



## Report to Policy Committee

**Author/Lead Officer of Report:** John Chamberlain/Dawn Bassinder

**Report of:** Strategic Director Adult Care and Wellbeing

**Report to:** Adults Health and Social Care Policy Committee

**Date of Decision:** 13<sup>th</sup> December 2023

**Subject:** Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan

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? <b>(2434 – Appendix 3)</b>				
Has appropriate consultation taken place?	Yes	<input 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:-				
<i>“The (<b>report/appendix</b>) is not for publication because it contains exempt information under Paragraph (<b>insert relevant paragraph number</b>) of Schedule 12A of the Local Government Act 1972 (as amended).”</i>				

### **Purpose of Report:**

The purpose of this report is to seek endorsement from the Adults Health and Social Care Policy Committee on our Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan 2023/24.

This report and the Delivery Plan will show how as a portfolio we are committed to improving Equality, Diversity, Inclusion (EDI) and Social Justice and delivering upon our statutory duties. The Delivery Plan will clearly show our proposed steps and show how we are meeting our Public Sector Equalities Duty (PSED).

**Recommendations:**

It is recommended that Adult Health and Social Care Policy Committee:

- Endorse the Adult Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan 2023/24.
- Requests that the Strategic Director of Adult Care and Wellbeing continues to provide the Committee with updates on progress against the Delivery Plan on a six-monthly basis, including updates made based on ongoing learning.

**Background Papers:**

Appendix 1- Adult Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan 2023/24.

Appendix 2 – Care Workforce Equality Data

Appendix 3 - EIA

<b>Lead Officer to complete:-</b>	
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: Laura Foster
	Legal: Patrick Chisholm
	Equalities & Consultation: Richard Bartlett
	<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> Alexis Chappell
3	<b>Committee Chair consulted:</b> Councillor Angela Argenzio
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.
	<b>Lead Officer Name:</b> Dawn Bassinder
	<b>Job Title:</b> Chief Social Work Officer
<b>Date: 27<sup>th</sup> November 2023</b>	

## 1. PROPOSAL

- 1.1 Equality and diversity are essential components of social care. Good equality and diversity practices make sure that the services provided to people are fair and accessible to everyone. They ensure that people are treated as equals, that people get the dignity and respect they deserve and that their differences are celebrated.
- 1.2 The strength of social care is in celebrating, valuing, and recognising what makes people unique. It is vital that the adult social care workforce reflects population of Sheffield in, and that our workforce have the support and conditions to deliver practice which can deliver on our ambitions.
- 1.3 Sheffield's Adult Health & Social Care Strategy was approved by the Cooperative Executive on 16th March 2022. Our Workforce Strategy was subsequently approved on 16th March 2023 and established a clear focus on valuing our workforce with a clear focus on equity and inclusion. In addition, our Market Sustainability Plan was approved at Committee in February 2023, setting also a focus on embedding equity.
- 1.4 To do this, a Care Sector Equality, Diversity, Inclusion and Social Justice (EDISJ) plan was established to ensure that everyone is treated equally, with dignity and respect and have fair access to resources and opportunities.

### ***Adult Social Care Statutory Duties***

- 1.5 Anti-discriminatory practice is fundamental to the ethical basis of care provision and critical to the protection of people's dignity. There are four main acts relating to equality and diversity, which Adult Social Care have a legal responsibility to ensure is embedded in our practice and commissioning of care: -
  - **The Equality Act 2010** – this legislation provides protection against discrimination for people who possess one or more of the nine specific protected characteristics.
  - **The Human Rights Act 1998** – this legislation outlines the basic human rights and principles of equality. The 'FREDA' acronym helps you to remember what is covered by the Act: Fairness, Respect, Equality, Dignity and Autonomy.
  - **The Mental Capacity Act 2005** – the Deprivation of Liberty Safeguards (DoLS) aim to help people who lack the capacity to maintain their independence, dignity, and the right to freedom. The DoLS aid vulnerable individuals to maintain their right to dignity and equality.
  - **The Care Act 2014** – this legislation provides six key principles which should underpin all work with vulnerable adults. This includes ensuring that adults receive support that's personal to them, chosen by them and has their consent.

1.6 The Care Quality Commission, Assurance on Adult Social Care will specifically look at equity of experience and outcomes through the following themes: -

- **Theme 1 Working with People: Equity in Experience and Outcomes<sup>1</sup>.** We actively seek out and listen to information about people who are most likely to experience inequality in experience or outcomes. We tailor the care, support, and treatment in response to this.
- **Theme 2 Providing Support: Care Provision, Integration and Continuity<sup>2</sup>.** We understand the diverse health and care needs of people and our local communities, so care is joined-up, flexible and supports choice and continuity.
- **Theme 4: Leadership: Governance, including workforce equality<sup>3</sup>.** We have clear responsibilities, roles, systems of accountability and good governance. We use these to manage and deliver good quality, sustainable care, treatment, and support. We act on the best information about risk, performance, and outcomes, and we share this securely with others when appropriate.
- **Theme 4: Leadership: Governance: Learning from workforce; consultation and engagement**<sup>4</sup>. We focus on continuous learning, innovation and improvement across our organisation and the local system. We encourage creative ways of delivering equality of experience, outcome and quality of life for people. We actively contribute to safe, effective practice and research.

### ***Sheffield City Council Equalities Priorities***

1.7 As a Council, we are committed to working as a One Council approach to meet the Equality Objectives, set out through the Public Sector Equality Duty.

1.8 Sheffield City Council has a duty to provide information annually as to how we are meeting our Public Sector Equality Duty (PSED) related to Section 149 of the Equality Act 2010). It also applies to organisations we contract with who are carrying functions on our behalf. The General Duty has 3 aims and it requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation.
- advance equality of opportunity
- foster good relations.

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<sup>1</sup> [Equity in experiences and outcomes - Care Quality Commission \(cqc.org.uk\)](https://www.cqc.org.uk)

<sup>2</sup> [Care provision, integration and continuity - Care Quality Commission \(cqc.org.uk\)](https://www.cqc.org.uk)

<sup>3</sup> [Governance, management and sustainability - Care Quality Commission \(cqc.org.uk\)](https://www.cqc.org.uk)

<sup>4</sup> [Learning, improvement and innovation - Care Quality Commission \(cqc.org.uk\)](https://www.cqc.org.uk)

- 1.9 Earlier this year the Council released its Annual Equality Report<sup>5</sup> and Annual Workforce Data Report<sup>6</sup> which give an overview of how we are meeting our duty for 2022/23. Alongside the Annual Report, the Council's Equalities priorities were also presented.
- 1.10 A 5th Objective Becoming an Anti-Racist Organisation and City was added last year in response to the Sheffield Race Equality Commission (REC). This was to reflect the importance of cultural competency and literacy in helping us to meet our ambition to become an inclusive, anti-racist city and organisation.
- 1.11 The updated Sheffield City Council Equality Objectives are due to be presented to Strategy and Resources Committee in December 2023. The Care Sector Equality, Diversity, Inclusion and Social Justice (EDISJ) plan is reflective of the objectives and will be updated annually to ensure that it continually reflects the Council's Equality Objectives and our contribution.

***Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan***

- 1.12 To ensure that Adult Care and Wellbeing are contributing to the Council, Equality Objectives, Race Equality Commission and delivering on our statutory and regulatory requirements, the Equality, Diversity, Inclusion and Social Justice (EDISJ) plan has been developed. The plan is at Appendix 1 for reference.
- 1.13 The plan enables a clear delivery and engagement focus, with objectives for promoting equality, diversity, fairness, and social justice for our care sector workforce (Council and Sector Wide) and the people that we support.
- 1.14 The plan has been developed through learning from:
- Engagement with our workforce (see section 3.2 below for more information),
  - Care sector equalities care sector data, noted at Appendix 2.
  - ADASS 15 key principles of Diverse by Design<sup>7</sup> which is advocated by ADASS and learning from ADASS benchmarking reports.
  - SACMHA Speak Up Report
  - Our Festival of Involvement, Complaints and Compliments.
  - Race Equality Commission
  - Council's Equality Plan

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<sup>5</sup> [8 - Equality Report 2021-22\\_24-3.pdf \(sheffield.gov.uk\)](#)

<sup>7</sup> [Diverse by design: 15 key elements | Local Government Association](#)

1.15 The plan is designed around 5 Commitments as follows: -

<p><b>Priority 1 - Knowing our workforce and communities.</b></p> <ul style="list-style-type: none"> <li>• Improve our Understanding of our Communities.</li> <li>• Improve our understanding of the Care Sector Workforce.</li> <li>• We have good engagement with our care sector workforce and our communities.</li> <li>• Embed a Performance Dashboard</li> <li>• Embed Equality Impact Assessments</li> </ul>	<p><b>Priority 2 – Partnership and Accountability.</b></p> <ul style="list-style-type: none"> <li>• Appoint champions to take a lead role in championing EDISJ.</li> <li>• Promote positive stories relating to EDISJ in the care sector.</li> <li>• We foster inclusive leadership and managers feel confident with EDISJ.</li> <li>• Our policies are free from stereotypes and are inclusive.</li> </ul>
<p><b>Priority 4 – Active and Independent Living</b></p> <ul style="list-style-type: none"> <li>• Embed EDISJ as part of our approach to Safeguarding, Advocacy, Direct Payments, Care Provision.</li> <li>• Embed quality assurance and monitoring to ensure a clear focus EDISJ</li> </ul>	<p><b>Priority 3 - Practice, Learning and Development</b></p> <ul style="list-style-type: none"> <li>• Support our workforce to understand and be able to talk about EDISJ.</li> <li>• We have good quality EDISJ training for the care sector.</li> <li>• We support and encourage staff networks in the care sector:</li> </ul>
<p><b>Priority 5 - Creating a Safe, Inclusive Work Environment</b></p> <ul style="list-style-type: none"> <li>• Support equality and fairness in the Care Sector:</li> <li>• Implement fair and unbiased recruitment practices for the care sector.</li> <li>• We have fair staff recognition schemes for the care sector:</li> <li>• We encourage flexible working within the care sector to attract a wide variety of people and support our goals to have a representative workforce.</li> </ul>	

### **Governance**

1.16 The Strategic Equality and Inclusion Board (SEIB) which has recently been refreshed has oversight of Equality and Inclusion in Sheffield City Council. 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.

1.17 The Care Sector Equality, Diversity, Inclusion and Social Justice (EDISJ) Plan will be Coordinated through the Chief Social Work Officer with updates provided on a six-monthly basis to Committee, Directorate Leadership Team, and the Strategic Equality and Inclusion Board as part of the Cycle of Assurance agreed in June 2023.

- 1.18 Delivery on the plan relating to the care sector will be governed by our Sheffield Workforce Engagement Board. This board is chaired by the workforce lead from South Yorkshire ICB and regional lead from Skills for Care. The board has cross-sector membership with representatives from our internal and external care sector workforce.

## **2. HOW DOES THIS DECISION CONTRIBUTE?**

- 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 The Care Sector employs over 17, 500 workforce who deliver care to some of the most vulnerable residents of Sheffield. To deliver culturally appropriate and personalised care, it is imperative our workforce both reflects the population of Sheffield and are equipped to deliver equitable and caring support.
- 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: Eliminate discrimination, harassment, victimisation. Advance equality of opportunity. Foster good relations between groups of people.
- 2.4 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.
- 2.5 Having due regard to the need to foster good relations involve the need to tackle prejudice and promote understanding. This delivery plan will support the Council with its overall aims to reduce inequality and supports the Adults Care and Wellbeing Directorate strategic priority to deliver a care sector workforce which is representative of our diverse communities in Sheffield.

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

- 3.1 To support the development of this report and the Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan we have undertaken engagement activities with our workforce. A high-level summary of the engagement activity is given below.
- 3.2 In June 2022 Adults Care and Wellbeing ran an EDI Survey for Adults Health and Social Care employees. 394 people responded.

- 3.3 Of those who responded 73% of the responses were from females, with 8.5% of responses from LGBTQ+ employees. 31.7% of the responses were from people who declared as disabled and 32.8% of responses from unpaid carers.
- 3.4 The key messages from the survey have been analysed and used to inform this delivery plan. The key areas of focus are:
- Experience of discrimination
  - Being treated equally by colleagues, individuals, carers.
  - Confidence in reporting and respond to discrimination
  - Confidence in fair recruitment and career development
  - Regularity and content of Personal Development Reviews and Supervisions
- 3.5 Some of the actions highlighted within the survey have been raised as part of wider Equalities included within the SCC Equality Report for 22/23 with actions underway to resolve some of the issues raised across the organisation.
- 3.6 Sheffield Adult Care and Wellbeing held a series of 10 focus groups in August 2023 involving various staff populations represented in Adult Care and Wellbeing, including: social workers, social care practitioners, business support, commissioning staff, team managers, service managers, staff with disabilities, BAME staff, LGBTQIA+ staff. Through the focus groups, the service gathered information to help administration, management, and staff.
- 3.7 The intention of the focus groups was to give staff the opportunity to offer feedback and collaborate as an opportunity to identify areas for improvement in Adult Care and Wellbeing. We have used feedback gathered from the staff focus groups which has been used to inform the Delivery Plan.
- 3.8 A further engagement session was held during the recent Adults Care and Wellbeing Service Event on the 23/11/2023. Staff were asked to comment on drafts of the Delivery Plan. Comments and feedback have been used to further develop the Delivery Plan.

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

##### **4.1 Equality Implications**



- 4.1.1 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.
- 4.1.2 The Equality Act 2010 identifies the following groups as protected characteristics: age; disability; gender reassignment; marriage and civil partnership (discrimination Page 66 Page 5 of 7 5.3 only); pregnancy and maternity (employment only); race; religion or belief; sex and sexual orientation.
- 4.1.3 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.

#### 4.2 Financial and Commercial Implications

- 4.2.1 There are no short-term financial implications arising from this report. The delivery plan includes recommendations for priorities going forwards and, should these be agreed, any implementation costs will need to be met within available budgets.

#### 4.3 Legal Implications

- 4.3.1 The Council's relevant powers and duties are as set out in the Report, in particular paragraph 1.5. There are no other legal implications arising directly from this Report. Implementation of the specific proposals outlined in the delivery plan may require further decisions in due course, which will need to be made in accordance with the council Constitution. It is important to note that in making these decisions, full consideration of the Council's legal duties and contractual obligations will be needed.

#### 4.4 Climate Implications

- 4.4.1 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.
- 4.4.2 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. These will be reviewed as

part of the Councils review of its Equality Objectives in 2023.

#### **4.5 Other Implications**

*No other implications have been outlined as this time.*

### **5. ALTERNATIVE OPTIONS CONSIDERED**

- 5.1 Do nothing: Adults Care Social Care has duties set out in the Care Act and Mental Health Acts which in particular require a focus on ensuring equity of experience and services. These forthcoming Care Quality Commission Assurance will specifically look at Adult Social Care approach to Equity of Experience and due to this a delivery plan is required to mitigate and proactively respond to known risks.
- 5.2 Consider alternative delivery plan – We could review different Delivery Plan options for EDISJ. The current Delivery Plan has been developed following staff engagement sessions and learning from SACMHA speak up reports.

### **6. REASONS FOR RECOMMENDATIONS**

- 6.1 Equality, diversity, inclusion and social justice are essential components of social care. Good equality and diversity practices make sure that the services provided to people are fair and accessible to everyone. They ensure that people are treated as equals, that people get the dignity and respect they deserve and that their differences are celebrated.
- 6.2 Our commitment is towards delivering on this ambition. We therefore must continue to listen, learn, and embed equality into everything that we do for our residents, visitors, and workforce.
- 6.3 The Care Sector Equality, Diversity, Inclusion and Social Justice (EDISJ) plan was established to provide a framework for delivering on our ambitions and contributing to the Councils Strategic Plan.