

Equality Impact Assessment Number 1233

PART A

Introductory Information

Proposal name

Budget Options for 2023/2024 – Lifelong Learning & Skills

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

Approve the Budget Action Plan to deliver savings for 23/24 of £525K, against a pressure of £595K specifically through:

- Recharging the pay award pressure for staff currently funded by external income.
- More effective and efficient delivery of 16-19 study programme provision in SHEAF

Proposal type

Budget Non Budget

If Budget, is it Entered on Q Tier?

Yes No

If yes what is the Q Tier reference

Year of proposal (s)

<input type="radio"/> 21/22	<input type="radio"/> 22/23	<input checked="" type="radio"/> 23/24	<input type="radio"/> 24/25	<input type="radio"/> other
-----------------------------	-----------------------------	----------------------------------------	-----------------------------	-----------------------------

Decision Type

- Coop Exec
- Committee (e.g., Health Committee) which committee
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g., Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Dawn Dale

Lead Director for Proposal

Andrew Jones

Kevin Straughan

EIA start date

19/08/2022

Equality Lead Officer

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Ed Sexton
- Louise Nunn
- Beverley Law

Lead Equality Objective ([see for detail](#))

- | | | | |
|------------------------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <input checked="" type="radio"/> Understanding Communities | <input checked="" type="radio"/> Workforce Diversity | <input checked="" type="radio"/> Leading the city in celebrating & promoting inclusion | <input checked="" type="radio"/> Break the cycle and improve life chances |
|------------------------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes
- No

Portfolio/s

Childrens Services have whatever

Is the EIA joint with another organisation (e.g. NHS)?

- Yes
- No

Please specify

Consultation

Is consultation required? (Read the guidance in relation to this area)

- Yes
- No

If consultation is not required, please state why

The savings within the Budget Plan will not result in a reduction of staffing levels nor does any of the proposals result in a total withdrawal of services for customers. There will be a limited reduction in the opportunity to work with partners and bid for future funding from the reduction of the Activity Budget, but this activity will continue. The savings at Sheaf Training Centre will not result in a reduction to learning being delivered to study programme learners. Sheaf is working closely with The Sheffield College to ensure that we have the right learners on the right courses at the right time. This will result in efficiency savings.

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

New proposal. Impact will not affect staff/staffing levels. Activity with customers will continue. Sheaf Training Centre are continuing to work with The Sheffield College and this will not have an impact on study programme learners.

Initial 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

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input type="radio"/> Health	<input type="radio"/> Transgender
<input type="radio"/> Age	<input type="radio"/> Carers
<input type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input type="radio"/> Race	<input checked="" type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input type="radio"/> Poverty & Financial Inclusion
<input type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other
<input type="radio"/> Cumulative	

Cumulative Impact

Does the Proposal have a cumulative impact?

- Yes No

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

If yes, details of impact

There will be a limited reduction in the opportunity to work with partners and bid for future funding from the reduction of the Activity Budget, but this activity will continue, will be monitored and mitigated as required.

There will be no impact on the partnership working between Sheaf Training Centre and The Sheffield College. Learners will continue to attend the college once agreed with Sheaf Training Centre.

Local Area Committee Area(s) impacted

- All Specific

If Specific, name of Local Committee Area(s) impacted

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

None.

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Initial Impact Sign Off (EIA Lead to complete)

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. EIA signed off:

Yes No

Date agreed 24/8/22

EIA Lead Bashir Khan

Part B

Full Impact Assessment

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

Customers

Yes No

Details of impact

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

Name of Health Lead Officer

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Race

Impact on Staff

Impact on Customers

Yes No Yes No

Details of impact

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Cohesion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Other

Please specify

Impact on Staff

Yes

No

Impact on Customers

Yes

No

Details of impact

Action Plan and Supporting Evidence

What actions will you take to mitigate any equality impacts identified? Please include an Action Plan including timescales

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

Detail any changes made as a result of the EIA

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

Sign Off – Part B (EIA Lead to complete)

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

Yes No

Date agreed

Name of EIA lead officer

Review Date

This page is intentionally left blank