

PART A

Initial Impact Assessment

Introductory Information

Proposal name

Business Recovery Plan

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

A report to Economic Development and Skills Policy Committee sets out progress against the Business Recovery Plan which was endorsed by SCC Cabinet in 2020. The report outlines new activity which forms part of the city's response to the new challenges facing Sheffield businesses due to the cost of living crisis. This report identifies initial steps required to enable Sheffield City Council to support businesses through this period.

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 checked="" type="radio"/> 22/23	<input checked="" type="radio"/> 23/24	<input checked="" type="radio"/> 24/25	<input type="radio"/> other
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Decision Type

- Coop Exec
- Committee (Economic and Skills Policy)
- 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

Cllr Martin Smith

Lead Director for Proposal

Diana Buckley

Person filling in this EIA form

Yvonne Asquith

EIA start date

08/11/2022

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 type="radio"/> Workforce Diversity	<input type="radio"/> Leading the city in celebrating & promoting inclusion	<input checked="" type="radio"/> Break the cycle and improve life chances
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Portfolio, Service and Team

Is this Cross-Portfolio

- Yes
- No

Portfolio/s

City Futures , People

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 paper is for the Committee to note the progress made on the Business Recovery Plan, to note the effects of the cost of living crisis and endorse the priorities for future UK Shared Prosperity Funding (UKSPF) based on this information.

If consultation has already been carried out, please provide details of the results with equalities analysis

The original Business Recovery Plan involved consultation with businesses and was co-produced with the Business Response Group.

South Yorkshire Mayoral Combined Authority has undertaken consultation in respect to UKSPF which has demonstrated a need for support across a range of activities potentially supported by the funding. Consultation with other regional local authority partners, including the two universities have resulted in an agreed set of priorities for the funding. Business Sheffield's ongoing support to businesses means the service consults with businesses across all sectors on a daily basis giving the service an insight into the affects the cost of living crisis is having on businesses. Business Information Officers providing ongoing local high street support consult with local businesses on a daily basis allowing us to have a very good barometer of the small business sentiment and immediate weekly feedback of the impact of the cost of living crisis on our small business base. Consultation with other council services and how we collectively work together better including Licensing and Environmental health teams also adds to this ongoing consultation process.

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

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 checked="" type="radio"/> Health	<input type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input 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 type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other
<input checked="" type="radio"/> Cumulative	

Cumulative Impact

Does the Proposal have a cumulative impact?

Yes No

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

If yes, details of impact

UKSPF is a three programme of support with funding increasing from Year 1 (22/23) to Year 3 (24/25). There is potential for SPF to be matched with other funding to increase impact of existing and new activity.

The funding will be available across the City.

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?

The report to Committee outlines new activity which forms part of the city's response to the new challenges facing Sheffield businesses due to the cost of living crisis and identifies initial steps required to enable Sheffield City Council to support businesses through this period.

The impact of the proposals are positive across several characteristics as they are aimed at supporting businesses that are experiencing challenges associated with the cost-of-living crisis.

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.

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

Work is recognised as one of the wider determinants of health, and a strong local economy which provides good, secure, work for people is key to health and well-being in Sheffield. The proposals in the report help to support businesses as part of a strong economy.

An element of the UKSPF programme will specifically address the Cost of Living crisis through a range of interventions for businesses – short and medium term. These interventions will, in part, mitigate some of the worst effects of the Cost of Living crisis which has already seen a clear link to the mental health of business owners in particular sole business owners and smaller business owners.

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

An element of the UKSPF programme will specifically address the Cost of Living crisis through a range of interventions – short and medium term. Anecdotally it is the older business owners on the high street in particular who are affected by the cost-of-living-crisis and are more likely to face business closure because of it.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

An element of the UK SPF Communities and Place programme is designed to support community organisations through the cost-of-living crisis. Research suggests that the disabled population will suffer disproportionately negative effects from the cost-of-living crisis and are likely to benefit from support from community organisations.

Disabled people should also be expected to benefit from other elements of the programme, such as inclusive business support. The focus on local district centres will be particularly beneficial to those who have barriers to travelling to the city centre

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

An element of the SPF programme will specifically address the cost-of-living crisis through a range of interventions – short and medium term. Evidence strongly suggests that the Black, Asian and Minoritised Ethnic population will suffer disproportionate negative effects from the cost-of-living crisis.

People from Black, Asian and Minoritised Ethnic communities should also be expected to benefit from other elements of the programme, including:

- participation pathways to being economically active
- inclusive business support, that is not centrally provided but is delivered across all of our communities.

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Women are under-represented amongst business owners. Whilst there is little available data on the proportion of BAME women business owners, there is some research to suggest women of mixed ethnicity were more entrepreneurial than white women and there is virtually no gender gap amongst black entrepreneurs (data from [Women in business facts and statistics \(prowess.org.uk\)](https://www.prowess.org.uk)).

This research is a little dated as it is from 2006-2007, however it illustrates the importance of recognising the intersectional needs of women. Women can be expected to benefit from wider elements of the programme, including:

- participation pathways to being economically active
- inclusive business support, that is not centrally provided but is delivered across all of our communities.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The LGBTQ+ community would be expected to benefit from all elements of the programme, including inclusive business support.

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Unpaid carers (e.g. family members) would be expected to derive indirect benefits from the programme's measures to promote economic participation and inclusion for disabled people, as well as directly benefiting themselves.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The initial use of UKSPF will be to mitigate the impact of the cost-of-living crisis through a range of interventions. Activity in Years 2 and 3 will move towards creating interventions that create opportunities to start a business alongside Business Support programmes that will support existing businesses to grow, to be more productive and indeed to survive.

Impact on Staff Yes No**Impact on Customers** Yes No**Details of impact**

UKPSF will fund a range of activity designed to 'Level Up' business support in the city, contributing to wealth creation across all of our city including local high streets and local business base.

Partners**Impact on Staff** Yes No**Impact on Customers** Yes No**Details of impact**

The Council is working with local partners including other regional local authorities, the South Yorkshire Mayoral Combined authority (SYMCA) and the two universities to develop a range of interventions to address Cost of Living, and the future of business support generally. We have a focus and priority to avoid future duplication of business support delivery and agree regional business support priorities with local nuances that reflect real local issues.

Action Plan and Supporting Evidence

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

With the use of UKSPF the Council, together with partners such as both universities and other regional local authorities we will develop a range of business support programmes that will:

- Address the cost-of-living crisis and support recovery from the pandemic.
- Develop a business support programme to improve the economy, creating jobs and income for residents.

Part of the UKSPF funding will be used to encourage participation across the groups identified above.

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

SCC's Cost of Living Strategy

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

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