

Equality Impact Assessment – 2499 (previously 1195)

PART A

Introductory Information

Proposal name

Sheffield Flood Programme

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

To continue the city's ongoing investment across a range of projects and interventions to reduce the city's risk of flooding in line with the Sheffield Flood Risk Management Strategy.

The programme will be delivered through a number of schemes to protect the city and reconnect people with its waterways.

This EIA has been carried out at a strategic level across the city-wide programme.

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 checked="" type="radio"/> 21/22	<input checked="" type="radio"/> 23/23	<input checked="" type="radio"/> 23/24	<input checked="" type="radio"/> 24/25	<input type="radio"/> other
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Decision Type

- Coop Exec
- Committee (Transport, Regeneration & Climate Change 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 Ben Miskell

Lead Director for Proposal

Kate Martin

Person filling in this EIA form

David Brown

EIA start date

05/01/2024

Equality Lead Officer

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Ed Sexton
- Louise Nunn
- Beverley Law

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

- | | | | |
|---|---|---|---|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input 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/s

City Futures, 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

A city-wide consultation on the Flood Programme was carried out in 2016-17.

A public consultation on the draft flood risk management plans (FRMPs) ran for 3 months, from 22 October 2021 to 21 January 2022. Consultations response broadly supported the measures proposed and (subject to any technical alignment with the Habitats Regulations) it has been agreed to publish the final plan in line with the draft document without changes.

As individual projects are taken forward the consultation needs will be assessed and carried out with a suitable EIA

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

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

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 checked="" type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

Exposure to flood risk will be reduced across all areas of investment with resulting benefit to all affected communities

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 Programme will have an overall positive impact. The strategy to protect Sheffield from flooding will benefit those groups that are most vulnerable to the impact of flooding, advancing equality of opportunity by protecting property and reducing the risk of disruption to travel and movement. Guidance from the Department for Environment, Food and Rural Affairs (DEFRA) on 'Flood Risks to People' states that some people are more vulnerable than others.

Particularly vulnerable groups include:

- The elderly
- The disabled and long-term sick
- Financially deprived
- Single parents and their children
- The very young, for example infant school children
- Ethnic minorities, particularly those who have poor English language skills
- Newcomers to an area, who may be unaware of local issues
- Campers and other tourists, who may be unaware of local risks
- The homeless
- Work related (eg emergency services)

There are no negative impacts identified.

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

Public Health England data shows that people experience higher rates of anxiety, depression and post-traumatic stress disorder (PTSD) after a flood.

The costs associated with these illnesses include:

- treatment
- loss of employment

- co-morbidity (suffering from more than one condition at the same time)
- the proportion of people seeking treatment
- the assumption that mental health effects will last on average for two years after each flood

Further information on this is published on Defra's website:

[Mental health costs of flooding and erosion - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

By reducing exposure to flood risk all benefitting communities have potential for improved health outcomes. This will be assessed in detail at project level.

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

City wide reduction of flood risk will benefit people of all ages. Elderly and the very young are however less able to prepare for and respond to flooding so will gain greater benefit from our investment.

According to the Sheffield Census 2011, 80% of Sheffield's population is of working age. By 2039, 24% of the UK population will be aged over 65.

Sheffield has a higher proportion of its population aged 65 years or over (16.2% or 92,000 people) than the other English Core Cities. This is projected to increase to 19% by 2036, with the number of residents aged over 85 nearly doubling.

The largest proportion of people suffering a limiting long-term illness is in the over-65 age category (38%).

According to the Sheffield Census 2011, 18.1% of the population is under 16. One of the biggest factors that is having an impact on the changing city profile is the inward migration of households with young families.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

By reducing exposure to risk Sheffield's Flood Programme will have a positive impact on those less able to move and travel freely from and to home or place of work during a flood event. There are also a potentially higher risks of serious injury to those with a disability. As with the elderly and the very young city-wide flood risk investment will have a greater relative benefit to those less able to respond and recover from the impacts of flooding.

- In Sheffield, there are 103,715 people with a long-term health condition or disability, equivalent to around 20% of the population and 35% of households. 9% of Sheffield population say their condition significantly limits their activity
- There is a correlation between age and limiting long term illness with the largest proportion of sufferers in the over 65 category (38%)
- Also see Health and wellbeing section above.

Some disabilities (blind, deaf or with learning difficulties for example) will also affect people's ability to access information about flood awareness and preparedness as well as information more generally about our flood programme. We will need to review our communication methods in delivery. By reducing flood risk city wide through the programme, we will however reduce everyone's exposure to risk, which as already mentioned benefits the most vulnerable.

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

By reducing exposure to flood risk, Sheffield's Flood Programme will have a positive impact on families during pregnancy/maternity.

The risks of being unable to attend appointments and of being unable to attend hospital to give birth will be reduced, as will the impact on mental health caused by anxiety over such matters.

Race

Impact on Staff

Yes

No

Impact on Customers

Yes

No

Details of impact

Sheffield's BAME population is increasingly dispersed across the city, although there remain geographical areas with high proportions of BAME people. These areas tend to correlate with the areas of the city which are also the most economically deprived. 23% of Sheffield's residents live in areas that are ranked nationally as amongst the 10% of the most deprived areas. But for the BAME population, substantially more (38%) live in these areas. For some ethnic minority groups the percentage living in these areas is even higher. Higher levels of economic deprivation result in a reduction in an ability to prepare for, respond to and recover from the impacts of flooding. By investing city wide in flood risk reduction areas of higher economic deprivation will benefit most. Defra Flood Risk Grant is weighted towards investment in areas of higher deprivation for this reason.

Portable dwellings rather than traditional brick built houses are more at risk in the event of flood and Gypsy and Traveller communities are potentially at a greater risk. Gypsy and Traveller sites can either be: Permanent, Transit and Temporary Stopping Places. Due to the mobility of this character group it is difficult to warn these communities of the flood risk associated with an area they may be using.

Differences in language, especially those of new immigrants, may result in a lack of knowledge that enables people to be aware, to be prepared, and to recover expediently after a flood emergency. Being less able to understand preparedness messaging and flood warning information published in English places you at greater exposure to risk. Reducing flood risk at community level will have a greater benefit to those with poorer English comprehension.

Reducing Flood Risk programme wide should have a positive impact on these groups.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

By reducing exposure to flood risk, Sheffield's Flood Programme will have a positive impact on household where carers are required (whether they be household family members or peripatetic).

The risks of peripatetic carers being unable to visit households to provide essential care and of household carers being unable to egress and return to/from their houses in order to obtain essential supplies will be reduced, as will the impact on mental health caused by anxiety over such matters.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sheffield's Flood programme to protect the city from flooding will have a positive impact on those in poverty or financially excluded. Lack of resources for people to plan for emergencies and implement resilience measures and protect themselves and their property from serious injury or damage due to flooding results in increased impacts.

By implementing city wide flood risk interventions those least able to protect themselves will benefit most.

In the Indices of Multiple Deprivations 2015 ranks the wards out of 28 - 1 being the highest level of deprivation and 28 being the lowest. The wards in the main areas of flood vulnerability are:

- Darnall Ward- 6th
- City Centre Ward - 10th
- Hillsborough Ward - 16th

Sheffield has high levels of financial exclusion in almost half of all Council wards. This affects approximately 218,743 people in 48% of wards. Average annual incomes (£26,834) in Sheffield are 5% below the national average. The poor are also now poorer than they were 10 years ago (2015 figures).

Cohesion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Other

Please specify

Vulnerable groups

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Defra's guidance on 'Flood Risks to People' states some people are more vulnerable than others this guidance suggest that reducing exposure to flood risk will have a greater benefit to the following groups:

- Single parents and their children
- The very young, for example infant school children
- Ethnic minorities, particularly those who have poor English language skills
- Newcomers to an area, who may be unaware of local issues
- Campers and other tourists, who may be unaware of local risks
- The homeless
- Work related (eg emergency services)

Action Plan and Supporting Evidence

What actions will you take to mitigate any equality impacts identified? Please include an Action Plan with timescales

The continued delivery of our capital investment programme in flood defence infrastructure 2018 to 2028 - particular focus on improving resilience and access to and from residential homes and businesses. Consultation on delivering improved access to riverside environment.

Improved citywide emergency flood planning with focus on high flood vulnerability groups located in major river valleys of the Don and Sheaf.

Plans to use local community groups and flood wardens to target emergency response planning. We will utilise the LACs in enabling this work.

EIAs for be written for individual projects to further identify more community specific impacts and any potential mitigating actions required.

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

Flood Vulnerability Report – attached

Ward Profile information

Indices of Multiple Deprivation

Detail any changes made as a result of the EIA

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 – 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

05/01/2024