

## Part A

### Initial Impact Assessment

**Proposal name**

City Goals Development

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

The aim of this work is to produce a set of City Goals for Sheffield, which establish the shared ambitions and missions for the city to collectively work towards. This will be owned by the city, embedded within communities and with partners and reflect their priorities.

#### 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)

21/22     23/23     23/24     24/25     other

#### Decision Type

- Coop Exec
- Committee (e.g. Health 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**

CLlr Terry Fox

**Lead Director for Proposal**

Diana Buckley and James Henderson

**Person filling in this EIA form**

Jennifer Rickard

**EIA start date**

06/06/2022

Page 49

### Equality Lead Officer

- Adele Robinson
- Bashir Khan
- Beverley Law
- Ed Sexton
- Louise Nunn
- Richard Bartlett

### 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
--	---	--	---

## Portfolio, Service and Team

### Is this Cross-Portfolio

- Yes
- No

### Portfolio

City Futures and PDE

Is the EIA joint with another organisation (eg 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

### 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

This EIA covers the period of development of the City Goals. Part of this development is engaging with communities and partners to talk to them about the goals. This engagement has commenced but has not been completed.

### *Staff*

The City Goals will be the key overarching strategy for the city and as such will affect staff as they support delivering the goals. Work has already been carried out to communicate the project to staff:

- A workshop was held at the SCC Leadership Conference in November 2022.
- City Goals was the focus of the Employee Events taking place in February 2023, with a video of the event available to staff on the intranet.
- A link to the survey (which forms part of the first phase of engagement) has been shared with Council staff through the Chief Executive's Weekly Message email.

Staff will continue to be involved in both engagement phases of the work.

### *Customers*

The City Goals will be owned by the city and embedded in communities. This work is taking a broad approach to involving communities in City Goals development, with formal consultation forming only one element of this. In order to achieve this, we are committed to developing a community engagement plan to ensure that we reach and listen to a wide range of people from across the city in a consistent and inclusive way.

A key part of this approach is a targeted piece of engagement work with communities, called 'Collaborative Conversations'. A working group made up of Sheffield City Council (SCC), Voluntary Community Sector (VCS), public sector and academic partners have overseen the delivery of this workstream and ensure that it is informed by existing work and best practice. Voluntary Action Sheffield (VAS) have been commissioned to co-ordinate the work which is being delivered through a group of community organisations, with support from our academic partner. The purpose of this workstream is to deliver conversations about the City Goals in communities, using places, methods and approaches which work for them and reach a diverse range of people, targeting people who SCC have not engaged with before. The working group will work with VAS to ensure that a diverse range of organisations are commissioned as part of this process, supporting us to reach different geographical communities and communities of interest.

Alongside this targeted work we will use the community engagement plan to seek out further opportunities to engage more widely across the city, again ensuring that we include a wide variety of voices, reflecting our diversity as a city and including those with protected characteristics.

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

*If yes, details of impact*

This proposal has a cumulative impact because it links to other plans and strategies within SCC which have either been agreed/endorsed or are in development. These include the Delivery Plan, the 10 Point Plan for Climate Action, the Business Recovery Plan, the Culture Collective Strategy, the forthcoming Corporate Plan, the report of the Race Equality Commission and the Local Skills Improvement Plan.

**Proposal has geographical impact across Sheffield**

- Yes       No

*If Yes, details of geographical impact across Sheffield*

**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 purpose of the City Goals is to address key challenges and opportunities facing the city, including health, economic and social inequalities. We recognise that embedding the City Goals process within communities will be a key element of delivering a plan and set of actions which will be genuinely owned by our city and reflective of our diverse needs, priorities and ambitions. In considering these issues and ensuring community engagement runs through the development of the goals, the impact of this proposal is considered to be positive. The aim is that the City Goals will bring positive impacts to our communities in Sheffield, by providing that united voice for the City when any individual partner talks of Sheffield, making a stronger case for investment and buy in. We hope the goals will bring positive impacts in equalities for the city and through engaging with a range of individuals with protected characteristics be a representative and thorough process of development.

**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

**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

## 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

Evidence from the Local Economic Assessment, which will be used to inform the City Goals, suggests strong links between health and wellbeing and people's ability to participate in the economy. For example, 'The Marmot Review: Ten Years On' found that people from marginalised groups are more likely to be unemployed or employed in 'bad' work therefore at greater risk of poor mental and physical health.

The City Goals will explore this relationship and set missions for the city to address. Its development will be informed by communities and professionals in the health sector.

One of the aims of the Community Voice and Insight work is to reach a diverse range of people, including those that SCC has not spoken to before. We are also working with public health and other health partners as part of the Working Group for this commission and will be calling on their expertise in terms of applying existing best practice and identifying overlaps and/or gaps in knowledge. As well as involving diverse communities in the engagement work, health partners will also be involved in stakeholder workshops.

#### 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 Local Economic Assessment outlined a number of issues affecting younger people, particularly as a result of the COVID pandemic. 88% of young people reported loneliness during the pandemic (MIND. (2021). Children qualifying for free school meals are falling behind in terms of GCSE/Key Stage 4 attainment. Educational attainment is one of the wider determinants of health and addressing this worrying trend is important if Sheffield is going to address inequalities.

We will seek to engage with all age groups, however as part of our community engagement plan, we will ensure that there is targeted work to involve young people, including inviting representatives (e.g. through the Youth Council) to stakeholder events and the reference group. We also aim to hold a dedicated event for young people, working with relevant experts and partners to ensure that this is tailored to their interests and needs.

We will consider how to engage further with other age groups too through groups and networks and utilising the organisations involved as partners in the work to consider the current discourse around skills shortages in middle age groups with the retirement of skilled workers.

### Disability

#### Impact on Staff

Yes       No

#### Impact on Customers

Yes       No

### Details of impact

The City Goals development process will explore inequalities within Sheffield, including advancing opportunities for disabled people. The Local Economic Assessment found that in Sheffield, 48% of people aged 16-64 living with disabilities are employed compared to 75.7% of the non-disabled population, resulting in a disability employment gap of 27.7%.

We will work with our equalities partnership and relevant organisations to ensure that disabled peoples' voices are included as part of the community engagement workstream of this work. Alongside this our partners who sit on the Sheffield City Partnership Board such as the DWP as well as some private sector representatives will be engaged, enabling involvement of organisations who have been successful in increasing their disability workforce profile. Particularly we can try and learn from the Access to Work scheme and encourage engagement with individuals to ensure the goals are influenced by existing expertise within the city.

### Pregnancy/Maternity

#### Impact on Staff

Yes       No

#### Impact on Customers

Yes       No

**Details of impact**

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage. By engaging with progressive employers the work can be influenced by best practice in the city.

Also see Sex characteristic below.

**Race****Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

It is anticipated that reducing inequalities will be a focus of the City Goals, including deep-rooted inequalities experienced by BAME communities. For example, the Local Economic Assessment found that the employment rate in Sheffield for ethnic minorities is 61.2% compared to the city average of 74.6%. This employment rate is lower than the national average. Emerging findings from the Sheffield Race Equality Commission have highlighted the experiences of BAME communities, workforce pipeline issues and a lack of diversity at senior/board level across the city.

As part of the process to develop the City Goals, the evidence coming out of the Local Economic Assessment and Collaborative Conversations workstream will be used. The Collaborative Conversations work is aiming to engage with people who do not normally engage with SCC by delivering the conversations in communities. We will ensure these communities represent the racial diversity of the city and that this is also considered in our wider community engagement plan.

The work being linked to the Sheffield City Partnership Board and several key partners in the city involved in the Race Equality Commission also means there is consideration of the outcomes of the report and ensuring that a diverse and representative voice is shown across the engagement process to enable buy in and development of the goals with all communities.



## Religion/Belief

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage.

We are working on improving diversity of representation of all protected characteristics on Sheffield City Partnership Board, so will also be engaging through that route. We will also engage with the ongoing Faith Compact work occurring in the city. Currently the Dean of Sheffield sits on the Partnership board and is involved in the compact work so we will aim to engage further with a range of religious groups through those networks.

## Sex

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

The Local Economic Assessment found that as a group, women were particularly affected by the impact of the COVID pandemic, resulting in a widening gap in equality with men. Women account for 90% of single parents and this group were more likely to be impacted by job loss, reduced hours or furlough during the pandemic compared to coupled parents. Single parents earn half the weekly wage of coupled mothers and were less likely to work from home.

More generally, a Fawcett Society report (*Making Devolution Work for Women 2019*) found over 42,000 women in Sheffield were missing from the labour market and average earnings were £10k less a year than men. Sheffield has an average gender pay gap of 12.6%, which is slightly lower than the national average. The Fawcett Society explain the gender inequalities are caused by caring responsibilities (adult and child) and high costs of childcare which impact Sheffield women's career progression and financial security.

Addressing these inequalities will form part of the City Goals, and the consultation and engagement to inform the goals must involve both sexes. This will be considered as part of the Voice and Insight Commission (when the Working Group considers which community groups should be commissioned) as well as the wider engagement activity. For the latter, this may mean considering the timing of events and ensuring people without access to childcare are still able to take part.

Also see pregnancy/maternity characteristic above.

## Sexual Orientation

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage. We hope to learn from organisations involved in the work who are highly rated in Stonewall's employers index and utilise this best practice throughout the work to provide opportunities for engagement.

## Gender Reassignment (Transgender)

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage. As above we hope to learn from organisations involved in the work who are highly rated in Stonewall's employers index and utilise this best practice throughout the work to provide opportunities for engagement.

## Carers

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

We will work with relevant organisations to ensure that we are doing our best to give this group an appropriate opportunity to engage and engage with Sheffield Carers via the equalities partnership.

## Voluntary, Community & Faith sectors

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

Central to community engagement in this project is the Collaborative Conversations project is being delivered by a group of community organisations across the city. The purpose of this project is to develop an approach to engagement with communities through the VCF sector, using the City Goals to test the approach. As well as harnessing the value of community

infrastructure to inform policy making, Collaborative Conversations is also designed to build capacity in the sector to use this new approach.

Both the Collaborative Conversations and the wider City Goals engagement work recognises the need to compensate the VCF sector for this sort of work, and expenses for this sector are offered for those participating.

## Partners

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

The City Goals will be partner-owned and the process for developing the strategy will reflect this. Moreover, the issues that the City Goals are likely to address are cross-cutting and to address them will require a joined up approach across different city partners. This is reflected in the governance and engagement plans for the goals.

The Sheffield City Partnership Board will oversee the development of the City Goals and each of the partners, including SCC, will own the goals and be accountable for the high-level commitments within it. A task and finish group made up of city partners will lead on the development of the goals, and a reference network to facilitate wider engagement with organisations across the city.

Stakeholder workshops will also inform the content of the City Goals and will involve a wide range of city partners.

## Cohesion

### Staff

Yes       No

### Customers

Yes       No

### Details of impact

As noted above, if we are to develop City Goals which is truly owned by our residents and reflects our diverse communities and their needs, then the process of developing that goals needs to be embedded through open and honest conversations with those communities. In doing so we will need to reflect on the wide variety (and sometimes contradictory) of different visions and ambitions for our city which our residents will hold. We will also need to reflect on how we can all come together as a city to deliver on those. It is therefore important that we understand the implications of these conversations and processes on community cohesion both during the development phase and when we move to delivery.

With this in mind we will ensure that the work we do is consistent with our cohesion strategy (and that of our partners) and that we engage with Cohesion Sheffield, as well as other relevant partners including South Yorkshire Police/Police Crime Commissioner, our Local Area Committees and Community Safety Partnership.

## Poverty & Financial Inclusion

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Please explain the impact

The Local Economic Assessment found that child and food poverty have increased faster than the national average in deprived areas of Sheffield since the COVID-19 pandemic.

Given the rising cost of living and concerns about the impact it will have on household incomes, addressing poverty is likely to be at the forefront of considerations for the City Goals along with the inequalities relating to household income in general.

Ensuring the engagement process includes people on low incomes is important in order to understand the experiences of poverty. These experiences can then help to inform the goals. As already noted, for individuals and representatives from the VCF sector, expenses will be offered through the engagement activity linked to the City Goals. It is also worth noting that the Sheffield City Partnership Board has already established a Financial Cliff Edge Working Group which we will consult and engage as part of the wider community engagement plan and we will also link in with the ongoing partner work on the cost of living crisis to ensure that we are capturing those insights.

## 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, please include an Action Plan including timescales

Action	Timescale
<b>Community engagement:</b> Ensure the 'Collaborative Conversations' workstream engages with a wide variety of groups and communities. This will include a targeted commission and a wider engagement plan.	March 2023 onwards
<b>Stakeholder workshops:</b> Ensure these are inclusive (in terms of their accessibility) and representative (in terms of their attendance)	March – June 2023
<b>Wider public engagement:</b> Using a community engagement plan to identify gaps in engagement and carry out additional activity. Ensure this phase of work is accessible and continues the approach used by the Collaborative Conversations work by trying to engage with people using different approaches to gain a richer understanding of people's views.	April 2023 onwards.

We note the potential impacts on a wide range of protected characteristics of the work and will engage further with the points set out in this EIA such as utilising expertise in organisations and looking in more depth at associated projects.

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

The Local Economic Assessment, otherwise known as the Economic Evidence Base, has been used to provide evidence of impact. This is available on request from [jennifer.rickard@sheffield.gov.uk](mailto:jennifer.rickard@sheffield.gov.uk).

## Detail any changes made as a result of the EIA

An engagement plan needs to be drafted as a priority which can map planned activity and help to identify gaps. This EIA will contribute towards the drafting of the plan. Ensuring organisations involved utilise their expertise in engaging with individuals with protected characteristics is part of this learning.

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

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 06/04/2023

Name of EIA lead officer Ed Sexton

### Review Date

01/08/2023

This EIA will be reviewed when the Goals are drafted and go to Committee next. The EIA will be revisited and reviewed throughout the development process of the Goals.