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Equality Impact Assessment and Consultation

Introductory Information

Reference number

1108

Budget/project proposal name

Community Cohesion Action Plan

Entered on Q Tier
 Yes No

Budget/project proposal status

Project

Years

12/13	13/14	14/15	15/16	16/17	17/18	18/19	19/20	20/21	21/22
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EIA date

23/11/2016

EIA lead

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EIA contact

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Lead corporate plan priority

Thriving Neighbourhoods and Communities

Portfolio, Service and Team

Cross portfolio
 Yes No

Communities
 Yes No

Service

Community Services

Team

cohesion

CYPF
 Yes No

Place
 Yes No

Resources
 Yes No

PPC
 Yes No

Health (including Director of Public Health)
 Yes No

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

Cabinet members are being asked to adopt the Sheffield Cohesion Framework as the Council's future approach to community cohesion work, and agree the first set of actions for the new Sheffield City Council (SCC) Community Cohesion and Integration action plan (a new 3 year action focused plan of cohesion building activities across all portfolios in the Council).

This proposal also includes the creation of a £30,000 fund from the Core Support Grant as part of the three year grant funding strategy approved by Cabinet in September 2016.

Specialist Provision

Proposal impacts on or relates to specialist provision

Yes No

Poverty (Financial Inclusion)

Proposal has an impact on poverty or financial inclusion

Yes No

Customer impact

Positive

Level

None/Low

Summary of impact

Low

Some cohesion building actions within the plan will link to financial inclusion and tackling poverty activities

Supporting evidence

Action plan bring drawn up

Yes No

Action and mitigation summary

The Action plan will be reviewed every 12 months and we will carry out an Action Cycle, as outlined in the Framework Document, in line with other partners. Using an action cycle ensures impact is assessed, learning identified and reported; and the plan is reviewed and updated.

After mitigation, there a residual medium/high impact

Yes No

Health

Proposal has significant impact on health and well-being (including effects on the wider determinants of health)

Yes No

Customer impact

Positive

Level

None/Low

Summary of impact

Some cohesion activities will help people's well being by reducing isolation. For example getting them out of their homes to be more involved in community activities in their area and interacting more with other people in their own community. Also through our work we will promote local health activities.

Supporting evidence

Continued work and support for community based health activities, for example the work of Darnall Well Being.

Action plan bring drawn up

Yes No

Comprehensive health impact assessment being completed

Yes No

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

Yes No

Health lead

Chris Nield

Age**Staffing**

Yes No

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Low

Community cohesion is not just about race, there are many elements including age, culture and disability. It is in its simplest term people getting on with each other. It is about finding common ground and tolerance.

Our cohesion building actions want to ensure all sections of a community are engaged with and this will include older and younger people.

We will work with our ageing population and social care providers as resources come under more pressure.

A number of actions have also been identified in the Children, Young People, and Families Cohesion Strategy.

Supporting evidence

20-24 years was the most common age range of migrants in Sheffield and was selected by 22% of current non-UK born residents as their age on arrival in the 2011 census.

Action plan

Yes No

Action and mitigation

The Action plan will be reviewed every 12 months and we will carry out an Action Cycle, as outlined in the Framework Document, in line with other partners. Using an action cycle ensures impact is assessed, learning identified and reported; and the plan is reviewed and updated. The EIA will be reviewed alongside this.

This proposal also includes the creation of a £30,000 Cohesion fund - we will ensure that equality issues (including age) are considered (in a proportionate way) as part of the grant award and monitoring process.

Disability**Staffing**

Yes No

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Low

Community cohesion is not just about race, there are many elements including age, culture and disability. It is in its simplest term people getting on with each other. It is about finding common ground and tolerance.

Our cohesion building actions want to ensure all sections of a community are engaged with and this will include disabled people.

We will work with social care providers as resources come under more pressure.

Supporting evidence

Disabled people are at particular risk of Hate crime/incidents.

Action plan

Yes No

Action and mitigation

We will work with the equality hubs during 2017 to see what unidentified needs there are and develop specific actions for engaging with and including disabled people in community based activities when building community cohesion in an area.

This proposal also includes the creation of a £30,000 Cohesion fund - we will ensure that equality issues (including disability) are considered (in a proportionate way) as part of the grant award and monitoring process.

Pregnancy/maternity

Staffing

Yes No

Customers

Yes No

Race

Staffing

Yes No

Impact

Positive

Level

Medium/High

Details on impact

The action plan includes actions on supporting the staff equality networks ensuring we use the expertise of our BME staff in developing new policies and staff initiatives. For example we took the draft of this cohesion action plan to the communities staff inclusion network for comment and discussion.

Customers

Yes No

Impact

Positive

Level

Medium/High

Details on impact

Some of the cohesion actions will focus on areas where we have newly arrived communities, some of which are from specific BME communities. For example promoting English classes to newly arrived people to Sheffield, if they need it. All our listed first actions aim to bring people together from different backgrounds and experiences in their community so this may include people from different counties or race coming together and learning from each other.

We will use trained Mediators to work with communities at a local level.

Supporting evidence

Sheffield is a growing and increasing diverse city in terms of its population. 19% of the Sheffield population is from a BME background. The non british population of Sheffield is around 6%. Some of these people will need English classes and we aim to promote the learning of English to all who need it, including progression routes and qualifications.

BME communities are at particular risk of Hate crime/incidents..

Action plan

Yes No

Action and mitigation

We will ensure Mediators understand the issues faced by different communities. Where possible we will encourage people from different diverse groups (BME communities, disabled people, men/women etc) to train as mediators

The Action plan will be reviewed every 12 months and we will carry out an Action Cycle, as outlined in the Framework Document, in line with other partners. Using an action cycle ensures impact is assessed, learning identified and reported; and the plan is reviewed and updated. The EIA will be reviewed alongside this.

This proposal also includes the creation of a £30,000 Cohesion fund - we will ensure that equality issues (including race) are considered (in a proportionate way) as part of the grant award and monitoring process

Religion/belief**Staffing**

Yes No

Impact

Positive

Level

None/Low

Details on impact

We will use our staff equality networks and equality hubs to continue to engage with our staff on faith and religion issues, including practical issues whilst at work.

Customers

Yes No

Impact

Positive

Level

Medium/High

Details on impact

Our cohesion actions include work with community groups and faith based groups in the city, and we will work with a range of groups, using their expertise and connections to engage with communities in the city to promote cohesion in sheffield and identify issues and new actions.

Supporting evidence

The Strategic Cohesion and migration group has representatives from Sheffield Faith Leaders and One Sheffield Many Cultures and the cohesion advisory group.

Sheffield City Council has worked on the strategy with the Cohesion Advisory Group (CAG), an independent member organisation specialising in cohesion that represent a wide range of interests across the voluntary community and faith sector, as well as a wide range of other partners to develop the new Framework.

Hate crime/incidents can be a particular concern for some religious communities.

Action plan

Yes No

Action and mitigation

The Action plan will be reviewed every 12 months and we will carry out an Action Cycle, as outlined in the Framework Document, in line with other partners. Using an action cycle ensures impact is assessed, learning identified and reported; and the plan is reviewed and updated. The EIA will be reviewed alongside this.

This proposal also includes the creation of a £30,000 Cohesion fund - we will ensure that equality issues (including religion and belief) are considered (in a proportionate way) as part of the grant award and monitoring process

Sex

Staffing

Yes No

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Low

Our cohesion building actions want to ensure all sections of a community are engaged with and this will include men and women.

Supporting evidence

Action plan

Yes No

Action and mitigation

The review of the EIA will include identifying any additional action required for women or men (when additional actions are set in year 2/3).

We will work with the equality hubs during 2017 to see what unidentified needs there are and develop specific actions for engaging with and including both men and women in community based activities when building community cohesion in an area.

This proposal also includes the creation of a £30,000 Cohesion fund - we will ensure that equality issues (including sex) are considered (in a proportionate way) as part of the grant award and monitoring process.

Sexual Orientation

Staffing

Yes No

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Low

Our cohesion building actions want to ensure all sections of a community are engaged with and this will include lesbian, gay, bisexual, and transgender people.

Our actions will also be a means of preventing escalation towards scapegoating of vulnerable people, hate crimes and incidents and antisocial behaviour.

Supporting evidence

The LGBT community are at particular risk of Hate crime/incidents.

Action plan

Yes No

Action and mitigation

The Cohesion Commitment is an umbrella commitment that can embrace other pledges, charters, commitments in Sheffield (fairness, women's, disability, LGBT etc). We need to support these different initiatives to work together. Then to create an Action Plan with objectives and outcomes, by viewing the organisations activities through a *cohesion lens*.

We also need to ensure effective working on cohesion with the LGBT community (e.g. with LGBT Sheffield and the Equality LGBT Hub).

This proposal also includes the creation of a £30,000 Cohesion fund - we will ensure that equality issues (including sexual orientation) are considered (in a proportionate way) as part of the grant award and monitoring process.

Transgender

Staffing

Yes No

Customers

Yes No

Carers

Staffing

Yes No

Customers

Yes No

Voluntary/Community & Faith Sectors

Staffing

Yes No

Customers

Yes No

Impact

Positive

Level

Medium/High

Details on impact

We currently work closely with the VCF sector on cohesion and integration projects and will continue to do so through the 2 tier partnership meetings and regular attendance at refugee and migrant forum and CAG meetings.

The new £30,000 fund open to all VCF groups will allow groups to apply for funding to do their own cohesion building activity in their communities.

Supporting evidence

Cohesion and migration partnership group, Cohesion Migration and Integration Strategic Group, Refugee Needs Assessment 2016, Sheffield Cohesion Framework 2016

Action plan

Yes No

Cohesion

Customers Yes No**Impact**

Positive

Level

Medium/High

Details on impact

Specific new cohesion building activities and existing council services will all aim to improve community cohesion. We will continue to look at our services to ensure we minimise any negative and unforeseen actions.

Supporting evidence

the action plan is designed to improve cohesion in the city through small scale and multiple actions across themes and across the city.

Sheffield cohesion Framework 2016

Action plan Yes No**Action and mitigation**

the cohesion action plan will list all our initial cohesion actions and we will measure success and progress against the action plan.

Partners**Customers** Yes No**Impact**

Positive

Level

Medium/High

Details on impact

continued close working internally with other departments in the council as we deliver the actions, with the strategic partnership group receiving updates

Supporting evidence

continued close working with key partners such as CAG, City of Sanctuary, faith Leaders, VAS etc. The strategic partnership group will receive regular updates on progress and so will the partnership level group, open to all VCF groups with an interest in community cohesion issues.

Action plan Yes No**Armed Forces****Staffing** Yes No**Customers** Yes No**Other/Additional****Staffing** Yes No**Customers** Yes No**Supporting Documentation**

Summary of Impact

Overall summary of possible impact

Adopting the Sheffield Cohesion Framework and the initial set of actions for SCC should have a positive impact on people with protected characteristics, in particular age, race, disability, and religion and belief.

This will help the Council show due regard to its Public Sector Equality Duty (Section 149 and 158 of the Equality Act 2010), and to help Eliminate unlawful discrimination, harassment and victimisation and promote equality of opportunity for those with a protected characteristic, and help foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In the initial set of actions it has not been possible to focus specifically on all protected characteristics, but we will ensure that we consider the needs of all groups where possible and that we review any gaps as part of reviewing the action plan (more actions will be added in years 2 and 3). This EIA will be updated prior to decisions on future actions.

Proposal has geographical impact across Sheffield

Yes No

Detail of geographical impact across Sheffield

city wide approach

Some actions targeted at specific identified community needs which will be in a certain neighbourhood, or along a specific theme.

Cohesion affects different areas of the city differently - for example, the largest population increases are in City, Walkley, Fulwood, Burngreave and Darnall wards, with growth mainly due to students and households with young families living in these areas.

Which local partnership area will be impacted

All Partnership Areas

Proposal has a cumulative impact

Yes No

Year on year Across a community Geographical area Other

Details of cumulative impact

3 year action plan 2017-2020 with small and multiple planned actions over the 3 years to build cohesion and integration in the city

Summary of evidence

A 3 year action focused plan to ensure Sheffield City Council services and projects help build cohesion in the city, and supports our communities to promote and help build cohesion as well.

Review

Review date

14/04/2017

Risk rating

Medium

Decision Type

Type of decision

Executive Decision (Cabinet)

Lead cabinet member

Staff

Staff who may be affected by these proposals are aware

Yes No

Consultation

Consultation required

Yes No

Consultation start date

01/04/2015

Consultation end date

16/12/2016

Details of consultation

Ongoing consultation for past 18 months through the co-production model using a variety of methods as detailed in the cabinet report.

In 2015, partners in the city came together to discuss the need for a new Cohesion Strategy for Sheffield and agreed that a co-production method would be the most effective way of combining resources and expertise in the city. Sheffield City Council has worked with the Cohesion Advisory Group (CAG), an independent member organisation specialising in cohesion that represent a wide range of interests across the voluntary community and faith sector, as well as a wide range of other partners to develop the new Framework.

The reduction in the public sector in Sheffield during this time means this co-produced partnership arrangement has maximised effect, with each organisation signing up to the Framework able to contribute meaningful and achievable actions relevant to their daily work without over stretching their delivery or commitments.

Manager and Approval

Lead officer

Greenwood Angela

EIA approved

Yes No

EIA escalated due to significant poverty impact and sign-off agreed

Yes No

Form complete