategy with other organisation's strategies and the things they had learned from their consultation events.
- We invited and received comments on the final draft from a range of partners, including Experts by Experience.
- We talked to Elected Members at a joint briefing on 11th January 2023 to gain members views about the Strategy.

3.2 The MHLDDA Board has voluntary sector organisations sitting on its membership, with clear connections to Experts by Experience.

3.3 It is a priority of the Board to see strong consultation and engagement carried out in all commissioning exercises, and for co-production to be an increasing feature of this commissioning landscape.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

4.1.1 An Equalities Impact Assessment (EIA) has been completed (Appendix 2), but the impact on Sheffield people of setting out our aims in this way can only be a positive one. There continues to be significant areas of improvement needed in this area. The Commission for Equality in Mental Health report 2020 stated that:

- People within black and African-Caribbean communities may be more likely to experience post-traumatic stress disorder, schizophrenia, and suicide risk, and to be sectioned under the Mental Health Act.
- Women are significantly more likely to experience physical or sexual abuse and associated mental health problems.
- LGBTQ+ people are more likely to face mental ill health but have lower IAPT recovery rates.
- People with autism and deaf people are much more likely to experience poor mental health.
- There are strong associations between mental ill health and children and adults living in higher deprivation areas (and similar lower IAPT recovery rates).
- People over the age of 65 may be less likely to be recognized as needing therapy support.

4.2 Financial and Commercial Implications

4.2.1 There are no short term financial and commercial implications associated with approving this strategy. All individual projects will be assessed for their affordability and viability, and financial and commercial implications will be reported and recorded as part of the approval process.

4.3 Legal Implications

4.3.1 There are no direct legal implications associated with endorsing this strategy. Clearly, partner organisations when making decisions in this field will need to give due consideration of legal implications, and these will be reported and recorded as part of the approval process by partner organisations.

4.3.2 The Care Act 2014 sets the Council’s statutory power to direct the provision that:

- promotes wellbeing
- prevents the need for care and support
- protects adults from abuse and neglect (safeguarding)
- promotes health and care integration
- provides information and advice
- promotes diversity and quality.

4.3.2 The Care Act Statutory Guidance requires at para 4.52 that “... Local authorities should have in place published strategies that include plans that show how their legislative duties, corporate plans, analysis of local needs and requirements (integrated with the Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy), thorough engagement with people, carers and families, market and supply analysis, market structuring and interventions, resource allocations and procurement and contract management activities translate (now and in future) into appropriate high quality services that deliver identified outcomes for the people in their area and address any identified gaps.

4.4 Climate Implications

4.4.1 There are no direct climate implications associated with approving this report. However, Sheffield City Council – and its [10 Point Plan for Climate Action](#) – is a partner on the MHLDDA Board which oversees this strategy.

4.4.2 Many other partner organisations on the board will also have their own climate strategies. The role of large organisations – who form a big plank of the delivery of this strategy – is important in Sheffield tackling the effects of climate change. The commitments of the 10 Point Plan will have a significant impact on people’s mental and emotional health and wellbeing.

4.4.3 It’s important to recognise climate anxiety is an increasing problem amongst young people: Survey reveals scale of climate anxiety among British children (savethechildren.org.uk). For example:

- **“Increased numbers of people to travel by walking and cycling increases fitness and health”** – we know that the average life expectancy for someone with a long-term mental health illness is at least 15-20 years shorter than for someone without (from preventable causation) – improvements in climate and air quality will increase health and wellbeing for all.

- **“We can reduce biodiversity loss and help mitigate the**

consequences of food shortages and the impacts this will have on our health and food security” – we know that the current cost of living crisis will be having a significant impact on people’s emotional health and wellbeing.

4.4.4

By taking action to mitigate and adapt to climate change we will improve outcomes for people and the climate. Specific projects delivered under this plan will conduct project specific CIA's to ensure the climate impacts of delivery are minimised as far as possible.

5. ALTERNATIVE OPTIONS CONSIDERED

5.1 **Do nothing:** It would be possible not to produce a strategy for this area – but it would mean any plans would lack focus, coherence, and public accountability.

6. REASONS FOR RECOMMENDATIONS

6.1 The strategy is a positive development for the city and will enable partner organisations to work together to improve mental and emotional health and wellbeing of individuals and carers across the City.

6.2 Approving the strategy demonstrates the Committee’s commitment to partnership working for the benefit of citizens of Sheffield.

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Sheffield All-Age Emotional and Mental Health and Wellbeing Strategy 2023-2026

“Good emotional and mental health and wellbeing, for all, at every stage of life”



Contents

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 - [*What do we know about local need?*](#)
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 - [*2. Support the mental and emotional health and wellbeing of our children and young people*](#)
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- [4. How will we monitor our strategy?](#)
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Introduction: Why do we need an All- Age Emotional and Mental Health and Wellbeing Strategy for Sheffield?

- **Sheffield needs it:** Good mental health is key for everything, and poor mental health is impacting on the life chances of children, young people and adults in the city. We are seeing a significant increase in emotional and mental health problems associated with Covid-19. But more than this, the city has been impacted by many years of structural inequalities across our communities and underinvestment in our services, not helped by cost of living crises.
- **Our children and young people need it:** Many of those who have severe and enduring mental illness in adulthood are diagnosed when they are children or young people. If we want to act preventatively, we need to act now to support our children, young people and their families – and we know that many are struggling and need targeted help and support.
- **Professionals need it:** Improving and protecting the mental health of Sheffield is something no single person or organisation can do alone – we want to provide a framework for professionals to work together.

This strategy sets out an ambitious vision for the city’s emotional recovery and the wellbeing of Sheffield people. We need our services to be excellent, joined up, and to support people in the right way. Working in partnership, we know we can begin to make the changes we need.

1. What's our vision for emotional and mental health in Sheffield?

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Good emotional and mental health and wellbeing, for all, at every stage of life"

1. Mental and emotional health and wellbeing are at the heart of all we do as a city
2. Mental and emotional health and wellbeing is valued the same as physical health
3. Mental wellness, resilience and the prevention of illness are promoted at the earliest opportunity
4. Discrimination and inequalities that lead to poor health and mortality are tackled
5. Children and young people's emotional health and wellbeing is a top priority
6. The right care and support is provided at the right time and as close to home as possible
7. People are recovering from mental illness and are able to live healthy and fulfilled lives

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How did we develop this strategy?

We co-produced the approach to developing the strategy

We hosted consultation events with a range of service users, groups and partners, including with children and young people, and looked at what the numbers tell us about people's mental and emotional health and wellbeing in Sheffield

We made sure we aligned our strategy with other organisation's strategies and the things they had learned from their consultation events

We invited and received comments on the final draft from a range of partners, including Experts by Experience

What have people told us is important to them?

“What will we see that’s different?” – public bodies need to communicate what they are doing and how it’s making a difference

Less of a focus on ‘treatment’ and medicine; more of a focus on and investment in resilience, community, education and employment, support for carers and early intervention and prevention

Integrated services and funding that are high quality, local where possible, are culturally appropriate, easy to access, put people first and connect up physical and mental health

Campaigns and education; that the city is comfortable and professionals trained to talk about mental health

Greater response to the increasing complexity of need and demand for support – especially with cost of living crises

That services recognise the trauma people may have experienced and support those who have experienced disadvantage

Commissioning approaches must change to enable innovation and creativity

What do we know about local need?

Mental ill health represents 28% of ill health that the NHS deals with and is the largest single cause of disability. However, only 13% of England's health budget is spent on mental health

138,000 children, young people and adults in Sheffield will experience a mental health problem each year. Half of all mental health problems are established by the age of 14, rising to 75 per cent by age 24

One in four 17-19-year-olds in England had a probable mental disorder in 2022 (up from one in six in 2021). Positively, uptake from BAME communities using the Kooth service increased from 17% in 2020 to over 23% in 2022 due to targeted local engagement work

It is estimated that up to 20% of women will experience mental health problems during the perinatal period

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It is estimated that 15,000 Sheffield children and young people live with a parent who lives with a mental health disorder. Many will be young carers

An estimated 1.25 million people have an eating disorder in the UK, and they can be complex and life-threatening mental illnesses

The proportion of homeless people in Sheffield with a diagnosed mental health condition (63%) is over double that of the general population (around 25%)

South Yorkshire and Bassetlaw has a higher suicide rate than the England average

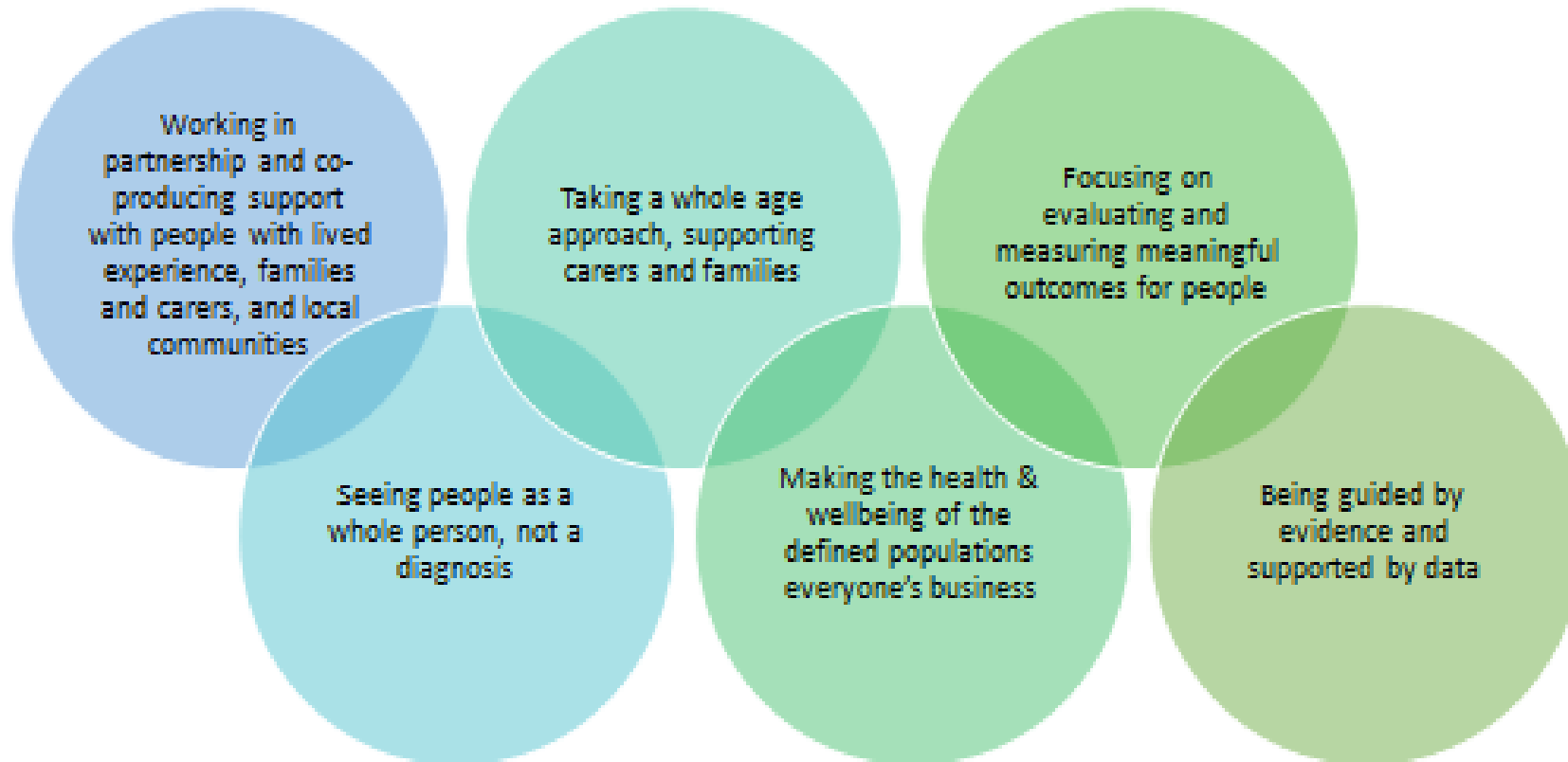
In England in 2017/18, rates of detention under the Mental Health Act were over four times higher for Black/Black British ethnicity than White British ethnicity

300,000 people in work with a long term mental health condition lose their jobs every year

The average life expectancy for someone with a long-term mental health illness is at least 15-20 years shorter than for someone without (from preventable causation)

There are approximately 7,000 people living with dementia in Sheffield – just over 1% of the whole city's population

2. What principles are important for us?



“Good emotional and mental health and wellbeing, for all, at every stage of life”

3. What are our four key strategic priorities in this strategy?

1

Address the wider determinants of health

*Links to Joint Health and Wellbeing Strategy theme: Live Well and Age Well
Links to Adult Social Care Strategy theme: Safe and Well, Connected and Engaged
Links to ICB Mental Health and Employment Workstream*

2

Support the emotional and mental health and wellbeing of our children and young people

*Links to Joint Health and Wellbeing Strategy theme: Start Well and Live Well
Links to ICB CYP MH Strategic Plan and Crisis Pathways*

3

Provide earlier help to people who need it

*Links to Joint Health and Wellbeing Strategy theme: Live Well and Age Well
Links to Adult Social Care Strategy theme: Safe and Well, Active and Independent
Links to ICB Suicide Prevention Workstream*

4

Provide effective and good quality care and treatment services

*Links to Joint Health and Wellbeing Strategy theme: Live Well and Age Well
Links to Adult Social Care Strategy theme: Safe and Well, Active and Independent, Aspire and Achieve, Efficient and Effective
Links to ICB Perinatal Mental Health Workstream*

1. Address the wider determinants of health

We will:

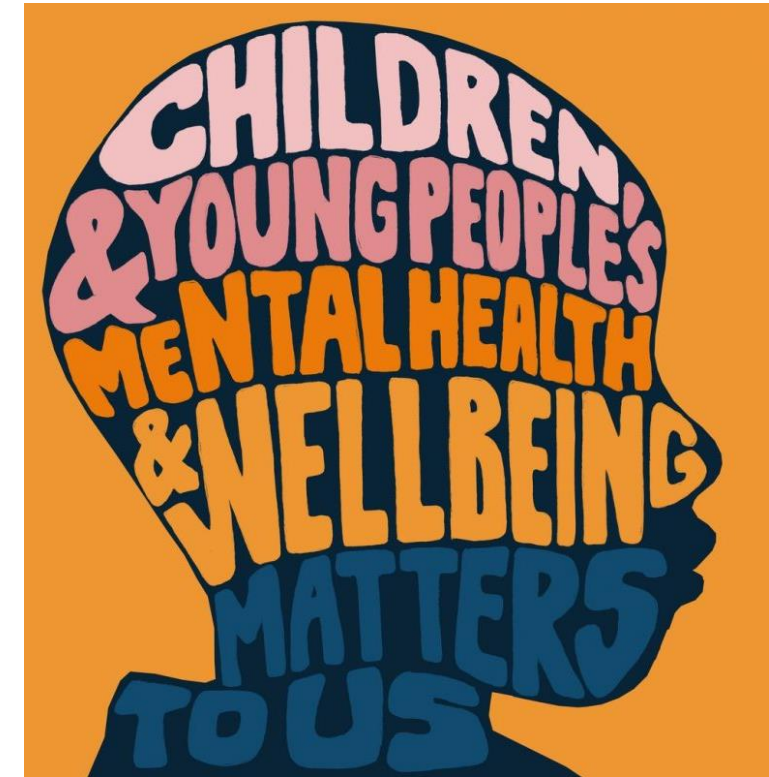
- Improve awareness in the wider population and workforce to support good emotional health and wellbeing and reduce stigma, including through compassionate approaches which recognise the trauma some people have experienced
- Enable employment and training opportunities for people with mental health conditions and help employers look after the wellbeing people who are in work
- Connect to wider programmes and public policy which tackle poverty and inequality, such as housing, education and skills
- See the value of the contribution made by the voluntary, community, social enterprise sector and faith and community groups and recognising the support of community-based support which combats isolation and supports connection and recovery



2. Support the emotional and mental health and wellbeing of our children and young people

We will:

- Develop support for infant mental health and peri/prenatal services to give children a great start in life and support their and their family's attachment, attunement and attainment
- Increase early intervention and targeted support for school-age children, and give schools and other professionals the tools they need to support to children's emotional health, wellbeing and resilience
- Provide intensive outreach and home treatment services, and better, earlier crisis care including safe space alternatives to A&E and approaches to support suicide prevention and awareness
- Work in partnership with the provider collaborative to reduce avoidable admission to inpatient care
- Support young people to receive developmentally appropriate care as they grow into young adults and ensure clear service pathways are in place that work for them especially for those aged 16-25
- Protect and safeguard children and young people from exploitation and abuse



3. Provide earlier help to people who need it



We will:

- Transform community based and primary care mental health provision to make it easier to get help
- Expand access to talking therapies and increase the range of different therapies available
- Provide better, more joined up, whole-family support to carers and families at the earliest point
- Intervene and promote resilience for our children, young people and adults at an early stage



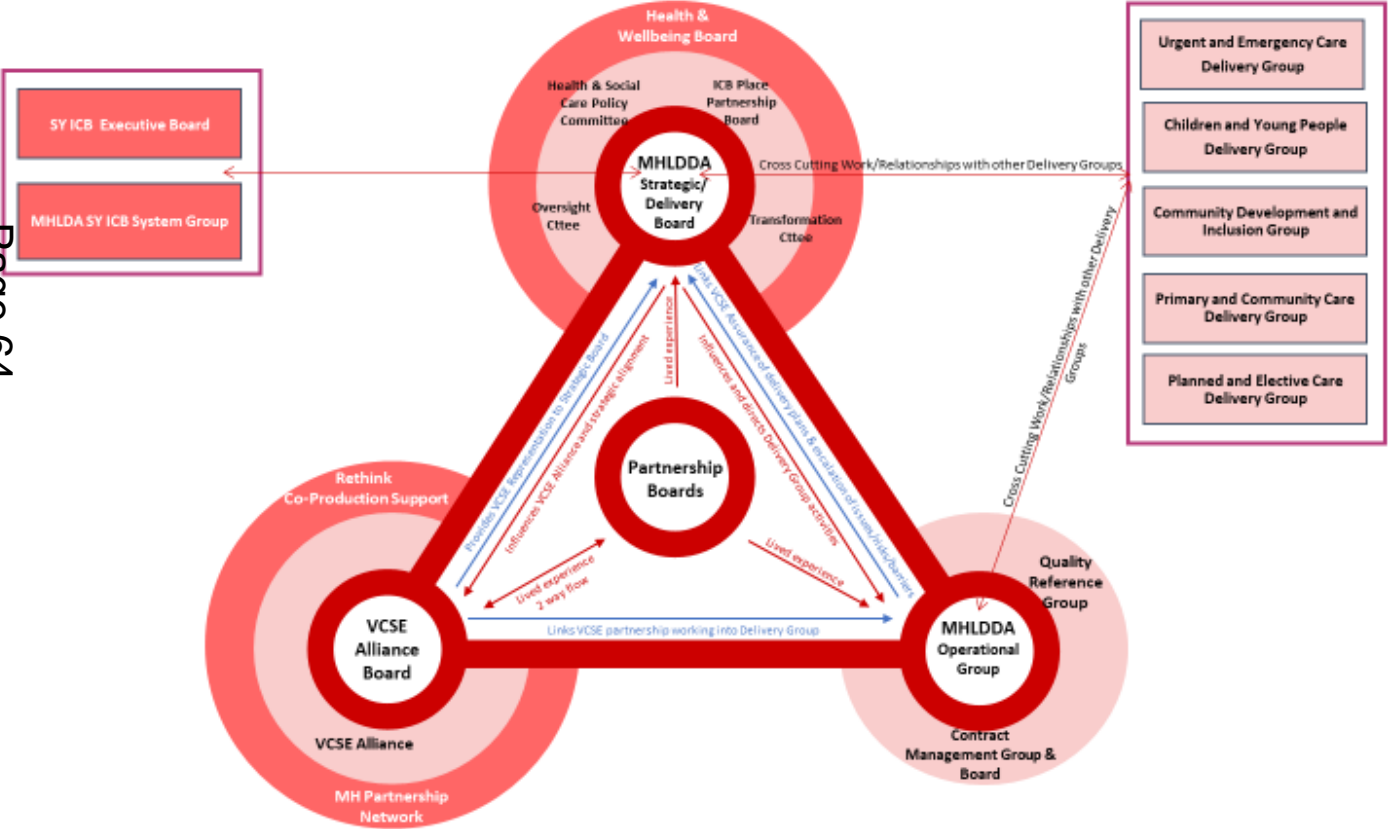
4. *Provide effective and good quality care and treatment services*

We will:

- Transform our crisis response services including home treatment, earlier support, access to crisis 'buddies', and alternatives to A&E such as crisis cafes and safe spaces
- Improve inpatient care and our inpatient facilities, and invest in training and workforce
- Provide effective and purposeful reviews of care to support people in their journey of recovery and independence
- Continue to review presenting priorities within the Sheffield population and invest to meet this need
- Work in concert with the provider collaboratives to ensure clear areas of responsibility and service pathways
- Ensure that the accommodation services we commission help people to live as independently as possible in the community

4. How will we will monitor our strategy?

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- Working in partnership is really important to us. Each and every partner has a critical part to play in this system, and the latest NHS reforms have solidified the importance of **partnership in strategic commissioning**
- Over the last few years we have especially been developing our partnership with the **voluntary and community sector** who play a crucial role both helping people in their communities and in supporting people to have their voice in the decision-making process. The **Mental Health Partnership Network, Mental Health Alliance, and Mental Health Collaborative** provide opportunities for voluntary sector provider organisations and service users to feed into service planning, commissioning and delivery
- We will be developing a **delivery plan with outcomes for this strategy** which will be overseen by a **delivery group**, reporting to the **Mental Health, Learning Disabilities, Dementia and Autism (MHLDDA) Board**. These groups have a range of partners on them, working together to bring about change for Sheffield
- The MHLDDA Board feeds up to other city-wide boards, including the **Health and Care Partnership Board** and the **Health and Wellbeing Board** - as well as South-Yorkshire-wide boards, which the diagram to the left explains

5. What links are there to other strategies in Sheffield?

We have drawn upon a number of other strategies to build our plan, including:

- [Sheffield's Joint Health and Wellbeing Strategy](#)
- [Sheffield's Joint Strategic Needs Assessment](#) and [Covid Rapid Health Impact Assessment for Mental Health](#)
- [Sheffield's Adult Health and Social Care Strategy](#) and [Mental Health Market Position Statement](#)
- [Sheffield Children's Hospital's Clinical Strategy](#)
- [Sheffield Health and Social Care Trust's Clinical and Social Care Strategy](#)
- [Sheffield's Dementia Strategy Commitments](#)
- [Sheffield's Domestic and Sexual Abuse Strategy](#)
- [Sheffield's Race Equality Commission](#)
- [Sheffield Suicide Prevention Action Plan](#)
- [South Yorkshire and Bassetlaw Integrated Care System Mental Health Plan](#) and reports from consultation with children and young people
- [NHS England's Five Year Forward View for Mental Health](#)

We will make links to the city's Learning Disabilities Strategy, Autism Strategy, and regional strategies when these are complete



Appendix: Mental Health, Learning Disabilities, Dementia and Autism Board members (December 2022)



Organisation	MHLDDA Membership	Role
SCC	Alexis Chappell	Director Adult Social Care
SCC	Joe Horobin	Director of Commissioning
SCC	Clr Angela Argenzio Clr George Lindars-Hammond	Co-Chairs Health & Social Care Policy Committee
SCC	Dr Eleanor Rutter	Consultant in Public Health
SCC	Sally Williams	Director Children & Families
SCC	Dawn Shaw	Director of Communities
Healthwatch	Lucy Davies	Chief Officer
VCF	TBC (Margaret Lewis CEO Mind interim)	Mental Health Partnership Network
VAS	Helen Steers	Director of Strategic Partnerships
LD Partnership Board	Andrew Wheawall	Chair
Autism Partnership Board	Alexis Chappell	Chair
Sheffield Psychology Board	Dr Johann Labuschagne	Chair of Sheffield Psychology Board & Head of Psychological Services STH
Student H&WB Partnership Board	Nicola Rawlins	Chair
SHSC	Dr Linda Wilkinson	Director of Psychological Services
SHSC	Beverley Murphy	Director of Nursing, Professions and Operations
SHSC	Pat Keeling	Director of Strategy
SHSC	Hassan Mahmood	Consultant Psychiatrist and Clinical Director for the Learning Disability Service
SHSC	Mike Hunter	Medical Director
SCH	Dr Jeff Perring	Medical Director SCH
SCH	Dr Shatha Shibib	Clinical Director CAMHS

STH	Prof Mark Cobb	Clinical Director
STH	Dr Avril Kuhrt	Associate Medical Director for Mental Health, Learning Disabilities and Autism
PCS	Nicky Doherty	Deputy Chief Executive
NHS Sheffield	Sandie Buchan	Director of Commissioning Development (Co- chair)
NHS Sheffield	Dr Steve Thomas	Clinical Director Mental Health, LD, Dementia & Autism Commissioning Portfolio (Chair)
NHS Sheffield	Dr Anthony Gore	Clinical Director CYP Portfolio
NHS Sheffield	Heather Burns	Deputy Director of Mental Health Transformation
NHS Sheffield	Chris Cotton	Management Accountant
HCP	Kathryn Robertshaw	Interim Director
In Attendance		
NHS Sheffield	Kate Gleave	Deputy Director Commissioning & CYP
SCC	Tim Gollins	Assistant Director (Mental Health)
SCC	Andrew Wheawall	Assistant Director (Learning Disabilities)
NHS Sheffield	Louisa King	Head of Commissioning MHLDDA
NHS Sheffield	Business Support	Business Support
LMC	LMC Chair/Secretary	Sheffield Local Medical Committee (Receive Documents)
SY ICB	Wendy Lowder	Executive Director (MHLDDA Responsibility)
SY MH Learning Disability Autism Alliance	Marie Purdue	Managing Director
SY Provider Collaborative	Michelle Fearon Dr Vinaya Bhagat	Director Clinical Director



Equality Impact Assessment Number - 560

Part A

Initial Impact Assessment

Proposal name

Sheffield All-Age Mental and Emotional Health and Wellbeing Strategy

Brief aim(s) of the proposal and the outcome(s) you want to achieve

Sheffield's All-Age Mental and Emotional Health and Wellbeing Strategy sets the scene for supporting Sheffield people – from young to old – with their mental and emotional health and wellbeing. It is positive, ambitious, and focussed on delivering change in partnership.

Good mental health is key for everything, and poor mental health is impacting on the life chances of children, young people and adults in the city. We know that we need to act now to support our children, young people and their families.

This strategy is a strategy sponsored by the Mental Health, Learning Disabilities, Dementia and Autism (MHLDDA) Board, which sits under the Health and Care Partnership structures in Sheffield, part of South Yorkshire's Integrated Care System. The strategy will be underpinned by an annually updated delivery plan which will have clear objectives and outcomes anticipated. This will be a partnership document, and a range of organisations will continue together to the delivery of the strategy's objectives. The MHLDDA Board will oversee this process.

Proposal type

- Budget Non Budget

If Budget, is it Entered on Q Tier?

- Yes No

If yes what is the Q Tier reference

Year of proposal (s)

- 21/22 23/23 23/24 24/25 other

Decision Type

- Coop Exec
 Committee (e.g. Health Committee)
 Leader
 Individual Coop Exec Member
 Executive Director/Director
 Officer Decisions (Non-Key)
 Council (e.g. Budget and Housing Revenue Account)
 Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Cllrs Lindars-Hammond, Argenzio, Ayris

Lead Director for Proposal

Alexis Chappell

Person filling in this EIA form

Louisa King

EIA start date

8/2/2023

Equality Lead Officer

- | | |
|--|--|
| <input type="radio"/> Adele Robinson | <input type="radio"/> Beverley Law |
| <input type="radio"/> Annemarie Johnston | <input checked="" type="radio"/> Ed Sexton |
| <input type="radio"/> Bashir Khan | <input type="radio"/> Louise Nunn |

Lead Equality Objective ([see for detail](#))

- | | | | |
|---|---|---|---|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input type="radio"/> Leading the city in celebrating & promoting inclusion | <input checked="" type="radio"/> Break the cycle and improve life chances |
|---|---|---|---|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio

People – but all portfolios affected/potentially have a role

Is the EIA joint with another organisation (eg NHS)?

- Yes No Please specify

ICB

Consultation

Is consultation required (Read the guidance in relation to this area)

- Yes No

If consultation is not required please state why

Has already been carried out

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

N/A

Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input checked="" type="radio"/> Health	<input checked="" type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input checked="" type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input checked="" type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input checked="" type="radio"/> Race	<input checked="" type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input type="radio"/> Poverty & Financial Inclusion
<input type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other
<input type="radio"/> Cumulative	

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes No

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

Local Area Committee Area(s) impacted

- All Specific

If Specific, name of Local Committee Area(s) impacted

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

Positive – strategy will set in motion partnership working in a range of areas that will be positive. However, specific plans are not included in this strategy as it is high-level, and so it will be difficult to give specific impacts on protected characteristics. Full EIAs will be carried out by those organisations who are delivering elements of the strategy.

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Initial Impact Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed Name of EIA lead officer

Part B

Full Impact Assessment

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Customers

Yes No

Details of impact

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes N

**Name of Health
Lead Officer**

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Gender Reassignment (Transgender)

Impact on Staff

Impact on Customers

Yes No Yes No

Details of impact

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Other

Please specify

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Action Plan and Supporting Evidence

What actions will you take, please include an Action Plan including timescales

Supporting Evidence (Please detail all your evidence used to support the EIA)

Detail any changes made as a result of the EIA

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed Name of EIA lead officer

Review Date