

Equality Impact Assessment – Ref Number:

PART A

Introductory Information

Proposal name

Street Scene Environmental Volunteering Strategy

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

There is a huge interest across the city in volunteering on local environmental and social causes. There are a number of very active groups and also businesses and individuals across the city, doing great work to improve local areas.

SCC has always had strong partnerships and high levels of volunteering in certain sectors e.g., the friends' groups for parks and now the LACS are working much closer with their local communities and Amey offer support on clean ups. However, we do not as yet have a city-wide Strategy or approach for encouraging and working with volunteers on local environmental improvements outside formal public open spaces and parks.

There is a huge opportunity to better engage with volunteer groups and potential volunteers and to make it as easy as possible for people to volunteer to help improve many aspects of their local area. This has the potential to increase volunteering and community activity, with all the associated benefits that would bring.

For this, we need to be clear what level of support we currently offer now and what we can realistically offer in future and how to deal with and support differing levels of community capacity across 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 type="radio"/> 23/24	<input type="radio"/> 24/25	<input type="radio"/> other
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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

Joe Otten

Lead Director for Proposal

Richard Eyre

Person filling in this EIA form

Bethany Allsop

EIA start date

05/09/2022

Equality Lead Officer

- | | |
|--|--|
| <input type="radio"/> Adele Robinson | <input type="radio"/> Ed Sexton |
| <input type="radio"/> Annemarie Johnston | <input checked="" type="radio"/> Louise Nunn |
| <input type="radio"/> Bashir Khan | <input type="radio"/> Beverley Law |

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

<input checked="" type="radio"/> Understanding Communities	<input 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
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Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio/s

Operational Services

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

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

Inform

We have engaged with volunteers and voluntary groups across the city to inform them of our plans to improve the way we work with volunteers via the creation of a Strategy.

Consult

Information gathering has also taken place by collecting feedback through informal interviews and meetings, and through a feedback survey.

Involve

When environmental voluntary groups were invited to attend an Environmental Volunteer Networking Event, this was used as an opportunity to ask them to feedback their views on what needs to change.

The aim of this consultation was to engage with a variety of environmental voluntary groups to ensure that the views that shaped the Strategy are representative of all people who engage in environmental volunteering, and the wider make-up of the city.

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

The proposals will affect all volunteers/possible volunteers in Sheffield, this does not affect SCC staff in particular but the general public as a whole.

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 checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input type="radio"/> Race	<input 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

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 type="radio"/> Other

If yes, details of impact

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?

We believe there are inequalities in engagement on environmental volunteering in the city and it is known that this disparity could exacerbate health and other inequalities.

The consultation work completed during the project reached a wide range of people and groups, including those who are underrepresented in environmental spaces or who face barriers of access. The 'quick wins' delivered including the launch of litter picking equipment in local libraries sought to make it easier for everyone to get involved in volunteering. A tailored approach has also been taken to listen and support groups who face different barriers, including trialling a project supporting young people with SEND to access volunteering.

The overall equality impact will be positive, the project aims to improve the way we work with volunteer residents across different backgrounds and areas across Sheffield. This has involved engaging with groups across the city to understand the specific barriers they face and help devise viable solutions that aim to benefit everyone.

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 Strategy is working to remove barriers of access to support more people to volunteer in their communities. This will help to tackle loneliness and ill physical and mental health by encouraging people to build relationships in their communities, work together, and spend more time outside and in nature.

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 Strategy is working to find improvements that support residents of all ages to get involved in their communities. This is including but not limited to, engaging with schools and working with our contractor's educational officer to deliver targeted projects to support anti-litter and pro-volunteering educational programmes.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy will investigate how we can better support all residents, including people with disabilities, to get involved in improving their local Street Scene. This means ensuring that changes have the appropriate alterations to support all needs.

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy will look to provide solutions that support all members of the public to get involved with volunteering regardless of sex or gender.

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy will look to provide solutions that support all members of the public to get involved with volunteering.

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy aims to find improvements that support residents of all racial and cultural backgrounds to get involved in their communities, and will look to tackle racial discrimination in this sector, and wider environmental inequalities which can be exacerbated by racial exclusion. We recognise that the environmental sector is the 2nd least diverse sectors in the UK when it comes to racial diversity, and we have highlighted this issue and are working towards diminishing it. At our first Environmental Volunteers Networking Event we

welcomed a guest speaker (Maxwell Ayamba, Sheffield Environmental Movement) to discuss the topic of racial inclusion in the sector and organised a further meeting to discuss what the Council and the Sheffield and Rotherham Wildlife Trust can do to support more inclusive volunteering.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy will aim to find improvements that support residents of all religious backgrounds to get involved in caring for the local environment in their communities.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy is working to find improvements that support residents of all sexualities and identities to get involved in their communities.

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy is working to find improvements that support residents of all sexualities and identities to get involved in their communities.

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy will aim to find improvements that support residents who have caring responsibilities to get involved in their communities.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Strategy will seek to find improvements to remove barriers that are exacerbated by poverty and financial exclusion which may prevent people from getting involved in their communities. This includes improving accessibility of litter picking equipment to all Council run libraries, reducing people relying on travelling to collect these.

Cohesion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

By supporting greater community volunteering this will support aims to improve community cohesion and build better relationships in local areas.

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Through the Strategy we aim to improve our relationships with key stakeholders in the city through improving our communication and capacity for co-working on environmental volunteering issues.

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 with timescales

During the production of the Strategy, necessary considerations have been made to consider the impacts of proposals on different community groups and individuals from diverse backgrounds. Work has been done, and will continue to be done with LACs and other partners to ensure that different viewpoints are considered.

Project deadline- Strategy will be presented at the Waste and Street Scene Committee on the 27th March 2023.

Consultation and engagement with the public- Aug-Dec 2022

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

Detail any changes made as a result of the EIA

[Redacted]

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

[Redacted]

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