

APPENDIX B: Equality Impact Assessment



Name of policy/project/decision:
Sheffield: A city for all ages

Status of policy/project/decision: New

Name of person(s) writing EIA: Julia Thompson

Date: 7/8/12

Service: Commissioning

Portfolio: Communities

What are the brief aims of the policy/project/decision?

'Sheffield : A city for all ages' outlines Sheffield's ambition for achieving the strategic changes required to develop an 'age-friendly' city where people are able to maximise their physical and mental wellbeing at every stage of their lives.

Are there any potential Council staffing implications, include workforce diversity?

Yes

Areas of possible impact	Impact	Impact level	Explanation and evidence
Age	Positive	High	By taking an active ageing approach this work is designed to ensure people have high aspirations and expectations as they grow older. The emphasis is on extending healthy years of life, improving quality of life and reducing the time people spend ill or in need of long term care. A positive impact is required for both current and future generations of older people
Disability	Positive	Medium	People should have high aspirations and expectations about the opportunities available to them as they grow older. The challenges in later life faced by people who have a disability in achieving this outcome will need particular attention
Pregnancy /maternity	Neutral		No disproportionate impact anticipated
Race	Positive	Medium	Sheffield is becoming an increasingly diverse city and the range of expectations, needs and preferences will increase over time. The consultation will include people from BME communities and related organisations to identify how needs are expected to change over time so that we can plan how these might be addressed
Religion/belief	Positive	Medium	Recent prevention work with the Muslim Elders Support project has

Areas of possible impact	Impact	Impact level	Explanation and evidence
			identified the effectiveness of preventative approaches to improve health and wellbeing. By taking an active ageing approach, we will increase older people's voice and influence over how different individual needs are responded to.
Sex	Positive	Medium	There are currently more older women than men and this is expected to increase over time. Work to promote active ageing will take this into account and in particular how carers (who are often women) are supported to live actively and experience good health and wellbeing outcomes.
Sexual orientation	Positive	Medium	Research indicates that lesbian, gay, bi-sexual and transgender people will be open about their sexuality in older age. This will create an opportunity to understand different needs (including care and support) more fully and improve individuals' outcomes.
Transgender	Positive	Medium	As above
Financial inclusion, poverty, social justice, cohesion or carers	Positive	High	Some people and communities may need extra help to reach their full potential, particularly where they face multiple deprivation. We aim to provide extra help where this is needed to improve the wellbeing and resilience of local communities to reduce health problems and help people maintain independence and control
Voluntary, community & faith sector	Positive	Medium	We want the city (individuals and orgs) to value the role that people can play in contributing to the wellbeing of their communities. Communities need this but there are also clear health benefits for individuals keeping physically and mentally active. Ageing is therefore a major opportunity for the VCF sector.
Other/additional: Existing service users	Neutral		No disproportionate impact anticipated