

Economic Development and Skills Policy Committee

**Wednesday 21 February 2024 at 2.00
pm**

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

The Press and Public are Welcome to Attend

Membership

Councillor Martin Smith
Councillor Minesh Parekh
Councillor Henry Nottage
Councillor Terry Fox
Councillor Kurtis Crossland
Councillor Brian Holmshaw
Councillor Abdul Khayum
Councillor Barbara Masters
Councillor Laura Moynahan

PUBLIC ACCESS TO THE MEETING

The Economic Development and Skills Policy Committee discusses and takes decisions on:

- Economic Development, Skills and Culture
- Business growth and economic strategy
- Arts development and projects
- Theatres. Museums, galleries etc
- City and community events
- Employment policy and programmes
- Adult education and Skills
- Enterprise, employment and digital skills
- Adult skills policy and programmes

Meetings are chaired by Councillor Martin Smith.

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 webpage](#) 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.

**ECONOMIC DEVELOPMENT AND SKILLS POLICY COMMITTEE AGENDA
21 FEBRUARY 2024**

Order of Business

Welcome and Housekeeping

The Chair to welcome attendees to the meeting and outline basic housekeeping and fire safety arrangements.

1. Apologies for Absence

2. Exclusion of Press and Public

To identify items where resolutions may be moved to exclude the press and public

3. Declarations of Interest

Members to declare any interests they have in the business to be considered at the meeting

(Pages 7 - 10)

4. Minutes of Previous Meeting

To approve the minutes of the last meeting of the Committee held on 20th December, 2023.

(Pages 11 - 16)

5. Public Questions and Petitions

To receive any questions or petitions from members of the public.

(NOTE: There is a time limit of up to 30 minutes for the above item of business. In accordance with the arrangements published on the Council's website, questions/petitions at the meeting are required to be submitted in writing, to committee@sheffield.gov.uk, by 9.00 a.m. on 19th February, 2024).

6. Members' Questions

To receive any questions from Members of the committee on issues which are not already the subject of an item of business on the Committee agenda – Council Procedure Rule 16.8.

(NOTE: a period of up to 10 minutes shall be allocated for Members' supplementary questions - one supplemental question on each question may be asked by the Member who had submitted the original question).

7. Work Programme

Report of the Director of Policy and Democratic Engagement

(Pages 17 - 30)

Formal Decisions

8. **Culture Strategy** (Pages 31 - 108)
Report of the Executive Director City Futures
9. **Economic Development & Skills Capital Strategy** (Pages 109 - 116)
Report of the Executive Director City Futures
10. **Climate Statement** (Pages 117 - 142)
Report of the Executive Director City Futures

Briefings and Updates

11. **Lifelong Learning and Skills quality update report** (Pages 143 - 166)
Report of the Executive Director City Futures

NOTE: The next meeting of Economic Development and Skills Policy Committee will be held on Wednesday 20 March 2024 at 2.00 pm

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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, General Counsel by emailing david.hollis@sheffield.gov.uk.

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Economic Development and Skills Policy Committee

Meeting held 20 December 2023

PRESENT: Councillors Martin Smith (Chair), Minesh Parekh (Deputy Chair), Henry Nottage (Group Spokesperson), Kurtis Crossland, Brian Holmshaw, Abdul Khayum, Barbara Masters and Laura Moynahan

1. APOLOGIES FOR ABSENCE

1.1 An apology for absence was received from Councillor Terry Fox.

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 Councillor Nottage declared an interest in item 11 due to him being a business owner that had received a carbon audit under a Shared Prosperity Fund scheme.

4. MINUTES OF PREVIOUS MEETING

4.1 The minutes of the meetings of the Committee held on 8th November, 2023 were approved as a correct record.

5. PUBLIC QUESTIONS AND PETITIONS

5.1 No petitions or public questions were received.

6. MEMBERS' QUESTIONS

6.1 A schedule of questions to the Chair, submitted in accordance with Council Procedure Rule 16, and which contained written answers, was circulated. Supplementary questions, under the provisions of Council Procedure Rule 16.4, were asked and were answered by the Chair.

7. WORK PROGRAMME

7.1 The Principal Democratic Services Officer presented the Work Programme.

7.2 A member asked for an update on the LGBTQI+ item that had no timescale on the work programme. The Director of Economy, Skills and Culture assured the committee that work was underway on this project and a consultation was planned for the new year. An informal briefing for members would be arranged for the new year.

- 7.3 Members suggested that it may be a good idea to consult the Local Area Committees (LACs) on the Culture Strategy and officers advised that some engagement work had already started with stakeholders within the sectors and the LACs could also be incorporated.
- 7.4 There was a suggestion that early engagement be carried out with businesses on workplace parking schemes and their potential impact and this be added to the work programme.
- 7.5 A member asked about the Employment and Skills Strategy and whether the planned task and finish group was underway. The Director of Economy, Skills and Culture explained that a procurement exercise had not been successful, this would be reconsidered in the new year and therefore there was a delay in bringing this to fruition.
- 7.6 It was noted that the Strategy and Resources Policy Committee had recently had excellent presentations from care leavers about their experiences and it was suggested that the Economic Development and Skills Policy Committee would benefit from a similar presentation from someone that had been impacted by the employment and skills service.
- 7.7 **RESOLVED UNANIMOUSLY** that, having considered if they required any further additions or adjustments:-
1. the Committee's work programme, as set out in Appendix 1 be agreed, including any additions and amendments identified in Part 1
 2. consideration be given to the further additions or adjustments to the work programme presented at Part 2 of Appendix 1;
 3. 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.

8. 2023/24 Q2 BUDGET MONITORING REPORT

- 8.1 This report brings the Committee up to date with the Council's outturn position for Quarter 2 2023/24 General Fund revenue position

- 8.2 **RESOLVED UNANIMOUSLY:** That the Economic Development and Skills Policy Committee:-

Notes the updated information and management actions on the 2023/24 Revenue Budget Outturn as described in this report

8.3 Reasons for Decision

- 8.3.1 To record formally changes to the Revenue Budget

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. **GRANT AGREEMENT BETWEEN SHEFFIELD CITY COUNCIL AND DOCFEST 2024-2026**

9.1.1 The committee considered a report seeking approval to grant International Documentary Festival Sheffield (DocFest) with a total of £100,000 per year to be expended over a 3 year term to support the delivery of the 2024, 2025 and 2026 DocFest events in Sheffield, the detail of which will be agreed and signed by way of a grant agreement.

9.1.2 Members asked questions about sustainable travel options for delegates attending the festival and Annabel Grundy, Managing Director of DocFest explained that once in Sheffield, the venues were located such that delegates were able to walk between them.

9.1.3 Members noted that this was a three year funding agreement and asked how they would be updated on the progress of the event achieving sustainability. It was noted that the three year agreement tied in with other funding streams and the ability to leverage against these. Three years would help the event to be ambitious and diversify its sources of funding and they were very grateful for the commitment. An extensive annual report was available and there were regular touchpoints to note progress. It was agreed that a report would be brought to the committee after the next DocFest had taken place.

9.1.4 It was highlighted that a key focus for the future was the community impact of the event, to make sure that local people felt involved and to link up with other Yorkshire based events that had community outreach functions. Monthly screenings were available at the Showcase Cinema and local growth was another important objective.

9.1.5 It was acknowledged that sustainable funding for SCC's events programme was needed and officers were working on this.

9.2 **RESOLVED UNANIMOUSLY:** That the Economic Development and Skills Policy Committee:-

- a) Awards a 3-year grant to DocFest for the sum of £100K a year for 3 years to support the delivery of DocFest in Sheffield in 2024, 2025 and 2026; and,
- b) Notes that the funding will be drawn from the Strategic Major Events Fund
- c) Requests an annual report be submitted to the committee following DocFest 2024

9.3 **Reasons for Decision**

9.3.1 Providing a three-year grant agreement ensures stability and certainty for Sheffield DocFest and the Council whilst DocFest continue to grow. It ensures that the new senior team at DocFest are in a position to plan ahead and develop the Festival. The grant supports DocFest in being able to lever more external funding from national bodies to ensure its long-term viability. It also ensures Sheffield continues to benefit from the economic impact the Festival delivers to our various organisations and businesses (including vulnerable sectors such as hospitality). The timing of DocFest 2024 in June provides a fantastic platform to showcase the regeneration and developments in the city centre to this diverse and 'out of town' audience. The Council will be able to review its position in 2026.

9.4 **Alternatives Considered and Rejected**

9.4.1 Providing no grant for Sheffield DocFest would likely result in the permanent withdrawal of DocFest from Sheffield or a significant reduction in the quality and breadth of the Festival, risking its international reputation, community outreach and/or future relocation to an alternative city. This would result in the approximate £2,000,000 delegate spend per year being lost, and would also have the effect of reducing the city's profile and reputation within the creative community inside and outside of Sheffield.

10. **SYMCA EMPLOYMENT AND SKILLS STRATEGY BRIEFING**

10.1.1 Members received a presentation from the Director of Skills, South Yorkshire Mayoral Combined Authority (SYMCA) on their Employment and Skills Strategy, due to be agreed in March 2024, detailing the three key mission areas. The importance of the interface between the MCA strategy and the local strategy was emphasised and members highlighted that the issue of inequality needed to feature more strongly in the strategy.

10.1.2 A discussion took place around the key challenges that the strategy faced and the Director identified the need for all stakeholders to work together to ensure that residents could access the support they needed. Members also asked questions on the following areas;

- The involvement of trade unions to ensure the needs of employees as well as employers were met and it was noted that a webinar would take place in January to reach out to as many people as possible.
- The impact of the closure of the Peaks Campus of Sheffield College on 16 to 24 year olds and it was acknowledged that there were some cold spots and it was important to get the careers provision right for all young people.
- The skills gap in green technologies and ensuring that we have the skills we need to achieve net zero targets

10.1.3 It was agreed that inequality was not addressed strongly enough within the strategy and although engagement had been carried out with the third sector this needed to be evidenced further. It was also acknowledged that not everyone can access conventional training programmes and therefore a range of different models was required.

- 10.1.4 It was highlighted that the interface between the MCA's strategy and the local strategies were important to deliver some of the local work and it was confirmed that the MCA would be commissioning local learning, so grant funding would be available to local authorities.
- 10.2 The committee agreed to note the update, thanked the Director of Skills for their time and requested a further update be brought back to the committee next year.

11. UKSPF UPDATE

- 11.1.1 The committee considered a report providing a progress update in respect to the UK Shared Prosperity Fund (SPF) programme in Sheffield. In doing so the report also highlights concerns about the lack of certainty in relation to what might replace SPF from April 2025.
- 11.1.2 Members asked why a climate impact assessment had not been completed for this report and it was explained that all the projects covered by the report had been to the committee already with their assessments completed and therefore it was not necessary on this occasion.
- 11.1.3 Members asked for reassurance that there were sufficient resources available to complete the projects given that a number of them stated that there had been 'zero spend to date'. It was confirmed that there would be no shortfalls.
- 11.1.4 A question was asked about how individual organisations could access SPF funding and it was advised that they contact the culture team who would be able to assist in the writing of bids.
- 11.1.5 Members requested an update on High Street Business Information Officers and it was agreed this was a good suggestion as they work closely with both local businesses and LACs.
- 11.2 **RESOLVED UNANIMOUSLY:** That the Economic Development and Skills Policy Committee:-
1. Notes the progress of the UK Shared Prosperity Fund programme in Sheffield and
 2. Shares the concerns raised in respect to future funding for economic development activity.

11.3 Reasons for Decision

- 11.3.1 This report provides Committee with a full update of the UKSPF programme to date and confirms that funding is available to complete all project activity through to March 2025.
- 11.3.2 The report provides an opportunity to highlight concerns about the ability to deliver similar activity in the future given no current indication of what will replace UKSPF in 25/26.

11.4 Alternatives Considered and Rejected

11.4.1 The provision of an update report does not require an options assessment.

12. SOCIAL VALUE

12.1.1 The Sheffield Employability Programme Manager presented an overview of the Social Value Annual Report to the committee. A list of achievements was included in addition to specific case studies and new sectors that had been involved this year such as Care and Fleet Services.

12.1.2 Members noted that many of the organisations involved were larger organisations and it was explained that lots of work took place with the voluntary sector and charity partners and that significant improvements had been made in this area. The Diverse Business Board had decided to look into this and to help SMEs bid for contracts.

12.1.3 Members asked whether contractors acknowledged the benefits of Social Value or whether it was viewed as a cost and it was noted that there were a list of benefits that could be demonstrated, such as a more diverse workforce and it was suggested that these could potentially be developed into recommendations to the other policy committees.

12.2 The Director of Economy, Skills and Culture agreed to further articulate the economic impacts and benefits to employers using case studies. The committee resolved to note the report .



Report to Economic Development and Skills Policy Committee

21st February 2024

Report of: James Henderson, Director of Policy and Democratic Engagement

Subject: Committee Work Programme – Economic Development and Skills

Author of Report: Amanda Clayton, Principal Democratic Services Officer

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 Chair, 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; and

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:

Issue	Committee Climate Statements
Referred from	Strategy and Resources Policy Committee
Details	Strategy and Resources Policy Committee requests that each Policy Committee consider and, if not previously agreed, agree (with or without amendments) their respective statement to ensure that the proposed actions contained in such statement are reflected in their Work Programme.
<i>Commentary/ Action Proposed</i>	

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

Appendix 1 – Work Programme

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

Item	Proposed Date	Note
NEW - Tramlines	20 th March 24	
NEW: Economic Recovery Fund – Round 2 Update	20 th March 24	
NEW – Economic Development & Skills Capital Strategy	21 st February 24	
NEW – Economic Development & Skills Climate Statement	21 st February 24	
NEW – Lifelong Learning & Skills Quality Update	21 st February 24	
AMENDMENTS		
MOVED – Employment & Skills Strategy Update	20 th March 2024	Moved from February 2024
REMOVED – Culture Strategy	June 2024	Moved from February 2024. Formal report expected June 2024.

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 5	21 st February 2024	Time 2pm				
Topic	Description	Lead Officer/s	Type of item <ul style="list-style-type: none"> Decision Referral to decision-maker Pre-decision (policy development) Post-decision (service performance/ monitoring) 	<i>(re: decisions)</i> Prior member engagement/ development required <i>(with reference to options in Appendix 1)</i>	<i>(re: decisions)</i> Public Participation/ Engagement approach <i>(with reference to toolkit in Appendix 2)</i>	Final decision-maker (& date) <ul style="list-style-type: none"> This Cttee Another Cttee (eg S&R) Full Council Officer
NEW – Economic Development & Skills Capital Strategy	This report sets out the key priority areas for capital investment for the Economic Development & Skills Policy Committee and provides an overview of potential projects and priorities for the years 2024 to 2029, together with an overview of anticipated developments and challenges up to 2052	Phil Moorcroft	Decision		Any required consultation will be carried out prior to formal capital approval of the schemes being brought forward to Finance Committee.	Council

<p>NEW – Economic Development & Skills Climate Statement</p>	<p>The Council has committed to address the climate emergency, adapt our city and council for a changing climate, and set an ambitious target to become a net zero council and city by 2030.</p>	<p>Diana Buckley</p>	<p>Performance/Monitoring</p>	<p>Briefing to committee chair at S&R strategic briefing 8/11/2023 to shape draft statements. Written briefing and draft for review and comments provided 20/11/23 to Economic Development and Skills committee chair, deputy chair and group spokespeople. Item taken to S&R Committee Meeting 13/12/2023, attended by the Economic Development and Skills Committee chair and deputy chair and leading to decision: welcomes the Committee Climate Statements, as detailed in the report now submitted, and notes that these are work in</p>	<p>N/A</p>	<p>This committee</p>
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				progress and will evolve over time; and requests that each Policy Committee consider and, if not previously agreed, agree (with or without amendments) their respective statement to ensure that the proposed actions contained in such statement are reflected in their work programme		
NEW – Lifelong Learning & Skills quality update	To provide the committee with updated performance information about current provision within Lifelong Learning and Skills. As presented to the Lifelong Learning and Skills Advisory Board in January 2024	Richard Smith	Briefing item	A version of this report has been shared with the Lifelong Learning and Skills Advisory Board, which is chaired by Cllr Martin Smith and attended by Cllr Minesh Parekh	Our service engages with the public through teaching and learning of learners and apprentices. For potential learners we engage them in a variety of ways, through learner feedback, community engagement activities, surveys and through our	This committee

					network of subcontracted community providers.	
Standing items	<ul style="list-style-type: none"> • <i>Public Questions/ Petitions</i> • <i>Work Programme</i> • <i>[any other committee-specific standing items eg finance or service monitoring]</i> 					

Meeting 6	20 th March 2024	Time 2pm				
Topic	Description	Lead Officer/s	Type of item	(re: decisions) Prior member engagement/ development required (with reference to options in Appendix 1)	(re: decisions) Public Participation/ Engagement approach (with reference to toolkit in Appendix 2)	Final decision-maker (& date)
2023/24 Q3 Budget Monitoring		Jane Wilby	Decision			This committee
NEW - Tramlines	To seek approval from this Committee that the proposed agreement with Tramlines, including the	Lisa Firth	Monitoring	Briefing to Committee Members in Dec 23.	N/A	Charity Trustee Sub-Committee

	associated fee structure, is in the best interests of the Hillsborough Park Charity.					
NEW: Economic Recovery Fund – Round 2 Update	This report updates the Committee on progress to deliver the second round of the Economic Recovery Fund.	Sarah Lowi Jones	Decision	<p>EDS Policy Committee have been regularly briefed throughout the development and launch of ERF2 and the main three members sit on the ERF Steering Group. LAC Chairs have been kept informed throughout as well.</p> <p>It is expected that on this specific decision the EDS Policy Committee will be briefed, alongside LAC Chairs and political group briefings will be offered.</p>	Not relevant to this decision, but there is a stakeholder plan that aims to inform and engage the public in ERF progress and delivery.	This committee
Employment & Skills Strategy Update	On Wednesday 15 March 2023, the Economic Development and Skills Policy Committee tasked the Sheffield Employment & Skills Advisory Board (SESAB) with developing a renewed Employment &	Laura Hayfield	Update	A Member Task & Finish group has supported the development of the strategy providing updates to the wider Committee	The commissioned consultant has engaged with a variety of stakeholders in developing the draft strategy, including SESAB	This committee

	Skills Strategy for Sheffield.				partners and wider stakeholders (including providers, delivery staff and residents). The consultant has also drawn upon desk-based research undertaken by South Yorkshire Mayoral Combined Authority in the course of developing a regional skills strategy, insight from the Local Skills Improvement Plan and wider policy steer.	
Standing items	<ul style="list-style-type: none"> • <i>Public Questions/ Petitions</i> • <i>Work Programme</i> • <i>[any other committee-specific standing items eg finance or service monitoring]</i> 					

Items which the committee have agreed to add to an agenda, but for which no date is yet set.

Topic	Description	Lead Officer/s	Type of item <ul style="list-style-type: none"> • <i>Decision</i> • <i>Referral to decision-maker</i> • <i>Pre-decision (policy development)</i> • <i>Post-decision (service performance/ monitoring)</i> 	<i>(re: decisions)</i> Prior member engagement/ development required <i>(with reference to options in Appendix 1)</i>	<i>(re: decisions)</i> Public Participation/ Engagement approach <i>(with reference to toolkit in Appendix 2)</i>	Final decision-maker (& date) <ul style="list-style-type: none"> • This Cttee • Another Cttee (eg S&R) • Full Council • Officer
LGBTQIA+ Quarter	In discussion with Committee Members a session to be planned on the approach to Night Time Economy, potentially joint with TRC Committee	Diana Buckley/ Will Stewart				TBC

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 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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1



Report to Policy Committee

Author/Lead Officer of Report: *Rebecca Maddox and Kate Brindley*

Tel: 07764 290497

Report of: *Kate Martin*

Report to: *Economic Development and Skills Committee*

Date of Decision: *21.02.24*

Subject: City Culture Strategy; wider culture progress update; support for Harmony Works Trust (CIO)

Type of Equality Impact Assessment (EIA) undertaken	Initial <input type="checkbox"/> / <input type="checkbox"/>	Full <input type="checkbox"/>
EIA 1217		
Has appropriate consultation/engagement taken place?	Yes <input type="checkbox"/> / <input type="checkbox"/>	No <input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken? n/a	Yes <input type="checkbox"/>	No <input type="checkbox"/> / <input type="checkbox"/>
Does the report contain confidential or exempt information?	Yes <input type="checkbox"/>	No <input type="checkbox"/> / <input type="checkbox"/>

Purpose of Report:

In September 2022 the Economic Development and Skills Committee endorsed a new Strategic Approach to Culture that included the development of a new Cultural Strategy and the council being committed to more actively seeking funds for activities in culture. The Committee asked to be updated regularly on progress; updates were provided in February 2023 and September 2023, this report provides further update.

This report also seeks the Committee's approval to make the grant award of £118,250 revenue funding from Project Feasibility Fund to Harmony Works Trust Charitable Incorporated Organisation (CIO), for the development and completion of a detailed business case for a regional music education hub at Castlegate.

2

Recommendations:

It is recommended:

- 1) That the Economic Development and Skills Committee notes:
 - the progress so far in developing a new Culture Strategy for Sheffield
 - details of the Shared Prosperity Fund Year 3 Cultural Showcase activity;

- detail of the Place Partnership bid which was recently submitted
- progress with the Cultural Pipeline Fund

2) That the Economic Development and Skills Committee approves the grant award of £118,250 revenue funding from Project Feasibility Fund to Harmony Works Trust (CIO) for the development and completion of a detailed business case for the creation of a regional music education hub at Castlegate.

Background Papers:

3 Cultural Audit Report – Appendix 1

4 List of Task and Finish Group members – Appendix 2

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.	Finance: <i>(Insert name of officer consulted)</i> Liz Gough
		Legal: <i>(Insert name of officer consulted)</i> Marcia McFarlane
		Equalities & Consultation: <i>(Insert name of officer consulted)</i> Ed Sexton
		Climate: <i>(Insert name of officer consulted)</i> Kathryn Warrington
	<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:	Kate Martin
3	Committee Chair consulted:	Cllr Martin Smith
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: Rebecca Maddox Kate Brindley	Job Title: Head of Business Development (Culture) Cultural Development Consultant
	Date: 12/02/24	

1. PROPOSAL

- 1.1.1 In September 2022, the Economic Development and Skills Committee (EDS) were asked to approve proposals for developing a 'new Cultural Strategy for Sheffield'. EDS decided to adopt the proposed **Sheffield Culture Collective Strategy** as an interim cultural strategy for Sheffield; this is an initial strategic framework that will give direction and clarity while Sheffield City Council works with partners to develop the 'new Cultural Strategy for Sheffield'.
- 1.1.2 EDS also approved the proposal that by Autumn 2023, Sheffield City Council would commission consultants with skills and time to develop the 'new Cultural Strategy for Sheffield', and their work should be completed in May 2024. This report includes the requested progress update.
- 1.1.3 One aspect of the 'new Culture Strategy for Sheffield' involves Sheffield City Council taking a leadership role in applying for funds for culture and finding ways to direct external funding to cultural groups and activities. Examples of these lead applications for funding include **Shared Prosperity Fund**-supported Creative Showcase; the recent submission to the Arts Council England **Place Partnership Fund**; and the **Pipeline Fund**, funded by Project Feasibility Fund. This report gives an update on these funding applications.
- 1.1.4 Members are being asked to formally approve the proposal to allocate £118,250 to the Harmony Works Trust (CIO) music education project, by using funding which from **Project Feasibility Funding** that the council received from South Yorkshire Mayoral Combined Authority (SYMCA).

1.2 Development of New Cultural Strategy for Sheffield

- 1.2.1 This 'new Cultural Strategy for Sheffield' will be a guiding vision for everyone involved in culture or creativity in Sheffield. It will include the shared set of values that are agreed as important to the sector; recognition of where we are and where we want to be; and examples of the many things we should celebrate.

The desired **outcomes** for this strategic development work are:

- **An ambitious vision, and a common narrative, outcomes and objectives.**

- **Building a more productive and effective relationship with strategic funders** (which will increase opportunities for successful funding bids and develop a pipeline of funding bids).
- **Analysis and synthesis of available data and existing reports, including a SWOT analysis**
- **Clear Engagement plan and supportive capacity to execute it** – understanding of what communities want and need from culture in Sheffield and the barriers to participation.

1.2.2 **Commissioning**

Through an open tender process, the council commissioned consultants, 'Fourth Street Place Consultants' and Sheffield-based 'Opus Independents', to develop the new Cultural Strategy. The strategy's development is being funded by Arts Council England, the University of Sheffield and Sheffield City Council.

1.2.3

Both consultants bring a wealth of experience, knowledge and networks within the creative, cultural and community sectors and have a track record of working with Sheffield City Council.

1.2.4

Governance

An advisory Task & Finish Group has been meeting monthly since November 2023; its purpose is to guide the development of the strategy. As with all the engagement related to developing the strategy, the group represents a diagonal slice of the sector with equal weight given to a wide range of voices in the city, including those from diverse communities, arts organisations of different sizes, artists, freelancers, and the community sector. A full list of the membership is included at appendix 2.

1.2.5

Engagement

A central pillar of the strategy process is engagement with the cultural sector across the city. The intention is for those involved in the process to genuinely influence the direction and detail of the strategy.

a) Phase 1 of the Engagement process (Dec 2023 -Jan 2024)

Guided by the Task & Finish group, an initial creative sector survey has been undertaken to help steer the wider process. The purpose was to ask how best to engage most effectively to discuss the cultural strategy. This phase of the process has been completed, with responses from nearly 200 people.

Initial findings from this engagement include: the need to ensure that the strategy is seen as sector wide, not just based on the views of SCC and existing networks like the Culture Consortium and Culture

Collective; engagement should involve a full range of engagement methods; and results must be shared transparently.

There is some criticism of Sheffield City Council in the feedback, mainly focussed on a historic lack of leadership and investment – this is no surprise and has featured in previous engagement with the sector. The Cultural Strategy development, alongside other recent developments being led by SCC, provides a platform to start to change those perceptions. It is important we work to gain credibility and the trust of the sector through a transparent and inclusive process, whilst also being realistic in managing expectation around resource.

b) Phase 2 of the Engagement (Feb-Mar 2024)

This phase includes:

- i. use of the 'Have your Say' online platform to publish all key documents
- ii. 2 public workshops
- iii. 6 themed working group sessions, including on the networks that the sector needs, young people's pathways and climate crisis
- iv. 20 one to one interviews
- v. Small group conversations on Creative Health; Private Sector; Universities; Music and the Nighttime Economy; Elected Members and Local Area Committees
- vi. Consultation sessions with young people, artists from South and East Asian, Black and LGBTQIA communities, and community anchor organisations.
- vii. Workshops run by Task and Finish group members
- viii. Follow up survey through digital engagement platform

1.2.6

c) Phase 3 of the Engagement April- May 2024

This will involve consolidation of results and providing feedback to the public.

Cultural Audit and Research, to underpin the Cultural Strategy

A stage 1 cultural audit and research paper has been written which is the foundational document for the strategy's content and themes.

This cultural audit and research paper summarises the foundational research into the current state of the cultural sector in Sheffield. It includes analysis of the following:

- Policy priorities and funder strategy
- City demographics and cultural participation levels
- Economic data – GVA, businesses, jobs by sub-sector
- Freelancer analysis
- 1.2.7 - Initial consideration of supply chains, events, and cultural infrastructure
- Next steps
-

1.2.8 This paper will be developed further using information from ongoing consultation and engagement. The Cultural Audit is included as an appendix.

Next Steps

	Feb - Mar 2024	<ul style="list-style-type: none"> • Complete Engagement phase 2 including establishing a comms platform • Draft Vision and priorities • Impact and Economy • Research completion • Draft Strategy by 31.03.24
1.3	Apr - May 2024	<ul style="list-style-type: none"> • Draft strategy discussed and finalised • Action plan developed • Final report by 31.05.24 • EDS final report date to be confirmed (June 2024)

Updates on funding schemes and bid applications

1.3.1 In June 2023, EDS approved the allocation of Shared Prosperity Fund (SPF) Years 2&3 funding to cultural and visitor economy activity.

1.3.2 One element of this was to create a **cultural events programme** showcasing the city’s diversity and authenticity, to bring regional and national visitors, increase footfall and vibrancy, and benefit local creatives.

1.3.3 This events programme has been developed alongside a bid for Arts Council Place Partnership funding, with a particular emphasis on benefitting young people from all Sheffield’s communities and supporting a wide range of partners.

The 2024 cultural events programme (£192k) will include:

Partner	Activity
Welcoming Cultures inc Roma community	Cultural Caravan Pop up Museum Events
Migration Matters	Events Community engagement
Sunrit Culture – South Asian dance and music	Workshops and performances
Stand and be Counted Theatre of Sanctuary	Workshops and performances
Sheffield Showcase – multi partner festival	Up to 30 varied events over one weekend
A Mind Apart Theatre – additional needs	Workshops and performances
Sensoria Festival – film and music	International contributors

The SPF Year 3 activity is acting as matched funding for a bid for £635k Place Partnerships funding from Arts Council England. A decision on this bid is due in April/May 2024.

The Place Partnerships bid includes:

SCC Youth Voice and Influence Team Young People	Fund administered by with and for young people for creative equipment/skills development contributing to a youth festival 2025
Arts Catalyst	Partner in Youth Festival and Socially-engaged arts training (how to work with community groups) for young/early career artists
CHOL Theatre	Partner in Youth Festival, supporting young people to create programme and perform
Montgomery Theatre	Partner in Youth Festival supporting young people to create programme and perform
Utopia Theatre	Partner in Youth Festival supporting young people to create programme and perform
Create Sheffield Cultural Education Partnership	Partner in Youth Festival supporting young people to create programme and perform Training tasters Youth Steering Group for project
Music in the Round	Partner in Youth Festival supporting young people to create programme and perform

1.3.4

In line with EDS's endorsement in September 2022, we have secured Project Feasibility Funding to create a Cultural Pipeline Fund of £250k, specifically to help arts groups to develop through feasibility studies, business planning, funding advice, professional advice, mentoring and other activity which will help their organisation to develop. The fund is especially designed for smaller, newer groups who may not have accessed funding before, from all parts of the city. The fund is now open, with two rounds, each closing on 29th February and 2nd July. Full details are in the link.

[Cultural Pipeline Fund | Sheffield City Council](#)

1.4 **Harmony Works Trust -Charitable Incorporated Organisation (CIO) – Project Feasibility Fund**

1.4.1 Background

In 2022 Sheffield City Council was awarded £6.6m Gainshare revenue grant from the South Yorkshire Mayoral Combined Authority to create a Project Feasibility Fund (PFF). The funding enables the Council as the accountable body to facilitate the development of concepts and ideas into tangible projects to the point of having a detailed business case prepared that can be submitted for further funding. The PFF can support both capital and revenue projects and the September 2022 Finance Committee report noted approval for projects would rest with the Executive Director, City Futures and the Director of Finance and Commercial Services using existing Officer delegations.

1.4.2 Harmony Works Trust (CIO)

Harmony Works Trust (CIO) is a charity that seeks to advance education in and promote public appreciation for the performing arts; in particular but not limited to music and to acquire, preserve, restore and maintain the building of historic and architectural interest situation in Sheffield currently known as Canada House.

1.4.3 The Council has been working closely with the Sheffield Music Academy to develop the city as a more diverse and inviting cultural hub and as part of that, the creation of a regional music education facility at Castlegate has been developed. In order to progress the proposal and secure external funding from organisations such as the Arts Council a detailed business case has to be developed. The lead party for the project, Harmony Works Trust (CIO), has requested a £118,250 contribution from PFF to support the business case development process to facilitate the delivery of a £16m capital project.

1.4.4 The PFF proposal is supported by Officers and requires EDS Committee approval because the approval results in a grant award to a third party above the £50,000 which is above the Officer delegation threshold permitted under the constitution.

- 1.4.5 This Committee is therefore asked to approve the grant award of £118,250 to Harmony Works Trust (CIO) for the development and completion of a detailed business case for the creation of a regional music education hub at Castlegate.

2. HOW DOES THIS DECISION CONTRIBUTE?

- 2.1 The majority of this report is for information and does not require a decision. However, Members are asked formally to approve the allocation of £118,250 Project Feasibility Funding to the Harmony Works music education project.

The Harmony Works music education project is repurposing a Grade II Listed Building in the heart of Sheffield, with excellent public transport, into a home for Sheffield's award-winning Music Hub, Sheffield Music Academy and several music partners. The project fulfils several City Goals:

Goal 2

We have the education, training, skills and resources we need to pursue our curiosity and develop new ideas for the benefit of ourselves, others and Sheffield's reputation regionally, nationally and globally

Goal 3

We enable all creatives to thrive, from artists & musicians, to scientists & technologists, sharing and learning from one another, as part of an enriching cultural and creative economy.

Goal 10

Everyone has good access to people, culture, nature and services no matter where they live, what background they come from or what support they need

Goal 17

We invest in children, young people and families, giving them a strong start to life with affordable, healthy, secure homes and inspiring places to learn, play and lead.

The project also contributes to the regeneration of Castlegate and allows the reuse and safeguarding of a heritage building.

3. HAS THERE BEEN ANY CONSULTATION?

- 3.1 The process for developing the Cultural Strategy is based on co-creation and consultation. The process is designed to be as inclusive as possible reflecting the views and input of the sector and relevant partners. The engagement process is underway and uses a variety of methodologies from digital surveys, in person sessions, an information platform, public meetings and workshops. There will be

specific workshops to ensure that a wide range of voices are heard, including 4 youth sessions, South and East Asian arts consultation, Black Arts Network, LGBTQIA+ consultation and Community/anchor organisations. This process is guided by the Task and Finish Group drawn from the sector.

The funding bids and programmes outlined here have been developed with multiple partners.

Harmony Works Trust (CIO) have undertaken extensive consultation as part of their project development.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

- 4.1.1 This process and resulting strategy should have positive equalities impacts on the cultural sector in Sheffield, including currently under-served communities, by bringing the voices of Sheffield's diverse communities and creatives into the development of a renewed Cultural Strategy. Once created, the Strategy will highlight the needs and aspirations of diverse Sheffield communities; and will creating a stronger strategic context and direction of travel for funding bids.

All the funding bids and programmes outlined in this report have been designed with inclusion built in, though partners involved and processes/engagement support put in place.

Harmony Works Trust (CIO) is being developed as a city centre music hub so that children from across the city can access it, widening opportunities and skills development.

4.2 Financial and Commercial Implications

- 4.2.1 The Cultural Strategy is being generously supported with £25k from the University of Sheffield, £25k from Arts Council England, and the remaining £25k from existing EDS budgets. We are very grateful to the University of Sheffield and Arts Council England for their support.

The funding bids and programmes referred to in the report are already fully funded.

The proposed contribution to Harmony Works Trust (CIO) will be funded through the Project Feasibility Fund, held by SCC, which is a fund originally from South Yorkshire Mayoral Combined Authority intended for purposes such as this.

4.3 Legal Implications

4.3.1 The Council's continuing development and implementation of the strategy engages its statutory powers under the Local Government Act 1972 (LGA 72), specifically section 145 and where those powers are not sufficient section 111.

4.3.1.1 Section 145 LGA 72 permits the Council to do, or arrange or contribute towards the expenses necessary or expedient for activities that include - (a) the provision of an entertainment of any nature or of facilities for dancing; (b) the provision of a theatre, concert hall, dance hall or other premises suitable for the giving of entertainments or the holding of dances; (c) the maintenance of a band or orchestra; (d) the development and improvement of the knowledge, understanding and practice of the arts and the crafts which serve the arts; (e) any purpose incidental to the matters aforesaid, including the provision of refreshments or programmes and the advertising of any entertainment given or dance or exhibition of arts or crafts held by them.

4.3.1.2 Section 111 LGA 72 gives the council power to do any things (whether or not involving the expenditure, borrowing or lending of money or the acquisition or disposal of any property or rights) which is calculated to facilitate or is conducive or incidental to, the discharge of any of their functions.

In relation to the award of the grant to Harmony Works Trust (CIO), the Council may use powers in Section 111 LGA 72 or, rely on provisions under Section 1 Localism Act 2011 which allows the Council to do anything an individual may generally do provided it is not prohibited by other legislation.

4.3.2 The proposed grant would be paid on the condition that Harmony Works Trust (CIO) agrees and signs the Council's standard grant agreement. This agreement sets out terms to protect the grant award, monitor project delivery and facilitate compliance with relevant law. The agreement includes provisions on timescale for project delivery, appropriate use of grant funds and includes possible consequence such as but not limited to clawback and withdrawal of fund in appropriate situations.

4.3.4 The grant award will be assessed in accordance with, and any payment made in compliance with the Subsidy Control Act 2022.

4.4 Climate Implications

4.4.1 Sheffield has adopted a Net Zero 2030 City target.

4.4.2 While the focus of the proposed actions in this report are on cultural development, they will indirectly support Sheffield's work on climate change and reaching Net Zero.

4.4.3 The Sheffield Culture Collective Strategy, adopted as an interim, already acknowledges the importance of environmental priorities and the contribution of culture to the city's sustainable development.

4.4.4 The updated city Cultural Strategy will be more explicitly acknowledge climate change as a key challenge for the city and build in additional measures which will help attain Net Zero 2030.

4.4.5 The cultural assets element of the updated Cultural Strategy will consider the importance of building reuse for cultural purposes, a less carbon-intensive approach to development.

4.4.6 Harmony Works music education project represents the appropriate re-use of a significant heritage building in Sheffield City Centre.

4.4.7 While advice has indicated that an overall Climate Impact Assessment is not required, relevant projects that result from the strategy will have CIAs carried out at the project level.

4.5 **Other Implications**

By providing the context for a better-supported cultural sector in Sheffield – including for diverse communities – positive impacts in economic vibrancy, wellbeing, cohesion and city reputation are expected.

5. **ALTERNATIVE OPTIONS CONSIDERED**

The proposed allocation of PFF funding to Harmony Works Trust could be refused. This would create a funding gap for the project and or stop the development work on the project. It would put at risk significant funds already secured by the project from Levelling Up Fund and National Lottery Heritage Fund. If the project did not proceed, this would be a huge loss for the city, especially for our young people and music-based groups.

6. **REASONS FOR RECOMMENDATIONS**

This report provides a progress update on SCC's new Strategic Approach to Culture. The recommendations build on previous reports in September 2022, February 2023 and September 2023.

The recommendation to support Harmony Works Trust (CIO) with Project Feasibility Funding builds on the principles of the Strategic

Approach to Culture, and will create strong positive outcomes for education, skills, culture, regeneration and heritage.

5

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Sheffield Cultural Strategy

Sector Audit – Initial Research

January 2024



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Introduction



What is culture?

UNESCO places culture at the heart of its sustainable development goals, stating that:

“Culture is who we are, and what shapes our identity. Placing culture at the heart of development policies is the only way to ensure a human-centred, inclusive and equitable development”¹.

It connects our past, present, and future, and is expressed in a variety of ways through our communities and the way we come together, as well as through artistic and creative activities of all types.

Sheffield culture is, then, the residents of the city. It’s the city’s history, its imagination, and its future opportunity. Culture is the city’s creative and artistic workers, organisations, participants, audiences, and outcomes. It might be tangible and physical, or intangible and less obvious.

It is difficult to define clearly, and each person may have a different view on precisely what culture is. But we know it when we see it. It can unite or divide us, excite or bore us, and can be a small, local experience or lead to international fame.

Sheffield culture is unique and vibrant. The city has a reputation for innovation, making, and creativity that was originally born from its historical strength in manufacturing and related industries. This is reflected in a contemporary way through the city’s growing strength in design, craft, digital technology, and architecture, for example.

But today’s Sheffield is far more than just a result of its past or its heritage. The city’s increasingly diverse residents have global roots and influences, creating an extraordinary mix of cultural and artistic activity spanning every medium and type. It’s residents and organisations produce and create authentic and bold work that reflects their lives, a creative honesty that is more and more in demand. As a result, Sheffield’s national and international profile has grown, but its role in production is not always as appreciated as it should be. Parts of the city’s cultural tapestry are not integral to key decision making processes, are not prioritised for funding, and do not form an active part of cultural leadership in the city.

Culture and its impact

Coupled with this, culture does not exist in a vacuum. Economic pressures and uncertainty, felt both by individual practitioners and artists and by the city’s institutions, mean those working in the cultural sector have to constantly do more with less money and resource. Cultural organisations tend to be more vulnerable to major disruption, such as the COVID-19 pandemic or the cost of living crisis. And competition for land, infrastructure, or investment often sees culture lose out to other priorities, like housing, health, or education.²

¹ UNESCO, 2017, updated 2023, *Culture: at the heart of Sustainable Development Goals*

All images in this report have been generously made available to us by James Stanhope.



It is well understood, however, that culture is critical to successful, thriving cities and places. Socially, it is what binds us into our communities, uniting us around a shared identity, and providing access to new ideas and perspectives.

It can have enormous impact on our health, helping us to be happier, less lonely, and physically and mentally well. It can encourage us to get outdoors, try new things, meet friends or collaborators, or to become artists and creatives ourselves.

And its economic impact is profound. Directly, it contributes more than £100bn or economic activity per year, representing almost 6% of the entire UK economy³. In Sheffield, there are more than 2,000 cultural and creative businesses generating almost £1bn of economic impact annually. Culture is fundamental to thriving high streets, helps to attract new residents to cities and towns, and is a significant motivating factor for tourists to visit a place.

Culture is important in itself, as a creative activity of inspiration and beauty. But it is also a powerful mechanism of change and transformation in a way that few other sectors of the economy can claim to be. It is who we are, who we want to be, and who we are perceived to be, and as such it shapes the reputation and desirability of places.

Where are we now?

Sheffield's cultural sector and output is known for having a strongly independent, grass-roots spirit, alongside key anchor institutions of national and international profile. This dynamic is quite unusual and explains the unique reputation of the city in many fields. It also makes defining "Sheffield Culture" especially challenging, with many organisations working across different sub-sectors, artistic mediums, communities, and physical spaces all at once.

The sector is important to the city's economy, and the main creative anchor in South Yorkshire - creative and cultural businesses in Sheffield turnover almost £1bn each year, 6 times higher than in Barnsley and 12 times that in Doncaster.

But the city's cultural sector has been held back by some of the challenges described above. It continues to experience economic disparity geographically. The city's cultural leadership, especially within larger organisations, is not as diverse as its residents or its creators. Organisations struggle to find suitable long-term premises and physical space to base themselves within.

Perhaps most importantly, the city has not had an official cultural strategy for many years, creating confusion and a leadership vacuum that has been filled organically. Some parts of the cultural sector feel unsupported and do not have the skills and capabilities needed to grow and develop. Without a strategy, investment in culture in Sheffield has been stunted, with Arts Council National Portfolio funding 7 times lower per capita in the city than in Manchester.

A moment of opportunity

This context contributes to today being an important moment for the city. Sheffield has suffered for a long time from lack of cultural investment, and it has not had a clear, deliverable cultural strategy

³ House of Lords Library, 2022, *Arts and creative industries: The case for a strategy*



in recent years. Arts Council England and other funders have suggested that these two factors are strongly related – without a clear sense of direction, cultural organisations are unable to develop compelling funding bids and secure the investment many deserve.

At the same time, the city’s leaders have started a conversation with residents about their needs, desires, and priorities, and from this discussion have emerged the new City Goals – a platform for everyone in the city to express what the city means to them, how they can live well in Sheffield, and to encourage positive change in the future.

In 2020, the Sheffield Race Equality Commission highlighted ongoing racial disparities and racism in the city, across education, crime, sport and culture, and business among other sectors. The findings of the enquiry have led to a set of commitments to do better to empower and educate under-represented communities, ensure diverse leadership, and celebrate all vibrant cultures within an increasingly multicultural city.

Now is therefore a moment of opportunity where the creation of an ambitious cultural strategy could represent a powerful response to these urgent issues.

Our commission

In August 2023, Fourth Street and Opus Independents were commissioned to work with the cultural sector to produce this strategy. By involving the full diversity of the sector in its creation, the strategy will provide a roadmap for the future that is shared by all, and will address some of the long-standing obstacles faced by creatives living and working in the city.

Our team also includes experienced and skilled creative practitioners based in Sheffield:

- **Kate Brindley**, appointed by SCC to lead the delivery of the Cultural Strategy as part of her role as a Cultural Development Consultant. Until July this year Kate worked for over 2 years with SYMCA as Project Director for Arts, Culture and Heritage where she led the work to position culture at the heart of the region’s investment priorities
- **Ruth Nutter** is a creative producer and community engagement practitioner
- **Ola Fagbohun** is a health and wellness coach/facilitator and behavioural insight researcher, who runs an organisation called Zest OF: You.
- **Rachael Walton** is a director, writer, actor, and creative educator who founded and led Third Angel, an internationally renowned performance company, for 28 years.

The commission has been funded by Sheffield City Council, the University of Sheffield, and Arts Council England, and is being supported by the Culture Collective and Culture Consortium.

As part of our initial stage of work, we have established a Task and Finish Group composed of representatives of the cultural sector in Sheffield. This group includes a range of individuals from small and large cultural, community, and educational organisations, as well as creative freelancers and practitioners. This group will support the project team, hold them to account, and help to distil findings and priorities from our research and engagement.



The Task and Finish Group is composed of the following people:

- Diana Buckley – Sheffield City Council
- Rebecca Maddox – Sheffield City Council
- Professor Vanessa Toulmin – University of Sheffield
- Tom Bird – Sheffield Theatres
- Kim Streets – Sheffield Museum Trust
- Claire Mappin – Burton Street Foundation
- Debbie Squire – Sheffield Hallam University
- Desiree Reynolds – writer
- James Green – artist and printmaker
- Laura Clarke – Arts Catalyst
- Liam O’Shea – Hope Works and No Bounds Festival
- Linda Bloomfield - RivelinCo
- Sonia Gayle - African Heritage Culture Forum, Sheffield Race Equality Commission
- Surriya Falconer – Culture Collective, Falconer Associates
- Terezia Rostas – Care for Young People’s Future CIC
- Karen Durham – Arts Council England

This report represents one key output from our first stage of work. Its purpose is to provide evidence and a robust baseline on the city’s cultural sector, to inform the creation of a strategy and the upcoming conversation with the sector. It represents a starting point, and we invite readers to comment and identify gaps or weaknesses in the research so that it can be improved.

Next Steps

We welcome feedback on this paper to help us strengthen its findings. Some questions that may help to prompt discussion and commentary might be:

- Do any of the results in our report surprise you?
- What is missing in our analysis?
- What other reports and data sets are you aware of that we can use to strengthen our work?
- How might our work be continued by the sector moving forwards, for the benefit of all?
- Do our findings impact how our conversation with the cultural sector should take place?

Key Findings

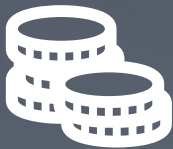


£900m+ GVA created through cultural and creative industries

Around 9,000 jobs supported across 2,000 organisations



Strong interdisciplinary clusters of cultural activity around making and crafts, design and architecture, and video game development.



Significant cultural investment from Arts Council England, UK Levelling Up Fund, and others

£6.59 per capita NPO investment from ACE, lower than comparable cities (e.g., Leeds c£35)



Inequality regarding participation and access to cultural infrastructure.

Few opportunities in south-east and north of city to engage with culture



Strong music and performing and visual arts sector in city, with 300+ businesses representing c16% of city economy

Global reputation for production and creative output



Lack of affordable and long-term premises for culture, with organisations in temporary accommodation.

Significant potential for re-use of ex-industrial and heritage building stock.



Important creative freelance workforce working collaboratively.

Economic challenges have created vibrant, “DIY” culture



Environment and sustainability agenda strong in city, with outdoor programming and events, and good access to nature and outdoor space.



Strong event programme across the city, but no central event calendar, and limited celebration of wider activities and programme.



In an increasingly diverse city, some voices remain unheard. Cultural leadership is not fully representative, with some communities not involved in decision making and vision.



Creative health activity growing, and quite unique to Sheffield.

Improving public health picture, but challenges remain.



Strong cultural training in universities and colleges. But issues with talent retention and workplace readiness of graduates.



Strategic Context



This work must recognise and align with the context it sits within, and the large amount of historic and current thinking that has already been done in Sheffield. This section identifies key priorities at the local authority, regional, and national levels. By considering the strategic policy context, we can ensure that the cultural strategy aligns with key priorities and messages within these, building on issues and priorities uncovered.

This is especially true of the recent City Goals work, which involved a comprehensive city-wide conversation with residents, businesses, and city leaders about the future of Sheffield, including discussion about culture and its role in city development. In fact, the latest version of the City Goals priorities lists “A Creative and Entrepreneurial Sheffield” as its first goal, where “we all have opportunities to invent, make, create, and build in ways that grow shared prosperity, create jobs, and enrich our communities and ourselves”.

This work highlighted important themes around inclusive growth, skills and training, and sustainable and secure jobs and businesses, as part of an “enriching cultural economy” – aims that will need to be shared by this cultural strategy.

In this section we summarise the primary findings from our strategic review. Full reviews of each policy document and the implications for the cultural strategy are in Appendix 1.

Our analysis has included the following strategic documents:

- Sheffield City Region Local Enterprise Partnership – Strategic Economic Plan 2021-2041
- Sheffield City Goals (Draft v3)
- Race Equality Commission – An independent commission into racism and racial disparities in Sheffield
- Sheffield Green City Strategy
- Sheffield Destination Management Plan 2023-2028
- Leader Report: Sheffield City Council Sport and Leisure Strategy
- A Culture Plan for the Sheffield Culture Consortium – 2017 - 2022
- Culture Collective - A Strategy for Sheffield 2021-2030
- Sheffield Visual Art Community – Visual Arts Strategy 2019-2024
- Joined Up Heritage Sheffield – A Heritage Strategy for Sheffield 2021-2031
- Sheffield City Council - Education and Skills Strategy, A Vision for 2030 (Draft for consultation)
- Sheffield City Centre Strategic Vision
- Committee Report: Major Events Plan
- SYMCA Strategic Economic Plan 2021-2041
- Arts Council England Strategy 2020 – 2030, Let’s Create
- Arts Council England Delivery Plan 2021 – 2024 (2023 update)
- National Lottery Heritage Fund: Strategic Funding Framework 2019-2024



3.1 Key priorities

There is an urgent need to establish a clear civic vision for culture. Ahead of the Sheffield Cultural Strategy being developed, a cultural strategy was produced by the Culture Collective which was adopted by the city council. It highlighted the city's inability to express the value of its cultural activity and calls for a stronger case for culture to be made and to increase investment (local government and private sector) into the sector. It prioritises the support and development of talent locally and producing more artistic output of national and international standing.

National priorities

At a national level, ambitions for the cultural sector are set out predominantly by the Arts Council England through its strategy *Let's Create*. Objectives include building resilience across the sector (including outside of National Portfolio Organisation supported institutions and creatives), strengthening cultural infrastructure, supporting immersive and digital technologies, building creativity and culture into health and wellbeing infrastructure, supporting local government to build leadership and delivery capacity, and investing in inclusive cultural organisations with a diverse governance and workforce.

Sheffield City Goals

There has been much recent and ongoing work to establish strategic ambitions for Sheffield. In particular, the City Goals – co-produced to generate collective goals as 6 stories, that residents will be able to tell about Sheffield in 2035 – for a city that is:

- Creative and entrepreneurial: “where we all have opportunities to invent, make, create and build in ways that grow shared prosperity, create high-quality jobs and enrich our communities and ourselves.”
- Green and resilient: “where we all act urgently on the climate and environmental crisis, prepare for a changing future, and prioritise the health and wellbeing of our city's people and nature.”
- Thriving communities: “where we all belong to welcoming communities that care for one another, help us live safe and fulfilling lives and share equitably in the city's success.”
- Connected: “where we all have opportunities to form lasting, positive relationships in our neighbourhoods and across the city, through technology, great transport and common causes.”
- Caring and diverse: “where all our voices are heard and acted on equally, and we feel the respect and celebration of each other's histories, heritage and cultures across the city.”
- For all generations: “where all generations can flourish today while remaining hopeful about the future, free from poverty and oppression and regardless of background.”

Sheffield Race Equality Commission

In 2020, The Sheffield Race Equality Commission was established to provide an independent strategic assessment of the nature, extent, causes and impacts of race inequality within the city. Sports and culture is among its 6 priority areas and recommends actions which include: any cultural



investment through funding in the city to facilitate authentic cultural representation of Sheffield's Black, Asian and minority ethnic communities; ensuring that Sheffield's core cultural programmes recognised the role and contribution of diverse communities, developing innovative creative practices that challenge stereotypes; and skilling up programmes for global majority artists.

The cultural sector in Sheffield is as diverse as its residents, but it has not always been the case that its leadership, and the activities that get promoted and talked about most, reflect this. A key outcome of the strategy work should be to address this disparity.

Sheffield City Council priorities – heritage, tourism, planning

The cultural strategy must reinforce strategic priorities of Sheffield City Council strategies across a range of sectors. The heritage strategy, in particular, calls for recognising the value of heritage to contribute to cultural sector, and to use heritage to drive economic and social benefits. Our work must be mindful of this important connection.

Both the destination management plan and events plan specify the need for alignment with the cultural strategy. They set out objectives of diversifying and strengthening the events programme, prioritising events that are of strategic importance to the cultural strategy, producing a world class offer for visitors (pointing to the need for capital investment into venues to remain competitive), and encouraging overnight visits. These are the priorities which the cultural strategy can advance.

Another important ambition by the city council relevant to this strategy is to implement a neighbourhood approach to planning - aiming to make distinctive and vibrant neighbourhoods within the city. Culture can play a key part in creating differentiation and distinctive places. It will be necessary to ensure geographical representation throughout our engagement process, to ensure different communities and neighbourhoods can have their say in the strategy and ensure it reflects the needs of all residents, not just those living close to the city centre.

The Outdoor City and The City of Makers

Sheffield is widely known as a city of makers with a history of activity focussed around making, building, creating. Current economic priorities of SYMCA and the city region LEP are centred around the UK's 4th Industrial Revolution and attracting investment into the region. The cultural sector's role in the digital, immersive technologies and innovation is key to achieving this growth and will require nurturing and developing creative skills within technology and innovation.

The city has also branded as the 'outdoor city' because of its network of public and green spaces and its proximity to the Peak District and other areas of natural beauty. Sheffield already makes use of its open spaces and parks for cultural events and festivals, with programming throughout the year bringing people together. In addition, there is cross-over between culture and sport, especially through the city's illustrious history with football, that needs to be recognised in this strategy work. While sport as a whole is outside of the remit of this work, its connections to culture, health and wellbeing, and community building provide strong lessons for the work.



Health and wellbeing

Improving the wellbeing and health of residents is a recurring council priority and there are ambitions to use culture to improve health and wellbeing through, for example, cultural social prescribing – which the cultural strategy can likely support. The city continues to face challenges around inequality of health outcomes, with many residents suffering from poorer health outcomes than the national average (see below). The power of culture to support stronger mental and physical health is being increasingly recognised in research, and the city could play a nationally-significant role in this development.

Environment and the climate crisis

Finally, the city holds ambitious goals to be a zero carbon city by 2050. This involves reducing emissions across all sectors in Sheffield and requiring businesses and communities to pledge to work towards this goal. The cultural strategy should support by incentivising sustainability within the sector.

3.2 Other work

The project team is also aware of a number of ongoing projects and strategic initiatives that relate to this work. These include new policy and strategic at the city level, community engagement projects, historic and current data collection exercises, and academic research.

While it will not be possible to reflect all of this in our strategy, we would like to extend an invite to any individual or organisation to share outcomes and datasets with us that they think may be relevant.

Part of our aim in creating this strategy hopes to start a process of knowledge sharing in the sector, with useful information, studies and data held centrally for the whole sector to make use of. We will only scratch the surface of this aim during the project itself, but it is hoped that this approach can then continue in the future.



City Demographics



To provide additional context, we describe, in overview, the socio-demographics of the city's residents in this section. Data comes primarily from the 2021 census, and a local insight report provided by OCSI on behalf of Sheffield City Council⁴ in 2023.

4.1 Overall

Sheffield's population has grown from c553,000 in 2011 to c557,000 in 2021, an increase of just 4,000 residents, or around 0.7%. This is significantly less than both the wider region (Yorkshire and Humber grew by 3.7%) and the national average (6.6%). This is the third lowest growth by district in Yorkshire and Humber over this period.

The city's age profile is broadly consistent with the national picture, with slightly greater proportion of residents of working age (65% against 63%), and a slightly younger median age (37 years against 40 years nationally).

4.2 Employment and Economy

Unemployment in Sheffield has fallen since the last census, down from 4.3% in 2011 to 2.8% in 2021. Household income levels remain lower than UK averages, but the relatively low cost of living in the city means the impact of this is less pronounced.

Sheffield has relatively low levels of self-employment – c7.4% of residents are self-employed, compared to almost 10% across the country. Part-time employment and economic inactivity are slightly higher than across the UK.

Health and Social Care (16%), Retail (15%), and Education (12%) are the most common sectors of employment. But job density (number of jobs as a percentage of the working age population) remains low compared to both the regional and national picture (69.3 vs 7.5 nationally), and as a result vacancies are typically oversubscribed.

Universal Credit claimant rates (4.5%) are lower than the English average (5.7%), part of a wider trend of reduction across all benefit types in the city. Housing benefit, for instance, was claimed by more than 20% of Sheffield residents every year from 2011 to 2015, but now stands at around 13%, only slightly higher than the national picture.

However, there remain severe pockets of economic deprivation in the city. Around 34.4% of Sheffield residents live in the 20% of most deprived area of England, according to the Indices of Deprivation, with particular weaknesses in the education (36.8%), health (36.6%), crime (35.3%) and employment (34.7%) domains.

The city continues to experience an east-west divide, with most deprived communities typically living south and east of the city centre. But this picture is complex, with pockets of affluence and deprivation throughout many parts of the city – as such, cultural organisations are frequently serving mixed communities. Rates of deprivation are especially high in places like Arbourthorne

⁴ OCSI, *Local Insight Profile for "Sheffield" area*, 2023



and Darnall, where c73% of households are deprived on at least one dimension of the 2021 census. In contrast, western suburbs of Ecclesall & Greystones and Endcliffe % Ranmoor, with just 37% and 35% deprivation levels respectively.

19% of households were classed as being in fuel poverty in 2020, far higher than the national picture (13.2%), and a figure that will have risen further through the ongoing cost of living crisis.

Crime and safety continues to be an issue in Sheffield, with higher than national average rates of crime across all crime types from March 2022 to February 2023. However, these rates are typically lower than the rest of Yorkshire and the Humber. Across all crime types, the city recorded 116 crimes per 1,000 residents, against an English average of 98. Violent crime has risen nationally, and Sheffield is no different – rates of around 1 recorded violent crime per head in 2012 have increase to c2.5 in 2022, in line with national averages.

However, there are some positive improvements in some areas – especially in anti-social behaviour offences (which have fallen from around 8 per 1,000 per year in 2011 to around 2 per 1,000 per year in 2022).

4.3 Diversity

The city is increasingly diverse, with 74.5% of residents identifying as White British. This is a lower proportion than in 2011, and far lower than the rest of the region. There are significant communities of Asian and Asian British residents (9.6%), Black and Black British residents (4.6%) and residents with mixed ethnic backgrounds (3.5%), all of which are equal to or greater than the national averages.

Only 83.6% of residents were born in the UK, a figure than has dropped from 86.7% since 2011, and is approaching the 82.6% nationally. Almost 7% of Sheffield residents were born in the Middle East or Asia, a higher proportion than in England as a whole.

There are also relatively high levels of migration, both inward and outward, in Sheffield – more than 2,000 overseas arrivals registered for a national insurance number in Sheffield in 2020/21, and almost 12% of residents moved house in the 12 years prior to the census – slightly higher than nationally. Arrivals tend to be younger people – people aged 15-24 are most likely to arrive in Sheffield, and this is the only category that saw a net inflow (inward migration is greater than outmigration).

Sheffield residents also have a higher than average rate of disability and neuro-diversity, meaning inclusive access to culture is of great importance.

4.4 Housing and households

Sheffield has a higher proportion of residents living in one-person households – around 20% - than nationally, and a higher number of single parent families than nationally.

The proportion of residents living in social housing has fallen significantly over the past ten years, from 24.8% in 2011 down to 22.6% in the last census. However, this is still high by national standards, with Sheffield in the highest 15% of local authorities in the country by this measure.



Around 16% of housing is rented directly from the local authority – far higher than the 8% nationally. Owner occupation rates are lower than national and regional averages – 58.6% instead of 63% in Yorkshire and the Humber.

Housing is predominantly terraced or semi-detached houses, with around 64% of residents living in such housing types compared to 55% nationally. There is a relatively high proportion of second addresses in the city (8.1% of houses, compared to 5.4% nationally).

Despite this, housing is relatively affordable in Sheffield – the proportion of properties in Council Tax Band A (58.5%) is more than double the rate nationally, and the average house price (£238k) is more than £125k less than the English average. This situation is likely to continue, with house prices having declined from 2006 to 2017 when adjusted for inflation. Rental prices have increased in recent years, in line with much of the rest of the UK, but remain cheaper than many major cities in the UK, as shown below⁵:

City	Average monthly rental in October 2022
Manchester	£928
Leeds	£859
Nottingham	£851
Birmingham	£820
Glasgow	£813
Sheffield	£735
Liverpool	£717
Newcastle	£712
Belfast	£694

Sheffield has relatively low rates of vacant dwellings (3.1%), overcrowded dwellings (6.2%) and houses that lack central heating (1.4%), all of which are lower than national averages.

4.5 Health

Fewer residents in Sheffield are now providing unpaid care for another, with a drop from 7.4% of residents in 2011 to 4.7% in 2021. Self-reported health levels also improved – the proportion of residents describing their health as “very good” or “good” increased from 77% to 79% from 2011 to 2021, similar to national levels. Overall life expectancy across the city remains lower than UK averages, albeit only slightly, and it is improving, suggesting the “Outdoor City” concept may be supporting stronger health outcomes.

However, this varies considerably across the city, and there are pockets of severe health and wellbeing disadvantage. Almost 37% of residents in Sheffield live in health deprivation “hotspots” according to the Indices of Deprivation 2019, which translates to more than 210,000 people.

Disability rates remain higher than UK averages (20% against 17%), and historically city residents have higher rates of hospital admissions for coronary heart disease and lung cancer than national

⁵ See 2021 Statistica data [here](#)



averages. As a result, disability benefit claimant rates are higher than national averages with around 13% claiming their allowance against 11.5% nationally. However, the picture is improving – disability rates have fallen since 2011.

4.6 Education, Community, and Religion

Educational attainment levels are similar to the national average, albeit with slightly higher proportions of residents with no qualifications (19.4% compared to 18.1% nationally). Attainment levels are projected to increase in the future, from a mixture of growth in the city’s two universities and colleges, and from in-migration. At early ages, pupil attainment at school is slightly lower than nationally, and has been consistently so for many years.

Historically, Sheffield has had an issue with “hard-to-fill vacancies” – job roles taking longer to fill than typical, which has resulted in companies searching outside of the city for candidates. This has begun to shift in recent years, with vacancy rates consistently low in the city.

In terms of religion, those reported as being non-religious saw the largest growth between the 2011 and 2021 censuses, up from 31% to 43%. Those describing themselves as Christians fell from 53% to 39%, while those describing themselves as Muslim grew from 7.7% to 10.3%. There are small communities of other religions – around 3,800 Hindus, 2,200 Buddhists, 900 Sikhs, and 650 Jewish residents.

4.7 Cultural participation

At South Yorkshire level, participation in cultural activities in 2022/23 was the low by national standards. According to a DCMS survey, only 86% of responding adults had engaged with some kind of arts activity in a physical capacity within the last 12 months – the third lowest region after Outer London - East and North East (84%) and Outer London – West and North West (85%).

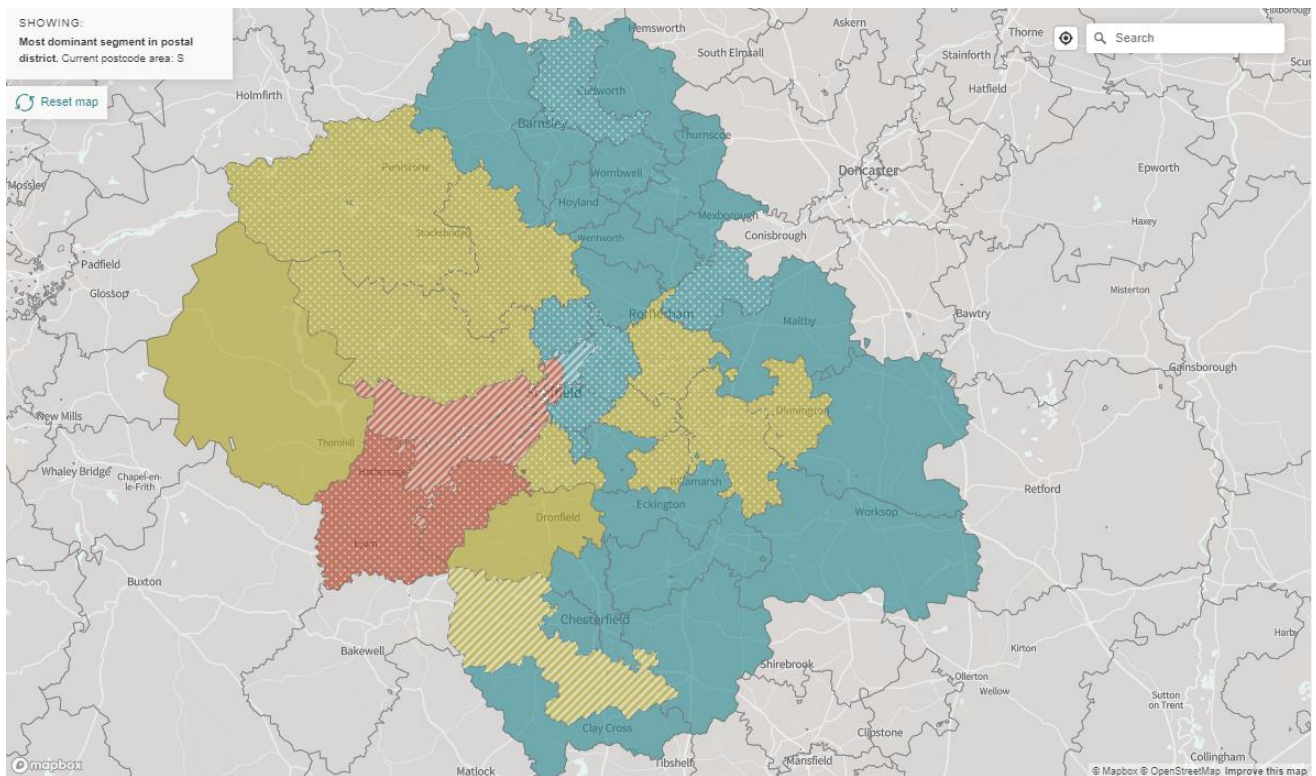
This does represent a significant uplift from the previous year, however – in 2021/22, the same figure was 83%, which was again the third lowest.

By comparison, the highest participating regions all recorded over 91% participation, and included Cumbria, Lincolnshire, Devon, and Gloucestershire.

The Audience Agency characterises residents according to 10 Spectrum groups based in their levels and types of engagement with arts and culture.

Segments with high levels of engagement are red, medium levels of engagement are shown as green, and lower levels of engagement are shown as blue. The map below shows the most common level of engagement within each area of Sheffield.

Figure 1: Audience Spectrum Map⁶



The centre of Sheffield has a resident population that is highly engaged with arts and culture. 84% of households in the S1 postcode area are ‘Experience Seekers’, a high cultural engagement segment (see segment definitions below). The remaining households within the S1 postcode area are predominantly characterised as lower engagement segments. Experience Seekers are also the dominant segment in several postcode areas around the South West of Sheffield; they represent 60% of households in S3, 49% of households in S10, 38% of households in S11.

In the North East, East, and South East areas of Sheffield (blue areas of the map), low cultural engagement segments represent a majority of households. In these areas, the most common segments are ‘Kaleidoscope Creativity’, ‘Frontline Families’, and further out, the segment ‘Up our Streets’ is common.

⁶ Audience Agency: Audience Spectrum Map tool (online).



Figure 2: Audience Agency segment definitions

Segment Type	UK prevalence	Description
Experience Seekers (High cultural engagement)	9%	<ul style="list-style-type: none"> Highly active, diverse, social and ambitious regular and eclectic arts engagers. Students, recent graduates and in the early to mid-stages of their careers, they live close to city centres, have easy access to and attend a wide variety of arts, museums galleries and heritage. Interests cover mainstream, contemporary and culturally diverse offers and attending is at the heart of their social lives. They are mostly in search of new things to do and have disposable income to spend on a variety of leisure activities like sports/arts memberships. Free or informal events may particularly interest them.
Kaleidoscope Creativity (Low cultural engagement)	9%	<ul style="list-style-type: none"> Mixed age urban low engagers preferring free, local, culturally specific arts and festivals. Ethnically diverse, inner-city dwellers often live in local authority housing close to a lot of cultural provision, but don't tend to engage as much, as low education, employment and income all act as barriers to access. Some do consider themselves 'arty' though, so community-led, local co-creation can be key to engagement, and community festivals, street arts, and live music, beyond the Western mainstream and outside of traditional venues, all tend to be more popular.
Frontline Families (Low cultural engagement)	12%	<ul style="list-style-type: none"> Frugal, semi-urban renting families, light on arts and culture but heavy on community. Households with young children, living on low incomes or unemployed, in council rented housing. Spend most of their free time enjoying at home entertainment. While they don't consider culture very important or themselves 'arty', they are family motivated. The right offer can appeal on those grounds, especially if free. Trending towards mainstream family-friendly artforms, like cinema and pantomime, this group also engages in culturally specific projects that reflect their own communities.
Up our Streets (Low cultural engagement)	10%	<ul style="list-style-type: none"> Sociable retirees on modest pensions looking for inexpensive, mainstream, local leisure opportunities. From skilled professional, white working-class backgrounds. Enjoy sofa time, social clubs and fishing trips. Arts and culture, for their own sake, are not a priority for this lower income group. The ancillary experience (e.g., food, drink and retail) is key to unlocking the 'treat' factor. These infrequent attenders are drawn to mainstream and inexpensive offers like museums, heritage, music and carnivals, and enjoy home-based craft activities. Familiarity is the key to engaging this risk averse group. Rely heavily on recommendations from peers and look for a tried and tested leisure experience.



Approach and Definitions



Defining culture with precision is difficult, in part because everyone has their own view on what it means to them. For some, culture is closely connected to identity and community, and more of a feeling than a thing that can be described and analysed. For others, it is a process, output, or physical object like a sculpture or a painting.

This strategy was commissioned primarily to support the cultural sector to develop and grow – to build an ambitious vision and common narrative around culture in the city that will help organisations and practitioners to thrive, access funding, and promote the remarkably vibrant achievements of the city’s residents.

It should also help to increase participation in culture across the city, removing barriers to engagement with all residents and communities, and developing talent and inspiring people to get involved and pursue creative careers.

Finally, our brief asked us to understand the economic and social impacts of culture in the city, and how the cultural and creative sectors intertwine with the wider city economy.

In order to do this successfully, we need a working definition of “cultural activity”, at least as a foundation for our baseline research. The project’s Task and Finish Group has agreed that a broad definition of culture, inclusive of all perspectives on what culture might be, will continue to be a thread that runs through the project, and will shape the emerging priorities and aims. But our analysis at this stage must make use of some assumptions to allow us to make progress.

5.1 Defining culture

Cultural activity in Sheffield includes a range of activities, practices, and shared customs. Arts Council England has produced definitions of culture and creativity⁷ that are widely utilised:

Culture according to ACE

“Areas of activity associated with the artforms and organisations in which Arts Council England invests: collections, combined arts, dance, libraries, literature, museums, music, theatre and the visual arts.”

Creativity according to ACE

“ ‘Creativity’ describes the process through which people apply their knowledge, skill, and intuition to imagine, conceive, express, or make something that wasn’t there before. While creativity is present in all areas of life [...], we use it specifically to refer to the process of making, producing, or participating in ‘culture’.”

In our view, the cultural definition that ACE use is a helpful starting point. But is too narrow for our purposes, as it excludes several areas that we know Sheffield has strengths in, such as craft, film, and video game design and development.

⁷ Arts Council England Strategy 2020 – 2030, Let’s Create



In contrast, DCMS define culture through their standard industrial classifications (SIC) – codes which divide the economy into a large number of different categories and sub-categories based on the services they provide. Their data, and data from other sources like the Census and the Office for National Statistics, typically make use of these SIC codes. The table below demonstrates the sub-sectors that make up the DCMS definitions of the creative industries and the cultural industries.

Figure 3: DCMS sector definitions

CREATIVE INDUSTRIES	CULTURAL INDUSTRIES
Advertising and Marketing	Arts
Film TV Radio Photography	Film TV and Music
IT software computer services	Radio
Architecture	Photography
Crafts	Crafts
Publishing	Museums Galleries
Music, Performing and Visual Arts	Library and archives
Museums Galleries	Cultural education
Design product graphic and fashion	Operation of historic sites

For the purposes of data analysis in this report, we have combined the creative and cultural industries and removed the significant overlap between the sectors. The SIC subsector classifications which make up our working definition of the ‘creative and cultural industries’, (excluding overlap) are shown in the table below.

Figure 4: Creative/cultural SIC sub-sectors

CREATIVE AND CULTURAL INDUSTRIES
Advertising and Marketing
Film, Television, Radio, and Photography
IT, software, and computer services
Architecture
Crafts
Publishing
Music, Dance, and Performing Arts
Visual Arts
Museums, Galleries, and Libraries
Design product graphic and fashion
Operation of historic sites

It bears repeating that this assumption is only a starting point, to help provide a focus for this initial research. It will not represent all of what we mean by culture in Sheffield in the subsequent strategy work for several reasons:

- It includes professional sectors that are only partly connected to culture, such as advertising and marketing, graphic design, and IT.
- It does not include community activities, much of which has a strong cross-over with culture.
- It does not mention other adjacent sectors, like heritage and sport, that while not focuses of this strategy, will need to be included where they intersect with culture. As an example, the proposed Sheffield Home of Football Museum, representing the connection between sport and culture, is something that should be represented in our work.



- It will also be important to reference intangible cultural heritage, as this is connected to the lived experience of some of the city’s hidden communities, and emphasises the importance of culture for concepts of identity and togetherness⁸,

5.2 Our Approach

Numerous cultural mapping exercises have been done in Sheffield in recent years, but none that are nearly comprehensive, and most with a specific lens or focus. We conducted an analysis of the cultural sector aiming to identify a representative cross section of cultural businesses that characterise the sector, highlight gaps in the supply / value chain, and produce a database that can in time be ‘owned’ by the sector and built on.

We compiled a comprehensive but non-exhaustive list of around 200 cultural organisations in Sheffield, and categorised them according to the relevant art form, whether they are associated with production or consumption of culture⁹, the type of activity they undertake, and if relevant, the cultural infrastructure. We also collected information on their location and scale (financial, staff) where this was publicly available.

The categories we used in the main fields are shown below.

Figure 5: Classification categories

ART FORM	ACTIVITY	CULTURAL INFRASTRUCTURE	ORGANISATION TYPE
Collections	Consumption	Art Centres	National
Combined Art	Consumption & Production	Cinema	Local Authority
Crafts and Design	Production	Community	Not-for-profit
Film and TV		Concert Hall	Other
Graphic & Animation Design		F&B	Partnership
Music		Libraries	Private
Other		Museums & galleries	University
Performing arts		Night Clubs	Informal group
Photography		Other	
Radio		Public realm	
Visual arts		Recording studio	
Written word		Rehearsal space	
		Retail	
		Theatre	
		Workspace	

Some businesses have a variety of activities and relate to a number of art forms; where this is the case, we have classified based on the main business activity and art form.

Where several organisations use the same cultural infrastructure, (e.g. several organisations working out of a creative workspace), we have categorised the cultural infrastructure as being

⁸ See for example, <https://ich.unesco.org/en/what-is-intangible-heritage-00003>. We are aware of ongoing work being undertaken in Sheffield to respond to the UK Government’s decision to ratify the 2003 UNESCO Convention for Safeguarding of the Intangible Cultural Heritage.

⁹ For further detail on how this including how it is defined, please, see chapter Error! Reference source not found.,



relevant only to the primary organisation (the workspace operator). The ‘community’ cultural infrastructure category refers specifically to community spaces. We have not identified any ‘community cultural infrastructure’ in instances where community organisations have offices but no public facing physical space.

We additionally collected postcode information, number of employees (as a proxy for the size of the organisation), and any available financial information. This research has not included an investigation of freelancers (see below), individual artists or creatives - only organisations.

5.3 Data sources

To supplement our cultural mapping, we have drawn information from the following sources:

- Office for National Statistics: Data derived mainly from the Inter Departmental Business Register (IDBR), VAT trader and PAYE employer information
- Research by The Fifth Sector undertaken on behalf of the South Yorkshire Mayoral Combined Authority in 2021/22: Cultural and Creative Industries Data Research and Mapping report
- Sheffield Cultural Asset Strategy produced by Tom Fleming Creative Consultancy for Sheffield City Council in 2020 (Not adopted by the city council)



Our Sector in Focus



In this chapter we present our initial research which aims to provide a foundation for the rest of our strategy project.

6.1 Size of the sector

Culture is an important economic driver for Sheffield and the South Yorkshire region. Research by The Fifth Sector on behalf of SYMCA estimated that the culture and creative industries in South Yorkshire are worth up to £2 billion in GVA¹⁰.

South Yorkshire’s creative industries comprise of over 4,000 companies and a workforce of over 31,000 people (consisting of 20,000 employees and c11,500 freelancers) and some 7,000 students studying creative courses. Sheffield is the largest cultural hub in South Yorkshire.

There are 2,255 creative and cultural businesses registered in Sheffield employing 9,700 people – suggesting around 5,000 or 6,000 freelancers in addition in the city. The count of businesses is taken from the Office of National Statistics’ Inter Departmental Business Register (IDBR) and uses the Standard Industrial Classification (SIC).

Of the 2,255 businesses, the majority are classed as “creative” – c2,000 and around 9,000 of employees, while around 550 cultural businesses employ c1,800 people. There is double counting in these numbers, as some organisations classify themselves as both “creative” and “cultural” - we have removed this to obtain our overall count.

The sector is, however, larger than this data might suggest, as freelancers and micro-businesses under the VAT threshold are not counted in the above, and typically make up a significant proportion of creative employment.

Figure 6: Creative and cultural industries in Sheffield¹¹

Indicators	Data
Business count	2,025
Employment	8,975
Employees	8,804
Turnover (£'000s)	907,741

We have compared Sheffield creative and cultural industries to other similar cities in England: Manchester, Bristol, Leeds, and Newcastle.

Figure 7: Creative and Cultural Industries cities comparison¹²

City	Population	Business count	Employment	Employees	Turnover (£'000s)
Sheffield	556,500	2,025	8,975	8,804	907,741
Manchester	552,000	9,730	52,143	51,338	8,873,278
Bristol	472,500	4,535	17,449	17,058	1,878,459
Leeds	812,000	3,310	19,383	19,148	1,885,938
Newcastle	300,000	2,370	14,228	13,991	1,489,646

¹⁰ South Yorkshire Mayoral Combined Authority Cultural and Creative Industries Data Research and Mapping, The Fifth Sector (2022)

¹¹ Data from the Office for National Statistics (2021)

¹² Data from the Office for National Statistics and Census (2021)



Figure 8: Creative and Cultural Businesses per 1,000 population¹³

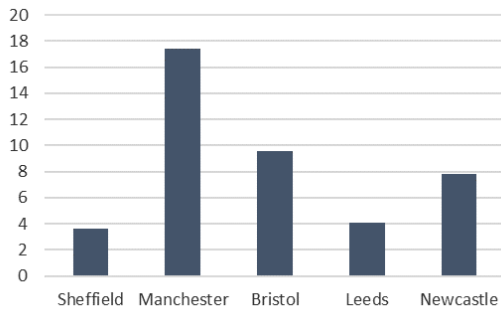
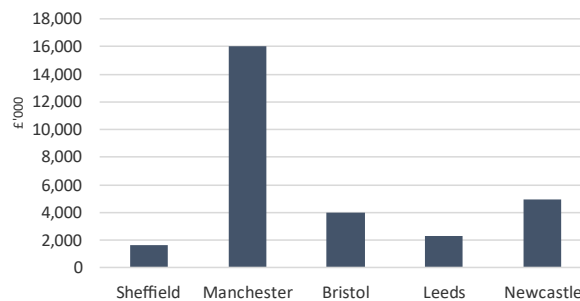


Figure 9: Creative and Cultural turnover per 1,000 population¹⁴



Comparing the sector to comparable cities makes clear that Sheffield’s cultural sector is fairly small at present. Relative to population size, there are fewer businesses and a lower turnover than comparator cities. Freelancers and microbusinesses are not captured in this data, but it is likely that this is having a similar impact on all cities rather than Sheffield in particular.

Questions:

- How much of Sheffield’s sector is made up of freelancers? How does this differ to other cities?
- How many microbusinesses exist in Sheffield that are not captured in this figures?
- What is preventing growth of the sector? How can this be encouraged?

The Sheffield City Region LEP Economic Strategy designated the creative sector as a ‘high growth’ industry and recorded 44% growth in creative employment compared to 8% across all industries between 2009-2019.¹⁵

The graph below shows percentage growth in turnover, employees, employment, and business count in the cultural and creative industries between 2017 and 2021 for Sheffield and comparator cities.

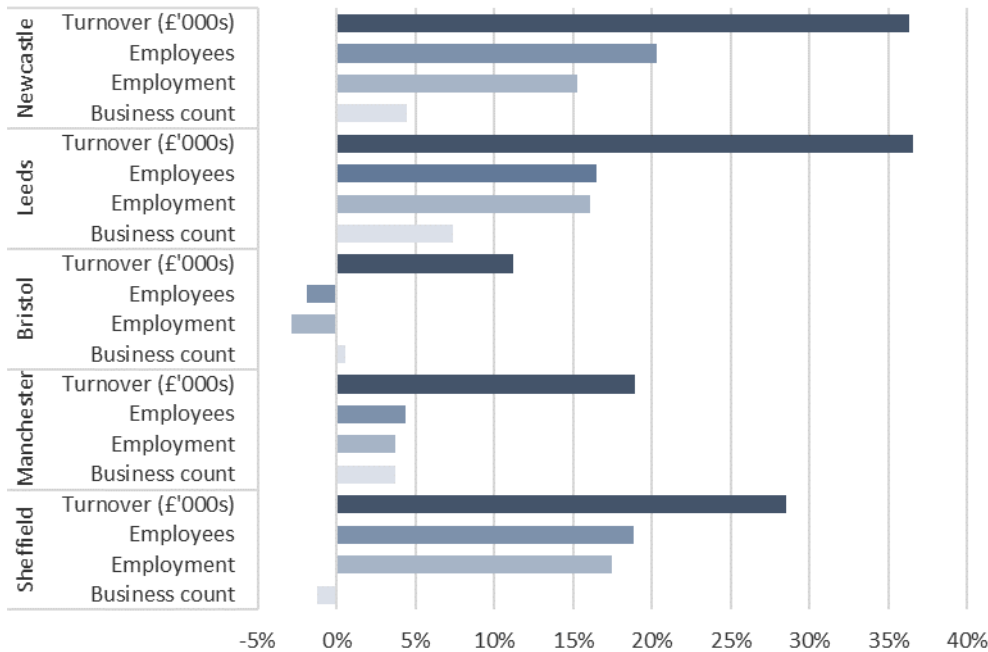
¹³ Data from the Office for National Statistics (2021)

¹⁴ Data from the Office for National Statistics (2021)

¹⁵ Sheffield City Region Local Economic Partnership Economic Strategy 2021-2041



Figure 10: creative and cultural sector growth between 2017 and 2021¹⁶



Between 2017 and 2021, creative and cultural sector employment and employees increased by between 15%-20%, and turnover increased by almost 30% in Sheffield. There was, however, a small minimal decrease to business count. This suggests that:

- The sector’s growth has come primarily from existing organisations growing in size and value
- The market is challenging for new, small businesses and favours larger businesses
- Some cultural organisations have consolidated and/or ceased trading.

Figure 11: Business Count and percentage increase between 2017 and 2021¹⁷

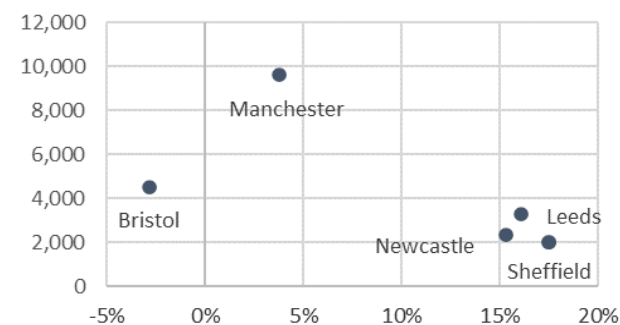
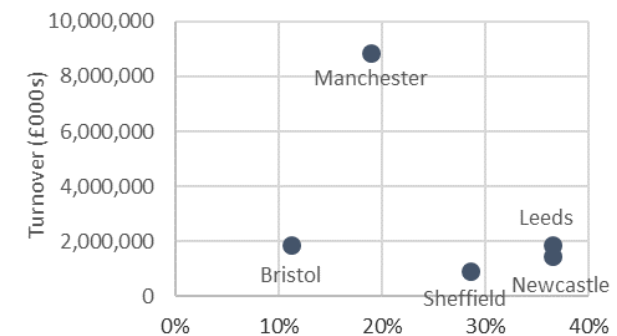


Figure 12: Turnover and percentage increase between 2017 and 2021¹⁸



¹⁶ Data from the Office for National Statistics (2021)

¹⁷ Data from the Office for National Statistics (2021)

¹⁸ Data from the Office for National Statistics (2021)



We can see from this analysis that while Sheffield’s cultural sector is small in scale relative to other core cities, it is experiencing very strong levels of growth.

Comparing growth rate relative to the size of the sector allows us to see the maturity of the sector. Cities like Newcastle, Leeds, and Sheffield have a smaller sector overall but are experiencing more significant growth and change. Manchester, which is home to a more mature sector may have greater numbers of business, employees, and turnover, but is now growing more slowly.

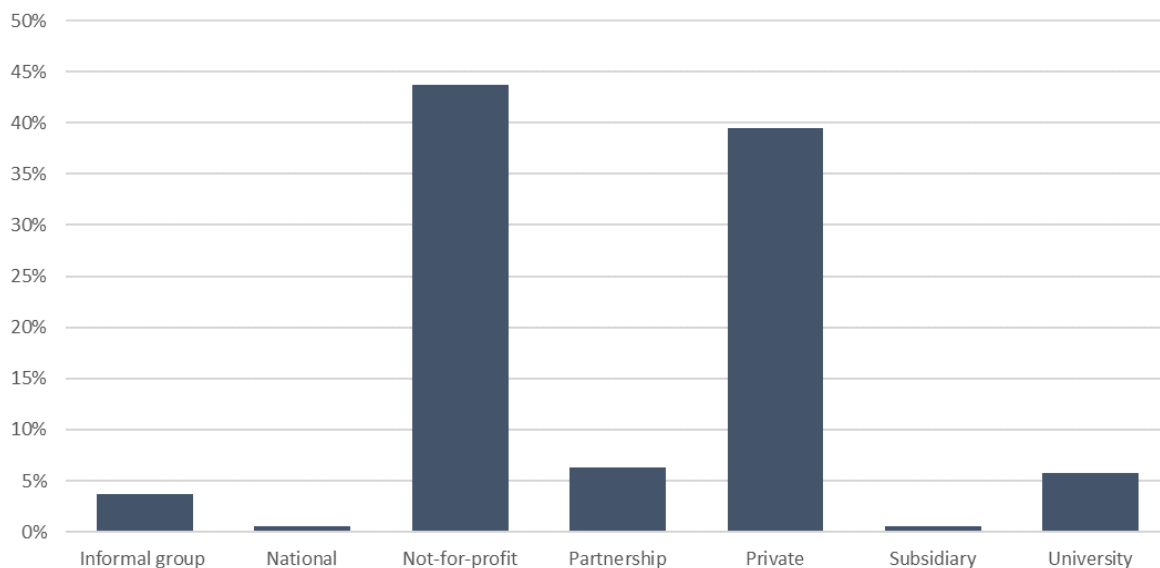
It will be important to ensure that this growth is equitable and inclusive in the future so that all residents can benefit from sustainable employment, business growth, and greater levels of cultural output in the city¹⁹.

However Sheffield is the only city surveyed that recorded a net reduction in cultural business count over this period. While this period did cover the COVID-19 pandemic period and so some level of closures was likely unavoidable, this disproportionately hit Sheffield. It will be important to clarify the support mechanisms in place across the sector for businesses, including any emergency funding, knowledge exchange, or skills programmes, as well as how these might be grown and marketed appropriately to ensure they are known about and utilised.

6.2 Cultural Audit summary

As part of the cultural mapping, we identified the types of organisations that make up the cultural sector in Sheffield. The sector is split almost equally between not-for-profits and private organisations.

Figure 13: Organisation types²⁰



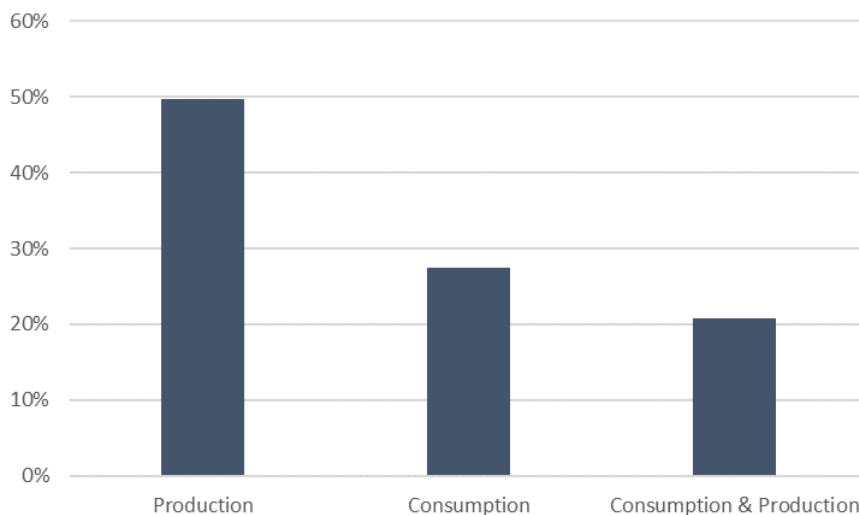
¹⁹ See for example Manchester Council’s [intention](#) to become a Living Wage City – to ensure inclusive growth and fair pay across its economy.

²⁰ Fourth Street cultural audit



We have sought to make distinction between the consumption (or dissemination) of culture (e.g. watching a film / cinema, or live performance) and the production of culture (e.g. the making of a cultural outputs, such as within an artist studio or theatre production company).

Figure 14: Core activity of cultural organisations²¹



Based on our cultural mapping, we found that there are more organisations whose core activities are around the production of culture rather than its consumption. There are a number of organisations that do both, many of which are festival and event based organisations.

Questions:

- Are there enough venues in the city for cultural consumption and performance to happen?
- Are there suitable avenues for artists to share, market, and sell their work?
- Is it true that cultural organisations in Sheffield tend to produce for elsewhere?
- What impact might this have on cultural participation in the city?
- How might we encourage a greater showcase of cultural product within the city? Could a Sheffield Cultural Award programme or similar be helpful?
- Does production always benefit the people living in a place? For instance, if a producing organisation relies upon talent from outside of a place, its impact on residents may be more limited than it could be.

6.3 NPOs and larger institutions

One of the most important forms of cultural funding in England comes from Arts Council England’s National Portfolio Organisation programme. From 2023-2026, this will see £460m invested in cultural organisations across the country, £53m of which will be directed to organisations in Yorkshire and the Humber. This funding is typically, although not always, awarded to larger cultural organisations in a particular place.

²¹ Fourth Street cultural audit



There are 9 NPOs in Sheffield - And Other Stories Publishing CIC; Arts Catalyst; Forced Entertainment Ltd; Music in the Round; Sheffield Museums Trust; Sheffield Theatres Trust Ltd; Site Gallery; Utopia; Theatre Limited; Yorkshire Artspace Society Ltd, and 2 IPSOs, AA2A Ltd and PIPA.

This number of NPOs and IPSOs is very low for a city of the size and prominence of Sheffield. By comparison, Manchester has 34, Leicester and Bristol have 21, Newcastle has 18, and Bradford has 12. This results in significantly less funding per capita than in comparable cities. The project team's initial discussions have suggested that the lack of a clear strategic direction for culture in Sheffield is one of the main reasons for the lower level of investment compared to other similar cities. Other reasons may include the challenges of developing sustainable, long-term business models, high commercial rents, and the poor condition of spaces that are available affordably.

Figure 15: NPO and IPSO investment city comparison²²

	Number of NPOs and IPSOs (2023-26)	NPO and IPSO Annual Funding (2023-26)	Population (Local Authority area)	NPO and IPSO Annual Funding per capita
Bradford	12	£3,352,434	546,400	£6.14
Bristol	21	£9,215,443	472,400	£19.51
Leicester	21	£6,626,314	368,600	£17.98
Manchester	34	£24,618,070	552,000	£44.60
Newcastle upon Tyne	18	£10,378,672	300,200	£34.57
Leeds	25	£28,948,850	812,000	£35.65
Sheffield	11	£3,668,653	556,500	£6.59

As well as the low number of NPOs in Sheffield, the scale of the support they receive is lower than average – 4 of the 9 receive less than £150k per annum, while 7 out of 9 receive less than £500k per year. This is reflective of the small size of most cultural organisations in the city beyond the main institutions.

Clearly NPO funding is only one source of public investment into the sector, and funding is also provided by other Arts Council sources, DCMS, the National Lottery Heritage Fund, Sheffield City Council and a range of other cultural trusts and funds.

Sheffield is not a Priority Place for the Arts Council's *Levelling Up for Culture Places* programme. Regionally, these locations were chosen based on areas with the lowest levels of cultural engagement (from the Active Lives national survey) and on the lowest levels of historic funding. In Yorkshire, the Priority Places are Barnsley, Rotherham, Selby, and Kirklees.

There are indications from other data sources that this investment problem is not generalised across all sectors. For instance, National Lottery Community funding received by Sheffield equated to £131,000 per 1,000 residents from 2004 to 2021 – far higher than the £38,346 per 1,000 residents nationally. In 2019, the city secured £53 per head from all major funders – higher than the £34 per head nationally. Sheffield was also successful in two recent UK Levelling Up Fund bids totalling £40m of investment in the city.

This suggests that if the cultural sector can develop an ambitious, powerful, and shared vision for its development and leadership in the future, increased levels of investment will likely follow.

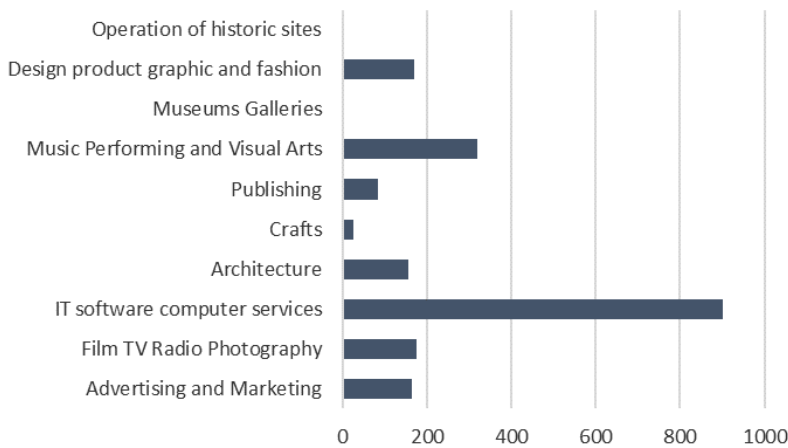
²² Arts Council 2023-26 Investment Programme data



6.4 Art forms

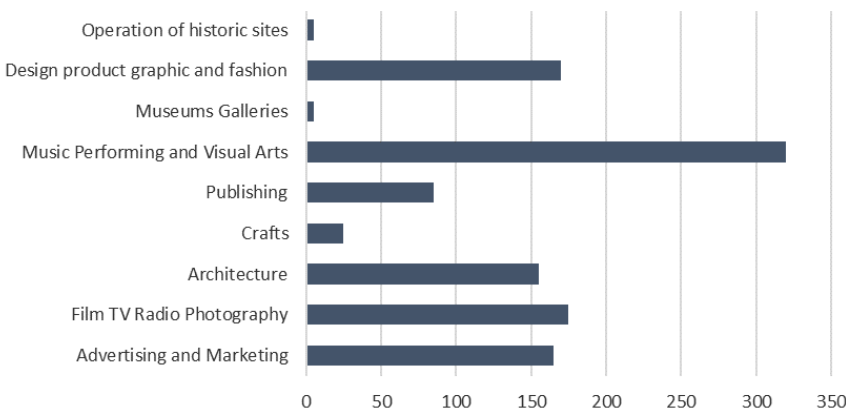
Previous studies of creative businesses in Sheffield have found a higher proportion of companies involved in music, performing arts and film, TV and radio, and gaming^{23&24}. They also reported relatively high levels of activity around specialised design, architecture, advertising, sound recording, and photography, which is a pattern shared some other comparable cities and city regions with cultural clusters of a similar character. These findings are reinforced by our analysis of ONS business counts:

Figure 16: Cultural and creative industries business count by subsector²⁵



Businesses in IT, software and computer services represent approximately 40% of organisations (900 businesses) within the broader creative sector. While this is a very significant part of the sector, it is comparable to other cities, where the proportion of businesses that these sectors is often between 40% - 50%. In the graph below, we have removed IT Software computer services to better illustrate the relative strengths of the other subsectors.

Figure 17: Cultural and creative industries business count by subsector, excluding IT software computer services²⁶



²³ South Yorkshire Mayoral Combined Authority Cultural and Creative Industries Data Research and Mapping, The Fifth Sector (2022)

²⁴ Bakhshi, H. and Mateos-Garcia, J. (2016). The Geography of Creativity in the UK. Nesta, London

²⁵ Data from the Office for National Statistics (2021)

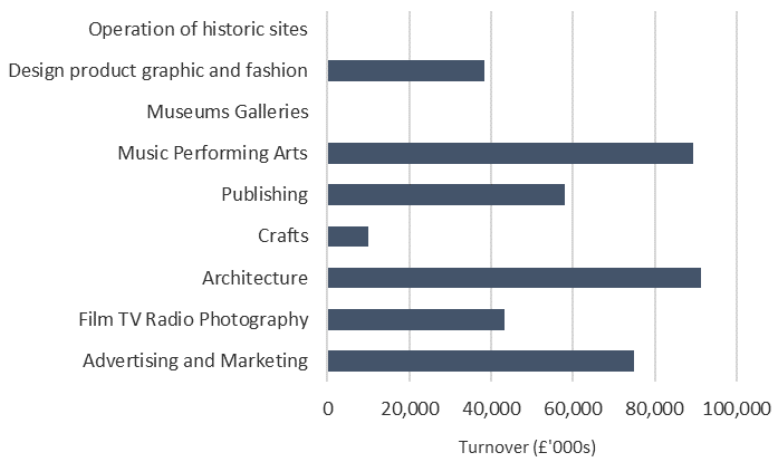
²⁶ Data from the Office for National Statistics (2021)



This data shows a relatively well rounded cultural sector of some variety, as indicated by a distribution of business count across the subsectors and has particular strengths in music performing and visual arts. Business count doesn't show the scale of organisations.

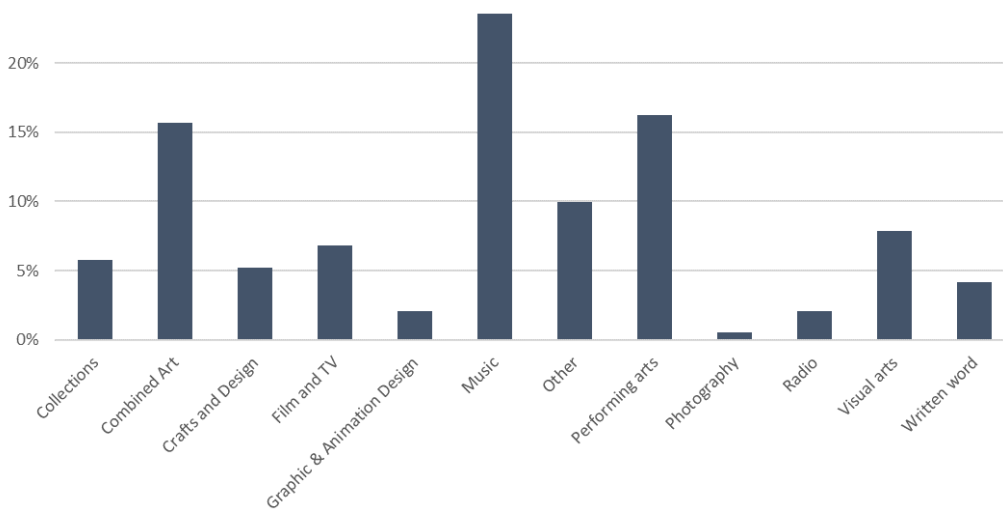
By looking at turnover by sector, it is clear that architecture is the largest subsector, followed closely by music, advertising and marketing, and art. Note that the Museums and Galleries subsector is more significant than it appears in the graphs due to the small number of large museums organisations in the city. Where there are very few data points and information would therefore be commercially sensitive to disclose, they are removed by the ONS, as we see with Museums and Galleries in this case.

Figure 18: Cultural/creative industries turnover by subsector. exc. IT software services²⁷



Our cultural mapping process also classified c200 of the cultural organisations by art form. As mentioned above, the list is non-exhaustive, but intends to find a representative cross-section of the sector. Findings from the cultural mapping reinforces Sheffield's strengths in music and the performing arts, as well as in combined art and visual arts:

Figure 19: Organisations by art form²⁸



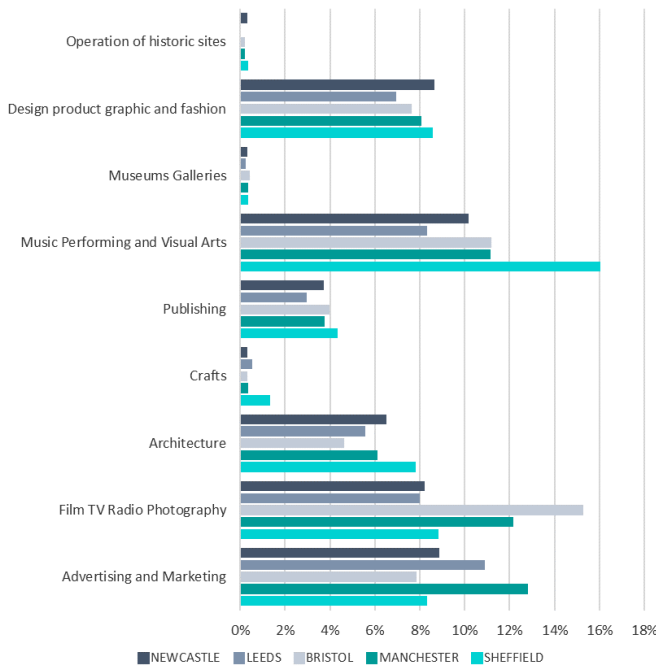
²⁷ Data from the Office for National Statistics (2021)

²⁸ Fourth Street Cultural Audit



Comparing to the relative strengths of sectors in other cities reinforces the significance of Sheffield’s music performing and visual arts subsector. This accounts for a higher proportion of businesses than any other subsector (other than IT), and this proportion is greater than in any of the comparator cities. The number of businesses in crafts, although small relative to other art forms, represents a also far higher proportion than in any other city.

Figure 20: City comparison of % business count by art form (excluding IT & software)²⁹



In the graph below, we can see the art forms that have experienced the most growth since 2017. Turnover in Publishing has increased by almost 200% over this period, possibly due to major publisher Hachette opening an office in Sheffield in 2021.

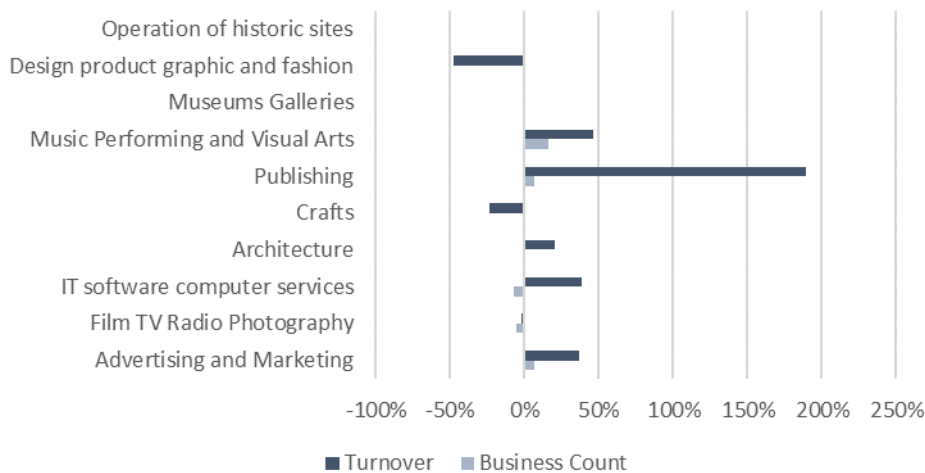
Outside of this, Music Performing and Visual Arts experienced the most growth by business count, and an almost 50% increase in turnover. Not only is this the largest cultural sub-sector in Sheffield, but it continues to grow quickly.

Despite the overall growth in cultural activity, turnover in Design (Product, Graphic and Fashion) and crafts decreased, despite significant reduction in business counts in these areas.

²⁹ Data from the Office for National Statistics (2021)



Figure 21: Growth by art form (turnover and business count) 2017-2021³⁰



Through the early stages of our project, the Project Team have begun to organise these cultural sector organisations further, through thematic groupings and potential priority areas where Sheffield has demonstrable strengths.

These thematic areas are going to be one of the main topics we intend to investigate through our engagement process in the next phase of the work, so will likely change. But some of possible thematic ideas include:

- Creative health, culture and wellbeing
- Culture and the environment and outdoors
- Children and youth engagement
- Hybrid cultural organisations and collaboration

6.5 Freelance economy

Historically, Sheffield has been described by some as a “city of freelancers”, reflecting the perception of a large number of residents working in a self-employed capacity, often on multiple projects in a collaborative manner. This description has been used not only in relation to the city’s cultural and creative sectors, but across the economy. It likely stems from the historical strength of the manufacturing and craft economy in the city, that from the industrial revolution until the late 20th century provided employment to most residents.

This industrial and manufacturing activity was composed of activities of differing scales. There were the very large, industrial activities in steel, silver and copper making for instance, where each factory or mill employed hundreds of people. But at the same time, small scale artisanal manufacturing flourished too, exemplified by the Little Mesters, who usually worked on a self-employed basis in rented workshops.

³⁰ Data from the Office for National Statistics (2021)



This dichotomy between the very large institutions and the grass-roots artisans working within communities has persisted and can be seen in the contemporary cultural sector too.

Recent work by Fifth Sector³¹ on a regional basis has indicated a creative and cultural freelancer workforce of around 18,000 people in South Yorkshire, of around 31,000 individuals in the workforce overall. If Sheffield's cultural economy is structured in a similar way to the regional and national picture, around 60% of the workforce would work on a freelance basis, translating to around 15,000 cultural and creative freelancers in the city of Sheffield, in addition to the 9,000 in employment discussed above.

Fifth Sector's work utilised an analysis of LinkedIn cultural networks to come to its estimates, using industry codes and key words to identify individuals describing themselves as working in the cultural sectors. We have completed a similar exercise with a Sheffield focus.

LinkedIn has around 38 million UK members, which is similar to the number of people resident in the UK of working age. While we understand that some creative individuals will not have a LinkedIn profile, this proportion is expected to be relatively small, and not disproportionate in Sheffield.

Our analysis has involved using key word analysis on these 38 million UK profiles to quantify, in comparison to other core cities in the UK, the scale of the cultural sector. As LinkedIn includes individuals of all employment type, it covers full- and part-time employees, self-employed and freelance workers, volunteers and other individuals with professional interests in culture.

We have used two sets of keywords for this analysis.

- 1) Sector key words – Culture, Cultural, Creative, Community
- 2) Art forms – Arts, Music, Theatre, Museums, Television, Radio, Film, Photography, Library, and Events

These keywords are not fully comprehensive – it is possible that a small number of individuals working in culture use none of these categorisations or key words on their profile. In addition there is likely to be significant overlap between the categories, as an individual working in theatre may also work in television or arts. But it is deemed sufficient, when we compare the relative size of these group of other cities, to paint a clear picture of the whole cultural sector, inclusive of freelancers.

The result of this analysis is revealing. In absolute terms, there are around 25,000 individuals living and working in Sheffield with one or more of the sector key words on their profile – in line with the 24,000 total cultural sector size estimate above.

This is fairly low compared to other cities:

- c82,000 in Manchester
- c49,000 in Bristol
- c47,000 in Glasgow
- c41,000 in Leeds

³¹ Fifth Sector, 2021, *Cultural and Creative Industries – Data Research and Mapping*

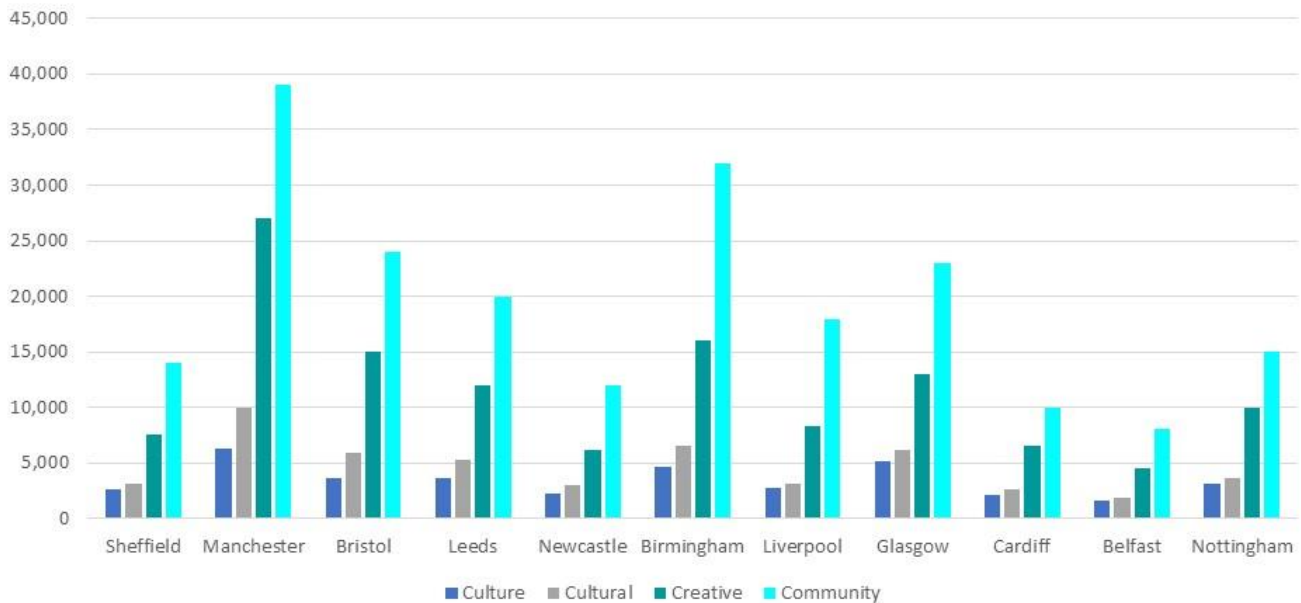


The art form key words show a similar picture, with most sectors among the smallest from within the core cities group. Sheffield’s music industry, for instance, ranks 9th largest from among the 11 core cities, with 2,700 LinkedIn members recorded.

Figure 22: LinkedIn members with key words in profile - absolute numbers by city

LinkedIn keyword	Sheffield	Manchester	Bristol	Leeds	Newcastle	Birmingham	Liverpool	Glasgow	Cardiff	Belfast	Nottingham
Culture	2,600	6,300	3,600	3,700	2,300	4,700	2,800	5,200	2,200	1,600	3,200
Cultural	3,200	10,000	5,900	5,300	3,000	6,600	3,200	6,200	2,600	1,900	3,700
Creative	7,600	27,000	15,000	12,000	6,200	16,000	8,300	13,000	6,600	4,600	10,000
Community	14,000	39,000	24,000	20,000	12,000	32,000	18,000	23,000	10,000	8,100	15,000
Arts	19,000	60,000	34,000	33,000	15,000	42,000	22,000	36,000	15,000	11,000	22,000
Music	2,700	9,300	6,100	4,800	2,200	6,000	3,600	5,500	3,000	1,900	2,900
Theatre	1,300	3,400	2,500	1,800	1,200	2,500	1,900	2,600	1,600	1,000	1,500
Museums	500	1,000	800	600	600	800	900	900	400	400	400
Television	1,000	5,300	3,400	2,100	1,000	2,600	1,500	3,200	2,100	1,100	1,300
Radio	1,200	4,000	2,100	1,700	1,100	2,300	1,400	2,400	1,500	1,000	1,200
Film	3,500	14,000	10,000	6,200	2,800	6,600	4,300	7,700	4,200	2,500	4,000
Photography	4,000	12,000	8,500	6,200	3,200	8,100	4,300	7,000	3,400	2,300	5,100
Library	900	1,400	1,100	1,100	800	1,300	800	1,200	700	900	1,000
Events	13,000	44,000	27,000	22,000	10,000	32,000	14,000	25,000	10,000	7,300	15,000

Figure 23: LinkedIn members with core keywords in profile – absolute by city



If we adjust these figures for city population and instead consider the proportion of city residents with these key words on their LinkedIn profiles, we see a similar picture. Sheffield has one of the lowest proportions of such individuals across all key words, with only museums and libraries slightly higher.

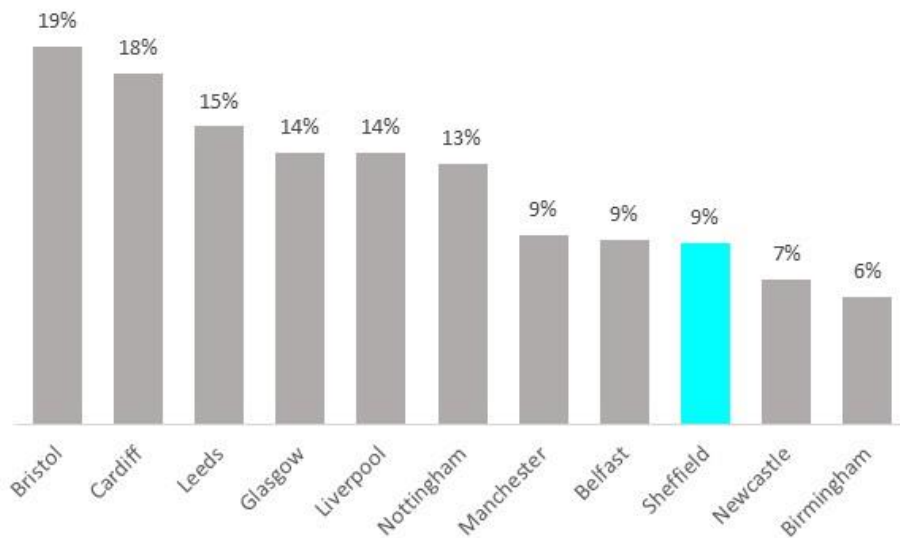


Figure 24: LinkedIn members with key words in profile – % of city population by city

LinkedIn keyword	Sheffield	Manchester	Bristol	Leeds	Newcastle	Birmingham	Liverpool	Glasgow	Cardiff	Belfast	Nottingham
Culture	0.3%	0.3%	0.5%	0.5%	0.3%	0.2%	0.4%	0.5%	0.6%	0.3%	0.5%
Cultural	0.4%	0.4%	0.8%	0.7%	0.4%	0.3%	0.5%	0.6%	0.7%	0.4%	0.6%
Creative	0.9%	1.1%	2.0%	1.5%	0.7%	0.6%	1.3%	1.3%	1.8%	0.9%	1.5%
Community	1.7%	1.6%	3.2%	2.5%	1.4%	1.2%	2.8%	2.3%	2.8%	1.6%	2.3%
Arts	2.3%	2.4%	4.5%	4.1%	1.8%	1.6%	3.4%	3.5%	4.2%	2.2%	3.3%
Music	0.3%	0.4%	0.8%	0.6%	0.3%	0.2%	0.6%	0.5%	0.8%	0.4%	0.4%
Theatre	0.2%	0.1%	0.3%	0.2%	0.1%	0.1%	0.3%	0.3%	0.4%	0.2%	0.2%
Museums	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%
Television	0.1%	0.2%	0.4%	0.3%	0.1%	0.1%	0.2%	0.3%	0.6%	0.2%	0.2%
Radio	0.1%	0.2%	0.3%	0.2%	0.1%	0.1%	0.2%	0.2%	0.4%	0.2%	0.2%
Film	0.4%	0.6%	1.3%	0.8%	0.3%	0.3%	0.7%	0.8%	1.2%	0.5%	0.6%
Photography	0.5%	0.5%	1.1%	0.8%	0.4%	0.3%	0.7%	0.7%	0.9%	0.5%	0.8%
Library	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.2%	0.2%
Events	1.6%	1.8%	3.5%	2.7%	1.2%	1.2%	2.2%	2.5%	2.8%	1.5%	2.3%

When we consider all key words together, the data suggests that Sheffield has a low proportion of residents with some professional connection to the cultural, creative, and community sectors – around 9%, which is far lower than many other core cities:

Figure 25: Proportion of city population with professional connection to arts, culture, creative and community sectors, via LinkedIn



These figures are preliminary, and we understand that the methodology through LinkedIn will double count some individuals and miss others. It is certainly the case that these sectors are important to the city and regional economy, generating significant levels of employment and economic impact, as well as other benefits. It is also clear that Sheffield is the regional anchor city in South Yorkshire, acting as the focal point for cultural and creative investment and activity.

However, using this analysis, we can challenge the suggestion made historically that the cultural and creative sectors in Sheffield are disproportionately large when compared to other cities. As a result, continuing to stimulate and support the freelance economy in the city remains a key part of growth in the cultural sector moving forwards.



6.6 Voluntary and Community Sectors (VCS)

As well as organisations and individuals working directly in culture, we are keen to include creatives of all types who may take part and engage in culture but might not define themselves as working in ‘arts’ or ‘culture’ specifically.

Sheffield is home to a vibrant VCS sector, representatives of which sit on our Task and Finish group and will form part of our broader engagement work. These organisations are often working in a creative way to support individuals in a range of communities, and for many people are their only interaction with culture.

As stated in a recent report³², outcomes from many community-based creative health activities are strong enough to begin to inform national policy, At the same time, they demonstrate the strong impact that culture and creativity can have on mental and physical health and wellbeing:

- Music to support infant social development, including speech and language
- Reading to support child social development
- The use of the arts to support aspects of social cohesion
- The use of the arts to improve wellbeing (i.e. positive psychological factors) in adults
- The use of the arts to reduce physical decline in older age

South Yorkshire has existing strengths in creative health and wellbeing. As a result, this thematic area and the existing and potential activities of Sheffield’s CVS sector will form an important area of enquiry in the next phase of our work.

6.7 Supply chains

Our next stage of work will look further into the role of culture in the economy. We are intending to understand how all the elements of the cultural sectors’ ‘supply chain’, and that of each major art form, is served in Sheffield. For example, for the film industry, the supply chain refers to all areas from the development, financing, and production stages, through to the sales and licensing, distribution, and exhibition.

We will use the upcoming engagement process to develop a picture of each major art form and identify where there are gaps or roadblocks preventing sector growth.

Questions:

- Can all areas of the supply chain be served by organisations based in Sheffield?
- Where are the roadblocks or bottlenecks within the supply chain?
- Is there adequate and sufficient infrastructure to serve all areas of the supply chain?
- Are there talent gaps or skills gaps?
- Are there roles in Sheffield for graduates within each art form?

³² Evidence Summary for Policy. The role of arts in improving health & wellbeing. Report to the Department for Digital, Culture, Media & Sport April 2020. Dr Daisy Fancourt, Katey Warran & Henry Aughterson



6.8 Events

In 2023, 169 cultural and community events took place in Sheffield's parks³³. These events had an approximate attendance of 345,000 (some events missing approximate attendance data, so attendance is likely to be even higher). They involved over 2,000 volunteers, 2,150 artists, and 1,180 musicians. They were held across 40 different parks in Sheffield. The most used parks for events were Endcliffe Park (which hosted 26 events), followed by Sheffield Botanical Gardens (17 events) and Graves Park (16 events).

In addition to events in parks there were 11 major events that took place in city centre, several of which were multi-day events, with an attendance of 158,000.

The programme of upcoming events in Sheffield indicates a strong preference for music events. While there is no central calendar for all events in Sheffield, 'Welcome to Sheffield' is among the most comprehensive sources for events and provides a city-wide events calendar. Analysis of all upcoming events indicates that music events are by far the most common types of events (noting that each event has multiple tags). There are over 4 times as many reported upcoming music events as there are theatre events, the second most common type of event³⁴. The most common tags for upcoming events included in the calendar are:

- 184 music events
- 45 theatre events
- 32 festival events
- 32 sports events
- 19 major events

Analysis of the events programme on Our Favourite Places, albeit less comprehensive, tells a similar story. It identifies many more music events than other types of events, followed by a high number of festivals.

6.9 Cultural infrastructure

As part of our cultural sector audit, we have identified much of the city's cultural infrastructure. This includes the physical, public-facing space and assets managed by the cultural sector organisations we studied, incorporating galleries, cinemas, theatres, libraries, and others. For more detail on our methodology, please see Chapter **Error! Reference source not found.**

Many organisations don't have their own dedicated infrastructure, and therefore use unusual or mixed use spaces, often with precarious conditions and tenancies. In many cases, this limits the growth and output of organisations, and may be one of the reasons for the high levels of business closure in certain sectors.

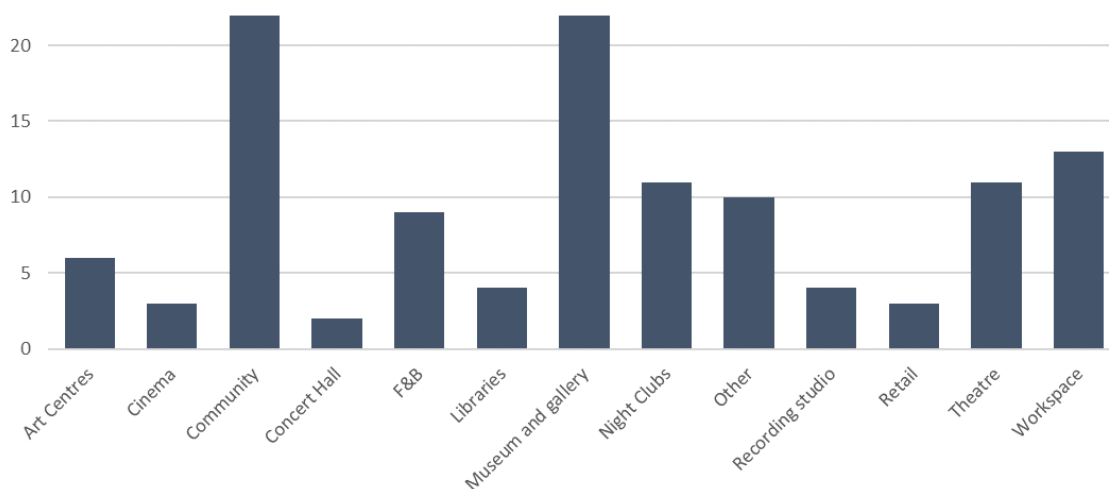
A lack of quality, long-term space forces organisations to use temporary facilities, or to work within the spaces of others, such as within the city's public realm, in healthcare settings, or online.

³³ Sheffield City Council event data. N.B. Each day of multi-day events was considered as 1 event.

³⁴ Analysis of upcoming events on Welcome to Sheffield website according to tags (January 2024).



Figure 26: Cultural infrastructure³⁵



Sheffield’s cultural infrastructure is spread throughout the city, well beyond the Cultural Industries Quarter. Despite being the most significant art form (by number of businesses), there are few dedicated music spaces, particularly recording studios and concert halls. It is possible, however, that music industry is more ‘informal’ and takes place in mixed use venues – which would not be included in the graph, as only the primary infrastructure use is captured.

What is clear is that cultural infrastructure and businesses are concentrated in the city centre, south and west of the city. South-east and northern districts seem poorly served by cultural infrastructure within their communities, forcing people to travel to engage with the arts. We know these districts have some of the lowest levels of cultural engagement in the city, and the lack of dedicated cultural spaces is likely to be a significant factor in this effect.

³⁵ Fourth Street cultural audit

Figure 27: Cultural infrastructure map³⁶

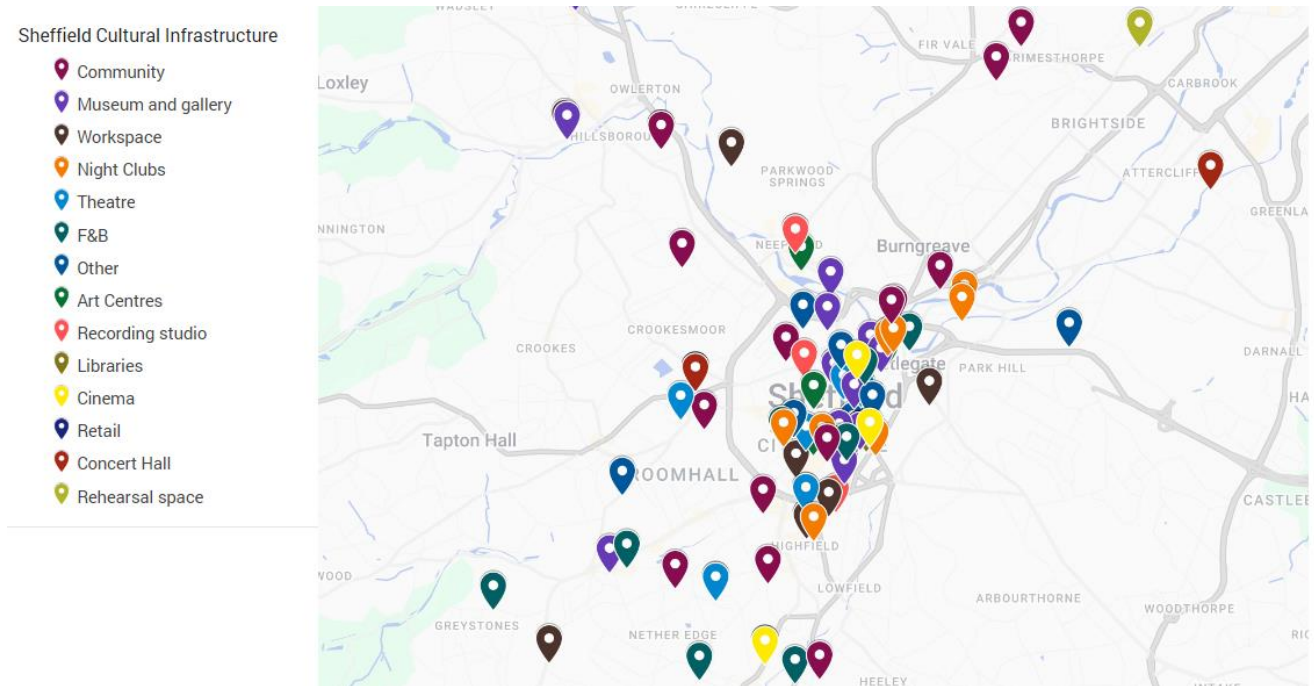
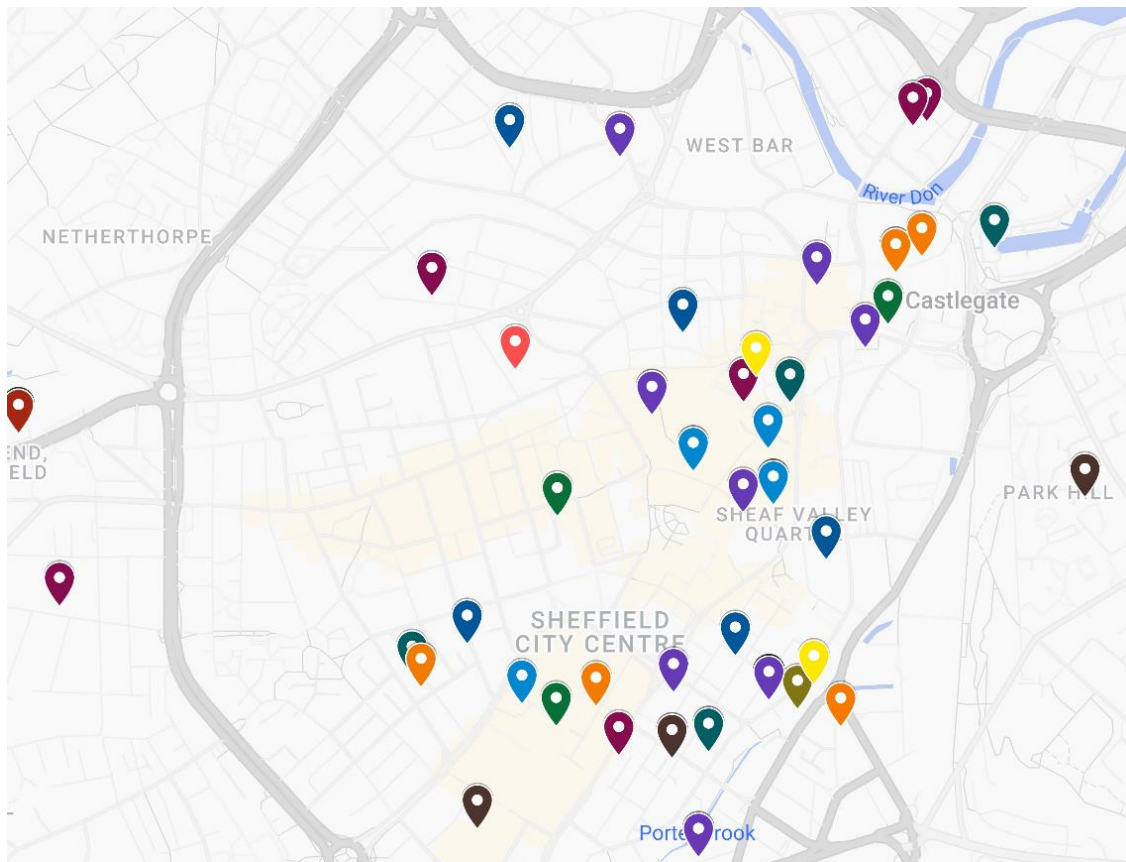


Figure 28: Cultural infrastructure map: city centre zoom³⁷



³⁶ Fourth Street cultural audit, produced on Google Maps

³⁷ Fourth Street cultural audit, produced on Google Maps



Questions:

- How do we better capture where the culture performance and activity is *taking place*?
- Is the east/west divide as pronounced as our data suggests?
- What are the major gaps in cultural and community infrastructure in the city?

Tom Fleming’s Cultural Asset Strategy³⁸ (not adopted by the city council) looked at key weaknesses in the cultural offer. It concluded that there is a:

- Lack of large-scale, fit-for-purpose and inspirational space for the city’s art collection and the lack of world class city art gallery which can anchor and drive the city’s cultural offer.
- Lack of a fit-for-purpose central library which can operate as an inspirational knowledge exchange, learning and innovation hub for the city.
- Deficit in scale and quality across the cultural asset base in central Sheffield – from medium-sized and large-scale conference facilities to live music venues, to theatre studio provision.
- Major venues in need of a refresh or re-imagining
- Festivals are under-sized and struggle for growth.
- Sheffield has a fragile ecology of workspace and makerspace platforms. There is a need to secure long-term cultural workspace and activity space.
- The city centre and neighbourhoods lack shared / connecting cultural infrastructure.
- The landscape of cultural assets lack physical legibility and accessibility.
- Sheffield has a still emergent collective cultural ‘brand offer’.

As part of this project, we intend to bring together information about the city’s cultural infrastructure pipeline, and to help the city make decisions on priorities and sequencing of these projects. These projects should seek to address some of the inequities and issues described above.

³⁸ Sheffield Cultural Asset Strategy produced by Tom Fleming Creative Consultancy for Sheffield City Council in 2020
(Not adopted by City Council)



Appendices



1 Strategic Review

This section includes full reviews of each policy document. We first summarise strategic documents that relate to the Sheffield local authority and city region, followed by relevant regional and national strategic documents.

1.1 Sheffield

Sheffield City Region Local Enterprise Partnership – Strategic Economic Plan 2021-2041	
Key Outcomes	<p>The strategy seeks to grow a stronger private sector that can compete nationally and internationally and make South Yorkshire a leading contributor to the 4th Industrial Revolution. It prioritises economic growth that creates societal benefits.</p> <p>To do this it targets the following main areas:</p> <ul style="list-style-type: none"> • Generating our own clean energy, and reaching net-zero emissions by 2041 • Invest in our urban centres, arts, culture, and our natural capital • Inclusive economy, linked more closely to wellbeing and to our communities • Invest in our transport infrastructure • Make homes and land available for families and businesses to locate and grow here
Implications	<p>Attract additional investment and funding into Sheffield</p> <p>Driving growth through skills provision and education</p> <p>Art and culture as a catalyst for economic growth</p> <p>Importance of broader business support, supporting related industries (creative, hospitality etc.)</p>

Sheffield City Goals (Draft v3)	
Key Outcomes	<p>Co-produced goals that point towards 6 stories we want to be able to tell in 2035 about Sheffield:</p> <ul style="list-style-type: none"> • A Creative & Entrepreneurial Sheffield: all have opportunities to invent, make, create and build in ways that grow shared prosperity • A Green and Resilient Sheffield: all act faster on the climate and environmental crisis and prioritise the health and wellbeing of our city’s people and nature • A Sheffield of Thriving communities: all belong to welcoming communities that care for one another, help us live safe and fulfilling lives and share equitably in the city’s success • A Connected Sheffield: All have opportunities to form lasting, positive relationships in our neighbourhoods and across the city, through technology, great transport and common causes. • A Caring and Diverse Sheffield: all voices are heard equally, and we feel the respect and celebration of each other’s histories, heritage and cultures across our city • A Sheffield for All Generations: where old, young and future generations bridge divides, are hopeful about the future and can flourish today, regardless of background, free from poverty & oppression.
Implications	<p>Culture is accessible, everyone is able to participate, and there is greater diversity in the sector</p> <p>There is shared responsibility and leadership for the sector</p> <p>Encourage creativity centred around entrepreneurialism and making / building / creating.</p> <p>Creativity that leads to shared prosperity.</p>



Race Equality Commission – An independent commission into racism and racial disparities in Sheffield	
Key Outcomes	<p>In response to severe inequality and inequity in Sheffield, the report makes several clear recommendations, most prominently to make sure that Sheffield becomes an anti-racist city, in terms of governance, leadership and workforce:</p> <ul style="list-style-type: none"> • Including regular reporting on measurable targets relate to ethnic diversity in the workforce • Educating and developing leaders and employees to design out racism • Empower and involve employees from under-represented ethnic communities • Establish a legacy delivery group to monitor and evaluate this strategy’s success <p>Other recommendations include:</p> <ul style="list-style-type: none"> • Educating Future Generations and Showing Leadership in our educational institutions • Inclusive, healthy communities – wellbeing and longevity for all • One Sheffield in Community life: inclusion, cohesion, and confidence • Celebrating Sheffield through sport and culture – past, present, and future • Proportionality and equity in crime and justice • Equal and enterprising – supporting BAME Business and enterprise <p>Sports and culture is among its 6 priority areas and recommends actions which include:</p> <ul style="list-style-type: none"> • Any cultural investment through funding in the city to facilitate authentic cultural representation of Sheffield’s Black, Asian and minority ethnic communities • Ensuring that Sheffield’s core cultural programmes recognised the role and contribution of diverse communities • Developing innovative creative practices that challenge stereotypes • Skilling up programmes for global majority artists.
Implications	<p>Cultural strategy that reinforces the commission’s recommended actions for sports and culture</p> <p>Provide support for diverse-led cultural organisations</p> <p>Encourage cultural organisations to design out racism and report on their diversity</p> <p>Increase diversity in participation of culture</p>

Sheffield Green City Strategy	
Key Outcomes	<p>Vision for a low carbon, resilient, and sustainable Sheffield. The strategy sets out six core objectives to do this:</p> <ul style="list-style-type: none"> • Reducing our impact on climate – through Council and city wide reductions • A climate resilient city – working with communities, residents, and businesses, to design new ways to be more resilient • Sustainable and affordable energy and efficiency, including new low-carbon generation • Modern, reliable, and clean journeys – safe, green transport options across the city to reduce pollution, improve air quality and quality of life • Clean air for all • A green and innovative economy – growing the ‘low carbon and clean growth’ sector
Implications	<p>Building a low carbon cultural sector, in conjunction with communities and businesses.</p>



Sheffield Destination Management Plan 2023-2028	
Key Outcomes	<p>Visitor economy strengths: our programme of sport, music, media, conference, theatre and University related events; our venues; our compact visitor friendly city centre and the range of things we can offer; our proximity to the Peak District; and the expertise and partners we have across (and beyond) the city.</p> <p>Visitor economy challenges: a lack of a sizeable purpose built (or dedicated) conference facilities; the lack of a high profile attraction with national status and our profile as a short break destination; the available resources we have for developing the visitor economy. Our partnerships and co-ordination are improving but could still be better.</p> <p>Visitor economy opportunities: our distinct and diverse areas and neighbourhoods with a strong independent offer; the potential for further development of the National Videogame Museum and Graves Gallery; our major city centre developments like the Castlegate and Heart of the City developments; our conference Ambassador Programme; developing strategic partnerships and collaborations e.g. within the South Yorkshire LVEP, our major institutions (like the Universities) and our stakeholders and businesses.</p> <p>Our 10-year vision:</p> <ul style="list-style-type: none"> • Sustainably grow the visitor economy in Sheffield; to deliver increased business levels and yield for our stakeholders, transforming people’s perceptions of our richly diverse city. • Develop our events programme – continuing to attract premier events and conferences to Sheffield but also develop our own vibrant programme of distinctly Sheffield events. • Strengthen our position as a leisure destination – building on our Outdoor City Brand and developing our distinctive offer – and work closely together to maximise our collective impacts. <p>Aims:</p> <ul style="list-style-type: none"> • To use the visitor economy to continue to develop Sheffield’s brand and image and enhance our appeal to a range of audiences; and to support the wider South Yorkshire DMP. • To drive overnight business to the city – focusing particularly on our shoulder months when our occupancies and rates could be improved. • Enhance the quality of life and social value of the visitor economy for residents of Sheffield. <p>Objectives:</p> <ul style="list-style-type: none"> • Diversify and strengthen our events programme: widening the partnership to bid for events, more even balance of ‘home grown’ and ‘bid for’ events, and a balance of different event types that enhance our brand (sports, culture, media and gaming, and outdoors). • Grow our conference market: An additional venue with dedicated availability and capacity would provide an opportunity for the city to bid for larger conferences. • Develop our city breaks offer: build on the concept of Sheffield Made, making better use of our creative culture and talent, develop neighbourhoods and distinct areas into the wider city visitor offer. • Develop a world class, competitive product: new city centre capital, transport and public realm projects to transform city centre, capital investment into event venues to ensure they remain competitive. • Manage our visitor economy effectively: co-ordinating visitor economy stakeholders and developing partnerships, develop sustainable resources to grow the visitor economy (through e.g. Visitor Levy, Accommodation or Tourism BID), integrate the visitor economy in broader city and economic planning.
Implications	<p>Invest in venues and cultural assets to remain competitive as a ‘world class’ destination</p> <p>Drive tourism to Sheffield through cultural activities and the events programme</p> <p>Develop the brand image of Sheffield to visitors</p>



Leader Report: Sheffield City Council Sport and Leisure Strategy	
Key Outcomes	<p>Report of approval for the Sport and Leisure Strategy Themes in advance of development of a public facing strategy document.</p> <p>The themes are:</p> <ul style="list-style-type: none"> ● Investing in an Active Sheffield: Invest resources into high quality indoor and outdoor sport and leisure facilities, prioritising access for those with the least resources and reflecting the desire to minimise their impact on the environment. ● Inspiring Sporting Achievement: Ensure that major sporting events continue to attract investment and deliver social and economic benefits to Sheffield. Local sporting talent should have the opportunity to reach their full potential through a network of support, coaching and quality facilities. ● Active Communities: Focus on enabling local, enjoyable and accessible opportunities for everyone to be active in their own neighbourhood. They should particularly support those groups who are least likely to take part, such as older people, disabled people and people with long term health conditions. ● Active Children and Young People: Focus on working with a range of local partners, to enable positive experiences of physical activity for children and young people which support and enhance their personal and educational development. ● Active Environments: Prioritise the design of safe, attractive and environmentally sustainable places and routes across all neighbourhoods and communities that support active travel options and make it easier for people to be active in their everyday lives. ● Connecting Health and Wellbeing: Prioritise partnership working with local sport & physical activity organisations and health providers and community organisations, promoting joined up thinking to support local residents in accessing the physical and mental health benefits of an active lifestyle.
Implications	<p>Cultural activities to play a greater role in promoting physical and mental health.</p> <p>Joined-up approach to cultural, sports, health and wellbeing.</p>

A Culture Plan for the Sheffield Culture Consortium – 2017 - 2022	
Key Outcomes	<p>Vision – “To celebrate the ingenuity and energy of our creative people and use this story to make Sheffield a magnet city for a new generation of wealth creators. To give every one of our children and young people an inspiring cultural education, and to harness the power of creativity to support the wellbeing of the people of Sheffield.”</p> <p>Within this, the consortium sets out seven goals, to:</p> <ul style="list-style-type: none"> ● Enhance wellbeing: opportunity to develop skills and supporting practitioners as the key to enhancing wellbeing ● Champion diversity: cultural offer relevant to diverse audiences and ways of working that support diversity among creative practitioners. ● Inspire children and young people: receive cultural education and participate in cultural activity ● Develop leadership: development of consortium members as cultural leaders ● Celebrating the Festival City: cross festival mentoring and flexible public spaces, leveraging festivals to meet audience ambitions. ● Forging connections: good communication, networking, and strategic partnerships. ● Promoting cultural visibility: visible, widely celebrated cultural activity
Implications	<p>The importance of health and wellbeing for residents of and visitors to Sheffield, and the role culture can play in improving this.</p> <p>Audience and institutional diversity – how can the Cultural Strategy help to widen participation and get more people involved in culture?</p> <p>Events and festivals as central to Sheffield’s vision – this should be reflected in the cultural strategy.</p> <p>Partnerships, and collaboration with the private and educational sectors in particular, are key.</p>



Culture Collective - A Strategy for Sheffield 2021-2030	
Key Outcomes	<p>Vision - “Every individual and every community in Sheffield thrives when culture and creativity is placed at the heart of city’s strategic development”</p> <p>The collective’s purpose is to ensure culture, arts and heritage are at the centre of shaping the development of the city and wider Region.</p> <p>This strategy seeks a “levelled up” funding context in Sheffield, with funding in the city increased in line with other core cities. Supporting this are several long term aims:</p> <ul style="list-style-type: none"> • A stronger case for culture has been made • Local government and private sector match funding has increased • More artistic output of national and international standing is produced • More talent is being supported and developed • More cultural organisations are based in Sheffield • Cultural infrastructure projects are delivered to development timelines • More cultural community and civic programmes are provided. <p>In the short term (2021-23), the collective will:</p> <ul style="list-style-type: none"> • Develop a message house for the role culture has/could have in the development of the city • Create mechanism to support organisations to achieve or sustain NPO status • Support specific short-term cultural capital projects: Tinsley Art Project, Park Hill Art Space, Harmony Works and the Graves Gallery and Central Library • Develop a cultural capital project ‘pipeline’ • Support freelancers, independents and grassroots cultural organisations to ensure investment in Covid-19 relief and recovery measures
Implications	<p>The cultural sector in Sheffield lacks a unifying vision that supports a case for culture– this should be resolved through the cultural strategy.</p> <p>Culture strategy should facilitate investment into the sector.</p> <p>Support national and international standard of art and culture output.</p>

Sheffield Cultural Consortium – Visual Arts Strategy 2019-2024	
Key Outcomes	<p><i>“A flourishing home for the visual arts” with:</i></p> <ul style="list-style-type: none"> • Visual arts underpinning a flourishing creative city, with all communities participating • An enviable national and international profile, driven by home grown talent • Recognition of Sheffield as a city where artist and organisations connect and work together • With high quality programmes and projects • Where visual arts are recognised as a bridge between communities for the benefit of Sheffield
Implications	<p>Cultural strategy to support the visual arts sector and enable the objectives above.</p> <p>Provide opportunities for public and outdoor art.</p> <p>A collaborative city, with cross-sectoral partnerships and projects encouraged.</p>



Joined Up Heritage Sheffield – A Heritage Strategy for Sheffield 2021-2031	
Key Outcomes	<p>Strategy developed by Joined Up Heritage Sheffield; a charitable organisation supported by a large, diverse group of individuals and organisations.</p> <p>Vision is to see, within ten years, a Sheffield that:</p> <ul style="list-style-type: none"> • Understands and celebrates its heritage • Champion’s a diverse heritage reflecting a diverse Sheffield • Exploits the economic potential of its heritage • Supports the educational value of its heritage • Recognises the social, wellbeing, and environmental benefits of heritage <p>It also commits to supporting the heritage sector to:</p> <ul style="list-style-type: none"> • Bring together the city’s diverse heritage partners in a more co-ordinated and strategic fashion. • Strategic links and initiatives between history, heritage, city economy, communities, health and well-being. • Increase local, regional and national awareness of the Sheffield area’s heritage and making a positive contribution to the economy. • Grow new and more diverse audiences • Encourage volunteering • Build the educational role of heritage • Networking between individuals, local community heritage groups and other relevant organisations.
Implications	<p>Build strategic links between the heritage and the cultural sectors</p> <p>Recognise the value of heritage to contribute to cultural sector and to provide economic and social benefits.</p>

Sheffield City Council - Education and Skills Strategy, A Vision for 2030 (Draft for consultation)	
Key Outcomes	<ul style="list-style-type: none"> • Equity to create equality • Inclusion in effective teaching and learning • Improving pupils as learners • Partnership and collaboration driving improvement <p>Prioritised areas of focus and investment are curriculum development, disadvantaged learners, early years, innovation and research, and leadership and teaching.</p>
Implications	<p>Culture to play a role in young people’s education and contribute to better pupil outcomes.</p>

Sheffield City Centre Strategic Vision	
Key Outcomes	<p>Vision for a Sheffield that is:</p> <ul style="list-style-type: none"> • Outdoor City – bringing the outdoors into the city centre, making use of public spaces • Distinctive – differentiated neighbourhoods, celebrate unique characteristics and cultural capital • Productive – support Sheffield’s maker industries and SMEs to strengthen the economy • Innovative and resilient – innovation to achieve net zero targets, diversify city centre, repurpose vacant units, innovative housing delivery models • Liveable – diverse residential offer, create 20-minute neighbourhoods • Connected and accessible – transport and wayfinding improvements, active travel and green transport encouraged • Collaborative – collective ambitions and approach to development in city centre <p>To achieve that, 5 ambitions:</p> <ul style="list-style-type: none"> • Building a resilient City Centre that supports a strong economy and offers a diverse range of employment opportunities for all.

	<ul style="list-style-type: none"> • Creating a clear sense of place for the city by shaping distinctive and inclusive neighbourhoods in which a diverse demographic of people can live, work and play. • Delivering enhanced connectivity and accessibility for the City Centre through integrated and sustainable transport for everyone in the community. • Establishing a sustainable and environmentally friendly City Centre. • Bringing the outdoors to the City Centre, creating attractive high quality spaces and places that facilitate health and wellbeing for all. <p>This is illustrated below.</p> <p>The strategy adopts a neighbourhoods approach, with the vision that the neighbourhoods will put people first, have sustainability at the core and be inclusive, providing high quality new homes catering for all segments of the community to create a more balanced, diversified residential population and achieve a vibrant, sustainable community in the City Centre.</p>
<p>Implications</p>	<p>Use culture as a way of creating distinctive and vibrant neighbourhoods Support employment in the cultural sector Use outdoor and public spaces as a stage for culture.</p>

Committee Report: Major Events Plan	
<p>Key Outcomes</p>	<p>Historically, Sheffield’s approach to hosting events has been to deliver a wide ranging portfolio in the hope of maximising reach to important – but often unspecified – audiences. This report aims to shift approach to focussed, proactive, and aligned with wider stakeholder ambitions. There is an ambition to develop a fully costed and resourced city major events plan. Prioritise supporting events the align with the following 5 principles:</p> <ul style="list-style-type: none"> • Economic impact: increasing volume / value of the visitor economy, supports a key business / investment priority, supports supply chain / local spend • Brand and reputation achieves national / international reach • Community benefits: clear contribution to price in place, increases footfall to a particular area, community engagement • Inclusion and diversity: significant diversity in organisation makeup / audience focus / programming, accessibility • Supports key strategies: link to a cultural strategy / Destination Management Plan / Leisure & Sports priority, has benefits beyond Sheffield to SY.
<p>Implications</p>	<p>With events key to Sheffield’s cultural sector, the cultural strategy must align with and reinforce the event strategy.</p>



1.2 Regional and National

SYMCA Strategic Economic Plan 2021-2041	
Key Outcomes	<p><i>“We will grow an economy that works for everyone. We will develop inclusive and sustainable approaches that build on our innovation strengths and embrace the UK’s 4th Industrial Revolution to contribute more to UK prosperity and enhance quality of life for all”</i></p> <p>This strategy has a strong emphasis on sustainable growth, that supports all residents to thrive and prosper. In particular, it focuses on:</p> <ul style="list-style-type: none"> • Secure the future for the next generation – nurturing economy whilst protecting people and the environment • Invest in our urban centres, arts, culture, and our natural capital. • Build a fairer, more inclusive economy, linked closely to wellbeing and to our communities • Develop transport infrastructure, including zero-carbon public transport, cycling and walking • Homes and land available for families and businesses to locate and grow, maximising our outstanding natural environment and excellent quality of life. • Invest in social value • Consolidating Sheffield as a Magnet City to attract innovators, visitors and investment.
Implications	<p>Cultural Strategy to enable driving investment into the cultural sector</p> <p>Prioritise innovation in the cultural sector.</p> <p>Encourage cultural activity linked to wellbeing.</p>

Arts Council England Strategy 2020 – 2030, Let’s Create	
Key Outcomes	<p>The Arts Council’s ambition is to produce ‘a country transformed by culture, which brings us together, makes us happier and healthier, and to excite, inspire, delight and enrich our lives.’</p> <p>The strategy has 3 outcomes:</p> <ul style="list-style-type: none"> • Creative People: Everyone can develop and express creativity throughout their life. • Cultural communities: Villages, towns and cities thrive through a collaborative approach to culture. • A creative and cultural country: England’s cultural sector is innovative, collaborative and international. <p>These are underpinned by 4 investment principles:</p> <ul style="list-style-type: none"> • Ambition & Quality: Cultural organisations and individuals are ambitious and committed to improving the quality of their work. • Dynamism: Cultural organisations and individuals are dynamic and able to respond to the challenges of the next decade. • Environmental Responsibility: Cultural organisations and individuals lead the way in their approach to environmental responsibility. • Inclusivity & Relevance: England’s diversity is fully reflected in the organisations and individuals that we support and in the culture they produce.
Implications	<p>Enable a professional cultural sector that generates new ideas, works easily and effectively with others.</p> <p>Developing talent from every community.</p>

Arts Council England Delivery Plan 2021 – 2024 (2023 update)	
Key Outcomes	<p>Delivery plan to help achieve the vision and provide guidelines on where it will be distributing its resources.</p> <p>Arts Council England will organise its work around key themes, notably:</p> <ul style="list-style-type: none"> • Building a ‘fit for the future’ cultural sector <ol style="list-style-type: none"> 1. Introducing a new Access Scheme 2. Reporting on pay gaps in the sector 3. Building resilience outside the National Portfolio 4. Strengthening our cultural infrastructure 5. Supporting use of immersive technologies • Strengthening our place-based approach and supporting levelling up



	<p>6. Building creativity and culture into health and wellbeing infrastructure 7. Supporting local government to build leadership and delivery capacity 8. Supporting use of data in cultural development plans</p> <ul style="list-style-type: none"> • Increasing our support for individuals • Helping the cultural sector to work internationally • How the Arts Council will change <p>The strategy also addresses how the Arts Council will achieve its equality objectives, which include:</p> <ul style="list-style-type: none"> • More equal distribution of investment – especially those with under-represented characteristics and from disadvantaged socio-economic background • Invest in inclusive cultural organisations with a diverse governance and workforce
Implications	<p>Support diverse-led organisations to receive funding. Encourage cultural organisations to report on their diversity. Strengthen the city’s cultural infrastructure.</p>

National Lottery Heritage Fund: Strategic Funding Framework 2019-2024	
Key Outcomes	<p>Relevant objectives of the NLHF strategic funding framework are:</p> <ul style="list-style-type: none"> • Support the organisations we fund to be more robust, enterprising and forward looking • Demonstrate how heritage helps people and places to thrive. • Grow the contribution that heritage makes to the UK economy. • Continue to bring heritage into better condition. • Inspire people to value heritage more • Ensure that heritage is inclusive
Implications	<p>Demonstrate the added value to the local community and economic benefits. Encourage more diversity in the sector.</p>



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City Culture Strategy Task and Finish group membership February 2024

Tom Bird, Sheffield Theatres

Linda Bloomfield, RivelinCo

Laura Clarke, Arts Catalyst and Sheffield Culture Consortium

Karen Durham, Arts Council England

Surriya Falconer, Sheffield Culture Collective

Sonia Gayle, African Heritage Culture Forum and Sheffield Culture Consortium

James Green, artist/musician and Visual Art Panel

Amina Haruna, DJ, director of Mondo Radio and the founder of Calabash!

Claire Mappin, Burton Street Project

Liam O'Shea, No Bounds and Hope Works

Desiree Reynolds, writer/producer and led for Dig Where you Stand.

Terezia Rostas, Welcoming Cultures

Debbie Squire, Sheffield Hallam University

Kim Streets, Sheffield Museums

Professor Vanessa Toulmin, University of Sheffield

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PART A - Initial Impact Assessment

Proposal Name: SPF Yr2&3 Cultural Programme

EIA ID: 2110

EIA Author: Rebecca Maddox

Proposal Outline: Economic Development, Skills and Culture successfully bid for Shared Prosperity Fund (SPF) Year 1 for 'Sheffield Culture Showcase', a £361,000 programme of events, city promotion and small grants. We are now applying for Year 2 (£240, 983) and Year 3 (£297,122) from South Yorkshire Mayoral Combined Authority (SYMCA) to create a programme to further build Sheffield's reputation as a distinctive, diverse cultural destination. This programme will be designed with equalities as a key consideration.

Proposal Type: Non-Budget

Year Of Proposal: 23/24

Lead Director for proposal: Kate Martin

Service Area: Economic Development, Skills and Culture

EIA Start Date: 17/05/2023

Lead Equality Objective: Leading the city in celebrating and promoting inclusion

Equality Lead Officer: Ed Sexton

Committees:

Policy Committees

- Economic Development & Skills

Portfolio**Primary Portfolio:**

City Futures

EIA is cross portfolio:

No

EIA is joint with another organisation:

No

Overview of Impact**Overview Summary:**

This programme will be designed with equalities as a key consideration. The cultural events programme will seek out and showcase the diversity of Sheffield's creatives, to provide profile and economic benefit to artists, to attract wider audiences, and to celebrate Sheffield as a city of many cultures. City Marketing will take place using high standards of accessibility and representation. Access considerations are being built into Look Up and Climbing at the Sky's Edge, and learning from Year 1 will be built into future events supported by SPF2&3. Recruitment for additional staff will follow SCC best practice for equality and diversity, with applications sought from under-represented communities.

Impacted characteristics:

- Cohesion
- Disability
- Race
- Voluntary/Community & Faith Sectors

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

Yes

Consultation and engagement will take place via workshops with cultural partners, including those with protected characteristics, to ensure that the programme is developed to appeal to a diverse audience; with diverse programming and artists; and with appropriate access and inclusion built in.

Impact areas:

Across a Community of Identity/Interest

Initial Sign-Off

Full impact assessment required:

Yes

Review Date:

31/03/2024

PART B - Full Impact Assessment

Cohesion

Staff Impacted:

No

Customers Impacted:

Yes

Description of Impact:

The SPF cultural programme will showcase, engage with and celebrate a variety of cultures, representing those who have made their home in Sheffield. This will be a positive contribution to increasing understanding, appreciation and cohesion.

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: Events and content created through this programme will consider and build in as much disability access as possible, e.g physical access; marketing materials which are accessible to those with sight or hearing impairment; commissions not excluding artists with disabilities (visible or invisible).

Race

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: Cultural events activity is being designed to help make Sheffield's diverse cultures visible, and will aim to ensure that organisations and artists from global majority backgrounds directly benefit, with others, from commissions and opportunities. The African Heritage Culture Forum are a key partner.

Voluntary / Community & Faith Sectors

Staff Impacted: Yes

Customers Impacted: No

Description of Impact: The arts and cultural sector intersects with the VCF sector. We are designing a programme which will include and benefit a wide range of Sheffield people.

Action Plan & Supporting Evidence

Outline of action plan: Clear development plan for SPF2&3 activity to be put in place by staff funded through the programme (content production officer and events

production/commissioning officer) to build equality, diversity and inclusion into all aspects of the programme. Staff to be recruited using best practice to maximise diversity. Diverse representation in all content produced. Diverse artists and creatives engaged.

Action plan evidence:

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures: No

Outline of impact and risks:

Review Date

Review Date: 31/03/2024

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Report to Policy Committee

Author/Lead Officer of Report:

Diana Buckley, Director, Economy, Skills and Culture

Tel: 0114 2232378

Report of: Kate Martin, Executive Director, City Futures

Report to: Economic Development and Skills Policy Committee

Date of Decision: 21st February 2024

Subject: Proposed Capital Programme for 2024/25

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If YES, what EIA reference number has it been given? <i>(Insert reference number)</i>				
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:-				
<p><i>“The (report/appendix) is not for publication because it contains exempt information under Paragraph (insert relevant paragraph number) of Schedule 12A of the Local Government Act 1972 (as amended).”</i></p>				

Purpose of Report:

This report sets out the key priority areas for capital investment for Economic Development and Skills and provides an overview of potential projects and priorities for the years 2024 to 2029, together with an overview of anticipated developments and challenges up to 2052.

The Committee is asked to endorse the general approach to inform the Council’s overarching Capital Strategy (which will be brought to Full Council for approval in March 2024).

Recommendations:

The Economic Development and Skills Policy Committee is recommended to:

1. Endorse the proposals set out in this report.
2. Note that the proposals will now be included in the draft Capital Strategy to be submitted to Full Council for approval in March 2024 and, if approved:
 - a) Officers will work with Members to consult with relevant stakeholders (including with partners, staff, trades unions [if required] and in respect of equalities and climate change) on the proposals in this report to inform final project proposals;
 - b) Officers will work to develop any necessary detailed implementation plans for the proposals in this report so that the proposals can be implemented as planned; and
 - c) Approval for detailed proposals will be sought as part of the monthly capital approval cycle by the Finance Committee.

Background Papers:

- Appendix 1

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: Phil Moorcroft
		Legal: Gemma Beecroft
		Equalities & Consultation: N/A – see report
		Climate: N/A – see report
	<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:	Kate Martin
3	Committee Chair consulted:	Cllr Martin Smith
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: Ben Morley	Job Title: Head of Strategic Development and External Programmes
	Date: 17 January 2024	

1 BACKGROUND

- 1.1 The Chartered Institute of Public Finance and Accountancy (CIPFA) Prudential Code for Capital Finance, which the Council must by law have regard to, includes the requirement for a Capital Strategy which:
- sets out a high-level view of how capital investment, capital financing and treasury management activities contribute to the provision of services; and
 - provides an overview of how the associated risks are managed.
- 1.2 This Council's Capital Strategy takes a 30-year view of capital investment, with a detailed 5-year Capital Programme. This includes a 10-year investment pipeline, setting out potential projects which we should prioritise for external funding.
- 1.3 This report sets out recommendations in relation to the element of that Capital Strategy related to the functions of the Council that are the responsibility of the Economic Development and Skills (EDS) Policy Committee.

PROPOSAL

- 1.4 Capital investment in the EDS Policy Committee area is focused on seizing opportunities to rebuild and renew our economy whilst becoming a cleaner and more sustainable City. We will use capital monies to support our City centre and district centres to adapt to the changing economic circumstances to build future resilience and growth
- 1.5 This Report provides an opportunity for the EDS Policy Committee to comment upon and develop the proposed Capital Strategy for its areas of responsibility. This will then form part of the Council's overarching Capital Strategy for the year ahead.
- 1.6 It is important that the Council moves towards a 'rolling' Capital Strategy which does not simply reflect a fixed point in time. It is therefore proposed that the EDS Policy Committee reviews its Capital Strategy regularly over the course of the year, so it considers emerging pressures and funding streams.
- 1.7 Officers will ensure it is updated and brought back for endorsement as the year progresses.
- 1.8 The proposed projects for the coming year and the long-term forward look are set out in Appendix 1.

2 HOW DOES THIS DECISION CONTRIBUTE ?

- 2.1 The proposals in this report are aimed at maximising financial resources to deliver Economic Development and Skills outcomes to residents in Sheffield. By delivering this investment, the Council seeks to improve the quality of life for the people of Sheffield.
- 2.2 **Carbon Net Zero** - Our role as a council is to reduce our own emissions and to do what we can to enable change across the city. Every potential project will have a Climate Impact Assessment completed before it is brought to Finance Committee for formal approval, and we will seek to minimise the negative and maximise the positive sustainability outcomes from all our projects.

2.3 **Equality, diversity and inclusion** – The Council is committed to promoting equality, diversity and inclusion. Every potential project will have an Equality Impact Assessment completed before it is brought to Finance Committee for formal approval.

2.4 As the new **Corporate Plan** emerges, we will continue to ensure that our committee and service capital priorities link and feed into the broader corporate priorities. We'll also align our capital projects with the **Sheffield City Goals** framework which aims to deliver a city where everyone, no matter who they are or where they come from, can live well and be part of Sheffield's story on terms that make sense to them.

3. HAS THERE BEEN ANY CONSULTATION?

3.1 Any required consultation will be carried out prior to formal capital approval of the schemes being brought forward to Finance Committee.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

4.1.1 Equality Impact Assessments (EIA) will be conducted for all the endorsed proposals within this report as they are brought forward through the usual Capital Approvals Process.

4.1.2 EIAs (Equality Impact Assessment) are live documents and will be kept up to date as proposals are further developed and, as appropriate, consulted upon.

4.2 Financial and Commercial Implications

4.2.1 There are no financial or commercial implications arising directly from this report as this report is not approving any individual schemes. Financial and commercial considerations will be considered for each individual project as they are brought forward through the standard Capital Approvals Process.

4.3 Legal Implications

4.3.1 The Local Government Act 2003 sets out a framework for the financing of capital investments in local authorities. In accordance with the provision of the Act, and regulations thereunder, local authorities must have regard to the requirements set out in the Prudential Code for Capital Finance produced by the Chartered Institute of Public Finance and Accountancy (CIPFA).

4.3.2 The Prudential Code is a professional code of practice to support local authorities' decision making in the areas of capital investment and financing. One of the requirements of the Code is a Capital Strategy.

4.3.3 The recommendations in this Report contribute to the process of setting a Capital Strategy but do not otherwise have any immediate legal implications.

4.3.4 Implementation of the specific proposals outlined in this report will require further decisions in due course, which will need to be made in accordance with the Council Constitution. It is important to note that in making these decisions, full consideration of the Council's legal duties and contractual obligations will be needed.

4.4 Climate Implications

- 4.4.1 Climate Impact Assessments (CIA) will be developed for all endorsed projects within this report as they are brought forward through the usual Capital Approvals Process.
- 4.4.2 CIAs are live documents and will be kept up to date as proposals are further developed and, as appropriate, consulted upon.

4.5 Other Implications

- 4.5.1 None

5. ALTERNATIVE OPTIONS CONSIDERED

- 5.1 The Council is required to both set a balanced budget and to ensure that in-year income and expenditure are balanced. Committee is invited to comment upon and endorse the current proposals to form part of the Council's wider Capital Strategy for 2024/25.

6. REASONS FOR RECOMMENDATIONS

- 6.1 Members are asked to note the unsustainable financial position highlighted by the medium-term financial analysis presented to Strategy and Resources Committee in September 2023.
- 6.2 This report and its recommendations set out how capital projects can continue to be developed and delivered, despite the limited resources available and continue to deliver quality infrastructure for the people of Sheffield.

Appendix 1

Proposed Capital Strategy submission for the Economic Development and Skills Policy Committee for 2024/25

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Report to Policy Committee

Lead Officer of Report: Diana Buckley, Director of Economy, Skills and Culture

Tel: 0114 474 1682

Report of: Kate Martin, Executive Director, City Futures

Report to: Economic Development and Skills Policy Committee

Date of Decision: 21st February 2024

Subject: Economic Development and Skills Policy Committee Climate Statement

Type of Equality Impact Assessment (EIA) undertaken	Initial <input checked="" type="checkbox"/> Full <input type="checkbox"/>
Insert EIA reference number and attach EIA	EIA ID: 2455
Has appropriate consultation/engagement taken place?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes <input checked="" type="checkbox"/> No <input 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:

The Committee Climate Statements:

1. Respond to the Annual Climate Progress Report 2022/23 in a timely manner.
2. Restate the cross-party council commitment to taking what action we can to address the climate emergency, adapt our city and council for a changing climate and reduce emissions to achieve our ambition to be a net zero city and council by 2030.
3. Increase understanding of the impact climate change will have on committees, the opportunities that tackling climate change offers, and the contribution to climate and net zero action each committee is currently making and needs to make moving forward.

Recommendations:

On the back of the decision taken by the Strategy and Resources Policy Committee at its meeting held on 13 December 2023, the Economic Development and Skills Committee is recommended to:

- (a) consider and, if not previously agreed, agree (with or without amendments) their respective statement to ensure that the proposed actions contained in such statement are reflected in their Work Programme.
- (b) agree to the development of a monitoring process which will be presented to Committee for consideration in June 2024.

Background Papers:

- 10 Point Plan on Climate Action
- Our Council and The Way We Travel Decarbonisation Routemap
- Annual Climate Progress Report 2022/23
- Sheffield City Council Constitution of 6 Sep 2023

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.	Finance: Adrian Hart
		Legal: Louise Bate
		Equalities & Consultation: Ed Sexton
		Climate: Mark Whitworth
<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:	Kate Josephs, Chief Executive
3	Committee Chair consulted:	Cllr Martin Smith, Chair of the Economic Development and Skills Policy Committee Councillor Tom Hunt, Leader / S&R Chair
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: Diana Buckley	Job Title: Director of Economy, Skills and Culture

1. SUMMARY

- 1.1 The climate emergency is one of the biggest challenges we will face as a city, region, country and global community. It is acknowledged that achieving net zero by 2030 is going to be extremely challenging but publication of the Annual Climate Progress Report (approved by Transport, Regeneration and Climate Policy Committee 11th December 2023) has highlighted the scale of the challenge in the public domain.
- 1.2 The report shows while action is being taken and progress is being made in some areas or work, we have not reduced emissions at the pace and scale required to meet our 2030 target. It is clear that to achieve this target and to stay within the city's Carbon Budget, urgent action is needed at a scale not seen before, and maintaining an ambitious target is important in funding discussions and to enable robust policy frameworks to be developed.
- 1.3 Sheffield is not unusual amongst local authorities in the position in which we find ourselves. The Committee on Climate Change reported in summer 2023 that the lack of investment and consistent policy supporting the UK's legally binding target of achieving net zero by 2050 means that UK is at risk of missing its 2050 target and the announcement from Government in September 2023 to delay key climate change related legislation exacerbates this. We face a period of increased uncertainty around the policy levers that will be available in the coming years to support us to deliver our climate action at pace and at scale. We are working closely with other leading local authorities to both seek to influence government to make the policy changes needed to escalate our activity, and to explore options for seeking investment.
- 1.4 Further to this, significant additional resources from central government will be required to help us to meet our ambitions and realise the opportunities that climate action brings. We will continue to work with government and the Mayoral Combined Authority to influence this.
- 1.5 While the Sheffield City Council Constitution requires all committees to take climate into consideration in decision-making, we think it would be helpful to clarify the impacts that climate change will have on committees, the opportunities that tackling climate change offers and the role that all committees can and need to make towards Sheffield achieving its climate and net zero ambitions if we are to succeed.
- 1.6 The Committee Climate Statements:
 1. Publicly respond to the report in a timely manner.
 2. Restate the cross-party council commitment to taking what action we can to address the climate emergency, adapt our city and council for

a changing climate and reduce emissions to achieve our ambition to be a net zero city and council by 2030.

3. Increase understanding of the contribution to climate action that each committee is currently and need to make moving forward.

1.7 The statements set out (1) our commitment to addressing climate change, (2) how climate change relates to our committees, and (3) how it relates to each of our specific policy committees.

1.8 'Our commitment to addressing climate change' reiterates the cross-party and council-wide commitment to taking what action we can to address the climate emergency, adapt our city and council for a changing climate and reduce emissions to achieve our ambition to be a net zero city by 2030. It also states a commitment to requiring services to plan for adapting to the changing climate.

1.9 'How climate change relates to our committees' reiterates the constitutional requirement for all committees to consider climate, and outline of the specific committees for which further content has been developed.

1.10 'Our commitment to addressing climate change' and 'How climate change relates to our committees' statements were approved by Strategy and Resources Policy Committee at its meeting held on 13 December 2023. A decision/approval of these sections is not required by this committee.

1.11 'How climate change relates to each of our specific policy committees' contains a specific statement from the Economic Development and Skills Policy Committee. These statements set out the following against the committees remit:

- Related or relevant City/Sector/Council emissions.
- Impacts of climate change and benefits of acting.
- How the committee can contribute and support climate action through decision-making.
- Key actions on the current committee work plan and council service plans that strongly support climate/net zero.

The document containing the council-wide commitment and statement specific to the Economic Development and Skills Policy Committee is appended to this report.

1.12 The vast majority of the action that is required to tackle climate change will have benefits beyond reducing carbon emissions and so the content of the statements also draw attention to the socioeconomic, health and wellbeing and other benefits to taking action on climate change.

- 1.13 In order to monitor progress against delivery of the actions detailed in the statement, a monitoring process will be developed and presented to the Economic Development and Skills Policy Committee in June 2024.

2. HOW DOES THIS DECISION CONTRIBUTE?

- 2.1 In 2019, the council declared a climate emergency and set an ambitious target to become a net zero city and council by 2030. Our vision and the actions we are taking have been further set out in the '10 Point Plan for Climate Action' and the 'Our Council and The Way We Travel Decarbonisation Routemaps'.

- 2.2 The Council Plan 2024/25 went to the Strategy and Resources Committee on 13th December 2023, and sets out our mission and purpose to focus on "people, prosperity and planet" in everything we do. The plan was endorsed and is now subject to consultation, will be coming back to the Strategy and Resources Committee in February and then on to Full Council for full approval.

- 2.3 The statements will support action within the local authority and city to make progress towards net zero and to adapt to climate change by increasing understanding of the contribution to climate action that the Economic Development and Skills Policy Committee is currently and need to make moving forward through decision-making.

3. HAS THERE BEEN ANY CONSULTATION?

- 3.1 The Economic Development and Skills Policy Committee climate statement is for information only and does not explicitly require consultation.
- 3.2 We held a Climate Summit event in November 2022 to bring together a wide range of organisations across the city to start exploring the action needed on climate change.
- 3.3 Climate has been a strong theme in the City Goals consultation.
- 3.4 Individual decisions of the Economic Development and Skills Policy Committee are either currently subject to the relevant consultation or will be in the future.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

- 4.1.1 It is widely recognised that climate change will have a more negative effect on people with protected characteristics, particularly people living in poverty, people with some long-term health conditions and disabilities and people from ethnic minorities, who are disproportionately likely to both experience disability and poverty. Young people are also acutely

impacted, both due to climate anxiety now, and by being more impacted by climate change throughout their lifetimes.

- 4.1.2 The transition to a net zero society is happening independently of any decision of Sheffield City Council, but the local authority has an ambition to reach net zero by 2030, well ahead of the national target, and this creates additional challenges. The Council has a key role to play in ensuring that the transition happens in a way which ensures both climate justice and social justice.
- 4.1.3 The statements also draw attention to the socioeconomic, health and wellbeing and other benefits to taking action on climate change, increase understanding that failing to act to address climate change will likely result in wider and greater inequality, and that activity taken to address climate change can also address social justice to deliver strong co-benefits.
- 4.1.4 We are committed to ensuring that our action on the climate emergency is grounded in our values of promoting equality, diversity and inclusion for all. A full Equality Impact Assessment has been undertaken alongside the creation of the 10 Point Plan for Climate Action in 2022, as well as initial assessment for the Our Council and The Way We Travel routemaps.
- 4.1.5 An initial assessment has been undertaken on the Committee Climate Statements (2455). As decisions are made on specific decisions, full Equality Impact Assessments will be prepared where appropriate for individual decision and actions and was not required on the composite of Committee Climate Statements.
- 4.1.6 We further consulted with the Equalities and Engagement service in relation to each of the specific committee statements who confirmed that the EIA 2455 remains appropriate at this stage on the basis that decisions are made on specific decisions, full Equality Impact Assessments will be prepared where appropriate for individual decision and actions and a further Equality Impact Assessment was not required at this stage.

4.2 Financial and Commercial Implications

- 4.2.1 There are no financial and commercial implications arising directly from this report, however there are financial implications of Net Zero by 2030 and climate change.
- 4.2.2 Tackling the climate emergency and responding to the national and global changes that are facing the city will require multi-billion-pound investment over many years. It was recognised in the 10 Point Plan for Climate Action published in 2022 that it will not be possible to find the necessary finance within the local authority's, or the city's, existing

resources. One of the ten points in the 10 Point Plan was specifically focused on the exploration of external funding streams and this work is ongoing.

4.2.3 The Our Council routemap chapter commits the local authority to prioritising climate action in our budgeting, and officers will need to work with Members to commit to specific sums or projects. Whilst sourcing the up-front investment is challenging, decarbonising the Council's estate and fleet can result in savings in ongoing energy costs.

4.2.4 Action will also need to be taken that commits us to working to reduce the carbon emissions we are indirectly responsible for through our procurement. These may potentially have additional up-front costs but decisions will be taken on a case by case basis.

4.2.5 Many of the actions that we will need to take in order to achieve our ambitions will require working differently or taking decisions in ways which ensure that we do not increase our carbon emissions. Some of these decisions may have additional short term costs, but in many cases, whole life costing may demonstrate that additional up-front investment has long term benefits. In other cases, the action that is taken can reduce service costs without significant additional investment (for example by reducing the milage of our fleet, changing the way we use our equipment or buildings or buying less and reusing more).

4.2.6 The true financial implications of the decarbonisation of the local authority are difficult to quantify, and the costs of not taking or delaying action are equally difficult to quantify. There is increasing recognition that, globally, delayed action will increase the eventual costs. Locally, this is more difficult to estimate, but the climate is changing and investment in mitigation works that also enable adaptation are likely to have long term benefits.

4.3 Legal Implications

4.3.1 There are no legal implications arising out of this report. There may be legal implications arising from decisions and actions arising from the implementation of proposals, and these proposals and their legal implications will be the subject of further reports where required.

4.4 Climate Implications

4.4.1 The Statements in themselves do not increase, maintain or reduce GHG emissions against any of the categories. However, they restate our climate commitments amidst a challenging time, commit to developing council-wide service climate adaptation plans, and include an overview of and commitment to the decisions that committees intend to take to support and accelerate net zero and climate action at pace and scale.

- 4.4.2 By communicating commitment and increasing understanding of how the Economic Development and Skills Policy Committee can support delivery of those commitments at pace and scale through decision-making, it is considered that if utilised, they have the potential to contribute to large reductions in emissions and increased climate action at pace and scale over the coming years and support an overall moderate decrease in emissions and climate adaptation for the future.
- 4.4.3 It is important to note however that realisation of climate benefits is reliant on future decision-making being in line with the commitments outlined.
- 4.4.4 Decisions are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions.
- 4.5 Other Implications
- 4.5.1 Human Resources
- 4.5.1.1 There are no HR implications arising directly from this report, however there may be HR implications arising from decisions and actions arising from the implementation of proposals.
- 4.5.1.2 We need actions that support the council to become a climate competent organisation, employees to become carbon literate, to include our position in induction and in job roles and descriptions, and it is clear that the action that is needed to make both the Council and city net zero will require employees across the organisation to play their part. As time goes on, retraining is likely to be needed for employees, including those in roles working with technology that becomes obsolete.
- 4.5.1.3 Proposals and their HR implications will be the subject of further reports where required.
- 4.5.2 Public Health
- 4.5.2.1 There are no public health implications arising directly from this report, however there may be public health implications arising from decisions and actions arising from the implementation of proposals.
- 4.5.2.2 The climate emergency is recognised by the Director of Public Health as a public health emergency. Climate change is the greatest global health threat facing the world in the 21st century, but it is also the greatest opportunity to redefine the social and environmental determinants of health. It threatens to undermine the last 50 years of gains in public health, intensifying heatwaves and extreme weather events, worsening flood and drought, altering the spread of infectious diseases, and exacerbating poverty and mental ill-health. However – and crucially - the response to climate change brings immense benefits

for human health in Sheffield, with the potential for cleaner air, healthier diets, and a more liveable city.

- 4.5.2.3 Across all the work that we do to mitigate and adapt to climate change, it will be important to understand where our actions might widen inequalities and then act to mitigate against that widening of inequalities, for example, through provision of additional support to those people that are most impacted by the effects of climate change.

5. ALTERNATIVE OPTIONS CONSIDERED

- 5.1 Not providing committee climate statements considered due to the resource required to collate.
- 5.2 Providing more detailed Committee Climate Statements that provided an overview of strategic climate goals, with each Chair then reading the committees statement publicly at their respective committee meeting following release of the report.

6. REASONS FOR RECOMMENDATIONS

- 6.1 It is important that the response to the Annual Climate Progress Report is open and transparent in setting out the challenges which the local authority faces in making progress and clarifies future expectations on the part we all have to play in addressing climate change.
- 6.2 Committee do not currently have specific strategic goals for climate. The process required to develop these, and have the statements approved to be read at each committee meeting meant that option 5.2 was not feasible with the available resource and timeframe.

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Sheffield City Council
**Our Statement of Climate
Commitments**

December 2023



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Our Commitment to Addressing Climate Change

On 11th December 2023, the Transport, Regeneration and Climate Policy Committee approved the first Annual Climate Progress Report since Sheffield City Council declared a climate emergency in 2019 and set an ambitious target to be a net zero city by 2030.

This report highlighted that progress has been made, however it is not at the pace and scale needed to meet our 2030 target:

- 12.03% reduction in Sheffield City CO₂e emissions between 2017 and 2021
- 3% reduction in Sheffield City Council CO₂e emissions between 2019 and 2022
- Sheffield is expected to exceed its recommended carbon budget for 2018-2022

The climate emergency is one of the biggest challenges we will face as a city, region, country and global community. Following the announcement from Government in September 2023 to delay key climate change related legislation, we face a period of uncertainty around the policy levers that will be available in the coming years to support us to deliver our climate action at pace and at scale. Further to this, significant additional resources from central government will be required to help us to meet our ambitions and realise the opportunities that climate action brings. We will continue to work with government and the South Yorkshire Mayoral Combined Authority to influence this.

We, as elected Members, wish to restate our support and commitment to the targets that Sheffield has set around addressing climate change. We remain committed to tackling challenges that can be addressed by this council, using the opportunities and levers that are available to us. We also commit to developing council-wide climate adaptation plans within each of our service areas. By working together with Sheffield's communities, businesses, institutions and partner organisations to reduce our carbon emissions and adapt to our changing climate, we can minimise the impact of change, realise the widespread benefits of investing in homes and new technologies, and address issues around social justice.

How Climate Change Relates to Our Committees

It is stated in the Sheffield City Council Constitution under the council functions of each committee that 'when devising policy, evaluating service delivery and taking decisions the committee must consider...climate and biodiversity'. In relation to climate change, each of our committees' work is impacted and affected by other

committees' decisions, and we will only succeed if we take a cross-committee approach to climate action.

The following pages set out how climate change relates to the nine policy committees and highlights key activity on the current work plans and service plans that support net zero and address climate change.

Policy Committee Statement

Economic Development and Skills Policy Committee

In 2021, business and industry in Sheffield was responsible for 27% of greenhouse gas emissions generated in the city. As well as being a significant contributor to the city's emissions, the transition to a net zero economy has profound implications for Sheffield's economy. With the necessary investment from Government, there is the opportunity for significant growth and new jobs in the low carbon economy. At the same time, businesses that improve their energy efficiency can reduce costs, and finance and investment is increasingly dependent on clear commitments to becoming environmentally sustainable: businesses which do not become environmentally sustainable will risk becoming uncompetitive, reducing financing and income options.

The city needs to ensure that the workforce has the skills needed to enable a transition to net zero economy, and to harness the opportunities that the scale of activity required provides. Some skills and jobs are likely to become obsolete, and existing employees will require retraining to ensure that the transition is a fair one.

The impacts of extreme weather events are also likely to have an impact on the economy, with heat waves, extreme cold and flooding all creating significant risks for businesses and the culture sector.

This committee will contribute to our net zero ambitions and to adapting to climate change, at the same time as supporting the economy, jobs, skills and culture, by taking decisions which:

- raise awareness to support businesses and organisations to decarbonise and to adapt to climate change
- maximise the potential of local academic and business strengths in the low carbon economy to support green economic growth, including through innovation and research and development
- support indigenous and new businesses (both new start-ups and inward locations) to maximise the opportunities presented in the low carbon economy
- ensure that the future workforce is equipped with the skills to take advantage of jobs and opportunities presented by the transition to net zero and that funding drawn into the city generates local wealth by providing jobs for local people
- support the culture sector to be part of the transition, harnessing its potential to inspire and facilitate change in the city
- give consideration of every opportunity for investing in renewable energy projects on council land and buildings to generate energy and income.

Key Actions

1. Our business and industry decarbonisation Routemap	The 10 Point Plan committed the local authority to developing plans (routemaps) for the decarbonisation of seven sectors, including business and industry. This will involve engaging with businesses and their representatives and will need to consider both how businesses decarbonise their processes and operations, and how commercial landlords can be influenced and encouraged to decarbonise their buildings.
2. Low Carbon Business Support Programme	£1.292m of Shared Prosperity Fund finance will be used to support Sheffield small and medium sized enterprises (SMEs) to improve their energy efficiency through energy audits and grants. The committee will continue to receive reports on performance of the programme.
3. Investment Zone	Ensure that the South Yorkshire Investment Zone has net zero capabilities and maximises the business opportunities for the clean energy production and green technology sectors as well as their supply chains.
4. Sustainable Community and Cultural Assets Project	£2.3m of Shared Prosperity Fund finance will be used to support Sheffield cultural and community organisations to improve the energy efficiency of their buildings. The committee will continue to receive reports on the performance of the programme.
5. Employment and Skills Strategy	The low-carbon economy creates significant opportunities for Sheffield, as demand for sustainability professionals beyond 'traditional' green economic sectors. Green skills are integral to the drive of clean, inclusive growth in Sheffield, as products, services and processes are adapted to account for climate change and organisations respond to environmental regulations and corporate social responsibility expectations. Green skills and jobs will therefore feature prominently in the new Employment and Skills Strategy to be delivered in 2024.
6. Economic Recovery Fund	The Economic Recovery Fund will offer a range of support for beneficiary organisations. This will include providing advice and information to raise awareness of the climate emergency and empower beneficiaries to make decisions that will contribute to the city's net zero goals.

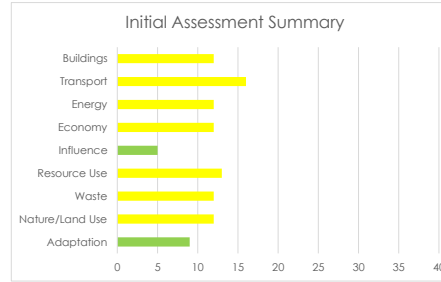
Climate Change Impact Assessment Summary

Project/Proposal Name	Committee Climate Statements	Portfolio	City Futures
Committee	Strategy and Resources	Lead Member	Cllr Tom Hunt
Strategic Priority	Clean Economic Growth	Lead Officer	William Stewart
Date CIA Completed	27/11/23	CIA Author	Laura Ellendale
		Sign Off/Date	27/11/23

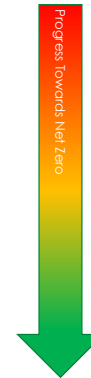
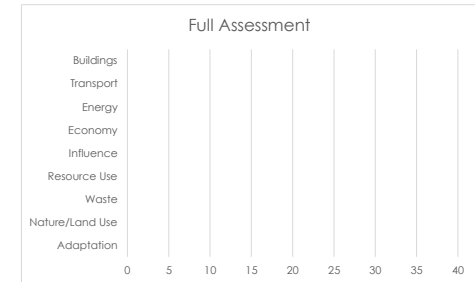
Project Description and CIA Assessment Summary	<p>Project Description: Composite of Committee Climate Statements that: 1. Respond to the Annual Climate Progress Report 2022/23 in a timely manner. 2. Re-state the cross-party council commitment to taking what action we can to address the climate emergency, adapt our city and council for a changing climate and reduce emissions to achieve our ambition to be a net zero city and council by 2030. 3. Increase understanding of the impact climate change will have on committees, the opportunities that tackling climate change offers, and the contribution to climate and net zero action each committee is currently making and needs to make moving forward.</p> <p>Overview of Climate Impact: The Statements in themselves do not increase, maintain or reduce GHG emissions against any of the categories. However, they restate our climate commitments amidst a challenging time, commit to developing council-wide service climate adaptation plans, and include an overview of and commitment to the decisions that committees intend to take to support and accelerate net zero and climate action at pace and scale. By communicating commitment and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making, it is therefore considered that if utilised, they have the potential to contribute to large reductions in emissions and increased climate action at pace and scale over the coming years. The statements will support an overall moderate decrease in emissions. It is important to note however that realisation of this is reliant on future decision-making being in line with the commitments made. Decisions are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions. On that basis, further assessment is not required on the Statements.</p>
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Rapid Assessment	Does the project or proposal have an impact in the following areas? Select all those that apply. Only complete the sections you have selected here in the assessment.		
Buildings and Infrastructure	Yes	Influence	Yes
Transport	Yes	Resource Use	Yes
Energy	Yes	Waste	Yes
Economy	Yes	Nature/Land Use	Yes
		Adaptation	Yes

Initial Assessment Summary



Full Assessment Summary



>=27	The project will increase the amount of CO2e released compared to before.
21-26	The project will maintain similar levels of CO2e emissions compared to before.
12-20	The project will achieve a moderate decrease in CO2e emissions compared to before.
3-11	The project will achieve a significant decrease in CO2e emissions compared to before.
0-2	The project can be considered to achieve net zero CO2e emissions.

Initial Assessment

Category	Impact	Description of Project Impact	Score
Buildings and Infrastructure	Construction	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Use	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Land use in development	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
Transport	Demand Reduction	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Decarbonisation of Transport	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Public Transport	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Increasing Active Travel	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
Energy	Decarbonisation of Fuel	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Demand Reduction/Efficiency Improvements	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4

10	The project will significantly increase the amount of CO2e released compared to before.
9	The project will increase the amount of CO2e released compared to before.
8	The project will maintain similar levels of CO2e emissions compared to before.
7	
6	
5	
4	The project will achieve a moderate decrease in CO2e emissions compared to before.
3	
2	
1	The project will achieve a significant decrease in CO2e emissions compared to before.

Progress Towards Net Zero

Increasing infrastructure for renewables generation	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
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0	The project can be considered to achieve net zero CO2e emissions.
Carbon Negative	The project is actively removing CO2e from the atmosphere.



Economy	Development of low carbon businesses	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Increase in low carbon skills/training	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Improved business sustainability	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4

Influence	Awareness Raising	The Statements publicly communicate and restate our climate commitments to taking what action we can to address the climate emergency, adapt our city and council for a changing climate and reduce emissions to achieve our ambition to be a net zero city and council by 2030, and state how all policy committees intend to support delivery of those commitments at pace and scale through decision-making across the council and city. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	1
	Climate Leadership	The Statements publicly communicate and restate our climate commitments to taking what action we can to address the climate emergency, adapt our city and council for a changing climate and reduce emissions to achieve our ambition to be a net zero city and council by 2030, and state how all policy committees intend to support delivery of those commitments at pace and scale through decision-making across the council and city. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	0
	Working with Stakeholders	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4

Resource Use	Water Use	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Food and Drink	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4

Products	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
Services	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	1

Waste	Waste Reduction	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Waste Hierarchy	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Circular Economy	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4

Nature/Land Use	Biodiversity	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Carbon Storage	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4
	Flood Management	The Statements communicate our climate commitment, and increasing understanding of how committees can support delivery of those commitments at pace and scale through decision-making relevant to this category. The statements also commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. Decisions relevant to this category are made on specific decisions and action, and initial/full Climate Impact Assessments will be prepared where appropriate for individual decision and actions, setting how both adaptation and mitigation we will take to reduce climate impacts. On that basis, further assessment is not required for specific categories.	4

Adaptation	Exposure to climate change impacts	The statements commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate. The climate emergency is one of the biggest challenges we will face as a city, region, country and global community. By restating our commitment to developing council-wide Climate Adaptation Plans within each of our service areas. By restating our support and commitment to the targets that Sheffield has set around addressing climate change, to tackling challenges that can be addressed by this council, and using the opportunities and levers that are available to us working together with Sheffield's communities, businesses, institutions and partner organisations we support further reduction to our carbon emissions and adapt to our changing climate, minimising the impact of change, realising the widespread benefits of investing in homes and new technologies, and addressing issues around social justice. The statements commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate.	3
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Vulnerable Groups	It is widely recognised that climate change will have a more negative effect on people with protected characteristics, particularly people living in poverty, people with some long-term health conditions and disabilities and people from ethnic minorities, who are disproportionately likely to both experience disability and poverty. Young people are also acutely impacted, both due to climate anxiety now, and by being more impacted by climate change throughout their lifetimes. The Council has a key role to play in ensuring that the transition happens in a way which ensures both climate justice and social justice. The statements also draw attention to the socioeconomic, health and wellbeing and other benefits to taking action on climate change, increase understanding that failing to act to address climate change will likely result in wider and greater inequality, and that activity taken to address climate change can also address social justice to deliver strong co-benefits. The statements commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate.	3
Just Transition	It is widely recognised that climate change will have a more negative effect on people with protected characteristics, particularly people living in poverty, people with some long-term health conditions and disabilities and people from ethnic minorities, who are disproportionately likely to both experience disability and poverty. Young people are also acutely impacted, both due to climate anxiety now, and by being more impacted by climate change throughout their lifetimes. The Council has a key role to play in ensuring that the transition happens in a way which ensures both climate justice and social justice. The statements also draw attention to the socioeconomic, health and wellbeing and other benefits to taking action on climate change, increase understanding that failing to act to address climate change will likely result in wider and greater inequality, and that activity taken to address climate change can also address social justice to deliver strong co-benefits. The statements commit us to developing council-wide service climate adaptation plans, which will set out how we will adapt our services to changing climate.	3

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PART A - Initial Impact Assessment

Proposal Name: Committee Climate Statements

EIA ID: 2455

EIA Author: Laura Ellendale

Proposal Outline: Public facing composite of Committee Climate Statements to: 1. Respond to the Annual Climate Progress Report 2022/23 in a timely manner. 2. Restate the cross-party council commitment to taking what action we can to address the climate emergency, adapt our city and council for a changing climate and reduce emissions to achieve our ambition to be a net zero city and council by 2030. 3. Increase understanding of the impact climate change will have on committees, the opportunities that tackling climate change offers, and the contribution to climate and net zero action each committee is currently making and needs to make moving forward.

Proposal Type: Non-Budget

Year Of Proposal: 22/23

Lead Director for proposal: William Stewart

Service Area: Sustainability and Climate Change

EIA Start Date: 11/20/2023

Lead Equality Objective: Break the cycle and improve life chances

Equality Lead Officer:

Ed Sexton
Page 139

Decision Type

Committees:

Policy Committees

- Housing
- Adult Health & Social Care
- Communities, Parks & Leisure
- Economic Development & Skills
- Education, Children & Families
- Strategy & Resources
- Transport, Regeneration & Climate
- Waste & Street Scene

Portfolio

Primary Portfolio:

City Futures

EIA is cross portfolio:

Yes

All

EIA is joint with another organisation:

No

Overview of Impact

Overview Summary:

It is widely recognised that climate change will have a more negative effect on people with protected characteristics, particularly people living in poverty, people with some long-term health conditions and disabilities and people from ethnic minorities, who are disproportionately likely to both experience disability and poverty. Young people are also acutely impacted, both due to climate anxiety now, and by being more impacted by climate change throughout their lifetimes. The transition to a net zero society is happening independently of any decision of Sheffield City Council, but the local authority has an ambition to reach net zero by 2030, well ahead of the national target, and this creates additional challenges. The Council has a key role to play in ensuring that the transition happens in a way which ensures both climate justice and social justice. The statements also draw attention to the socioeconomic, health and wellbeing and other

benefits to taking action on climate change, increase understanding that failing to act to address climate change will likely result in wider and greater inequality, and that activity taken to address climate change can also address social justice to deliver strong co-benefits. We are committed to ensuring that our action on the climate emergency is grounded in our values of promoting equality, diversity and inclusion for all. A full Equality Impact Assessment has been undertaken alongside the creation of the 10 Point Plan for Climate Action in 2022, as well as initial assessment for the Our Council and The Way We Travel routemaps. An initial assessment has been undertaken on the Committee Climate Statements. As decisions are made on specific decisions, full Equality Impact Assessments will be prepared where appropriate for individual decision and actions and is not required on the statements.

Impacted characteristics:

- Age
- Cohesion
- Disability
- Health
- Poverty & Financial Inclusion
- Pregnancy/Maternity
- Race
- Religion/Belief
- Sex
- Carers
- Other

Impacted local area(s):

All

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

Yes

Impact areas:

Initial Sign-Off

Full impact assessment required: No

Review Date: 11/20/2023

Action Plan & Supporting Evidence

Outline of action plan:

Action plan evidence:

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures:

Outline of impact and risks:

Review Date

Review Date: 11/20/2023



Report to Policy Committee

Author/Lead Officer of Report: Richard Smith

Tel: 07810 856138

Report of: *Lifelong Learning and Skills Advisory Board Quality update*

Report to: *Economic Development and Skills Policy Committee meeting*

Date of Decision: 21 February 2024

Subject: *To provide the committee with updated information about current provision being offered through the Lifelong Learning and Skills service*

Type of Equality Impact Assessment (EIA) undertaken	Initial <input type="checkbox"/>	Full <input checked="" type="checkbox"/>
Insert EIA reference number and attach EIA (1266)		
Has appropriate consultation/engagement taken place?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes <input checked="" type="checkbox"/>	No <input 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 a briefing to the committee with updated information about provision in our service up to 31 December 2023 as presented to the Lifelong Learning and Skills Advisory Board in January 2024.

This report contains statistical information about the service, the numbers of learners being supported and the quality of our provision.

Lifelong Learning and Skills delivers the following provision to learners in Sheffield:

- Study Programme provision to young people with complex additional needs (High Needs) through Sheaf Training (aged 16-24)
- Family, Adult and Community Education through FACES
- Apprenticeship Provision

Our OFSTED report was issued on 23 August 2023 and determined that Lifelong Learning and Skills is a Good service overall with some Outstanding areas, including our Adult and Community Learning provision and provision for High

Needs learners at Sheaf Training as well as Good provision for apprentices.

We are determined to continue to develop the service and to develop the quality of our provision whilst also extending our reach to those furthest from the labour market. Following our recent Advisory Board (governing body) we wish to provide the committee with an update to our current delivery position and developments from the service in the area of post-16 learning and skills development.

Recommendations:

The Economic Development and Skills Policy Committee is recommended to:

- 1) Note the content of the report.
- 2) Note that officers will provide the committee with updated information at regular intervals to ensure the activities of the service are appropriately shared to demonstrate performance and the against the grant funding received.

Background Papers:

Lifelong Learning and Skills performance report

[Adult Education Budget Commissioning Strategy 18th January 2023](#)

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.	Finance: <i>(Insert name of officer consulted)</i> Kayleigh Inman – for previous Committee decision
		Legal: <i>(Insert name of officer consulted)</i> Rike Ridings – for previous Committee decision
		Equalities & Consultation: <i>(Insert name of officer consulted)</i> Bashir Khan – for previous Committee decision
		Climate: <i>(Insert name of officer consulted)</i> Victoria Penman – for previous Committee decision
	<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>Meredith Dixon-Teasdale</i>
3	Committee Chair consulted:	<i>Cllr Martin Smith</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: Richard Smith	Job Title: Service Manager - FACES
	Date: 26/01/24	

1. PROPOSAL

- 1.1 The Lifelong Learning, and Skills service receives grant funding and High Needs Block funding to enable us to provide education to disadvantaged communities in Sheffield and to learners aged 16-24 and adult learners who require foundational education provision to develop their community engagement, health and wellbeing and skills for work.
- 1.2 The service is delivered through the following funding streams: 1) Grant funding through the Adult Education Budget from the South Yorkshire Mayoral Combined Authority (SYMCA) for the delivery of Adult and Community Learning activity across the city. 2) The service also receives funding through the Education and Skills Funding Agency (ESFA) to provide Study Programme provision to 16-24 year olds with High Needs, plus a top-up amount from the High Needs Block funding in Education and Skills to provide the individual and small group support specified in post-16 learners' Education, Health and Care plans. 3) Finally, we also receive external funding through the ESFA to enable delivery of our Apprenticeship provision.
- 1.3 The AEB grant is managed and administered by the Family Adult Community Education Service who commission a proportion of the grant for adult learning provision. Approval for the current procurement framework and for this AEB expenditure has already been granted by the EDS committee. This provision is procured from suitably qualified and experienced providers via a framework arrangement in accordance with Regulations 74 – 76 of the Public Contracts Regulations 2015.
- 1.4 We would like to provide the committee with an update about our current delivery across Lifelong Learning and Skills and how this external funding is being utilised to support Sheffield residents.

2. HOW DOES THIS DECISION CONTRIBUTE ?

- 2.1 This report is an update for members.
- 2.2 The Lifelong Learning and Skills Service contributes to the following ambitions in the Corporate Plan
- Tackling inequality and ensuring that everyone has an equal chance to access a wide range of opportunities to achieve their full potential
 - Strengthening Community Cohesion so that people get along and play an active role as a citizen of the city
 - Enabling people to take charge of their wellbeing and support them to stay healthy given the current challenges
 - Tackling Poverty through access of opportunity
 - Support for young adults and adults to access education,

employment, and training

- Supporting those furthest from the labour market to gain the skills and advice they need to get back into work including transitioning to opportunities in key growth skills sectors

Helping those who face obstacles to find lasting work and meaningful learning, including young people, disabled people and those with mental health conditions

3. HAS THERE BEEN ANY CONSULTATION?

3.1 The FACES strategy, vision and approaches to service planning and delivery and how this was developed to meet the needs of the adults and communities across the city, has been shared and consulted with various key partners and stakeholders (March 2023). They included briefings to Members, presentations to key partners, and surveys with learners. They were also shared and consulted with the Further Education Commissioner at a National Level.

3.2 For AEB provision, consultation through Council Governance structures with Local Area Committee Managers was undertaken ahead of the current academic year to establish what skills provision was taking place, identify gaps in provision and further establish any demand or learning need. A similar process will be followed as we begin to plan our curriculum for 24/25 in the coming months.

3.3 Learners across Lifelong Learning and Skills provision are surveyed at key points every year to ascertain if we are meeting their needs, making learning accessible, and to reinforce the accuracy of other sources of data intelligence for the curriculum plan. For our 16-19 aged SEND population, parents are consulted through surveys, parent discussion with staff and views gained at review meetings.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

- 4.1.1 Decisions shared with previous Committee meetings and taken ahead of 23/24 academic year delivery have taken into consideration the requirements of the Public Sector Equality Duty contained in Section 149 (1) of the Equality Act 2010. As part of documenting the meeting of the requirements of the duty, we carried out an Equality Impact Assessment which highlighted the provision will particularly aim to engage young people and adults from disadvantaged areas of the city and/or in disadvantaged households and will contribute towards improved financial inclusion; include that specifically targeted at people with learning difficulties and disabilities; target some specific BME groups and provide ESOL for adult learners.

The equality implications have not changed and this agenda item is designed as an update to Committee members, rather than a new decision to consider.

4.2 Financial and Commercial Implications

- 4.2.1 Lifelong Learning and Skills officers will be meeting with SYMCA officers on 23rd February to discuss our proposed grant allocation for 24/25. It is not anticipated that this allocation will change from 23/24.
- 4.2.2 The update to this Committee is based on the 23/24 grant allocation and expenditure to date. The FACES service continues to deliver employment and skills activities to improve the life opportunities for Adults and Families across the city.
- 4.2.3 Financial considerations for expenditure of 2022/23 grant funding has already been made ahead of previous Committee decisions about the commissioning of a framework arrangement for the procurement of adult learning in community settings in accordance with Public Contracts Regulations 2015 and Contract Standing Orders.

4.3 Legal Implications

- 4.3.1 The processes we follow to commission provision adhere to the council procurement regulations and the Public Contract Regulations 2015
- 4.3.2 By virtue of the statutory instrument South Yorkshire Mayoral Combined Authority (SI 2020/806), the South Yorkshire Mayoral Combined Authority (SYMCA) exercises, in relation to their area, certain adult education functions of the Secretary of State under the Apprenticeships, Skills, Children and Learning Act 2009.
- 4.3.3 Sheffield City Council has a general power under Section 1 of the

Localism Act 2011 to do anything that an individual may generally do provided it is not prohibited by other legislation and the power is exercised in accordance with the limitations specified in the Act which enables the Council to accept the funding.

4.3.4 The framework terms and conditions and call off terms and conditions have been written by the Councils Commercial Legal team.

4.4 Climate Implications

4.4.1 Lifelong learning and Skills is committed to the principle and practice of environmental protection and sustainable development, with a focus on continuing improvement and reducing pollution.

4.4.2 Whilst the Climate Impact Assessment evidenced a minor reduction in emissions the service does play a key role in the community to champion an environmentally sustainable approach across its activities and shares this knowledge with learners, partners and key stakeholders. This includes:

- Adapting and sharing recognised best practice on environmental sustainability
- Delivering learning and skills activities that provide all students with opportunities to develop their awareness of sustainability issues through sustainability related curriculum, tutoring and enrichment activities
- Promoting reduction of waste of natural resources, energy and water
- Inclusion of sustainability and environmental impact in procurement processes
- Working with local suppliers to ensure that they consider the impact on the environment in their roles as educators and infrastructure organisations

4.4 Other Implications

4.4.1 None

5. ALTERNATIVE OPTIONS CONSIDERED

5.1 No decision is required from Committee, this paper is to provide an update on the quality of provision current delivered.

6. REASONS FOR RECOMMENDATIONS

6.1 This paper is to provide an update on the quality of provision current delivered.

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Sheffield City Council

Lifelong Learning and Skills Service

Performance Report (2023/2024)

January 2024

Head of Lifelong Learning and Skills: Interim Louise Goddard and Richard Smith

Service Manager, Family, Adult and Community Education Service (FACES): Richard Smith

Service Manager Sheaf Training: Louise Goddard

Apprenticeships Manager: Mat Rodgers

Quality Manager: Alex Cooke



Family and Community Education Service (FACES)

In year performance:

This data relates to information produced from 31st December for the LLS Advisory Board in January.

Community Learning	% (change since last report)	Nat Avg (22/23)	Adult Skills /19+ Education & Training	% (change since last report)	Nat Avg (21/22*)
Retention	97% ↓	95.9%	Retention	95.1% ↑	91.9%
Attendance	95% ↑	88.1%	Attendance	96% →	NK
Achievement (best case)	94.8% →	93.9%	Achievement (best case)	88.9% →	86.2%

[Further education and skills, Academic Year 2022/23 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](#)

Community Learning remains on track with expected performance and currently exceeds the national averages within Local Authority benchmarking.

Retention on Adult Skills regulated delivery has improved from this point last year and is currently in line with our service target over the whole year (95%).

2022/23 Learner information:

During 22/23, FACES saw 2462 enrolments. For community learning 77.4% were female and 22.6% male. For adult skills, 68.3% of learners were female and 31.7% male.

21% of learners identify as White British, 15% as African, 14% as Pakistani, 11% from other White backgrounds, 10.6% from Arab nations and 28% from other ethnic groups

23/24 Recruitment: All FACES Delivery to 31/12/23

FACES Total Delivery	Community Learning Enrols (Numbers)	19+ Adults Skills Enrols (Numbers)	Regulated Drawdown (£)
Target enrolments	2,010	968	£ 584,000.00
All Enrolments	731 <small>(up 292 on this point last year)</small>	251 <small>(up 3 on this point last year)</small>	£ 215,412.84

FACES Direct Delivery to 31/12/23

FACES Direct Delivery	Community Learning Enrols (Numbers)	19+ Adults Skills Enrols (Numbers)
End of year target enrolments	1200	510
Actual enrolments for Term 1	517	139

Community Learning courses predominantly work with adult learners who are furthest from the labour market and we support them to re-engage with education provision, build basic skills and build confidence. Our adult skills courses support learners to develop skills towards an accredited qualifications and are often the next step on for learners who join us for community learning.

We have seen a strong increase in community learning numbers during Term 1 of 23/24 from this point last year (66%). Numbers for adult learning have not yet grown as much as community learning, we expect to begin to convert community learning learners to our adult courses and support their engagement in learning into qualification-based learning.

Family learning courses (within Community Learning) have seen a large growth in learner numbers. We have requests to work with 20+ schools this year to support parents and carers. We are working with Family Hubs to deliver the Making It REAL programme and have recruited a specialist tutor to deliver SEND workshops for parents and carers in response to demand from schools.

Tutors are introducing wider learning; embedding the 'Green Curriculum', using the gardens at SYAC to promote positive mental health and well-being and introduce discussions around sustainable energy. Learners are given the opportunity to register with local libraries and a tutor has created our own class library. We are introducing digital skills qualifications for ESOL learners to support their integration into Sheffield and employability prospects.

Subcontracting

Subcontracting	Community Learning Enrols (Numbers)	19+ Adults Skills Enrols (Numbers)
End of year target enrolments	810	458
Actual enrolments for Term 1	214	112




We subcontracted with 13 local and community organisations in 2023/24. We have lost one provider (The Source) due to them ceasing to trade at the end of 2023. A further provider has asked to vary their contract and significantly reduce their offer. We have worked with the other 11 providers to reallocate resources and ensure that we reach our financial drawdown target again this year. Performance management reviews have taken place for each of the providers, and all have shown successful practice with no concerns raised to date.

Multiply Programme update:


- Delivery of interventions and engagements against Multiply planned numbers in 2023-24 is achieved through FACES working with 11 subcontracted community organisations in the city and delivering employment related outputs with colleagues in Opportunity Sheffield.
- Sheffield City Council is performing well against our Multiply grant allocation for Year 2 (Apr '23 – Mar '24).
- At the end of December 2023, in Year 2 FACES have achieved 676 enrolments onto a short Multiply course and engaged with a further 810 learners.
- We are on track to achieve our planned outcomes for the year. SYMCA have worked with FACES to consider how our contracted providers can support us to address underperformance elsewhere in the region.
- Sheffield City Council (FACES) have varied delivery contracts up to a maximum of 150% of the original contract value for providers able to support us. We have issued contract variations to partner organisations to enable overperformance based on our original grant allocation and support SYMCA with a regional underspend.
- SYMCA colleagues have been supportive and expressed that they are pleased with Multiply performance in Sheffield.
- 13 providers have been notified that they have been successful in tendering for a contract to deliver Multiply, during the final year (from April 2024 to March 2025).

Apprenticeships

In year performance:

Measure	%	% data last year	Latest national average comparison (21/22)
Retention	83.70% 	77.10%	54.8%
Attendance	97.20% 	94.50%	Not known
Achievement (best case or current)	81.70% 	77.10%	53.4%

Recruitment:

Starts from August 23 to July 24			
	Target for the year	Actual at December 23	Target remaining
Recruited	192	92 	100

- Between Aug and Dec 2023, 92 new apprentices were recruited, 12 above target for the period.
- Improved partnership working with the wider council service has formed a new working group to positively promote Apprenticeships within the council.
- We are reviewing curriculum intent and working with the Council's HR and Learning and Development team to make the most of our Council apprentice offer for a future workforce.


Learners on programme to complete within 2023-2024:

Hybrid Year-End 2023-2024	Number	%
Male	114	58.10%
Female	82	41.90%
Has LLDD/health problems	43	21.90%
Does not have LLDD/health problems	139	70.90%
No Information provided	14	7.20%

Achievement to date:

	Achieved	Best case	Retained – In Year	Leavers	Withdrawn
Overall	43.9%	81.7%	83.7%	196	28
Sites	38.1%	79.6%	80.8%	146	25
Subcontracted	62.5%	88.0%	92.0%	50	3

End Point Assessment to date: site only data

Fail	Pass	Merit	Distinction	Total	First Time Pass Rate (since last report)
1	16	3	6	25	96.00% 

Learner Support:

All apprentices are assessed for learning support at the "Information Advice and Guidance" stage and then throughout their apprenticeship. If support is required apprentices are referred to our Support Officer. We currently have 28 apprentices receiving support. This ranges from setting up a learning difficult assessment, 1 to 1 classroom support, mental health support referral, through to pastoral support.

SHEAF Training

16-19 Study Programme:

Sheaf Overall 2023/2024	% (change since last report)
Retention	93% ↓
Attendance	81 % ↓
Achievement (best case)	93 % ↓

KPIs are not as high as this time last year. Retention is down by 5.7%, attendance by 10% and best-case achievement rate reflects the retention rate.

We are supporting attendance rates to improve. It is worth noting that Sheaf supports around 6 learners who face serious issues related to their physical health, mental health and home situations. Sheaf continues to support them despite the significant challenges to their attendance and impact on the attendance levels in centre. If we can improve attendance for these learners there should be an impact on the overall attendance percentage.

Achievement predictions would place these as 'outstanding' and they currently exceed the rate at the end of the last academic year (82.6%).

Recruitment:

Total Enrolled	Target
172	200

Of the 172 learners recruited to Sheaf in September, we have retained 161. Four learners enrolled with us in the summer as their second choice and chose to attend their first-choice provider and therefore never started. A further three learners achieved higher than predicted GCSEs and therefore were able to attend other providers, with a further two being lost to absenteeism despite huge efforts to re-engage the learners back into education and two who have progressed into work.

Of the learners retained 76% are male and 24% percent are female, with 72% of the learners being from an English/Welsh/Scottish/Northern Irish or any other white background. 2% of learners, respectively, are from White and Black Caribbean and white and Asian heritage. 11% are from a Pakistani background. 5% of our learners are African heritage and 4% have Caribbean heritage. One percent chose not to record their ethnic origin.

Sheaf is not a catchment area provider and therefore can recruit from across the city and not just from a certain geographical area so therefore can appear to be not representative of the localities in which they sit.

Learners are given as many opportunities as possible to engage in wider learning, take part in enrichment activities in the community, experience work- and work-related learning and have opportunities to meet employers.

During the summer term 2023, learners had 30 separate and different opportunities of this nature and this work continues at pace to enable successful and ambitious progression routes.

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Equality Impact Assessment Number 1266

PART A Introductory Information

Proposal name

Commissioning of the Adult Education Budget

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

The Family Adult Community Education Service (FACES), Lifelong Learning & Skills commissions a proportion of the South Yorkshire Mayoral Combined Authorities (SYMCA) Adult Education Budget (AEB) annually, to a framework of approved suppliers to deliver learning activity within community settings.

This commissioning framework needs to be refreshed after the current 2022/23 academic year to continue to allow for flexible and agile commissioning to ensure that learner's needs are met appropriately.

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)

<input type="radio"/> 21/22	<input type="radio"/> 22/23	<input checked="" type="radio"/> 23/24	<input checked="" type="radio"/> 24/25	<input type="radio"/> other
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Decision Type

- Coop Exec
- Committee (e.g., Health Committee) which 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

Economic Development & Skills

Lead Director for Proposal

Andrew Jones

Person filling in this EIA form

Ellie Churchward / Shabaz
Abbas

EIA start date

14/9/22

Equality Lead Officer

- Adele Robinson Ed Sexton
 Annemarie Johnston Louise Nunn
 Bashir Khan Beverley Law

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

<input checked="" 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
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Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio/s

Children's Service

Is the EIA joint with another organisation (e.g. NHS)?

- Yes No Please specify

Consultation

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

- Yes No

If consultation is not required, please state why

Partners, providers, and potential suppliers have already been consulted to ensure that the service strategy and curriculum priorities including the thinking and planning behind these meets the needs of the adults, residents and communities of the city.

Learners have been consulted through surveys to ascertain if the service is meeting their needs, making learning accessible, and to gather interest for future planning and coordination of delivery.

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

Yes through learner surveys mentioned above (see FACES Strategy which evidences data accompanying this report).

See data below:

From FACES: Intent Strategy 2022/2023

Consultation and Data Intelligence

Potential **providers and advocates for the service were consulted in March 2022.**

The results yield confirms that our strategic thinking and planning is meeting the needs of communities. There is relevance in relation to our core offers relating to; maths, English, ESOL, digital and employment skills. In addition, it highlighted themes which we have targeted to our partner providers in the previous academic year, with a view to maintaining these links for delivery, for example, Support Work in Schools, Mental Health Awareness, Well-being, and Confidence.

This survey also identified that the service needs to develop a wider flexibility in pathways to employment sectors, widening our course offer to include courses up to level 2 for access to Health, Public Service and Care, Retail and Commercial Enterprise for example, with digital skills as a key component of all aspects of learning.

Most importantly, we **surveyed our learners in March 2022** to ascertain if we were meeting their needs, making learning accessible, and to reinforce the accuracy of other sources of data intelligence for the curriculum plan.

When asked what courses learners are interested in - 78% cited English, 51% maths, and ESOL 30%; followed by digital skills (28%), employment skills including volunteering (37%) and specific programmes such as childcare (31%). When asked if a qualification was a key aim over 88% said yes, with only 6% stating a categoric no. We wanted to know where learners like to learn, or where is the most convenient. Schools and Libraries scored 67% and 69% respectively, with Community Centres at 43%, and other places at just over 20%.

Finally, we needed to understand where the learners that we surveyed live. Using the locator indicator from the postcode we can confirm that the top 3 response areas are in the most deprived areas of Sheffield.

Although the number returned is not conclusive, we aim to roll out this survey again during each term going forward, to further validate our findings.

The service is continuing to utilize several aspects of data intelligence to ensure all activity is mapped proactively to areas of the city that need adult learning the most. This includes, but is not limited to, the following information:

- Community Knowledge Profiles
- Ward Census Data
- NEET unemployment and claimant data
- Academic achievement in maths and English at GCSE
- Free School Meals

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 type="radio"/> Pregnancy/Maternity	<input checked="" type="radio"/> Cohesion
<input checked="" type="radio"/> Race	<input checked="" type="radio"/> Partners
<input checked="" type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input checked="" type="radio"/> Armed Forces
<input checked="" type="radio"/> Sexual Orientation	<input type="radio"/> Other
<input checked="" type="radio"/> Cumulative	

Cumulative Impact

Does the Proposal have a cumulative impact?

Yes No

Year on Year

Across a Community of Identity/Interest

Geographical Area

Other

If yes, details of impact

FACES have been delivering Adult Learning and Skills programmes across the city for many years working across the Local Authority Areas (LACs). Many of the programmes leading to further opportunities to progress into further learning and / or employment. This has been coordinated and planned with infrastructure partners and key stakeholders.

An absence of continuation of this service delivery will have a considerable impact on potential opportunities for adults and families particularly with the current challenges (post pandemic and the current economic situation affecting all).

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?

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 (EIA Lead to complete)

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. EIA signed off:

Yes No

Date agreed

EIA Lead

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

A proportion of the learning offer provided by FACES is covered through the Health and Wellbeing curriculum which is used for the delivery of non-accredited learning. These programmes have demonstrated that in addition to skills development they result in better health outcomes.

In 2015-17 FACES was part of a National Research initiative that demonstrated that Adult and Community Learning contributed to improving the wellbeing of learners with Mild to Moderate Mental Health.

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 No

Name of Health Lead Officer

Page

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Commissioned activities will target learners from age 19+ upwards.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The provision commissioned is open to all and the service actively supports Learners to overcome barriers that may prevent them from accessing the learning. This comes in the way of learning support and examples of where this has been used by FACES includes providing transport for disabled individuals, providing braille learning materials and resources for learners who are visually impaired/blind. From 21/22 data 23% of learners undertaking Adult Education Budget (AEB) qualifications had a declared disability and/or learning disability and on non-accredited Community Learning this was 17% of learners.

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

The provision commissioned will target some specific BAME groups and communities of interest and provide ESOL for adult learners and take up will be monitored.

ESOL delivery is the services largest curriculum in terms of demand. 70% of learners undertaking AEB qualifications in 21/22 were BMAER and for Community Learning this proportion was 67% of learners.

FACES publicity is always inclusive, and the service has produced learner information booklets in a number of different languages.

The service will review the implications of the recent Race Equality Commission report and where it is deemed necessary will make improvements and take on any further considerations that can help shape the service and the changing demographics of the city.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Provision will be inclusive and not tolerate any prejudice or associated related incidents. Programme delivery will be mindful of cultural and religious needs and this includes times of delivery.

Religion and cultural identity are celebrated in ESOL classes as a way of stoking up conversations and dialogue through conversations.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Provision will be inclusive for all and prejudices and intolerance attitudes/views will be dealt with instantly. Ground rules are established at the start of every programme/activity showing respect and tolerance for all and diversity is celebrated.

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Provision will be inclusive for all and prejudices and intolerance attitudes/views will be dealt with instantly. Ground rules are established at the start of every programme/activity showing respect and tolerance for all and diversity is celebrated.

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

Details of impact

Provision will be across the city but prioritised in areas of high need (neighbourhoods and communities that have been deemed as areas of deprivation according to a range of indices of deprivation). The learning and skills activities commissioned will look to improve the life opportunities for residents from these communities/neighbourhoods. This will include financial inclusion.

Cohesion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Commissioned activities will look to improve Integration and Cohesion in particular through ESOL classes for Adults whose first language is not English and for recently arrivals through the international Humanitarian Displacement Initiatives.

Partners

Impact on Staff Yes No**Impact on Customers** Yes No**Details of impact**

Commissioned activities will take place across the city and will include a framework of suppliers that have the appropriate capabilities, skills and competencies to deliver – some of these may include third sector voluntary and community funded partners.

Armed Forces**Impact on Staff** Yes No**Impact on Customers** Yes No**Details of impact**

FACES learning programmes are open to all and may appeal to Officers who are wanting to retrain, upskill or are seeking new opportunities if they have recently been discharged from the armed services.

Other*Please specify*

NA

Impact on Staff Yes No**Impact on Customers** Yes No**Details of impact****Action Plan and Supporting Evidence**

What actions will you take to mitigate any equality impacts identified? Please include an Action Plan including timescales

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

FACES Strategy included

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 – Part B (EIA Lead to complete)

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