



## Report to Policy Committee

**Author/Lead Officer of Report:**

Annual Report - Bev Law  
 Workforce Report - Richard Bartlett  
 Senior Equality and Engagement Officers  
 (Equalities and Engagement Team)

**Tel:** 0114 205 3502

**Report of:** Adele Robinson Equalities and Engagement Manager  
**Report to:** Strategy and Resources Committee  
**Date of Decision:** 16<sup>th</sup> April 2023  
**Subject:** Annual Equality Report – including Workforce for 2021-22.

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, what EIA reference number has it been given? An initial assessment only 1510				
Has appropriate consultation taken place?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Does the report contain confidential or exempt information?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below: -				

**Purpose of Report:**  
 Our Annual Equality Report gives an overview of how we are meeting our Public Sector Equality Duty (PSED). This summarises our actions and progress on improving equality, in the way we serve the people of Sheffield and how we behave as an employer.

The report includes more detailed information about some of our areas of work and highlights areas of persistent inequality. The examples in the report are only a selection of the ways in which we work to improve equality and to meet the Equality Duties.

The report also includes the council’s annual Workforce Data Report as Appendix C. This is part of meeting the Specific Duty under the PSED to publish equality information on our employees. Producing this report enables us to identify any disparities in our workforce profile, understand how fair our workforce policies are and identify any differences in the experiences of different groups in our workforce.

The work undertaken contained in the annual report is monitored and overseen by the Strategic Equality and Inclusion Board (SEIB).

**Recommendations:**  
 It is recommended that the Strategy and Resources Committee:

- 1) Consider and note progress made in meeting our Statutory Equality Duties including our Equality Objectives 2019 – 2023
- 2) Consider and note our latest workforce diversity data and outstanding challenges.
- 3) Consider the areas of persistent inequality that will require continued attention.
- 4) Consider and agree the priorities for future action as set out in the report.  
These are under each equality objective and cover 6 key areas of focus.

- Better data collection, analysis and use of service equality monitoring information.
- Work with services to ensure service plans reflect equality goals and commitments.
- Utilise EIAs more effectively and robustly, ensuring they are undertaken at the right time with good evidence and in a proportionate way.
- Strengthen relationships with and understanding of the diverse communities within the city both online and in person across all characteristics.
- Carry out staff surveys to assess the morale of the workforce including assessing satisfaction levels of different groups of employees.
- Develop a more inclusive culture within the Council including via learning & development for staff and Members.

5) Give suggestions for future areas of focus for equalities work in 2023

### Background Papers:

(Insert details of any background papers used in the compilation of the report.)

[Our Commitment to Equality | Sheffield City Council](#)

[SCC Race Equality Commission Response](#)

Lead Officer to complete: -		
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.	
	Finance: Matthew Arden, <i>Senior Finance Manager</i>	
	Legal: Nadine Wynter, <i>Legal Services Manager</i>	
	Equalities & Consultation: Bashir Khan Senior Equalities and Engagement Officer	
	Climate: Jessica Rick	
	<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>	
2	<b>SLB member who approved submission:</b> Kate Josephs, <i>Chief Executive</i>	
3	<b>Committee Chair consulted:</b> <i>Cllr Terry Fox, Chair of Strategy and Resources Committee</i>	
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Committee by the SLB member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.	
	<table border="1"> <tr> <td><b>Lead Officer Name:</b> Beverley Law</td> <td><b>Job Title:</b> Senior Equality and Engagement Officer</td> </tr> </table>	<b>Lead Officer Name:</b> Beverley Law
<b>Lead Officer Name:</b> Beverley Law	<b>Job Title:</b> Senior Equality and Engagement Officer	
<b>Date:</b> 4th April 2023		

# Annual Equalities Report April 2021 July 2022

## 1. Purpose

- 1.1 Our Annual Equality Report gives an overview of how we are meeting our Public Sector Equality Duty (PSED). This summarises our actions and progress on improving equality, in the way we serve the people of Sheffield and how we behave as an employer.
- 1.2 The report includes more detailed information about some of our areas of work and highlights areas of persistent inequality. The examples in the report are only a selection of the ways in which we work to improve equality and to meet the Equality Duty.
- 1.3 The report also includes our annual Workforce Data Report as Appendix C. This is part of meeting the Specific Duty under the PSED to publish equality information on our employees. Producing this report enables us to identify any disparities in our workforce profile, understand how fair our workforce policies are and identify any differences in the experiences of different groups in our workforce.

## 2.0 Why is the report important for Sheffield City Council?

- 2.1 The city of Sheffield is home to approximately 565,000 people, comprising of many diverse communities. Sheffield City Council (SCC) serves all our communities which can differ in terms of background, ethnicity, age, spoken languages, household income, employability, disabilities and health conditions, sexual orientation, gender identity, religion and belief and family makeups etc.
- 2.2 SCC also employs around 8000 staff who also differ in terms of the above characteristics. See Appendix C for detail.
- 2.3 Under the Equality Act 2010, Sheffield City Council is subject to the Public Sector Equality Duty (PSED) general duty in relation to the 9 protected characteristics\* to
- 2.4 Eliminate discrimination, harassment, victimisation.  
Advance equality of opportunity.  
Foster good relations between groups of people.
- 2.5 Having due regard to the need to advance equality of opportunity involves:  
  
Removing or minimising disadvantages suffered by persons, taking steps to meet the needs of persons that are different and encouraging people to participate in public life or other activity when participation is disproportionately low.
- 2.6 Having due regard to the need to foster good relations involves the need to tackle prejudice and promote understanding.
- 2.7 We also under the PSED have a specific duty to set Equality Objectives and we have committed to the following five 2019-23:

**Objective 1:** Strengthen knowledge and understanding of our communities.

**Objective 2:** Ensure our workforce reflects the people that we serve.

**Objective 3:** Lead the city in celebrating diversity and promoting inclusion.

**Objective 4:** Break the cycle of inequality and improve life chances.

**Objective 5:** An Anti-Racist Organisation and City.

- 2.7 We added the 5<sup>th</sup> Objective last year in response to the Sheffield Race Equality Commission. The Commission and the SCC response to the REC report, agreed by the Strategy and Resources Committee in December 2022 noted the importance of cultural competency and literacy in helping us to meet our ambition to become an inclusive, anti-racist city and organisation.

- 2.8 We also have a specific duty to publish information on an annual basis which demonstrates how we are meeting our statutory duties under the [Equality Act 2010 and associated Public Sector Duties \(PSED\)](#). This includes publishing information relating to citizens and employees with protected characteristics to ensure we continue to create a fairer city for all.

### **3 Governance**

- 3.1 The Strategic Equality and Inclusion Board (SEIB) which has recently been refreshed has oversight of Equality related work in SCC. It is chaired by the Chief Executive, with the Executive Director of Operational Services being the Deputy Chair. It also has director, trade union and staff representatives and the three Members from the largest political parties also sit on the board. They are collectively responsible for holding the organisation to account as required.
- 3.2 Feedback is collected for the report from the SEIB and from across the Council on the work undertaken to meet the duties. We also run an annual workforce breakdown the results of which are included as Appendix C. There has not been a further staff survey undertaken in past year. However, there is one planned that will feed into any annual workforce report.

### **4. HAS THERE BEEN ANY CONSULTATION?**

- 4.1 No not on this annual report as whole, as this is a report on all the activity undertaken over the year. We will however communicate about the report and what we are doing to meet the Duties both to staff and citizens.
- 4.2 There is a duty to publish the report on our website and we have published the information. We will engage further following the Committee with staff and residents to talk about the report.

### **5. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION**

#### **Equality Implications**

- 5.1 As noted above the Council as a public sector organisation is subject to the Public Sector Equality Duty (Section 149 of the Equality Act 2010). It also applies to services and functions that we contract to who are carrying functions on our behalf. The Equality Act 2010 does not give any one protected characteristic a greater weighting over another.
- 5.2 The Equality Act 2010 identifies the following groups as protected characteristics: age; disability; gender reassignment; marriage and civil partnership (discrimination

only); pregnancy and maternity (employment only); race; religion or belief; sex and sexual orientation.

- 5.3 There are also other equality implications outside of the Equality Act protected characteristics that the Council commits to responding within our Equality Impact Assessment (EIA) process such as socio-economic disadvantage, armed forces, and carers.

## **6.0 Financial and Commercial Implications**

- 6.1 This is a review of the work undertaken already and as such does not have any financial implications. There are recommendations for priorities going forward but should these be agreed, the implementation would be from existing budgets.

### **Legal Implications**

- 6.2 This report does not have any legal implications other than the ones that have already been set out in the report.

### **Climate Implications**

- 6.3 This paper outlines how we are meeting our Equality Duties and as such the report does not have any specific climate implications. However, it's important to acknowledge that some groups, especially the most vulnerable, are likely to be disproportionately affected by climate change impacts. There is a clear area of cross over between EIA's and Climate Impact Assessment's.

Some groups are more vulnerable to climate impacts such as extreme heat or other weather events, flooding etc, (e.g., by age, young children and older people, disabled people, and those with other health conditions and people who are socio-economically disadvantaged. Potentially in the longer term there could be economic impacts around changes to the jobs market etc which will impact some more than others. We will look to explore these issues as part of the review of the Equality Objectives in 2023.

## **10 ALTERNATIVE OPTIONS CONSIDERED**

- 10.1 The do-nothing option was discounted when discussing this paper as it is a Specific Statutory Equality Duty to report annually on how we are meeting our General and Specific Duties.

## **11. REASONS FOR RECOMMENDATIONS**

- 11.1 We recognise we have some big challenges ahead we know from the findings of the Race Equality Commission report and work from this report that currently, communities in Sheffield don't feel the city is fair or inclusive and they don't feel empowered or included.
- 11.2 We therefore need to be committed to providing more inclusive and accessible services, that meet the needs of all our communities in Sheffield. We must continue to listen, learn and embed equality into everything that we do for our residents, visitors, and workforce.
- 11.3 Although there are many inequalities, colleagues across SCC are working hard to tackle these. Many are because of national factors that impact on the city that are

outside our control. We want to thank our colleagues for working together to help make Sheffield a fairer, accessible and a more inclusive place to live and work in.

## 12 Recommendations

1. Consider and note progress made in meeting our Statutory Equality Duties including our Equality Objectives 2019 – 2023
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3. Consider the areas of persistent inequality that will require continued attention.
4. Consider and agree the priorities for future action as set out in the report. These are under each equality objective and cover 6 key areas of focus.
  - Better data collection, analysis, and use of service equality monitoring information.
  - Work with services to ensure service plans reflect equality goals and commitments.
  - Utilise EIAs more effectively and robustly, ensuring they are undertaken at the right time with good evidence and in a proportionate way.
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  - Carry out staff surveys to assess the morale of the workforce including assessing satisfaction levels of different groups of employees.
  - Develop a more inclusive culture within the Council including via learning & development for staff and Members.
- 5) Give suggestions for future areas of focus for equalities work in 2023.



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