

PART A - Initial Impact Assessment

Proposal Name: EIA Annual Report 2022-2023

EIA ID: 2600

EIA Author: Homaira Ibrahim

Proposal Outline:

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. It is our legal duty to produce an Annual Report each year. The purpose of this report is to share information on how the Council is addressing what it identified as its Equality aims under its Equality Objectives, showcase some of the work it has been undertaking internally and with its partners and identify next steps on advancing equality for all across the city of Sheffield. This report starts with a brief introduction of its legal duties, then evidences work which meets its 2019-2023 five objectives: 1. Strengthen knowledge and understanding of our communities. 2. Ensure our workforce reflects the people that we serve. (See the Workforce Data Report in Appendix C to demonstrate how we are meeting this Objective) 3. Lead the city in celebrating diversity and promoting inclusion. 4. Break the cycle of inequality and improve life chances. 5. Becoming an Anti Racist Organisation and City and concludes by identifying next steps and the new Equality Objectives for 2024-2028. It also contains the Performance Framework which SCC will use in the future to measure our Equality progress. The report includes some detailed information about some of our areas of work and highlights successes across the city. 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. The report also includes the council's annual Workforce Data Report. 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 Council knows that Equality work is ongoing so whilst capturing some good examples of this in the report is aware that

intelligence gathered this year needs to inform the new 2024-2028 Equality and Performance Framework. Once completed, an accessible version of the Annual Report will be uploaded onto SCC's webpage for those wanting to view it, and SCC will accommodate requests for different formats should they be requested.

Proposal Type: Non-Budget

Year Of Proposal: 22/23

Lead Director for proposal: James Henderson (CEX)

Service Area: Policy and Democratic Engagement

EIA Start Date: 13/02/2024

Lead Equality Objective: Understanding Communities

Equality Lead Officer: Ed Sexton

Decision Type

Committees: Policy Committees
• Strategy & Resources

Portfolio

Primary Portfolio: policy and democratic engagement

EIA is cross portfolio:

Yes
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Overview of Impact

Overview Summary:

As a Public Authority, we have legal requirements under Section 149 and 158 of the Equality Act 2010. These are often collectively referred to as the 'general duties to promote equality'. To help us meet the general equality duties, we also have specific duties, as set out in the Equality Act 2010 (Specific Duties) Regulations 2011. We have considered our obligations under this Duty in this report and the Council is committed to ensuring that citizens including our staff have access to appropriate information and services in particular those who share protected characteristics under the Equality Act. We currently comply with our legislative requirements under the Equality Act 2010 and associated Public Sector Duties (PSED). The information provided in the Annual Report 2022 -23 represents a sample or highlights of the work that has been undertaken over the year both regarding customers and staff. It is therefore designed to be read in conjunction with other related reports on the work that the Council has carried out, as well as policies and strategies that impact on equality. Producing this report enables us to identify any disparities in our workforce profile, or with customers and to understand how fair our policies are and identify any differences in the experiences of different groups in our workforce or customers.

Impacted characteristics:

- Age
- Armed Forces
- Care Experienced
- Disability
- Gender Reassignment
- Carers
- Pregnancy/Maternity
- Race
- Religion/Belief
- Sex
- Sexual Orientation
- Voluntary/Community & Faith Sectors
- Poverty & Financial Inclusion
- Partners
- Health
- Cohesion

Impacted local area(s):

All

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

Yes

Impact areas:

Year on Year, Geographical Area, Across a Community of Identity/Interest

Initial Sign-Off

Full impact assessment required:

No

Review Date:

13/02/2024

Action Plan & Supporting Evidence

Outline of action plan:

Action plan evidence:

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures:

Outline of impact and risks:

Review Date

Review Date:

13/02/2024

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