



Report to Overview and Scrutiny Management Committee - 24th February 2022

Report of: Head of Policy and Partnerships

Subject: The Annual Equalities Report 2020-2021

Author of Report: Adele Robinson - Equalities & Engagement Manager
Adeola Banjoko - Equalities & Engagement Officer

Summary:

As a local authority we have a statutory duty to publish information on an annual basis which demonstrates how we are meeting our statutory duties under the Equality Act 2010 and associated Public Sector Duties (PSED). This includes publishing information relating to citizens and employees with protected characteristics to ensure we continue to create a fairer city for all.

The reporting time frame for this report is from March 2020 to April 2021, a time in which society has experienced profound changes locally, nationally, and globally. The Covid 19 pandemic, combined with Brexit, Black Lives Matter movement, the establishment of the Sheffield Race Equality Commission alongside other international humanitarian events has contributed to this incredibly difficult period in history. The impact of Covid 19 and inclusive recovery for Sheffield remains a key priority to us all.

This report is slightly longer as it includes a section on partnership working across all sectors of our city in response to Covid 19, examples of engagement community work lead in collaboration with mainstream services and an in depth demonstration of how Sheffield City Council is committed to implementing the Equality Act 2010 in practice alongside the public sector duties and [Sheffield Council Equality Objectives 2019- 2023](#). The report captures how we behave as an employer, our workforce diversity and a snapshot of how our colleagues managed and adapted working through the pandemic.

This is a working draft as we would like to hear the committee's thoughts which will further shape the final draft before it is published. As an appendix it will include a draft Workforce Diversity Profile for 2021, The Sheffield Equality Partnership engagement work and various secondary background resources. Available in the full report. We understand the importance of continuous long term meaningful engagement with all communities, partnership working and

leading by example is essential in ensuring Equalities is at the forefront of all decisions made across the city.

Type of item: The report author should tick the appropriate box

Reviewing of existing policy	
Informing the development of new policy	
Statutory consultation	
Performance / budget monitoring report	
Cabinet request for scrutiny	
Full Council request for scrutiny	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	
Other	x

The Scrutiny Committee is being asked to:

- Consider and discuss the working draft Annual Equalities Report for 2020- 2021
 - Provide views, comments, and feedback of the Draft Equalities Annual Report 2020-2021 before it is published.
 - Give suggestions for future areas of focus for the Annual Equalities report 2021-2022
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Background Papers:

- Sheffield City Council Work force report
- Sheffield Equality Partnership Engagement work

Category of Report: Open