



**Author/Lead Officer of Report: Adele Robinson
Social Justice and Inclusion Manager**

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Report of: James Henderson
Report to: Cllr Olivia Blake
Date of Decision: 28th June 2018
Subject: Annual Equality Report 2016-17

Is this a Key Decision? If Yes, reason Key Decision:- Yes No

- Expenditure and/or savings over £500,000
- Affects 2 or more Wards

Which Cabinet Member Portfolio does this relate to? Deputy Leader and Cabinet Member for Finance

Which Scrutiny and Policy Development Committee does this relate to? Overview and Scrutiny Management Committee

Has an Equality Impact Assessment (EIA) been undertaken? Yes No

If YES, what EIA reference number has it been given? EIA not required.

Does the report contain confidential or exempt information? Yes No

If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:-

“The (report/appendix) is not for publication because it contains exempt information under Paragraph (insert relevant paragraph number) of Schedule 12A of the Local Government Act 1972 (as amended).”

Purpose of Report:

To provide the Cabinet Member with:

- Background on our Statutory Equality Duties and an overview of how we are meeting them.
- An outline of progress made and continued challenges on equality and diversity.
- An update on progress against our Equality and Fairness Objectives for 2014 /18.
- An outline of workforce equality and diversity.
- Recommendations for next steps.

Recommendations

1. Note the Annual Report (Appendix 1)
2. Agree the recommendations in the Annual Report (as below)

The report recommends:

1. Noting the progress on
 - i. Meeting the Council's Statutory Equality Duties
 - ii. Meeting our Equality & Fairness Objectives 2014 – 2018 and the outstanding challenges
 - iii. Improvements with regards to Workforce Equality and Diversity and outstanding challenges.
2. Noting the areas of persistent inequalities that require continued attention.
3. Agreeing that by focusing on key areas of equality work to help take Sheffield forward on its ambitious journey to become Britain's fairest city, the Strategic Equality and Inclusion Board should focus attention on:
 - Ensuring we are meeting our Equality Duties
 - Working with city partners to ensure equality and fairness across the city
 - Oversight of the Equality and Fairness Objectives (which will be reviewed in 2018)
 - Oversight of the Annual Workforce Equality Report and Action Plan
 - Oversight of the equality work of strategic partners
 - Oversight of the Equality Hub Network
 - Oversight of the collection and use of customer monitoring in relation to equality
 - Challenge and support of the work on persistent inequalities as noted in the report
 - Reviewing the equality structures to ensure they are still fit for purpose.

Background Papers:

- Annual Equality Report 2016-17 (Appendix 1)
- Annual Workforce Report 2016-17 (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, where required.	Finance: Paul Foster
		Legal: Nadine Wynter
		Equalities: Adele Robinson
<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	EMT member who approved submission:	James Henderson
3	Cabinet Member consulted:	Cllr Olivia Blake
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 Decision Maker by the EMT member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.	
	Lead Officer Name: Adele Robinson	Job Title: Social Justice and Inclusion Manager
Date: 21/6/2018		

SHEFFIELD CITY COUNCIL

Annual Equality Report: 2016-17

1.0 SUMMARY of PROPOSAL

1.1 To provide the Cabinet Member with:

- Background on our Statutory Equality Duties and an overview report of how we are meeting them.
- An outline of progress made and continued challenges on Equality, Diversity & Inclusion
- An update on progress against the Equality and Fairness Objectives for 2014 /18
- An outline on workforce equality and diversity
- Recommendations for next steps

2.0 BACKGROUND

- 2.1 Fairness and tackling inequality is at the heart of the Council's values, we believe that everyone should get a fair chance to succeed but recognise that some people and communities need extra help to reach their full potential, particularly when they face multiple layers of deprivation. Tackling inequality is crucial to increasing fairness and social cohesion, reducing health problems and helping people to have independence and control over their lives.
- 2.2 The business case for fairness and equality is strong; good practice will lead to benefits for all across the city. We want our workforce culture to promote and embrace equality, fairness and inclusion realising that each individual adds value to a team. We are committed to supporting our workforce to develop and to commission or deliver quality services.
- 2.3 However, the national austerity programme has resulted in significant cuts to the Council's budget in the period since 2010. In that 7 year period, the Councils core revenue funding has been reducing year on year. Grant reductions, plus demand and cost pressures mean we will need to identify around £40m of savings in 2017/18, which is in addition to the £352m of savings already made over the past 6 years. This 'budget gap' grows to £116m by 2021/22.
- 2.4 These substantial funding cuts mean that our work on equality and fairness is much more focused on ensuring we do not slide backwards and lose ground in existing areas of inequality. The emphasis is on making sure we are doing things fairly, and meeting demand pressures. National issues such as welfare reform have had a significant impact across the city, which makes reducing inequality more difficult. These changes have impacted most on specific groups who already experience inequality such as people on a low income, disabled people and women. These areas are explored in more detail in the Councils [Tackling Poverty Strategy 2015-18.](#)

3.0 HOW DOES THE DECISION CONTRIBUTE TO THE CORPORATE PLAN AND WHAT DOES IT MEAN FOR SHEFFIELD PEOPLE

- 3.1 As a City Council, we know that unfairness and inequalities exist across the city. The Council set up the [Fairness Commission](#) to examine this. There has been an [Annual Review](#) each year following the main publication. The Annual Review updates members of

the Fairness Commission on progress made in the year since publication of the report on the recommendations; Sheffield City Council's Fairness Commission Fund; and the Outcome Indicators. For more detailed please see the information on the annual review.

- 3.2 This work also resulted in establishing the ['Our Fair City Campaign'](#) which informs people about inequalities, promoting the case for greater fairness and making a call to action to local people and organisations. During 2016-17 the campaign included a specific focus on fairer food and employment.
- 3.3 As a Council, we have a major role in tackling inequality and it is important that we work with communities and partners in doing so. As a result we linked our approach to equality, diversity and inclusion with the Fairness Commission recommendations and set out the Equality and Fairness Objectives 2014 -18.
- 3.4 In times when resources are diminished, it's feasible that equalities could be viewed as less of a priority issue. As a Council however we are determined to keep fairness and tackling inequality as a key area. We will do as much as we can to strive for greater equality for everyone, and particularly those who face multiple disadvantage, discrimination and additional barriers such as those who share protected characteristics under the Equality Act.
- 3.5 Our aim is to make Sheffield the fairest place to live and work and the report considers how the Council can do this in the context of reducing resources, and as the organisation goes through a period of organisational change. People have different needs and some people may need more or different resources to have access to the same outcomes as others.
- 3.6 As we address some of the larger persistent long term inequalities that exist in the city, it is also important that we continue, on a daily basis, to make real improvements and changes to services and practices that positively impact on people's lives.

4.0 HAS THERE BEEN ANY CONSULTATION

- 4.1 This report sets out how we as a Council are meeting our Equality Duties and what work has been undertaken in the area of equality in the past year. That work has been outlined in the Annual Report 2016-17 and has been subject to consultation and /or involvement during the year.
- 4.2 The Equality Hub Network as noted in (section 6F) of the Annual Report was set up to strengthen the voice and influence of communities of identity (COIs) in Sheffield by providing a route for the Council to engage with those communities to help shape policy and services in the city. These COIs are specifically identified as a protected characteristic within the Equality Act 2010.
- 4.3 The report will also be shared with the Strategic Equality and Inclusion Board (SEIB) and the Equality Hub Network (EHN).

5.0 EQUALITY IMPLICATIONS

- 5.1 As a Public Authority, we have legal requirements under Section 149 and 158 of the Equality Act 2010. These are often collectively referred to as the 'general duties to promote equality'. To help us meet the general equality duties, we also have specific duties, as set out in the Equality Act 2010 (Specific Duties) Regulations 2011. We have considered our obligations under this Duty in this report and the Council is committed to ensuring that citizens, have access to appropriate information and services in particular those who share protected characteristics under the Equality Act. We currently comply with our legislative

requirements under the [Equality Act 2010 and associated Public Sector Duties \(PSED\)](#). The attached Annual Report sets out this in more detail.

- 5.2 Where the Council chooses to implement a recommendation from the report that requires a further decision to be made this would be taken in the usual manner and in line with the Council's constitution / Leader's Scheme of Delegation. Any actions taken or decisions made would include consideration of any equalities implications including equality impact assessments and appropriate consultation to ensure the Council fulfils its obligations.

6.0 FINANCIAL AND COMMERCIAL IMPLICATIONS

- 6.1 There may be costs associated with changing and supporting practice in some areas including the potential training required on some actions, but these would be managed from within the existing Portfolio / Service budget. For example Resources would meet any HR cost implications.
- 6.2 Our commercial partners contribute to the Strategic Equality Board and they submit annual reports and updates on how they contribute the meeting our Duties.

6.0 LEGAL IMPLICATIONS

- 6.1 As a Public Authority, we have legal requirements under Section 149 and 158 of the Equality Act 2010 as referred to in section 3 and section 5. These are often collectively referred to as the 'general duties to promote equality'. To help us meet the general equality duties, we also have specific duties, such as the requirement to produce, publish and report on equality objectives as set out in the Equality Act 2010 (Specific Duties) Regulations 2011
- 6.2 We have considered our obligations under this Duty and this report details how we meet the Duties including an update on progress on meeting the Equality and Fairness Objectives.

7.0 OTHER IMPLICATIONS

- 7.1 There are HR implications in relation to workforce diversity in Appendix 2 the 'Annual Workforce Report', the report and its recommendations has been approved by the Strategic Equality Board and by the Director of HR and Customer Services.

8.0 ALTERNATIVE OPTIONS CONSIDERED

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

8.0 REASONS FOR RECOMMENDATIONS

- 8.1 Our aim is to make Sheffield a fairer place to live, work and visit and on an ongoing basis we will continue to meet the needs of our diverse customers. There is excellent work being undertaken across the Council in relation to equality and fairness that will continue to make a difference to people's lives in the city. These are highlighted in the report.
- 8.2 However alongside this work there are areas of persistent inequality and challenges in areas across the Council and the city that this report has also noted that are unacceptable. These are not solely issues in Sheffield but these areas should be discussed in more detail

and may need to be addressed differently and unstuck if we are to improve outcomes for everyone in the city.

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

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

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

8.6 **The report makes the following recommendations:**

1. Noting the progress on

- i. Meeting the Council's Statutory Equality Duties
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