

PART A

Initial Impact Assessment

Introductory Information

Proposal name

Race Equality Commission and the Business Growth Response

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

The report seeks to update the Committee on the progress of Business Sheffield towards the Race Equality Commission (REC) final report recommendations and to approve a specific action for the development of a diverse Business Board for the city.

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 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

Kate Martin

Yvonne Asquith

EIA start date

14/11/2022

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 |
|--|---|---|---|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes
- No

Portfolio/s

City Growth

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

- Yes
- No

Please specify

Sheffield Chamber

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 of Business Sheffield and the Sheffield Chamber towards the recommendations of the Race Equality Commission Final Report published in July 2022 and to ask for endorsement of a diverse Business Board.

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

Business Sheffield and Sheffield Chamber have consulted with a diverse business base and stakeholders from community organisations since reporting to the REC Hearing these are wide ranging and include:

1. Continuation of support to the retail and hospitality businesses across all Sheffield's local high streets which continues to provide intelligence of the key issues our smaller business base in Sheffield are facing and how we can best support and work with other business facing services in Sheffield.
2. Consultation with larger business base with Black, Asian and Minoritised ethnic leaders to build a better understanding of how businesses access support and advise and how Business Sheffield and Sheffield Chamber can better support the diverse business base of Sheffield. With a number of critical friends identified within this group of businesses who have provided specific challenge and support around the make up and terms of reference for a City Business Board.
3. Consultation with other council services and how we collectively work together to meet the needs of Sheffield's diverse business base 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

The journey that Business Sheffield and the Chamber are on to contribute to the REC Report Recommendation 1 to be an antiracist city is far reaching and the more we learn and change and alter business support provision the more cumulative the impact on our business base will be.

The longer term impact of a diverse Business Board for the city will have impact for years to come on future delivery and design of economic policy.

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 Committee is being updated on the progress of Business Sheffield towards the Race Equality Commission (REC) final report recommendations.

There is an overall equality impact of the continuation of progress towards the recommendations of the Race Equality Commission and a new diverse business board.

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

The inclusive healthy community's recommendation of the REC outlines the necessary actions to ensure wellbeing and longevity for all. The continued progress of a more inclusive business support programme will mitigate some of the health impact on BAME business owners and especially on the mental health of business owners and in particular sole business owners by being more responsive to their individual business needs, including ensuring they are linked into other council services in a prompt manner thus reducing the impact on their overall mental health especially during the current cost of living crisis which is already anecdotally having an impact on mental health of small 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

The data of age of business owners for the city is unknown, however understanding that the working age population of Sheffield provided in the Annual Equalities Report, SCC 2020/21 was 65%. Having a business support programme and a Chamber membership which is made up of a diverse age range and represents business owners of all ages is important.

The cost of living crisis is creating a number of issues for many businesses but most vulnerable are those small businesses; sole traders, especially older sole traders whose businesses were affected by Covid quite recently too.

The terms of reference for the business board and the make up of age of its Board Members will need to reflect a diverse age range of owners.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The intention of the Commission final report to drive progress on all areas of inequality including intersections with race such as disability, ensuring that the culture and the delivery of the Council's business support programme in the Council is more inclusive is essential. Ensuring our business data is accurate and that disability data is been collected by the customer service team and advisor team is now a focus for the following six months. Similarly, business support targeted at individuals looking to start a business as well a established businesses is important.

During April 2021/22 Business Sheffield data showed 7% of individuals looking to start a business classed themselves as disabled and just 3% of businesses. 25% of individuals at pre start stage did not answer the question or were not asked and 42% of established businesses in the database was left blank. Training advisors and customer service team to collate this data systematically will be a focus for the next 6 months.

The business support programme is actively exploring how it better supports individuals with additional learning needs and working with colleagues in employability and partners in DWP. Business workshops and 1-2-1 advise is made available via teams and recorded webinars for people to access advice and training is part of the offer and for larger face to face events we are also providing the ability for individuals to access recorded content.

Business Sheffield has also just released a new webinar that will be sent via Gov Delivery to a large business database of how businesses can welcome customers with disabilities, [is now live on the Business Sheffield website](#).

Race

Impact on Staff

Yes

No

Impact on Customers

Yes

No

Details of impact

The impact of business support and the ability to deliver a business support programme which is meeting the needs of all diverse individuals/businesses who are business owners and/or senior leadership teams in established businesses is paramount. Continuing to develop our relationships with high street businesses through the Business Information Officer advice is essential to ensuring that our support to smaller independent businesses is reflective of their needs and also that we continue to work with other business facing council services to ensure that business issues are reflected quickly and resolved quickly across all our local high streets. In addition to ensuring that all other business support to start ups and bigger businesses in the city is reflective of business need and that we take our support out to businesses in the same way we approach independent businesses on the high street. We have piloted activity in a number of areas and are using this learning to reflect future business support including our approach to Shared Prosperity Funding priorities with SYMCA, universities and other local authorities. The report highlights a recommendation for a Business Board which is reflective of the diverse business base, we will utilise the individuals from different black and minoritized ethnic groups who have acted as critical friends and provided appropriate challenge as we develop this business board over the next few months.

Ethnicity data for April 2021/March 2022 for Information Officer high street reporting shows 25% are Black, Asian and minoritized ethnic businesses but the different categories requires further work to determine the percentages under each ONS category as advisors are currently writing free form into the customer records management system rather than using the ONS categories to record properly, and a further 34% is left blank. For all other business support including launchpad activity – start up and early stage support 19% of individuals and businesses supported are from Black, Asian and minoritized ethnicities but again there is still a significant number been left blank at 23%. We have put in place processes to deal with the collection and monitoring of the data so that we can use this data to compare against national data sets for businesses which indicate that 6% of SME's are BAME led with significant variations within the BAME communities, with Indian led businesses at 28% compared to Pakistani at 8% and Black African at 4%

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Gender data across Business Sheffield is much better than race and disability in terms of completion 61% of pre starts were female and 40% of established businesses were female. Nationally only 16% of businesses are led by women.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Through offering inclusive business support we would expect the LGBTQ+ community would be expected to benefit from all elements of the programme.

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Business Sheffield is providing start up support and workshops at weekends and evenings as well as during office hours as well as providing recorded content on a more regular basis.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sole traders are often financially vulnerable especially during the current Cost of Living crisis. Our support for businesses facing financial difficulty is at the forefront of high street business support, supporting businesses to understand their leases, energy bills and other costs is part of the support that advisors provide on a daily basis.

Cohesion

Impact on Staff

Yes

No

Impact on Customers

Yes

No

Details of impact

Providing business support across the city is essential on high streets going from door to door ensures that all businesses can get help, and in turn this ensures cohesion. Working with groups of businesses on high streets on Economic Recovery Fund projects has also helped with high street cohesion often with business owners from different Black, Asian and Minoritised Ethnic businesses working together on common goals.

Partners

Impact on Staff

Yes

No

Impact on Customers

Yes

No

Details of impact

Business Sheffield is working with stakeholders in the city such as the Chamber on the REC recommendations, we also work with colleagues from other services to actively support businesses with their individual needs and in particular with Local Area Committee (LAC) teams in local areas.

Action Plan and Supporting Evidence

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

Alongside reporting to the Economic Development and Skills Policy Committee on the progress of Business Sheffield in meeting the REC recommendations our key actions for meeting the wider REC recommendations are listed below:

To consistently report ethnicity data across all business support programmes, including data refresh, consistent data input and monthly monitoring of ethnicity data by the Summer 2023.

To establish a Business Board reflective of the diversity of the business base and in conjunction with other Council services with business customers by the Summer 2023.

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

REC Final Report

REC Business and Employment Hearing Business and Investment Submission

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

The proposal should result in positive impacts across protected characteristics.

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