

# Equality Impact Assessment

## Introductory Information

**Budget/Project name**

Local Area Committees

**Proposal type**

- Budget
- Project

**Decision Type**

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

**Lead Cabinet Member**

Cllr Bob Johnson

**Entered on Q Tier**

- Yes
- No

**Year(s)**

- |                             |                             |                             |                             |                             |                             |                             |                             |
|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| <input type="radio"/> 14/15 | <input type="radio"/> 15/16 | <input type="radio"/> 16/17 | <input type="radio"/> 17/18 | <input type="radio"/> 18/19 | <input type="radio"/> 19/20 | <input type="radio"/> 20/21 | <input type="radio"/> 21/22 |
|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|

**EIA date**

DD/MM/YYYY

**EIA Lead**

- |   |                                       |
|---|---------------------------------------|
| <input checked="" type="radio"/> Adele Robinson | <input type="radio"/> Ed Sexton       |
| <input type="radio"/> Annemarie Johnston        | <input type="radio"/> Louise Nunn     |
| <input type="radio"/> Bashir Khan               | <input type="radio"/> Michelle Hawley |
| <input type="radio"/> Beth Storm                | <input type="radio"/> James Henderson |
| <input type="radio"/> Diane Owens               |                                       |

**Person filling in this EIA form**

Lauren Coult

**Lead officer**

Dawn Shaw

**Lead Corporate Plan priority**

- |  |                                      |  |   |   |
|--|--------------------------------------|--|---|---|
| <input type="radio"/> An In-Touch Organisation | <input type="radio"/> Strong Economy | <input checked="" type="radio"/> Thriving Neighbourhoods and Communities | <input type="radio"/> Better Health and Wellbeing | <input type="radio"/> Tackling Inequalities |
|--|--------------------------------------|--|---|---|

## Portfolio, Service and Team

### Cross-Portfolio

- Yes       No

### Portfolio

All

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

- Yes       No

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

The new Area Committees will engage, enable, and empower communities across the city with increasing control over decision making a major shift in power to communities with a rolling programme of devolution over the next 12 to 18 months.

This EIA is a live document and will be updated as the programme develops, ensuring that we give full consideration to the impact of the new LACs and the devolution of decision making to communities. The LACs are intended to become the focal point for engaging, enabling and empowering all communities in the city and therefore, should have a positive impact on equality and diversity, with greater voice and influence for people with protected characteristics wherever they live in Sheffield.

However as with any decision there may be unintended consequences of any changes that result from these decisions. We will try to ensure any negative impacts are mitigated.

## 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

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

## Overview

### **Briefly describe how the proposal helps to meet the Public Sector Equality Duty (PSED) outlined above**

7 Local Area Committees (LAC) are to be established by Sheffield City Council in May 2021. The new LACs will engage, enable, and help empower communities across the city with increasing control over decision, marking a major shift in power to communities with a rolling programme of devolution over the next 12 to 18 months.

This will involve people who share characteristics under the Equality Act, so it is intended that the new approach will help us meet our PSED. Each new area will be asked to consider equality and diversity in their local plan. However, with any decision there may be unintended impacts especially as at this stage we are still unsure of all the changes that will happen.

We are especially mindful of the different demographics of each new area and ensuring smaller communities in each area are represented, such as people with a sight impairment, learning disability, LGB & T people etc. Some people may be less likely to feel comfortable getting involved, so we will ensure that we listen to a range of voices not just the loudest. We will engage both in person and online and we will work with the Sheffield Equality Partnership and other VCF organisations to ensure

this diversity of voice and influence.

We will ensure that all Area Committees make the required reasonable adjustments for disabled people and meet accessibility standards in communications etc.

This EIA is a live document and will be updated as the programme develop, ensuring that we consider the impact of the new LACs and the devolution of decision making to communities.

## Impacts

### Proposal has an impact on

<input checked="" type="radio"/> Health	<input checked="" type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input checked="" type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input checked="" type="radio"/> Pregnancy/Maternity	<input 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 checked="" type="radio"/> Other

## 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    **Impact**  
 Positive     Neutral     Negative

#### Level

None     Low     Medium     High

#### Details of impact

#### Customers

Yes     No    **Impact**  
 Positive     Neutral     Negative

#### Level

None     Low     Medium     High

#### Details of impact

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended consequences especially as we are not yet sure about the demographic makeup of each area.

Given the health disparities we know exist across the city and between different groups of people, we will also ensure that health inequalities are considered as a central part of these plans. The LACs will use health data available for each area and group of people to inform the plans and actions.

**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

**Health Lead**

**Age**

**Staff**

Yes       No

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any impact on staff of different ages.

**Customers**

Yes       No

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

Sheffield is one of the 8 core cities in England and its population has grown above the national average and the City Region, rising from 513,000 in 2001 to 584,000 by 2019.. This has resulted from increases in births, net inward migration and longer life expectancy. There are around 60,000 under-graduate and post-graduate students studying at Sheffield’s two universities, 25% of whom are overseas students.

Sheffield has a higher proportion of its population aged 65 years or over (16%, or 93,600 people) than the other English Core Cities. This is projected to increase to 19.2% by 2034, with the largest increase in the number of people aged over 85

Life Expectancy in the city is 78.4 years for men and 82.1 years for women and there are greater numbers of women than men in the city, due to higher life expectancy for women.

The age group that has increased the most from 2011 to 2018 is 25-34 year olds, with 15.5% of our population being in this group. 18.1% of the population is under 16. The factors which are having the most impact on this changing city profile are increasing numbers of university students and the inward migration of households with young families.

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Given the disparities and inequalities that we know exist across the city and between

different groups of people in relation to health, education, housing, income, crime etc , we will also ensure that tackling inequalities are considered as a central part of these plans. The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with people of different ages and taking into account the needs of people of different ages within each area.

Areas may have a different age profile, and this will inform plans and decision making. Some issues may involve smaller groups of people in each area so we will ensure we work with city wide organisations such as the Equality Partnership as well.

## Disability

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on staff on disabled staff. This will include ensuring any reasonable adjustments are in place.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

The 2011 census told us that there are over 103,000 disabled people in the city and over a third of all households include a disabled person. Also 29% of people with a long-term health problem or disability live in areas that are amongst the 10% most deprived in the country. This compares with 23% in Sheffield as a whole.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended negative consequences, especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people especially disabled people who are much more likely to live in poverty, have poor health, poor educational outcomes, poor housing, and be victims of crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans. The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with disabled people and considering the needs of people with different impairments, making reasonable adjustments within each area.

Areas may have a different profile relating to disabled people and this will inform plans and decision making. We will ensure however that even if there are a small number of some disabled people, we will consider the impact on these groups.

Given some issues may involve smaller groups of people in each area so we will ensure we work with city wide organisations such as the Equality Partnership as and Disabled People User led organisations in the city as well.

## Pregnancy/Maternity

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on staff on staff who are pregnant or on parental leave.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended consequences especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people in relation to health, education, housing, income, crime etc , we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with pregnant women and new parents taking into account their needs within each area.

Areas will have a different profile in relation to pregnancy and maternity and this will inform plans and decision making. Some issues may involve smaller groups of people in each area so we will ensure we work with city wide organisations such as the Equality Partnership as well.

## Race

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on staff of different ethnicities.

**Customers** Yes  No**Impact** Positive  Neutral  Negative**Level** None  Low  Medium  High**Details of impact**

The 2011 census told us that there are over 105,000 who are Black, Asian or Minority Ethnic (BAME) in the city, this is likely to have increased over the past 10 years. Also 38% of the BAME population live in areas that are amongst the 10% most deprived in the country. This compares with 23% in Sheffield as a whole. We know the age profile of BAME people in the city according to the 2011 census differs considerably, If we look at primary, secondary, and special school pupils we see that around 35.5% of all primary school pupils are from a Black, Asian and /or Minority Ethnic (BAME) background and 29.1% of pupils in secondary schools but just 7% of over 50's and 6% of over 65s. Also, wards have very different BAME populations from for example 40% of Burngreave residents are BAME but only 4% of west and east Ecclesfield and 3% of Stocksbridge and Upper Don.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended negative consequences, especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people and especially some BAME communities we will ensure that tackling inequalities are considered as a central part of these plans. Some but not all BAME communities are much more likely to live in poverty, have poor health, poor educational outcomes, poor housing, and be victims of crime etc. The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with different BAME communities and considering the needs of people of different ethnicities within each area.

Areas will have a different profile relating to ethnicity and this will inform plans and decision making. We will ensure however that even if there are a small number of some BAME communities we will consider the impact on these groups. As a result we will ensure we work with city wide organisations such as the Equality Partnership as well as BAME led community organisations in the city.

**Religion/Belief****Staff** Yes  No**Impact** Positive  Neutral  Negative**Level** None  Low  Medium  High**Details of impact**

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on staff of different religious or non-religious beliefs.

**Customers** Yes  No**Impact** Positive  Neutral  Negative

**Level**

None     Low     Medium     High

**Details of impact**

According to the 2011 census 53% of Sheffield people stated in the Census they had a Christian religion, 31% no religion and 8% Muslim. This will be different across the new LACs.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended consequences especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people in relation to health, education, housing, income, crime etc , we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with people of different religions and those with no religious belief taking into account their needs within each area.

Areas may have a different profile in relation to religion and belief and this will inform plans and decision making. Some issues may involve smaller groups of people in each area so we will ensure we work with city wide organisations such as the Equality Partnership, Faith and humanist groups as well.

**Sex****Staff**

Yes     No

**Impact**

Positive     Neutral     Negative

**Level**

None     Low     Medium     High

**Details of impact**

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on male and female employees.

**Customers**

Yes     No

**Impact**

Positive     Neutral     Negative

**Level**

None     Low     Medium     High

**Details of impact**

Sheffield had a total of 287,391 men and boys in 2017. This was slightly lower than the 290,398 women and girls during the same period. This is similar to the national figures. There is very little difference in terms of numbers between men and women at any age apart from when we look at older people. The difference between the sexes in the 65+ age group is 9,086 more women than men. This may be different across the new LACs.

Also, in 2019, median gross weekly earnings of full-time workers were £572.70 for males, and £485.10 for females. For all males, median annual pay was £27,922

compared with £18,865 for all females, a pay gap of £9,057.

For all males, median annual pay was £27,922, compared with £18,865 for all females; a pay gap of £9,057.

Single female pensioners tend to have a lower income than male pensioners. Other issues which cannot be separated from experiences of financial exclusion and poverty include age, ethnicity, sexuality, disability and domestic abuse etc.

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Given the disparities and inequalities that we know exist across the city and between different groups of people including sex in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with a range of people taking into account their needs within each area.

Areas may have a different profile in relation to sex and this will inform plans and decision making. Some issues may involve smaller groups of people in each area so we will ensure we work with city wide organisations such as the Equality Partnership as well.

## Sexual Orientation

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on people of different sexual orientations.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

Although there is no detailed local data, based on national government estimates there are approximately 5 to 7% of people who are Lesbian, Gay, Bisexual - 28,000 to 39,000 LGB people in the city, if the national estimates were applied to Sheffield's population. See the LGBT Community Knowledge Profile. This is likely to be very different across different ages with more younger people identifying as LGB+ than older people.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended consequences especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people including sexual orientation in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with people of different sexual orientations, taking into account their needs within each area. In particular, LGB + people are not always out or comfortable being open with everyone about their sexual orientation and numbers of LGB + people may be smaller in some areas so we will ensure we work with city wide organisations such as the Equality Partnership as well.

Areas may have a different profile in relation to sexual orientation and this will inform plans and decision making.

## Transgender and Gender Identity

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on trans people and on people with different gender identities.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

Although there is no specific local data, the Gender Identity Research and Education Society estimates that 0.6% of people are Transgender, that's approximately 3000 people in the city if the national estimates were applied to Sheffield.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended consequences especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people including sex in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with a range of people including trans people and people of different gender identities, taking into account their needs within each area.

Areas may have a different profile in relation to gender reassignment or gender identity and this will inform plans and decision making. Some issues may involve smaller groups of people in each area so we will ensure we work with city wide organisations such as the Equality Partnership as well.

## Carers

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on carers.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

While Census data provides us with a good indication of the number of carers in Sheffield, it is likely that there are considerably more than the statistics suggest. The Sheffield Carer's Strategy estimates that only around 1 in 4 carers are known to statutory and voluntary organisations.

The 2011 census told us that there are over 57,000 carers in the city about 10% of people in the city of those 4,559 are young people under age 25 and 58% of carers are women. However, identifying the number of carers both locally and nationally can be a challenge. There are many 'hidden carers' who do not identify themselves as such, not viewing their responsibilities as anything separate from the relationship, they have with the person they are caring for.

Carers are also an ever-changing group with an estimated 2.3 million people, nationally, moving in and out of caring situations each year. Therefore, the number of carers will be different every day.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended negative consequences, especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people including disabled people and their Carers in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with carers and considering the needs of people caring for people with different impairments.

Areas may have a different profile relating to carers and this will inform plans and decision making. We will ensure however that even if there are a small number of some Carers, we will consider the impact on these groups.

Given some issues may involve smaller groups of people in each area so we will ensure we work with city wide organisations such as the Equality Partnership as and the Carers Centre in the city as well.

## Voluntary/Community & Faith Sectors

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

NA

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

Sheffield has a diverse and vibrant VCF sector that this proposal will compliment.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity will be at the heart of each plan. However, there may be unintended consequences especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people, we will also ensure that inequalities are considered as a central part of these plans.

Each area will have a different profile of local community organisations, but the intention is that these local organisations will be central to this new approach by involving local people in decision making.

Ward pots in each area will increase significantly and each of the 7 LACs will have with £100k funding for them to spend in line with local community plan. Areas will also have money allocated in relation to deprivation.

The LACs will use VCF data available for each area and local VCF organisations will inform the plans and actions.

## Cohesion

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

NA

**Customers** Yes  No**Impact** Positive  Neutral  Negative**Level** None  Low  Medium  High**Details of impact**

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic. The Local Area Committees are to develop local plans of which Equality and Diversity and cohesion will be at the heart of each plan. However, there may be unintended consequences especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people, we will also ensure that inequalities are considered as a central part of these plans.

Each area will have a different profile of local community organisations and people, but the intention is that these local people and organisations will be central to this new approach by involving local people in decision making.

We will also work with city wide organisations on cohesion.

**Partners****Staff** Yes  No**Impact** Positive  Neutral  Negative**Level** None  Low  Medium  High**Details of impact**

NA

**Customers** Yes  No**Impact** Positive  Neutral  Negative**Level** None  Low  Medium  High**Details of impact**

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Given the disparities and inequalities that we know exist across the city and between different groups of people, we will also ensure that inequalities are considered as a central part of these plans.

Each area will have a different profile of local partners and community organisations, but the intention is that local people and organisations will be central to this new approach by involving local people in decision making.

We will work with our partners locally and city wide as we develop the plans to ensure we work together to achieve the best outcomes for the people of Sheffield.

## Poverty & Financial Inclusion

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on people with a low income although none is expected.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

Sheffield's Child Poverty report in 2017 shows the proportion of children living in families in receipt of out of work benefits, or in receipt of tax credits where their reported income is less than 60% of UK median, has increased.

In line with other Core Cities and national trends, the most up-to-date data shows 31.3% (35,820) children are living in poverty in Sheffield after housing costs (AHC). However, the figure masks the wide and well-documented variation between different parts of Sheffield. In Ecclesall ward, 7.8% (AHC) of children were living in poverty, whilst in Burngreave the figure was much higher at 51.19% and Central and Firth Park at 49% in poverty.

In 2017, 17 of the Sheffield's 28 wards had more than 20% of children living in relative poverty (AHC). There are clearly multiple causes of child poverty; however, it is likely that national welfare reforms are a significant driver of changes seen.

Joseph Roundtree Foundation (JRF) research (Monitoring poverty and social exclusion 2016 report) notes 'While overall levels of poverty have remained fairly static over the last 25 years, risks for particular groups have changed. Income poverty among pensioners fell from 40% to 13%, while child poverty rates remain high at 29%, and poverty among working-age adults without dependent children has risen from 14% to around 20%. The number of people in poverty in a working family is 55%. Four-fifths of the adults in these families are themselves working, some 3.8 million workers. Those adults that are not working are predominantly looking after children.

Since then welfare changes and Universal Credit (UC) is having significant implications for communities in Sheffield, particularly people with more complex lives or who have vulnerabilities that make managing the system harder. This is more likely to include people from BAMER communities, care leavers, people experiencing domestic abuse, tenants in private-rented accommodation, disabled people or health conditions, and carers.

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic or income. The Local Area Committees are to develop local plans and equality and diversity will be at the heart of each plan. However, there may be unintended negative consequences, especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people in relation to health, education, housing, income, crime

etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with people on different incomes and considering their needs.

Areas may have a different profile relating to poverty and deprivation and this will inform plans and decision making and resource available. We will ensure however that even if there are a small number of people impacted, we will consider the impact on these groups. We will also work with city wide advice agencies.

## Armed Forces

### Staff

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

We are not sure yet on the staff/ teams impacted by this decision, but we will ensure that we work with Human Resources (HR) to mitigate any negative impact on people who have served or are families of those who serve in the armed forces.

### Customers

Yes  No

### Impact

Positive  Neutral  Negative

### Level

None  Low  Medium  High

### Details of impact

This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic or income. The Local Area Committees are to develop local plans and equality and diversity will be at the heart of each plan. However, there may be unintended negative consequences, especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and group of people to inform the plans and actions. This will include engaging with people who are serving, have served or who are families of those serving in the armed forces.

Given numbers in each area may differ and be low we will work with city wide and national organisations on these issues as we consider their needs. We will work to the Community Covenant we have signed up to.

## Other

### Staff

Yes       No

*Please specify*

### Impact

Positive     Neutral     Negative

### Level

None     Low     Medium     High

### Details of impact

### Customers

Yes       No

*Please specify*

### Impact

Positive     Neutral     Negative

### Level

None     Low     Medium     High

### Details of impact

## Cumulative Impact

### Proposal has a cumulative impact

Yes       No

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

### *If yes, details of impact*

As this sets up new local Areas and Committees this will have a cumulative impact across all areas. This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic or income. The Local Area Committees are to develop local plans and equality and diversity will be at the heart of each plan. However, there may be unintended negative consequences, especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and each group of people to inform the plans and actions. This will include engaging with different people across all characteristics and areas, see the individual characteristics for more detail.

**Proposal has geographical impact across Sheffield**

- Yes                       No

*If Yes, details of geographical impact across Sheffield*

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Given the disparities and inequalities that we know exist across the city and between different groups of people in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and each group of people to inform the plans and actions. This will include engaging with people across all areas to ensure plans are integrated and take into account all areas of the city.

**Local Partnership Area(s) impacted**

- All                       Specific

*If Specific, name of Local Partnership Area(s) impacted*

This sets up new 7 new Local community Area Communities to replace the existing areas.

**Action Plan and Supporting Evidence**

**Action Plan**

We will adapt and build on this EIA as plans progress and more detail is identified in relation on establishing the new LACs.

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

**Consultation**

**Consultation required**

- Yes                       No

**If consultation is not required please state why**

This decision will only set up the new approach and framework of areas. There will be consultation when different parts and decisions are considered

**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**

Once the plans are known then people will have an opportunity to become involved and shape the proposals going forward

## Summary of overall impact

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This is a fundamentally positive change for all residents of Sheffield regardless of protected characteristic or income. The new Local Area Committees will develop local plans and equality and diversity will be at the heart of each plan. However, there may be unintended negative consequences, especially as we are not yet sure about the demographic makeup of each area.

Given the disparities and inequalities that we know exist across the city and between different groups of people in relation to health, education, housing, income, crime etc, we will also ensure that tackling inequalities are considered as a central part of these plans.

The LACs will use data available for each area and each group of people to inform the plans and actions. This will include engaging with people across all areas to ensure plans are integrated and take into account all areas of the city.

### Summary of evidence

### Changes made as a result of the EIA

## Escalation plan

### Is there a high impact in any area?

- Yes                       No

### Overall risk rating after any mitigations have been put in place

- High       Medium       Low       None

## Sign Off

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

- Yes                       No

Date agreed 15/03/2021