

**Sheffield Adults Care and
Wellbeing Equality, Diversity,
Inclusion and Social Justice
Delivery Plan
2024/ 2026**

Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Workforce - Delivery Plan 2024 - 2026.

Our Vision and Ambitions for people of Sheffield

Our vision is that 'everyone in Sheffield lives in a place they can call home, in communities that care, doing things that matter to them, celebrated for who they are - and when they need it, they receive care and support that prioritises independence, choice, and recovery.

The vision is centred around delivery of five outcomes and six commitments. The Commitments and outcomes are the guiding principles we will follow and how we deliver the strategy. They show how we will achieve our outcomes and highlight what we want to do better.

Our Commitment to Equality – Our Delivery Plan

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.

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.

This Delivery Plan aims to support our ambitions by setting out:

- Performance and governance milestones so people and Carers experience timely and effective support which achieves their outcomes.
- Involvement milestones so that people feel involved in planning and development of services aimed to value the care sector workforce.
- Delivery milestones which promote multi-agency approaches towards workforce development.



Our Delivery Plan is structured around five priorities, which are: -

- Priority 1 - Knowing our workforce and communities.
 - Priority 2 – Partnership and Accountability.
 - Priority 3 - Practice, Learning and Development
 - Priority 4 – Active and Independent Living
- Priority 5 - Creating a Safe, Inclusive Work Environment

Why Equality, Diversity, Inclusion and Social Justice is Important.

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.

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 the population of Sheffield, and that our workforce have the support and conditions to deliver practice which can deliver on our ambitions. This is particularly important for adults in need who, because of a disability, illness or their age, are unable to take adequate care of themselves and keep themselves from harm.

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 protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. To discriminate against any of these characteristics is a breach of the law.
- **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.

The Equality Act 2010 also places an equality duty on public bodies; it came into force on 5 April 2011. The equality duty intends to ensure that public bodies are proactive in eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations. They must consider equality issues in everything they do with regard to the protected characteristics.

This means the local authority has a duty to consider the diverse needs of the individuals they serve, minimising disadvantage and ensuring the inclusion of under-represented groups. It must ensure that those organisations carrying out duties on its behalf also comply with this duty. Service providers must comply with equalities law and the commissioning authority must ensure providers are able to meet the requirements of the law.

As part of the Care Quality Commission's Single Assessment Framework Sheffield City Council has statutory duties in relation to Adults Care and Wellbeing, and particularly those pertaining to Equality, Diversity, Inclusion and Social Justice. This Delivery Plan outlines the activities which we are undertaking to reduce inequalities and support our care sector workforce. Particular attention has been paid to Working with People: Inclusion and accessibility arrangements - Arrangements to support inclusion and accessibility. For example, access to interpreting services, Strategy and Actions for identifying and reducing inequalities and Groups at risk of unmet needs- Provide details of any groups of people in your area identified as being at risk of having unmet needs or poor outcomes because of their protected characteristics.

This delivery plan takes into consideration all of the above. More information can be found at SCIE: - The Care Act: [Care Act 2014 - SCIE](#)

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Ambition: Sheffield Adult Care workforce is representative of our diverse communities in Sheffield and feel engaged with the work they do.

Context: 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. The strength of social care is in celebrating, valuing, and recognising what makes people unique and supporting them to overcome challenges. To do this, it is vital that the adult social care workforce reflects the society we live in, and that people feel included and treated equally.

In our Care Sector Workforce Development Strategy, we made a commitment to develop a more representative adult social care workforce in Sheffield. This Delivery Plan outlines what actions we are taking to make this a reality. This Delivery Plan also shows how we are meeting our Public Sector Equality Duty. We have framed our Delivery Plan against the ADASS (Association of Directors of Adult Social Service) recognised best practice of 15 principles of Diverse by Design.

Accountable Officer: Strategic Director Adult Care and Wellbeing

Accountable Committee/ Board: Adult Health and Social Care Policy Committee

Priority	Milestone/action	When	Lead & link to SCC's Equality Objective (EO)	Position Statement	RAG
Page 60 Knowing Our People and Communities	Knowing our Communities - We will monitor Sheffield population data and the data of people in receipt of care. We will analyse this data for any trends relating to Equality, Diversity, Inclusion and Social Justice (EDI) to Inform Social Care projects, commissioning and decision making. We will use this intelligence to influence service delivery, commissioning intentions and future EDI interventions and an update to the plan.	Completed	Adults Care and Wellbeing Senior Diversity Champions Strategic Commissioning Manager for Strategy and Involvement <i>EO – Communities. Celebrate a fairer and more equitable Sheffield by fostering good relationships, listening, and engaging with the city's diverse communities.</i>	Completed - Analysis undertaken by the business information team within Sheffield City Council in relation to ethnicity data for people in receipt of care against age demographics. This has been highlighted as best practice within ADASS and will be used as a model to develop our EDI data regionally. A summary of this data can be found within Appendix 3. Analysis has highlighted areas for investigation in relation to under-representation in access to care support and referral to services for specific ethnicity groups within Sheffield. The data will continue to be monitored to inform service improvements.	Completed
	Engagement with our Communities – As a follow up from the Festival of Involvement, we will commission a dedicated engagement exercise with individuals and carers who access support and social care and in particular those who are most likely to experience inequality in experience or outcomes. This will then inform continuous improvement and engagement, commissioning and targeted interventions which promote fairness and equity of experience.	2024 - 26	Assistant Director Commissioning and Partnerships <i>EO – Communities. Celebrate a fairer and more equitable Sheffield by fostering good relationships, listening, and engaging with the city's diverse communities</i>	Completed - SACHMA have been funded to undertake engagement activity in relation to care and support with under-represented communities throughout 2024/25. A project worker has been recruited who will build a community engagement and peer approach for the city. They will seek to embed culturally appropriate care across Sheffield and support activity to build a social care workforce that is representative of our communities in Sheffield. The foundation for the project is taken from learning from the SACMHA #SpeakUp report into home care and the Sheffield Race Equality Commission Report. We will work with SACHMA to support and promote their work. Further engagement activity will take place with community groups and people in receipt of care from under-represented communities to determine if there are any barriers in relation to our information, advice and guidance offer and access to services.	On Track
	Knowing our Care Sector Workforce – Complete an analysis of our current social care workforce including benchmarking and completion rates of the Skills for Care Adult Social Care Workforce Data Set (ASCWDS) to target interventions which increase providers completion of workforce data set, inform Social Care projects, commissioning and decision making and inform further workforce development and planning activities.	2024 – 2026	Sheffield Workforce Engagement Board <i>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity.</i>	Completed – Sheffield City Council supports an annual census as part of the Skills for Care ASCWDS yearly update. SCC will continue to support completion of the ASCWDS. SCC are implementing the Skills for Care Workforce Race Equality Standard for Sheffield. More information about the implementation of the WRES can be found in Appendix 2. Further review of data in relation to disability (and impairments within disability) to continue to inform activities which will support and embed continuous improvement.	On Track
	Adult Care Workforce Performance Dashboard – As part of our cycle of assurance, we will implement an EDISJ dashboard and use this to both report on our performance in implementing this plan as well as target improvements using data relating to	2024	SCC HR / Adults Care and Wellbeing Workforce Development Manager	Ongoing - The Workforce Performance Dashboard is expected to be completed by Q4 2024. Early indication shows that we have diverse workforce. However, further review will	On Track

	recruitment and selection, learning and development, new starter and leaver information and HR (Human Resources) casework etc.		EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.	be to see how reflective this is throughout grade banding, which will in turn enable targeting of improvement activity.	
	Engaging with our Care Sector Workforce – We will develop a range of engagement activities, including survey’s, to gain care sector workers in Sheffield across the sector (Council and Independent) feedback on their lived experiences. This will include EDISJ and wider workforce development and inform future developments of the EDISJ Plan.	2024 - 2026	Sheffield Workforce Engagement Board EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.	Ongoing - Equality Champions will be embedded across services as a way for people to share views and experiences. We will continue to seek feedback from people on their lived experiences to inform service planning and delivery.	On Track
	Equality Impact Assessment - Carry out equality impact assessments, where relevant, to consider the effect of proposals, projects, and strategies on different groups.	Completed	Adult Care Leadership Team EO – Communities. Celebrate a fairer and more equitable Sheffield by fostering good relationships, listening, and engaging with the city’s diverse communities	Completed - EIAs are completed to support decision making and reviewed to ensure relevance. There is corporate governance in place.	Completed
Page 61 Partnership & Leadership	Our Partnerships – Develop and deliver joined up approaches with colleagues across the Council, Care Sector and City so that our approach to equality, diversity, inclusion, and social justice is joined up.	2024	Adults Care and Wellbeing Senior Diversity Champions EO – Leadership. Champion equality through committed and inspirational leadership to become an inclusive, accessible and anti-racist organisation and city.	Ongoing - We continue to develop our partnership approach to EDI. We have committed to work with ICB colleagues to deliver EDI approaches across health, social care and voluntary sector and to support equality and anti-racist practice. We will develop our network further as we join other local authorities as part of the SC-WRES standards.	On Track
	Appointing Senior Diversity Champions - We will formally appoint Senior Diversity Champions for Adults Care and Wellbeing who will have responsibility for raising equality issues at leadership meetings, ensuring that EDISR is considered when making decisions within the directorate and sponsoring directorate EDISR delivery plan.	Completed	Director of Adults Health and Social Care EO – Leadership. Champion equality through committed and inspirational leadership to become an inclusive, accessible and anti-racist organisation and city. ep	Completed – We have appointed Senior Diversity Champions within SCC. The expectations and support offer for our EDI champions has been reviewed and we have developed communication channels to grow the knowledge of our champions. Champions are being signposted to appropriate resources to further develop their knowledge. There will be quarterly meetings with the equality champions to work together to hear about feedback from the champions and look at what we need to build upon strengths, share good practice and agree actions to respond to areas of improvement identified.	Completed
	Appointing Sector Wide Diversity Champions - We will seek EDISR Champions from across the Sector from our providers to enable collaboration and sharing of best practice across the sector.	2025- 2026	Sheffield Workforce Engagement Board EO – Leadership. Champion equality through committed and inspirational leadership to become an inclusive, accessible and anti-racist organisation and city.	Ongoing - With commencement of the homecare, care homes and supported living frameworks, the priority is to work in partnership with providers to embed equality champions across the care sector.	Priority for 25/26
	Role Models and Positive Stories - We will promote positive stories from our sector wide workforce which promote equality, diversity, inclusion, and social justice in practice.	2024	Adults Care and Wellbeing Senior Diversity Champions EO – Leadership. Champion equality through committed and inspirational leadership to become an inclusive,	Ongoing - We will continue to promote careers in the Care sector recognising and celebrating our valued workforce. Further activity on this will commence in Q4 2024 and 2025.	Delivery Priority 2025

			accessible and anti-racist organisation and city.		
	Inclusive Leadership - We will co-develop and implement a sector wide inclusive leadership charter and leadership development programmes which supports our current and future leaders to be inclusive leaders and enables sharing of best practice across the sector.	2024 - 2027	Sheffield Workforce Engagement Board <i>Equality Objective – Workforce. People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.</i>	Ongoing - SCC are exploring options to support leaders including Leadership Development Programmes. This will be developed as part of our commitment to the Social Care WRES and EDI action planning. We will promote best practice based upon the Leadership Qualities Framework (skillsforcare.org.uk) .	On Track
	Policies & Stereotypes (SCC) - We will review our policies and procedures in partnership with colleagues across the Council and wider partners to ensure that they are free from stereotype and promote equality, diversity and inclusion.	2024 – 2025	Chief Social Work Officer. <i>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.</i>	Ongoing - We will review SCC policies and procedures as part of the implementation of the SC-WRES. We will review the impact of policies to identify differences in workforce experiences some groups of people may face. Once these are identified, we will work with our HR colleagues on policy updates and further accessible guidance. We will champion EDI across ASC, we will invite employees to share their work life experiences to highlight and tackle ongoing and unresolved EDI issues. Equality Champions will gather and share feedback from staff as part of our approach to embedding EDI.	On Track
	Policies & Stereotypes (Care Sector) – Through our recommissioning programmes and contract monitoring gain assurance that all commissioned organisations have policies and procedures in place that are free from stereotype and promote equality, diversity, and inclusion.	Completed	Assistant Director Adult Commissioning and Partnerships <i>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.</i>	Completed - Equality and Diversity is embedded as part of our recommissioning activities and contract monitoring processes. We will continue to challenge best practice and offer support in relation to best practice policies for the care sector.	Completed
Practice, Learning and Development	Rethink Equalities Training (SCC) - We will implement refreshed EDISJ training for Adult Care Workforce so that our workforce can lead talk and speak about EDI so we can learn and actively move forward.	2024 - 2026	Chief Social Work Officer Operations Director <i>EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield’s communities.</i>	Ongoing - A refreshed EDI training offer for SCC employees is being developed by SCC Learning and Development team. This is expected to be launched in 2025. We will review the support offer for staff to undertake culturally appropriate care as part of our work with SACHMA – see below. We will raise awareness for other EDI topics and areas where we know our customers will share differences (disability and impacts). As part of our Workforce Development Strategy, we are launching our plan for supporting out Adults Care and Wellbeing workforce. This Professional Development Plan sets out our vision, values, and direction to support our workforce. This will be launched in October 2024. A training programme to deliver Oliver McGowan training across the care sector in Sheffield is taking place. This is to support the understanding of Learning Disabilities and Autism for people working across health and care.	On Track
	Quality EDISJ training across the Care Sector - Through our quality assurance and engagement with providers and our care sector workforce, we will work with providers to ensure all of our care workforce can access: - <ul style="list-style-type: none"> Quality equality and diversity training. Holistic EDISR training including Racial Literacy Training and Cultural Competency Training 	2024 - 2026	Sheffield Workforce Engagement Board Assistant Director Adult Commissioning and Partnerships <i>EO - Service Delivery Foster inclusive, accessible, quality and customer</i>	Ongoing - We are developing a Care Academy for Sheffield. This will be launched in September 2024. As part of our activity to develop a Care Academy for Sheffield we are reviewing the training and development for workers across care sector. We will promote and embed EDI training where appropriate. We are developing our support offer for care workers. This will include how we can embed culturally appropriate care across Sheffield.	On Track

	<ul style="list-style-type: none"> Fair, transparent, inclusive, and unbiased recruitment practice training. A minimum level of mandatory training for staff with a central focus on providing person-centred and culturally appropriate care. 		centred services which understand and meet the needs of all Sheffield's communities.	We have commissioned SACHMA to support our culturally appropriate care offer for under-represented groups.	
	Talking about EDISJ - We will work with partners, council workforce and care providers to promote inclusivity events, forums, and workshops to share best practice and learning and having open forums to discuss EDISJ across the sector. This includes commissioning of a programme which promotes and enables discussions about EDISJ across the sector.	2024 - 2026	Sheffield Workforce Engagement Board EO – Leadership. Champion equality through committed and inspirational leadership to become an inclusive, accessible and anti racist organisation and city	Ongoing - Work to commence 2025.	Delivery Priority 2025
	Practice Based Scenarios – Develop practice-based scenarios, which promote and develop practice-based learning to enable implementation of practice standards and ongoing learning.	2024 - 2026	Chief Social Work Officer EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.	Ongoing – Work to commence Q4 2024 and in 2025	Delivery Priority 2025
	Safeguarding - Complete a review of rights and responsibilities of organisations in regard to safeguarding. This will then inform a gaps analysis and targeted interventions where inequality of access to safeguarding is identified.	2024 – 2025	Chief Social Work Officer EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.	Completed – In March 2024 with the publication of the Adult Safeguarding Responsibilities Guidance document which is available for partners at Sheffield Adult Safeguarding Partnership - Professionals - report an adult safeguarding concern (sheffieldasp.org.uk) . Next Step is implementation city wide and an update is provided to committee in Sept 2024	On Track
	Advocacy - Complete a review and recommissioning exercise of Advocacy Services so that Advocacy is representative of our population and can support a discussion to ensure the needs of individuals are fully met – this aligns to recommission of Advocacy agreed on September 2023 and SACMHA Speak Up report.	Completed	Assistant Director Adult Commissioning and Partnerships EO – Communities. Celebrate a fairer and more equitable Sheffield by fostering good relationships, listening, and engaging with the city's diverse communities.	Completed - In March 2024, a tender for a 7-year contract to deliver advocacy services in Sheffield was undertaken. In April 2024, following evaluation of tenders submitted, the contract was awarded to the previous incumbent provider, Sheffield Advocacy Hub and the new contract commenced from 01/05/2024. Sheffield Advocacy Hub is a partnership made up of 3 voluntary sector organisations, Citizens Advice Sheffield, Disability Sheffield & Cloverleaf Advocacy. As part of the re-tendering process SACHMA joined the partnership, with a particular focus of increasing advocacy numbers in under-represented communities.	Completed
	Direct Payments - Continue to implement and embed our Direct Payments and Personalisation Programme to ensure that our offer is representative of population of Sheffield and in particular culturally appropriate support is available for people in different aspects of managing a direct payment, provided by organisations rooted in different communities. This aligns to Direct Payments Strategy Agreed on December 2022 and the SACMHA Speak Up Report.	Completed	Assistant Director Adult Commissioning and Partnerships EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.	Completed - We have an ongoing activity with the Direct Payments and Personalisation Programme in Sheffield . In December 2023 we held a Direct Payments Summit to highlight good practice and identify improvements to grow and expand the Personal Assistant workforce. A follow up event will be held in November 2024. In 2024, it was agreed that the support service for Direct Payments would be brought back in-house within Sheffield City Council. Recruitment is underway to staff the service with implementation to continue throughout 2024/25.	Completed
	Complaints and Concerns – In partnership with providers and Healthwatch, commission a review of accessibility of complaints information so individuals and carers have easily accessible information on how to raise a concern or complaint about a service. This aligns to our Complaints improvement process, learning from festival of involvement and SACMHA Speak Up Report.	Completed	Assistant Director Adult Commissioning and Partnerships EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.	Completed - At SCC our focus has been on learning from Complaints, Compliments and Feedback and building a sustainable way of strategically coordinating and embedding learning from feedback across all Adult Care service provision. This is summarised within the Annual Complaints Report 22 – 23 . We will look at developing routes where feedback can be shared including compliments and suggestions to learn from the lived experience of our customers.	Completed

	<p>Unpaid Carers and Families – In line with our Carers Delivery Plan, SACMHA Speak Up Report and learning from festival of involvement to continue to build our practice and interventions to identify unpaid carers and include or consult carers about the person they care for, where consents has been provided. (This action arose from SACMHA Speak Up report)</p>	Completed	<p>Operations Director</p> <p>EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.</p>	<p>Completed - We continue to develop our approach to supporting unpaid carers and families in line with the Carers Delivery Plan.</p> <p>An update was delivered on March 24 which provides an update to the Adult Health and Social Care Committee on progress of our multi-agency Carers Delivery Plan (2022-2025).</p> <p>The Delivery Plan supports the 'Young Carer, Parent and Adult Carer Strategy' and 'Living the life you want to live,' the Adult Social Care Strategy 2022 to 2030. Page 16. Further updates will be provided as part of the Carers Delivery Plan Update.</p>	Completed
	<p>Homecare, Supported Living, Day Activities, Respite, Residential – Mobilise and implement our new long term provision which delivers continuity of provider and in particular focus on embedding person centred and culturally appropriate care as part of the new arrangements. (This action arose from SACMHA Speak Up report)</p>	Completed	<p>Assistant Director Adult Commissioning and Partnerships</p> <p>EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.</p>	<p>Completed - We have mobilised our new long-term care and wellbeing and residential frameworks for Sheffield. Work will continue to embed provision throughout 2024.</p> <p>In 2024 we will be mobilising and implementing Adult Future Options Commissioning Programme as part of our focus on long-term provision and embedding person centred and culturally appropriate care.</p>	Completed
	<p>Quality Assurance and Market Sustainability – In line with our priority towards quality of care, our focus on market development, development of Quality Framework and our refreshed governance to invest in and review of our quality monitoring and improvement arrangements. As part of this, ensure transparency of learning and feedback so that learning informs continuous improvement.</p>	2024 - 2025	<p>Assistant Director Adult Commissioning and Partnerships</p> <p>EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.</p>	<p>Ongoing - We continue to prioritise quality assurance and market sustainability as part of our commissioning activities. An update to Committee with an update on Adult Care and Wellbeing Commissioning programmes in 2023/24, and priorities in 2024/25 was provided in June 24.</p> <p>The report seeks to provide assurance on how we are delivering our market sufficiency responsibilities as set out in the Care Act 2014, covering achievements and planned activity to improve sufficiency, stability, and quality assurance.</p>	On Track
	<p>Integrated Working - Continue to develop and promote integrated and joined up ways of working so that we are working in partnership with city wide colleagues to understand the diverse health and care needs of people and our local communities and care is joined-up, flexible and supports choice and continuity.</p>	2024 - 2025	<p>Assistant Director Adult Commissioning and Partnerships</p> <p>EO - Service Delivery Foster inclusive, accessible, quality and customer centred services which understand and meet the needs of all Sheffield's communities.</p>	<p>Ongoing - We continue to develop our partnership approach to EDI. We have committed to work with ICB colleagues to deliver EDI approaches across health, social care and voluntary sector and to support equality and anti-racist practice. Further updates to this work will be provided in future EDI reports.</p>	On Track
<p>Page 64</p> <p>Create a safe, fair and inclusive work environment.</p>	<p>Race Equality - Coproduce an action plan with organisations across the sector to enable delivery of the Skills for Care Social Care Workforce Race Equality Standard (SC-WRES) in Sheffield. (This action arose from SACMHA Speak Up report)</p>	April 2026	<p>Sheffield Workforce Engagement Board</p> <p>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity</p>	<p>Ongoing - We will submit a response to the SC-WRES for Sheffield in September 2024. Our submission will support an action plan and lead to peer-support for workers in Sheffield to support and ensure race equality. More information can be found within Appendix 2 of the Committee report.</p>	On Track
	<p>Our Standards - We will ensure that our staff are treated fairly and with respect across the Care Sector and work with both Council and Care Providers to enable enactment of acceptable behaviours policy and ensure that our staff have appropriate equipment and training for lone working.</p>	April 2026	<p>Sheffield Workforce Engagement Board</p> <p>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity.</p>	<p>Ongoing - An un-acceptable behaviours policy to be mobilised and embedded in 2024 – 2-2025. A lone working policy is in place for Sheffield City Council Staff with appropriate training to support safe lone working. Contract to supply equipment to support lone working for SCC staff will mobilise in 2024. Through quality assurance and partnership work with care providers its planned to host learning events and use the health & care academy as a means of sharing best practice.</p>	On Track
	<p>Disability Friendly Employer - We will contribute towards Sheffield City Council becoming a Disability Friendly employer and with that reach Disability Confidence Level 3. We will also undertake work to further understand and respond to views from for disabled staff to ensure that the feedback is used meaningfully to create an inclusive work</p>	2024 - 2026	<p>Chief Social Work Officer</p> <p>EO – Workforce. People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly</p>	<p>Ongoing - SCC currently holds Disability Confident Employer (Level 2). There are ambitions for SCC to achieve Disability Confident Leader level 3. Work is ongoing to achieve this for SCC within 2025. We will commit to the themes within this framework. We will also use the learning from the SC-WRES and develop this further with other Protected Characteristics including disability.</p>	On Track

<p>environment as well as work with the care sector to determine opportunities for employers across the Care Sector to also become Disability Friendly Employers.</p>		<p>skilled workforce which reflects the city's diversity.</p>	<p>We will engage with the Care Sector to encourage sign up to becoming Disability Confident and review actions to promote Age Friendly practice in the workplaces across Sheffield.</p>	
<p>Unpaid Carers - We will increase awareness about the support available to unpaid carers both across Sheffield City Council and across Care Sector to ensure unpaid carers who are also in employment in the sector are supported, aligned to the ambitions of the Carers Delivery Plan.</p>	Completed	<p>Chief Social Work Officer Operations Director</p> <p><i>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity</i></p>	<p>Completed - We continue to develop our approach to supporting unpaid carers and families in line with our Carers Delivery Plan. Unpaid Carers employee hub was established for SCC employees in 2024. We continue to work with the Sheffield Carers Centre to promote unpaid carers and the support available for unpaid carers.</p>	Completed
<p>Engagement and Improvement - We will support implementation, advertise, and promote Equality Hubs as a way of promoting engagement and discussion regarding themes and issues arising relating to EDISJ. The feedback will inform ongoing improvement and development of actions to create an inclusive work environment.</p>	Completed	<p>Chief Social Work Officer</p> <p><i>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity.</i></p>	<p>Completed - Sheffield City Council Employee Equality Hubs were launched in 2024. Active hubs include Carers, Disabled Employee, Early Careers, LGBTQ+, Men's Health, Menopause Café, Neurodiversity, Pregnancy and Maternity, Race, Staff Diversity, Women's</p> <p>All teams in Adult Care are encouraged to attend relevant employee equality hubs</p> <p>We are embedding EDI champions across service to gather feedback from the champions and look at what we need to build upon strengths, share good practice and agree actions to respond to areas of improvement identified.</p> <p>Feedback from groups and EDI champions will be reported through SCC Equality, Diversity and Inclusion Delivery Group to support a joined-up approach to EDI in SCC.</p> <p>To promote collaboration and sector wide involvement, we will establish a series of Care Sector Equalities Workshop sessions in 2025 to involve and engage voluntary, community and faith sector, social care providers and academia in further developing our approach to equalities and workforce development in Sheffield.</p>	Completed
<p>Redefine equality and fairness - We will promote and implement career development pathways across the Care Sector and Council Workforce through:</p> <ul style="list-style-type: none"> • Promoting Skills for Care development programmes, such as Moving Up, Forefront • Implement a joint health and social care learning and development and career pathway offer in Sheffield. • Assuring that staff have annual PDRs (Personal Development Review) and regular supervisions. This will be monitored as part of our Workforce Performance Dashboard for Council staff. • Review ways to remove barriers and increase the diversity of senior leaders across the Care Sector. 	2024	<p>Sheffield Workforce Engagement Board</p> <p>Chief Social Work Officer</p> <p><i>Equality Objective – Workforce. People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity.</i></p>	<p>Ongoing - Our Sheffield Care Sector Workforce Development Strategy outlines our plans to promote and implement career development pathways. This includes activity to promote development programmes for BAME staff, career development pathways, ensuring our staff have regular supervision and PDRs and ways to increase diversity of our senior leaders across the care sector.</p>	On Track
<p>Raising Concerns - We will make sure that all staff across Care Sector have an appropriate and anonymous route to raise concerns relating to EDI and discrimination. We will make sure that our staff have confidence in how we report and respond to discrimination.</p>	Completed	<p>Adults Care and Wellbeing Senior Diversity Champions</p> <p><i>Equality Objective – Workforce. People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity.</i></p>	<p>Completed - SCC has a Whistleblowing Policy 'See-It Say-It' which outlines our approach to Whistleblowing and how staff can raise concerns.</p> <p>SCC has launched 'Open Door' for employees to ask questions or offer feedback anonymously.</p> <p>Adults Care and Wellbeing has put in place additional ways for staff to raise feedback via 'your voice' and other staff engagement activity. Staff can offer feedback to senior equality champions who are embedded across services.</p>	Completed
<p>We will engage with partners to support care sector staff EDI networks in Sheffield.</p>	2024 - 2026	<p>Sheffield Workforce Engagement Board</p>	<p>Ongoing - Activity to commence in 2025.</p>	Delivery priority 2025

			<i>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.</i>		
	Rethink Recruitment Practices - We will ensure that our recruitment practices are fair and unbiased. This will support our aim to have a workforce that is representative of our diverse population by removing bias from our recruitment processes and apply recruitment processes in a consistent way. This will include: <ul style="list-style-type: none"> embedding fair and unbiased recruitment processes, including recruitment and selection training developing evidence based positive action in recruitment further so working towards having a workforce reflective of our city and the customers we serve. 	2024	Adults Care and Wellbeing Senior Diversity Champions Chief Social Work Officer Assistant Director Commissioning and Partnerships <i>EO – Workforce, People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity</i>	Ongoing - Activity to promote fair and inclusive recruitment within SCC including refreshed Recruitment and Selection Training. More information is contained within our Sheffield City Council Annual Equality Report. SCC has ongoing goals to develop recruitment approaches that attract talent from across all of Sheffield's communities as part of refreshed Equalities Objectives. Activity to support care sector providers to re-think recruitment practices will commence in 2025.	On Track
	Rethink Job Descriptions and adverts - We will implement inclusive language in our job descriptions and adverts across the care sector, inclusive of both Council and Care Provision.	2024 - 2025	Chief Social Work Officer Assistant Director Commissioning and Partnerships <i>Equality Objective – Workforce. People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.</i>	Ongoing - Activity to promote fair and inclusive recruitment within SCC including refreshed Recruitment and Selection Training is ongoing. More information is contained within the Sheffield City Council Annual Equality Report. Activity to support care sector providers to re-think recruitment practices will commence in 2025.	Delivery Priority 2025
	Flexible Working Culture - We will work with colleagues across the sector, including council provision, to consider and agree what good looks like in terms of a flexible working and agree a focus for implementation. This will also be an opportunity to share good practice and promote our goal to attract a wide variety of people and support our goals to have a representative workforce.	Completed	Adults Care and Wellbeing Senior Diversity Champions Sheffield Workforce Engagement Board <i>Equality Objective – Workforce. People & culture. Embrace a culture where employees feel safe, valued and belong, where equality is everyone’s business. Building a representative and highly skilled workforce which reflects the city’s diversity.</i>	Completed - SCC has refreshed flexible working policies in light of national legislative changes. SCC employees can request flexible working and workplace adjustments as part of their employment within SCC. Ongoing activity to commence in 2025 to support care sector providers to re-think recruitment and flexible working practices. We will promote flexible working and workplace adjustments to support more people who are disabled into the workplace.	Completed