



# ANNUAL EQUALITIES REPORT 2019/2020



## Context

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## Introduction

Although this Annual Report covers the period before the COVID 19 pandemic, it is impossible not to acknowledge it, given that, at the time of writing, we remain in the middle of it.

2020 has been an incredibly difficult year, which most of us will never forget. The pandemic has brought unprecedented changes and challenges for humanity. It is vital that we continue to stand together, support each other and work as a team. From the earliest outbreak to the present date, the people of Sheffield - communities, local businesses, faith organisations; indeed, the whole voluntary, public, and private sectors - have stood together in solidarity to protect our city and especially the most vulnerable. We will continue to support one another whilst building strong relationships and working collaboratively to keep crucial services running. Sheffield City Council is sincerely grateful and thankful for everything you have sacrificed to keep Sheffielders safe.

The 2019/20 Annual Equalities Report consequently is slightly delayed but we have remained committed to producing it. In the below you will read our review of the progress we have made toward reducing the inequalities in Sheffield and an outline of our intentions for the next year, which are aimed at ensuring that equality improves for people who live, study, work and visit Sheffield. Thus, it covers our progress from January 2019 to March 2020 whilst highlighting key priorities for the year ahead. 'Section 3' gives our Equality Objectives which span four years, and we are excited about the difference we intend to make.

Thank you for your interest, and it is my hope that you will help us to achieve our goal of a more equal city in every way.

Yours faithfully,

Councillor Terry Fox, Deputy Leader and Equalities Lead for Sheffield City Council

**Cllr Terry Fox**

# Understanding our Communities

## 1.0 A year in numbers: Sheffield's changing population



### Sex

Sheffield had a total of 287,391 men and boys in 2017. This was slightly lower than the 290,398 women and girls during the same period. This is similar to the national figures. There is very little difference in terms of numbers between men and women at any age apart from when we look at older people. The difference between the sexes in the 65+ age group is 9,086 more women than men.

### Sexual Orientation

**28,487 – 39,882**

The range in number of people in Sheffield who are lesbian, gay and bisexual if the national estimates are applied

**600** out of every  
**100,000**

There are no official national statistics on the number of transgender people, however a report by the Gender Identity Research and Education Society suggests a figure of around 0.6%

Source: GIREs 2009

**3,418**

The number of people in Sheffield who are transgender if this rate was applied to the total population

There are no official reliable figures for the number of LGBT+ community in Sheffield, nor is there a national figure. The range of national estimates vary considerably, the Government use a figure of between 5% and 7%. For the first time, the Census 2021 have included a voluntary question about sexual orientation and gender identity. This may provide further information about the LGBT+ community both nationally and locally.

More information can be found [here](#)

## **Age**

	2011	2018	% change
0-4 (babies & infants)	33,917	32,700	-3.6
5-11 (children)	42,181	47,933	13.6
12-17 (young people)	37,093	36,864	-0.6
18-64 (working age adults)	352,382	371,378	5.4
65+ (older people)	86,183	93,631	8.6
<b>Grand total</b>	<b>551,756</b>	<b>582,506</b>	<b>5.6</b>

According to the 2011 Census and mid-year estimates produced by the Office of National Statistics (ONS) there has been a 5.6% increase in the overall population. The largest percentage change shown below is the increase in the 5-11 age group, followed by the 8.6% increase in people over 65.

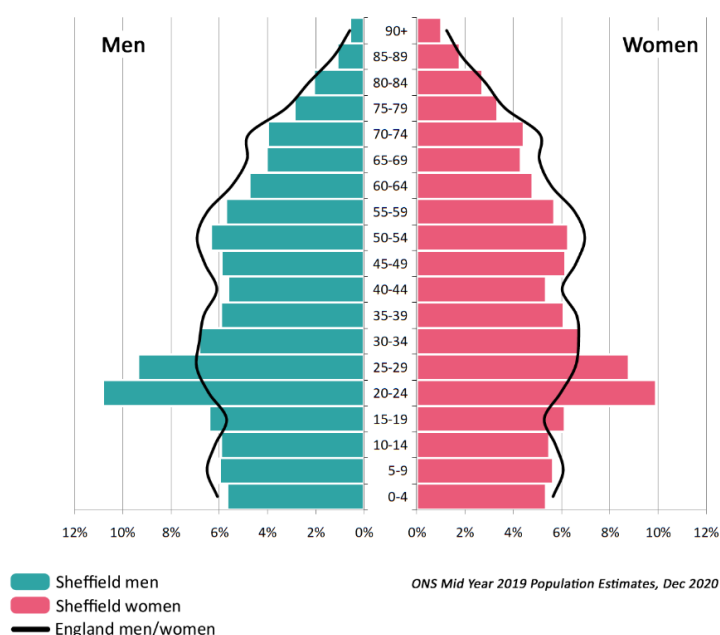
## **All ages, since 2019...**

- Since last year the population of Sheffield increased by 2,347 (0.4%) from 582,506 to 584,853.
- In the last year there were 6,044 births and 5,025 deaths in Sheffield. This makes natural change (the balance between births and deaths) 1,019.
- In the last year there were 29,748 internal in-migrants and 32,319 internal out-migrants in Sheffield. This makes net internal migration -2,571.
- In the last year there were 7,882 international in-migrants and 3,950 international out-migrants in Sheffield. This makes net international migration 3,932.
- In the last year changes to special populations (home armed forces, foreign armed forces and the prison population) reduced the population of Sheffield by -36.



## Five-year age bands

This chart below shows Sheffield's population by five-year age bands. The black line shows the England average.



“Sheffield’s population is very similar to the national average except for the bulge in 20–24-year-olds. This is explained by the large number of students studying at Sheffield’s two universities: a student body of around 60,000 people” (Joint Strategic Needs Assessment, 2011).

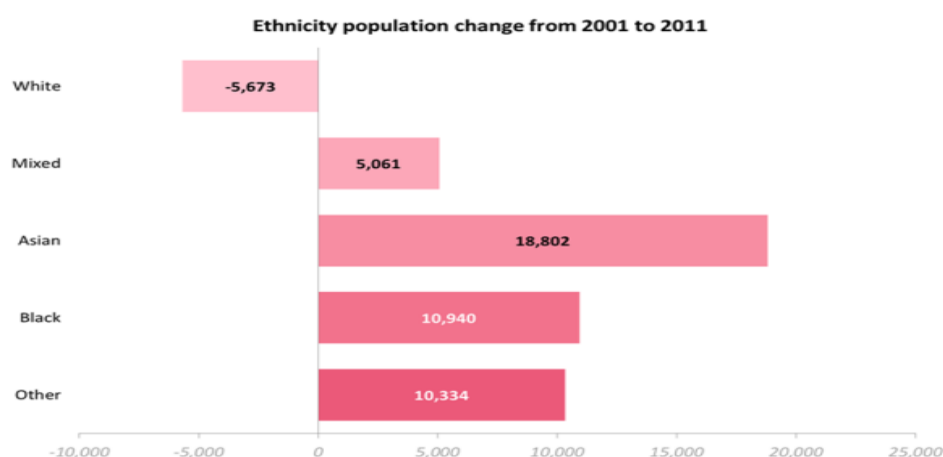
Universities have introduced distance learning for many students, due to various ongoing restrictions for local regions combined with virus outbreaks across the nation. As a result, there could be a decrease in the overall student population in Sheffield. This potential future projection may also be captured in the Census 2021. However, as the Census 2021 is digital first, this may also increase participation yet also cause potential challenges for those who are digitally excluded or experience multiple kinds of inequalities, especially during this unprecedented time. We have worked closely with community groups, stakeholders, and partners across the city to ensure all individuals are represented.

## Ethnicity

Sheffield is becoming increasingly diverse, particularly amongst younger age groups. If we look at primary, secondary, and special school pupils we see that around

35.5% of all primary school pupils are from a Black, Asian and /or Minority Ethnic (BAME) background. It is less for secondary school pupils (29.1%). Breaking this down by the wards across Sheffield shows a wide variation between the various areas within Sheffield. Black and Minority Ethnic primary school pupils [5] accounted for 90% of all pupils within Burngreave ward (over 3,000 pupils). This compares with 6% in the Stocksbridge and Upper Don ward.

Broad ethnic group	2011	2001	Change	% Change
White	462,544	468,217	-5,673	-1.2
Mixed	13,289	8,228	5,061	61.5
Asian	44,385	25,583	18,802	73.5
Black	20,082	9,142	10,940	119.7
Other	12,398	2,064	10,334	500.7



The fastest growing group is 'Other non-white' with Arab as the biggest by far (8432/12,398 – 68%). The ethnic group that has had the biggest increase in terms of raw numbers is the Asian population in Sheffield, which has grown by almost 19,000 residents.

## **Ward Variation**

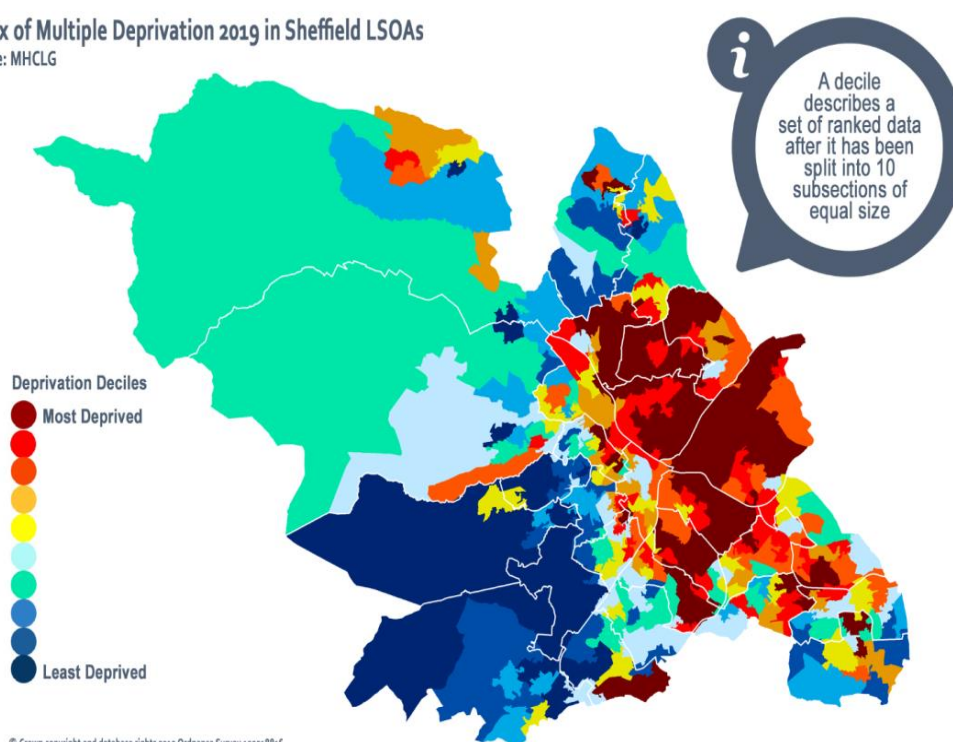
Across the 28 wards in Sheffield, there are wide variations with regarding Ethnicity. For example, within Darnall ward for example, 37% of the resident population are from an Asian ethnic group. Whereas in Stocksbridge & Upper Don only 0.5% are Asian residents. Black residents made up 14.4% of Burngreave's resident population in 2011. West Ecclesfield ward had only 0.5% of its resident population from a Black ethnic group.

2016 Sheffield Ward	White	Asian	Black	Mixed	Other
Stocksbridge & Upper Don	98.1%	0.5%	0.6%	0.6%	0.2%
West Ecclesfield	97.1%	1.1%	0.5%	1.1%	0.2%
East Ecclesfield	96.9%	0.9%	0.9%	1.0%	0.3%
Birley	96.7%	1.1%	0.8%	0.9%	0.4%
Stannington	96.3%	1.2%	0.8%	1.2%	0.5%
Mosborough	96.0%	1.3%	1.0%	1.3%	0.4%
Beighton	95.7%	1.6%	1.0%	1.2%	0.5%
Dore & Totley	94.4%	2.8%	0.7%	1.5%	0.6%
Graves Park	94.1%	2.3%	1.4%	1.8%	0.4%
Richmond	93.8%	1.8%	2.2%	1.8%	0.4%
Southey	93.5%	1.5%	2.0%	2.1%	0.9%
Hillsborough	93.3%	1.9%	1.6%	1.8%	1.3%
Woodhouse	93.0%	2.4%	1.9%	2.1%	0.6%
Beauchief & Greenhill	93.0%	1.6%	2.3%	2.2%	0.8%
Crookes & Crosspool	90.2%	5.2%	1.1%	2.1%	1.4%
Fulwood	89.1%	6.6%	1.1%	2.2%	1.0%
Ecclesall	88.6%	6.8%	1.3%	2.4%	0.9%
Park & Arbourthorne	85.6%	4.1%	5.2%	3.5%	1.6%
Gleadless Valley	84.0%	5.3%	5.5%	3.5%	1.7%
Shiregreen & Brightside	83.5%	5.5%	5.3%	3.8%	1.9%
Broomhill & Sharrow Vale	80.0%	7.9%	5.6%	2.8%	3.7%
Manor Castle	77.8%	7.9%	6.9%	4.1%	3.3%
Firth Park	76.8%	8.3%	6.3%	3.6%	4.9%
Walkley	72.8%	12.7%	5.8%	3.2%	5.6%
City	65.9%	21.9%	5.0%	2.2%	4.9%
Nether Edge & Sharrow	61.4%	26.0%	6.4%	3.2%	2.9%
Darnall	50.1%	37.0%	5.8%	2.8%	4.4%
Burngreave	41.0%	29.2%	14.4%	4.7%	10.7%

## Poverty/Deprivation

Index of Multiple Deprivation 2019 in Sheffield LSOAs

Source: MHCLG





Sheffield is the seventh least deprived of England's eight core cities.

Sheffield has a total of 28 wards [4]. The five wards which rank as most deprived within Sheffield are Firth Park, Southey, Burngreave, Manor Castle and Park & Arbourthorne. Ecclesall, Fulwood, Dore & Totley, Graves Park and Crookes & Crosspool are the five least deprived wards in Sheffield.

## **Religious/Non-religious**

According to the 2011 Census data, over half of Sheffield's population identify as Christian 52.5%. The second highest percentage is 31.2% (172,516 people) identify with no religion and 7.7% (42,801) of the population are Muslim. 6.8% which equates to 37,583 people didn't include their religious/non-religious beliefs.

<b>Religion/no belief</b>	<b>Christianity</b>	<b>Islam</b>	<b>Buddhist</b>	<b>Jewish</b>	<b>Hindu</b>	<b>Sikh</b>	<b>Other religion</b>
Population per person	290,299	42,801	2,282	747	3,566	942	1,961

**80,217**

35% of Sheffield's households have at least one member with a long-term health condition or disability.

**103,715**

People in Sheffield who have a long-term health condition or disability

Source: Census 2011

**19%**

Percentage of residents who have a long-term health condition or disability

Source: Census 2011

**50,470**

People whose day-to-day activities are limited a lot, 9% of the total population

Source: Census 2011

**22,500**

Number of Blue Badges held by people in Sheffield

Source: Department for Transport 2013

It is important to note the intersection of disability and poverty. 50% of people in poverty are either disabled or living in a household with a disabled person. Working-age carers also face higher poverty rates than average, if they provide over ten hours of informal care a week. Most long-term (two years or more) unemployed couple families with children have at least one disabled adult in the household.

## 1.2 Equality Act and Public Sector Duties

The [Equality Act 2010 and associated Public Sector Duties \(PSED\)](#) require the Council to have due regard to three areas in the way it works:

1. To **'eliminate unlawful discrimination, harassment, victimisation'**, and any other conduct prohibited by the Equality Act 2010.
2. To **'take forward (advance) equality of opportunity'** between people who share a protected characteristic and people who don't.
3. To **'foster good relations'** between people who share a protected characteristic and people who do not share it.

According to the Public Sector Equality Duty, advancing equality of opportunity and ensuring all social groups can thrive involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

### The Equality Act 2010 protected characteristics include:

- Age
- Disability
- Race (includes ethnic or national origins, colour, or nationality)
- Religion or belief (or no belief)
- Gender reassignment
- Pregnancy and maternity
- Sex
- Sexual orientation
- Marriage and civil partnership (only in relation to eliminating discrimination)

In essence, everyone has protected characteristics, so the Act protects everyone against unfair treatment.

Understanding intersectionality is an important part of practicing inclusion, promoting equality, and reducing discrimination. It is important to understand how different facets of one's identity contribute to our unique perspective and the ways in which different layers of one's identity overlap with one another.

Sheffield City Council carries out [Equality Impact Assessments](#) (EIA'S) as one of the ways to meet our Public Sector Duties. An EIA is an evidence-based tool and through it, we seek to ensure that all proposals, policies, practices, projects, and processes promote fairness and remove any barriers to participation or potential disadvantage for a particular social group.

Our EIA process also enables us to consider **cumulative impacts**, which could be cumulative year on year or due to different proposals impacting on the same group. Our approach helps us identify these impacts and to make positive changes where possible.

We take a **proportionate approach** to carrying out EIAs, focussing on those areas of high impact and risk. Through our 'live' EIA process we monitor closely any adverse equality impacts, as reductions and changes in provision can occur during implementation and delivery.

In addition, as a Council we have taken a decision to go **beyond our statutory duty** and the protected characteristics and assess the impact on the voluntary and community and faith sector (VCF), poverty, carers, armed forces and health and wellbeing. We believe this approach gives us a wider understanding of the potential impacts of policies and projects in the city. EIA's are attached to relevant decision-making documents and are published as part of the meeting documents e.g., [meetings of the Councils Cabinet](#). All EIA's are also available on request.

### **2019-209 Budget EIA**

We ensure all **budget related proposals** have had appropriate EIAs and that there is suitable consultation undertaken with stakeholders, including people who use services, service providers and staff. We undertake both a corporate [Council wide Budget EIA](#) on the budget as a whole, as well as individual EIAs on the various proposals that are being recommended. The budget EIA provides a **summary of the potential areas of impact**. This is noted in more detail later in the report.

### **Improving Practice**

We continually test our practice with regards to EIA's to ensure our processes are effective in identifying and mitigating the potential negative impacts of our policies and projects. In 2018 we undertook an Audit of our EIA process and we are currently implementing recommendations from it. Some issues identified were in relation to consistency of approach across portfolios, ensuring all reports have the EIA attached and some issues the SharePoint platform we use.

## 1.3 The Sheffield Equality Partnership

To tackle prejudice and promote understanding, we set up and support the **Sheffield Equality Partnership** (SEP) (formerly known as the Equality Hub Network), which brings people from under-represented communities and decision-makers together, to ensure a more diverse range of voices are heard across the Council and city.

The Sheffield Equality Partnership consists of 7 Partnerships and a Committee that brings everyone together. There are also Cross-Partnership Working groups on issues such as Hate Crime and Health. The Partnerships help hold decision makers to account with the shared goal of creating a more inclusive and representative society for all. The SEP represents the following communities:

- ❖ Age (inter - generational)
- ❖ BAMER (Black, Asian, Minority Ethnic and Refugee)
- ❖ Carers
- ❖ Disability (all impairments)
- ❖ LGB & T+ (Lesbian, Gay, Bisexual, Trans, other sexual orientations, and identities)
- ❖ Religion & Belief (inc no religious belief).
- ❖ Women

In 2019 there was a Council-led review which examined the impact they have had, how well they are currently running and what could be done to ensure their efficacy and sustainability for the future. It found that they are now well-established and respected with functional structures and effective support. It is clear however, that with some changes, they could achieve a greater impact on both the Council and the city more widely; ensuring that the views of diverse communities become an integral part of policy making. The review made a number of recommendations about how they should evolve over the next three-year period.

Later in 2019 we had some significant difficulties with differences of opinions between the different Hubs and individual representatives. The Board of the Network was suspended as a result. A further mini review was carried out to build on the earlier one to establish a way forward. As a result, we have refreshed the terms of reference, agreed we did not need a Board and changed the name to reflect the real partnership work undertaken.

Throughout the past year each group has worked in the new way and we have established a new committee. This is comprised of a) the VCF support organisations that we grant fund for their expertise in running the partnerships, b) Council representatives including the Cabinet Lead for Equality and Executive Management Team lead (Executive Director of Resources) and c) Council representatives from the Equalities and Engagement Team.





## **The Sheffield Equality Partners**

- ❖ FaithStar
- ❖ Carers Centre
- ❖ Disability Sheffield
- ❖ Together Women
- ❖ Age UK and Sheffield Futures
- ❖ LGBT+ Sheffield

## **Equality Partnership Organisation COVID 19 Engagement**

During the current pandemic, community led organisations; mainstream services and society in general have faced very challenging times. It is vital that we acknowledge and continue to value the local voluntary community and faith (VCF) organisations, community leaders, local businesses, statutory mainstream services and the kindness of the citizens of Sheffield, for all their hard work, dedication and support throughout this unprecedented time.

Sheffielders, partners, stakeholders, VCF organisations, local businesses have all responded in various ways and continue to work tirelessly in the face of the disproportionate impact of COVID 19 on particular social groups that are already experiencing a range of inequalities.

The value of the existing partnerships and organisations has been crucial. As a Council we have been able to work with all of our support organisations during the pandemic.

At the end of the report please see Appendix 1 which provides a small snapshot of the ongoing work of the equality Partnership/Hub support organisations have undertaken during COVID 19 early stages.

## Progress and Challenges

### 2.0 Equality Objectives: Demonstrating progress, commitment and looking forward

This section sets out and explores a variety of activity during the year across various Council departments.

In the context of our overarching strategies and policies, the following examples illustrate how we are delivering a range of activities that contribute to equality across Sheffield and help us achieve our equality objectives and meet our statutory duties .

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#### Objective 1: Strengthen knowledge and understanding of our communities

*Sheffield is a diverse city, made up of thousands of people from all walks of life. It is crucial that we know who lives in our city, who works for the council, who uses our services and how these figures are changing to ensure that we provide the best possible service to everyone. We also need to understand whom we are not reaching, who is not talking to us and who may not be accessing all the services they are entitled to. For these reasons, we are committed to engage and consult widely, to gather better data about our communities and use this data for good. We aim to ensure that we have the conversations with Sheffielders to best understand how to make this city as great as it can be.*

James Henderson Director of Policy, Performance and Communications is the Senior Equality Lead for Objective 1

#### Our 3 Aims

As a Council we want to provide high quality and accessible services that deliver what matters most to our diverse communities. We know that good quality information leads to well informed decisions, which in turn impact on the suitability and quality of services

**Aim 1** – We will improve the data we hold about people who use our services in terms of consistency and robustness. This will include capturing improved equality monitoring data to enable us to better understand people’s needs and levels of satisfaction.

**Update:** We have updated our Equality Monitoring forms which are used by most of our services to ensure they meet current best practice, legal Duties and as advised by local community groups. As a council we continue to analyse and collate information on city demographics to inform our decision making. We produce an overview of [Sheffield’s population](#) (largely based on data from the [2011 census](#)) and a set of [Community Knowledge Profiles](#). Our [Community Knowledge Profiles](#) provide information about a number of Sheffield’s diverse communities (including many of the protected characteristics under the Equality Act 2010) and cover topics such as population, language, employment, education, health and housing.

**Priority for next year:** We still need to gather and centralise better data on the people who access our services across the Council, it is currently too inconsistent. We are currently looking at commissioning new CRM software which will allow us to do this and are discussing the best way to collect equalities data from people who contact the council without impeding the speed or efficiency of their service. Developing consistency will be a priority over the coming months in a new monitoring project.

**Aim 2** – We will work with the people of Sheffield and our partner organisations, including the voluntary, community and faith sector, to ensure data and knowledge are used to deliver joined up approaches to the big challenges that affect the city and our communities. Data on equalities will also be used to ensure we set a fair and evidence-based budget for the council.

**Update:** Good quality, open data on equalities is a priority for Sheffield City Council. Community Knowledge Profiles and the information on the Joint Strategic Needs Assessment are publicly available. We publish the JSNA on our [ESRI open data platform](#). This includes interpretation, analysis, maps, photos, graphics, and graphs as well as actual data sets on sex, ethnicity and age profiles as well as transport, education and housing – all of which can be freely downloaded.

Tackling inequality is a key value of the Council and was considered throughout our budget process. We believe it is vitally important that we understand how the difficult decisions taken by the Council impact on different groups and communities within the city, and that we take action to mitigate any negative impacts that might be identified.

The Council-wide EIA and the 69-individual service EIAs on budget proposals 2019-20 that underpin it were focused on the impact on the protected characteristics in the Equality Act 2010. We also go beyond our statutory duty under the Equality Act 2010 to assess the impact on health and wellbeing, the Voluntary and Community Sector (VCS), poverty and financial exclusion, carers, armed forces and cohesion. We believe that this gives us a wider understanding than the statutory framework would without these additions.

The overarching Equality Impact Assessment for the budget was based upon the EIAs completed by services for each budget proposal. The EIA is not however a one-off task; instead, it was an ongoing process that develops and evolves over time. Therefore, the budget EIA is a reflection of our current understanding of the impact but not necessarily how the impact may look in three- or nine-months' time. All reports outlining a budget reduction proposal include an outline of the key findings of the EIA undertaken for that Budget Saving Proposal

The impact assessments have helped us identify, and avoid or mitigate, these impacts. There could, for example, be disproportionate impacts on certain geographic locations or different parts of the population, such as younger or older people, women or men, disabled people, Black, Asian, and Minority Ethnic (BAME) communities or lesbian, gay, bisexual, and transgender (LGB &T) communities etc. It is also important that we consider the cumulative effect of any decisions made on these groups. This could be cumulative effect of any decisions made on these groups. EIAs also help us identify and make positive changes wherever possible.

### **Priority for next year**

We will ensure we consult with all communities across Sheffield and undertake an overarching EIA and individual EIA on all budget proposals. We will also evaluate the impact of this year's budget and take that into account via looking at the cumulative impact of proposals.

**Aim 3** – We will improve the information we hold about our diverse communities including around influence, engagement, and cohesion. We will continue to undertake a broad range of consultation and engagement activities to inform decision making and will support underrepresented communities to raise issues and put forward solutions.

**Update:** We have recently restructured the Equalities and Engagement team to allow us to focus more on engagement in all its forms. In 2019 we carried out 116

consultations with over 29,000 responses on [Citizen space](#), our digital platform for consultation. The Clean Air Zone consultation received an enormous 11,875 responses and [The Big City Conversation](#) consultation received 3,800 responses alongside a high-profile public engagement campaign involving hundreds of conversations around the city about what people think about Sheffield. These responses will inform the Sheffield City Council governance review and a number of priorities going forward into 2020.

### **Priority moving forward**

We will utilise the responses to the public consultations such as the BIG City Conversation to inform decision making. This will be in various ways such as improving on our equality impact assessment process.

We will further develop the Equality Partnership to ensure what we are hearing from partners is feedback into Council decision making. We will work with Scrutiny Committees to ensure that relevant topics and issues from the Partnership are reported on.

Much of 2020 has been overshadowed by the COVID-19 pandemic and its impact particularly on vulnerable groups. This has shaped many of our priorities in 2020. We have carried out a range of rapid Health Impact Assessments such as the Coronavirus (Covid-19) Rapid Health Impact Assessment, created community response teams, held virtual discussions with various groups of people belonging to one or more protected characteristic with the central focus of the impact of COVID-19. We understand the importance of capturing all diverse realities and ensuring all voices are heard especially during such an uncertain time in history.

We aim to continue to build stronger relationships with a wide range of diverse groups across Sheffield. Throughout the current pandemic, this has been carried out through virtual online discussions, focus groups, surveys, questionnaires, reports, steering groups and research. This invaluable contribution and participation from members have been directly communicated to policy makers, councillors, boards and contributed to Health Impact assessments.

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## **Objective 2:**

**Ensure our workforce reflects the people that we serve**



***Sheffield City Council is a major employer in the city and beyond, with 7,456 employees. We know that having a diverse and representative workforce is the best way we can understand and meet the needs of an increasingly diverse city population. We aim to recruit, retain, and develop staff who are encouraged to bring their full selves to work, sharing with the organisation the benefit of diverse backgrounds and experiences. We also know that there are some staff groups which have lower morale than others and we have prioritised work in understanding and improving this.***

**Mark Bennett, Director of HR and Customer Services and the Senior Equality Lead for Objective 2**

### **Our 3 Aims**

We will continue to promote inclusion, fairness, and accessibility in our workforce, whilst raising our workforce diversity. A representative workforce will help us deliver services that are accessible, appropriate and that help reduce inequalities. Despite progress over recent years and in a period of continued economic challenge, we still do not have a workforce that reflects the diversity of the city, particularly at senior levels. We also have notable differences in the experiences of some staff groups with regards to morale and opportunity.

**Aim 1:** We will work towards achieving Disability Confident at Level 3 (currently level 2). We will also undertake work to further understand and respond to lower morale scores for disabled staff to try and bring them in line with non-disabled staff.

**Update:** We are working towards Disability Confident Leader status (Level 3) and we are currently Employer status (Level 2). The Council is required to renew this assessment this year. It has always been the aim of the Strategic Equality and Inclusion Board to continue our journey and become a [Disability Confident Leader](#). We are exploring the recruitment and selection of disabled and BAME candidates through Recruitment & Selection deeper dive report, whilst also supporting external validators to support our Disability Confident assessment. Whilst disabled employees remain an under-represented group in our workforce at 11.58%, we know that this profile has increased. As we also know that almost half of our disabled workforce are disabled because of ill health, also associated with the age profile of our workforce, we continue to use the [Disability Confident](#) framework to improve our employment practices and support for our employees.

**Priority for next year:**

Continue on the Disability Confident journey, we are committed to improve support for disabled employees as we know that recent Employee Opinion Survey results indicate that our disabled workforce are less satisfied in the workplace. This may involve challenging and changing practice and if we are successful in achieving Level 3 status there will be an expectation that we support and advise other organisations to start or improve their Disability Confident journeys. We already have established networks that we can develop to support this work.

The Level 3 leadership role of Disability Confident also aligns with Objective 3 of the new Equality Objectives - Lead the city in celebrating diversity and promoting inclusion.

We recognise the benefits disabled people bring to the workplace as they have lived experience of disability and tend to be better at understanding issues for disabled customers and colleagues.

As a public sector organisation, it would only feel appropriate that we achieve the highest level of accreditation and meet its criteria fully in both our application and implementation. This would also meet our ambitions under our recruitment drive to be an 'employer of choice' that embraces diversity and inclusivity within the workplace.

**Aim 2:** We will work to increase the diversity of top earners from the following groups, BAME (Black Asian Minority Ethnic), Women, Disabled People and LGB; based on Chief Officer grade and equivalent. This will be covered in our Equality Diversity Inclusion action plan, workforce data report and the deeper dive report.

**Update:** We recognise that this is an ongoing serious challenge for the organisation. Although overall diversity is slowly increasing our senior level diversity is a mixed picture going up in relation to women but has gone down in other areas such as disability. After falling last year there is a slight increase in relation to BAME senior level diversity to 7.4% but that is still lower than 3 years ago when we were over 9%. We also know there are differences between ethnicities and different impairments. We will need to look carefully at the issues within each group. We will look to review progression within the organisation and identify barriers to this.

There are significant differences between portfolios and Portfolio plans must look to act in these areas. We need to analyse and challenge our current recruitment, selection, progression, and retention practices across the Council. See Section 2 for more detail.

**Priority 2020**

We need to further develop training including for managers including modules around key issues such as unconscious bias, disability confident, cultural awareness and inclusive leadership.

Portfolios to set actions and targets appropriate to their situation, given the differences between them.

**Aim 3:** We will increase awareness about the support available to carers within our workforce. In response to lower morale scores, we will undertake further work to understand the challenges carers are facing and what can be done in response, with a view to bringing scores in line with non-carers.

**Update:** Following feedback from the employee survey that highlighted this group of employees have lower morale compared to other groups, a workshop was held in February 2019 that was well attended by carers in the Council's workforce. The workshop discussed several issues including the impact of caring on their work/life balance, wellbeing, performance at work and sickness. This information was shared at the Strategic Equality and Inclusion Board and actions were captured on the EDI Action Plan. As a result of this work a request was made to the organisation to consider offering an element of paid carers' leave. HR researched into what other organisations offered and consulted with the Trade Unions and accordingly updated SCC policies to include up to 6 days paid carers' leave. This was launched with effect from the 1st of April 20 and processed via the MyHR/iManage system.

**Priorities for next year:** Future actions include lunchtime learning; encouraging more Equality Champion stories for carers; inviting carers to speak at manager events'; promoting Carers' week in June and re communicate the new policy.

We will also look to ensure that the staff survey looks at other characteristics as in previous 5 years disabled employees had the lowest opinion.

We will seek to ensure we address and target all opinion that is lower than the SCC average not just carers.

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

*Sheffield has always been a friendly city, never short of a reason to get people together and this year is no different. We have supported great city-wide events such as SheFest, Pride, Holocaust Memorial Day, Black History Month, Peace in the Park and many others. Work continues apace with our effort to reduce the impact of poverty on the city which we know limits people's chances in life. We have invested in major capital projects for the city which will increase accessibility and public safety for a number of groups. With our Heart of the City 2 project, we continue to improve the public realm and are promoting the Real Living Wage with employers who are moving into the scheme.*

*We have recently renewed our contract with AccessAble which means we provide quality access information about many businesses and attractions in the city and have a strong relationship with the police, making Sheffield a safe place to live, visit and work.*

**Nalin Seneviratne, Director of City Centre Development and the Senior Equality Lead for Objective 3**

#### **Our 3 Aims**

As a Council we want to lead the city in celebrating and promoting our diversity and the benefits and opportunities it brings. We will continue to promote inclusion, fairness, and accessibility, whilst raising the profile of Sheffield as a great place to live, study, work and visit.

**Aim 1:** We will work with our partner organisations across all sectors, to celebrate and promote our diverse city locally and nationally. We will support and promote events and activities that celebrate and raise awareness with our diverse communities.

**Update:** In 2019 Sheffield celebrated diversity in all its forms. **The Sheffield Equality Partnership Organisations** (formerly known as The Equality Hub Network) held regular meetings for each of its hubs (Age, BAMER, Disability, LGBT+, Religion and Belief and Women's) with hundreds of people attending. SCC has sponsored and supported several events which promote diversity including Pride, the Holocaust Memorial Day Vigil, She fest and many others. We have also produced a number of short films celebrating Black History Month, Disability History month, LGBT+ History Month and International Women's day which we have promoted on our social media accounts and which have received a great deal of views.

We are currently developing a set of **Engagement Standards** to update and renew our commitment to high quality engagement that is embedded through all areas of the Council. These standards will help to give our staff the tools to ensure that every piece of engagement we carry out is inclusive, reciprocal and benefits the future of Sheffield.

[AccessAble](#) is an online accessibility guide that gives up-to-date information on a venue's access details. We understand that ensuring people's comfort and safety in public places is something that is even more important as people adapt to lives after Coronavirus and AccessAble is going to play a key role in helping us to do this. We have recently renewed our contract with AccessAble. The information includes photos, facts and figures on places like restaurants, hotels, and Council buildings, which is collected by AccessAble's surveyors and updated annually. The guide is accessible via the website or the app.

**Priority:** To review the Sheffield Equality Partnership (former Equality Network Hubs) and further strengthen their intersectional work across the city to ensure that residents, employees, students, and visitors feel Sheffield supports and welcomes them. Develop a set of engagement standards to ensure creative, meaningful, reciprocal, and honest engagement and strong relations are present across and/or within VCF organisations, partners, stakeholders, local businesses, and communities.

Further promote AccessAble to key stakeholders, communities, VCF organisations, local businesses, schools and to the population of Sheffield.

Continue to celebrate and acknowledge the various awareness days throughout the year by organising events, writing literature, providing resources to educate and raise awareness with a creative approach throughout. A more virtual approach will be adopted in response to the current pandemic.



**Aim 2:** We will continue our work to tackle poverty and promote social justice, including through the Fairness and Tackling Poverty Partnership and Making Sheffield Fairer campaign Group. We will raise awareness of the Fair Employer Charter and Living Wage with employers in the city; and will ensure our commissioning processes are fair and inclusive.

**Update:** During 2019, internal reorganisation moved the strategy work around poverty and fairness. This has been used as an opportunity to re-establish the governance in this area and refresh the approach. Both the Fairness & Tackling Poverty Partnership and the Making Sheffield Fairer (MSF) Campaign Group held workshops during 2019 which were aimed at re-energising the partnership work and clarifying shared purpose and ambitions. The work on re-launching the Fair Employer Charter is being taken forward by the MSF campaign group in partnership with the new leadership at the Sheffield Chamber of Commerce.

More broadly, we continue to work on existing priorities: for example, funding was identified to continue to deliver Holiday Hunger and activities continue to run across the city. A range of voluntary and community organisations are now commissioned through the People Keeping Well framework to deliver Holiday Hunger activities – now renamed “Healthy Holidays.” Around 8000 meals were provided to parents, carers, children and young people during the summer of 2019.

### **Priority for 2020**

Continue to commission the Healthy Holidays and work to increase the money available to do this work.

To work on the re launch of the Fair Employer Charter.

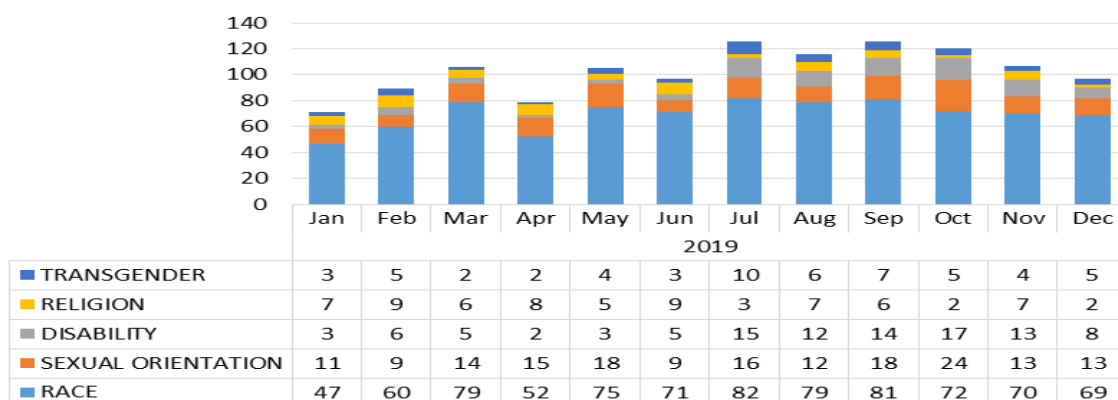
**Aim 3:** We will continue to support citywide work to ensure our city is an inclusive and accessible place to live, work, study and visit. We will work with our partner organisations to raise awareness of hate crime and how it can be reported; and will continue to challenge discrimination, bullying and harassment.

### **Update**

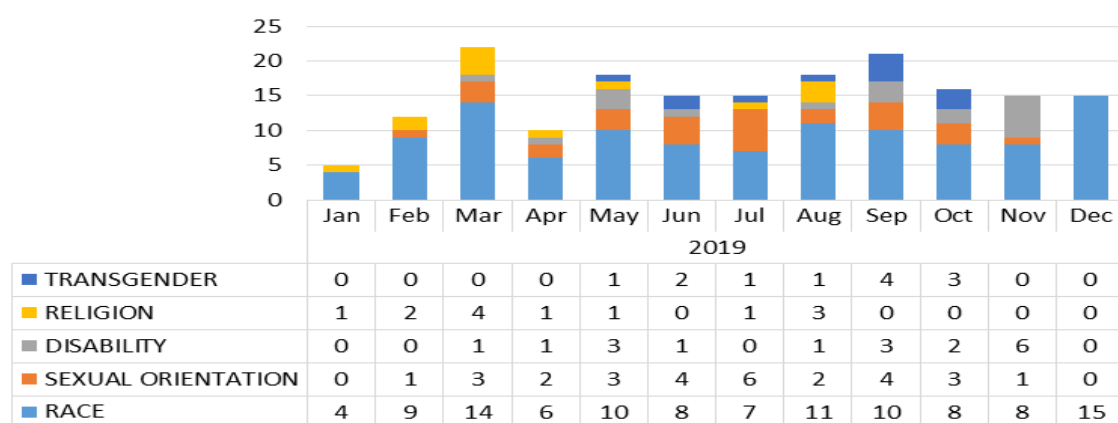
**Access:** We continue to invest in providing high quality access information about key venues in the city via AccessAble. We will work to ensuring more venues are embedded in our website.

**Hate Crime:** A report on hate Crime in 2019 came to the Strategic Equality Board in March 2020.

### Sheffield Hate Factors Recorded on Crimes Committed in Current Period



### Sheffield Hate Factors on Non-Crimes Committed in Current Period



The majority of hate crime that is reported to SYP is of a Racial nature – 80%.

Other identified groups such as Disability, Sexual Orientation and Transgender are more widely unreported.

We know that hate crime in general is massively under reported. This is because

- A lack of understanding as to what Hate Crime is.
- Not knowing how to report it.
- Not having the confidence to contact an authoritative organisation.
- Lack of trust in the police.
- Thinking that nothing will get done about it anyway.
- Fear of further abuse if the offenders are dealt with.

#### Priority 2020:

Continue to build confidence

Sharing reports with partners

Third party reporting centres

Review work of Stop Hate UK and telephone line

Increased front-line staff training  
Shared IT system  
HR to continue to re communicate the internal process/route for reporting hate incidents and hate crime  
Increase Victim Support – visits to repeat victims of hate crime.  
Hate Crime Priority Group, Community Safety Partnership

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## **Objective 4:**

### **Break the cycle of inequality and improve life chances**

*Sheffield is both a caring city, and a divided one. We know that on one side of the city people can expect to live in good health for up to twenty years less than people in the most wealthy parts of the city. In terms of disability: the most deprived people in the city have a 60% higher level of long-term conditions than the least deprived. We know that good quality housing, health and social care, education, training, and employment can help to mitigate the impact of poverty and inequality and we continue to invest in supporting the most in need to access these services.*

**Carly Speechley, Director of Children and Families and the Senior Equality Lead for Objective 4**

#### **Our 3 Aims**

We know that some groups experience poorer life chances than others and that poverty can be a significant factor in determining life chances and wellbeing. At a local and national level there are also areas of persistent inequality which remain a considerable challenge. We will continue to focus on those in greatest need to ensure that people can access services and support that works for them.

**Aim 1:** We will focus on improving health and wellbeing in the city, especially for groups that experience poorer outcomes. We will ensure decent, inclusive, and accessible housing that promotes wellbeing. Health inequalities will also be a key focus of our revised Health and Wellbeing Strategy, and we will continue to join up and improve health and social care services to provide high quality and accessible care.

**Update: Health and Wellbeing:** In 2019 the Health and Wellbeing Strategy was launched by Sheffield's Health and Wellbeing Board. It focuses entirely on combating health inequalities stating *"Inequality is bad for everyone: places that suffer from greater inequalities have worse overall outcomes, across all population groups, areas and communities. This makes tackling inequality a whole population issue"*. The strategy has this as its goal *"We will close the gap in healthy life expectancy in Sheffield by improving the health and wellbeing of the poorest and most vulnerable the fastest"*. It takes a whole life course approach aiming to reduce inequalities at every stage of people's lives emphasising healthy ageing from pre-birth through to the end of life.

More information can be found [here](#):

**Accessible Housing:** The Council began building 36 new accessibly designed homes in Birley, including four homes designed for wheelchair users. It also submitted a planning application for 73 new accessibly designed homes in Arbourthorne. Building work on 8 new council apartments for people with learning disabilities was begun in May 2019 and planning approval for a further 8 new council apartments for people with learning disabilities was secured in October 2019, both in Parson Cross. The Council's Strategic Housing Service began collaborating with regional partners as part of the Transforming Care Programme, the group will ensure a more joined up approach between health, housing and social care partners when identifying current and future housing needs for people with learning disabilities, autism and severe mental illness.

**Older People:** Research supported by the Council into the housing aspirations of older homeowners in Sheffield began in 2019. It's anticipated that the research will help to shape the support and types of new homes delivered by the Council in the future. Planning approval for 132 units of specialist accommodation Older Persons Independent Living (OPIL) scheme in Parson Cross was granted in October 2019 and work on site is due to begin in February 2020. Alongside this, Pre-design work for two new Council OPIL schemes in Gleadless Valley and Birley was commissioned in 2019. Together, the schemes are expected to deliver around 155 new units of specialist accommodation for older people. Research by a PhD student supported by the Council into the housing aspirations of older homeowners in Sheffield began in 2019.

**Gypsy and Traveller Accommodation:** The new *Gypsy and Traveller Accommodation Need Assessment* (GTANA) covers the period 2019-2024. It considers the current need for Gypsy and Traveller accommodation in Sheffield and provides an evidence base to inform the Draft Sheffield Plan.

**Rented Accommodation:** The *Sheffield Community Investment Deal* (SCID) provides support to communities experiencing high and unexpected volumes of immigration. As part of this project, Private Housing Standards began work to address issues of poor property condition and management practice in the east of the city, with particular focus on recent migration into the area. The intervention aims to improve the housing conditions of residents living in the private rented sector and who are often highly vulnerable.

**Homelessness:** The implementation of the Homelessness Prevention Strategy 2017-2022 is underway. A key element is the engagement and representation of our customers and service users, especially including those who are homeless or at risk of homelessness, this is traditionally a difficult to reach and non-engaging demographic. So far, we have actively sought the voices of our service users to obtain a rich understanding of their experiences of the service we provide along with their aspirations. We have helped our customers visualise their 'ideal lives' and the steps required to reach them.

**Aim 2:** We will work with partners to ensure there are effective pathways into education, training, and employment (including apprenticeships) to enable young people to fulfil their ambitions. We will continue to work with schools and partner organisations from early years onwards, to ensure children have a great start in life and to close attainment gaps for disadvantaged pupils and children with SEND (special educational needs and disability).

**Update:** We have established employment and skills programmes which have been designed to help, guide, and support vulnerable and marginalised adults towards and into sustained employment. We work with partners in the community, voluntary and private sectors to deliver programmes for us. Our apprenticeships scheme incentivises employers to recruit disadvantaged 16-18-year-olds and other vulnerable people who may otherwise encounter difficulties accessing the labour market and our apprenticeship programmes encourages and supports the creation of on-the-job-training roles, helping to generate approximately 250 new employment opportunities every year.

In Autumn 2018 we started the refresh of Best Start, our previous Early Years Strategy which we had launched in 2015 after detailed discussions with health, council departments, schools, private and the voluntary, community and faith sector. The review started in Autumn 2018 with stakeholder workshops. The review was ongoing by the end of time frame of scope of this Annual Report.

We have developed a detailed Strengthening Inclusion programme by planning for and making investments into areas and activities, where improvement was required



to strengthen inclusion prior to the Ofsted Area Inspection of SEND in November 2018. The investments underpin the recommendations for improvements that Ofsted identified. For the most complex children we will have a range of sufficient, quality specialist provision as close to home as possible and as part of these investments, two new special schools will be built in Sheffield.

Learn Sheffield is commissioned by Sheffield City Council to deliver the statutory duties relating to school improvement. This began in September 2015 with the three-year commission and was renewed, for a further three years, in September 2018.

### **Priority for 2020**

We have launched a New Inclusion Strategy to support inclusion and the development of this included wide ranging engagement with stakeholders, parents and carers. There has been ongoing work to support vulnerable children and families through our Strengthening Families Change Programme which includes supporting children on the edge of the care systems, families facing domestic violence, increasing the number of local foster carers etc.

The Great Start in Life early years strategy is a refresh of Sheffield's previous early years strategy and sets out Sheffield's ambitions for enabling all children aged 0 to 5 years are able to fulfil their potential including the city's most vulnerable families. This strategy is integral to Sheffield's wider health priority of enabling good health and wellbeing throughout life.

In late 2019, Sheffield City Council was awarded Gold rating by Stonewall for the work in Sheffield that Council services and our partners most noticeably SAYiT and Learn Sheffield have carried out to support LGBT+ young people.

**Aim 3:** We will work with the Police, health, specialist providers and other partner agencies to tackle domestic and sexual abuse. We will work with communities and interest groups on prevention, and ensuring key messages about healthy relationships, consent and sexual harassment are included in 'relationships and sex education' in the city. We will develop a whole family working on domestic abuse that supports victims and children and holds perpetrators to account; and ensure services are accessible and meet the needs of our diverse communities.

**Update:** We have worked with a wide range of partners on issues around healthy relationships, bullying and the wellbeing of young people and these are picked up by several groups working across Sheffield, for example the Healthy Relationships Group, the Sexual Health Network, RSE Forum, and the Domestic Abuse Steering Group.

We worked with Learn Sheffield and other partners to produce a Student Emotional Wellbeing resource for school staff. This includes pages on healthy relationships, domestic abuse, body image, sexual exploitation.

The Strengthening Families Change Programme includes a Domestic Abuse Project which aims to change the way the city delivers support to families affected by domestic violence and abuse. The approach has been to move from services being focused on their specialism, to one where families receive an effective service that coordinates responses to their needs. The approach will consider patterns of abuse to achieve lasting change by supporting victims and perpetrators of abuse to break the cycle that couples and families can fall into.

HR are committed and will continue to re communicate internal policies such as domestic abuse.

### **Priority**

We will continue to work with a wide range of partners on issues around healthy relationships, bullying and the wellbeing of young people There has been ongoing work to support vulnerable children and families through our Strengthening Families Change Programme which includes families facing domestic violence.

We recognise the increase in domestic violence following the COVID 19 pandemic and are responding to this through workstreams.

## **2.1 Our Workforce**

As a Council we recognise the importance and value of diversity of our staff, people that live, work, study and visit Sheffield. We are committed to promoting fairness, equal opportunities, respect, and inclusion for all individuals.

We are committed to achieving a workforce that reflects the diversity of all people in Sheffield, across all levels and departments within our organisation. Our [workforce report 2018-2019](#) allows us to ensure that our employment practices are aligned with our Equality Objectives. It is important that we continue to analyse and collate data to further our understanding and continue to improve our workforce diversity. In addition to this, we have an Equality Diversity and Inclusion (EDI) action plan in place to help us to achieve this.

The workforce report provides a detailed overview of our employee's workforce data and we also produce specific reports on protected characteristics. Our data is compiled from our Workforce Census and we use the 2011 Population Census to determine if we are reflective of the city's 16- 65 population.

Sheffield City Council Workforce Diversity Figures 2018-2019				
<b>Carer</b> 10.6%	<b>Disabled</b> 11.58%	<b>BAME</b> 15.02%	<b>Male</b> 39.87%	<b>LGB+</b> 4.13%
<b>Non-Carer</b> 89.4%	<b>Non-Disabled</b> 88.42%	<b>White British</b> 84.98%	<b>Female</b> 60.13%	<b>Heterosexual</b> 95.87%

The Sheffield City Council workforce as of 31st March 2019 has **7,456 employees**. This is an increase of 151 employees from last year.

**Please note:** We are aware and have taken into consideration the upcoming ONS 2021 Census data, as we may see changes in population growth together with an increase in declaration.

Sheffield City Age 16-65 Diversity Figures Based on 2011 Census (* based on community profile estimate)				
<b>Carer</b> 12%	<b>Disabled</b> 13%	<b>BAME</b> 19%	<b>Male</b> 50%	<b>* LGB+</b> 6%
<b>Non-Carer</b> 88%	<b>Non-Disabled</b> 87%	<b>White British</b> 81%	<b>Female</b> 50%	<b>Heterosexual</b> 94%

According to the current data, our workforce does not reflect the demographics of the city in relation to all protected characteristics shown above. This under representation is also reflected at Chief Officer Level where there is also a disproportionate low percentage of female employees.

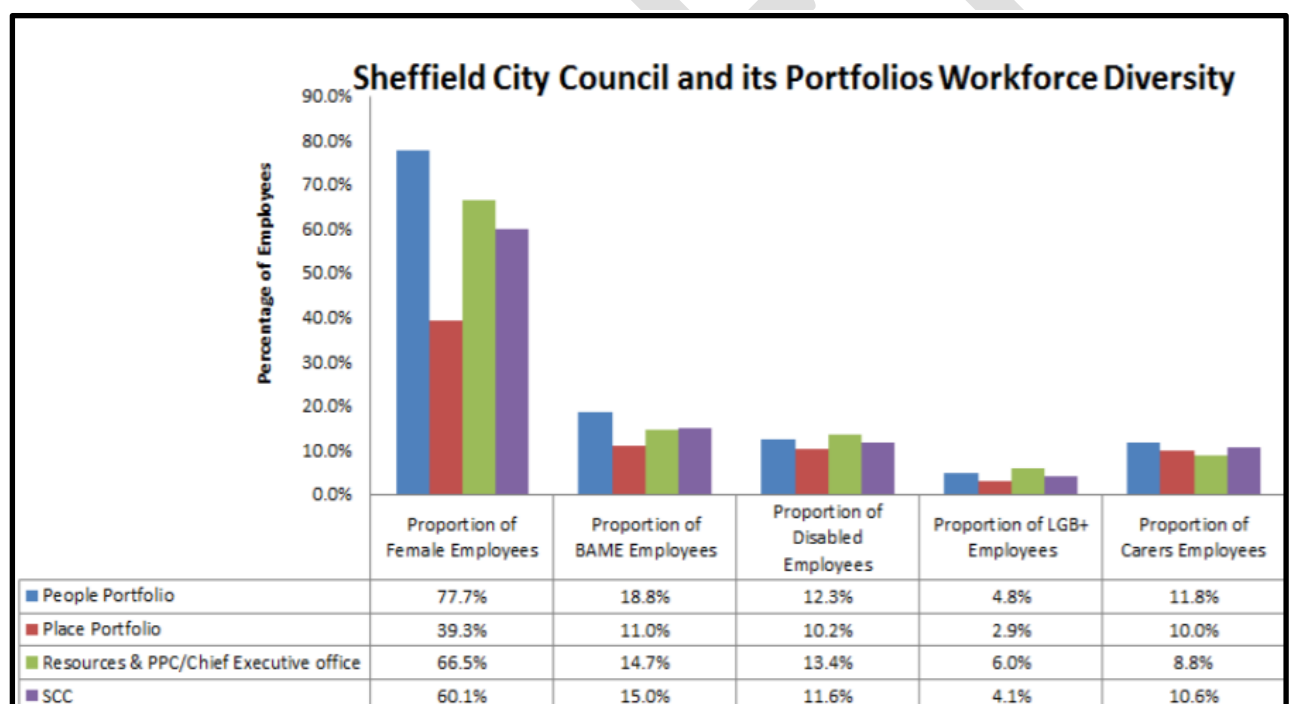
Our analysis shows that our overall workforce diversity during 2018- 2019 has increased across all protected characteristics, with some more than others. The overall trend comparing previous years remains positive.

## Key findings from the survey show

- Employees who identify themselves as BAME has risen, except at senior levels
- The number of female employees has reduced by almost 6% over previous years and is currently 60% of our workforce. Although the information suggests a high representation of female employees, we know that almost half of our female

workforce are part time and being almost 3 times greater than our male workforce who work part time (this change when we look at figures as full time equivalent)

- Employees who have declared themselves as disabled have risen and is now at 11.58%. We know that high proportions of our disabled employees are in the higher age ranges (46+).
- Employees who identify themselves as unpaid carers has risen slightly to 10.6%.
- Since 2015, employees who identify themselves as LGB+ has also risen and is now at 4.1%.
- There is underrepresentation at senior levels in most protected characteristics, especially at Chief Officer Grades.



## Context/potential reasons:

The over representation of females is significantly more as we have 4 times more females than males in part time workforce. This reflects employment trends as women will generally occupy more part time roles than males.

The increase in diversity is reflected at our lowest grading banding. However, there has been a decline in females in this grade range, and an increase in male employees. Employees who transferred from Kier are on other pay scales, and not included in this data set and therefore this decline is not related with the transfer of Kier.

Although, we have good representation of female employees in our workforce, this isn't reflected at our most senior grades with females being the least represented at this level, closely followed by employees who are BAME.

Leavers and Starters - across all protective characteristics except unpaid Carers, more people are joining the organisation than leaving. For example, people with a disability - 9.3% started (63 employees) and 11.3% (52 employees) left, LGB+ 5.1% started and 1.1% left, BAME employees 23% started and 15% left.

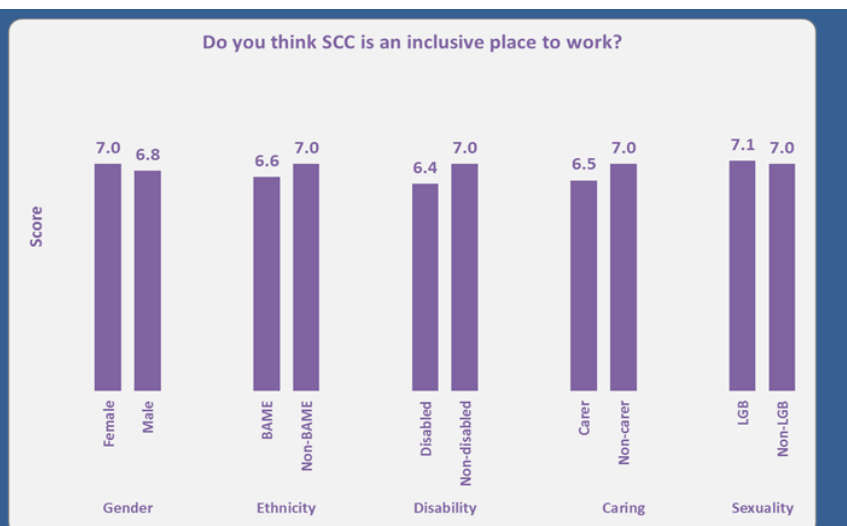
To make sure we have a more accurate picture; we will continue to promote the completion of our **Workforce Census** throughout the organisation.



We undertake our **Employee Opinion Survey** on an annual basis. The survey asks a set of detailed questions and gives our employees a chance to tell us how they feel about things at work, including what is working well and, what might need to change.

We analyse the results of the survey by protected characteristics and share the results with staff. The findings are also shared with our Strategic Equality and Inclusion Board (SEIB) and inform both Portfolio and Corporate Equality Action Plans

# Inclusion



- The biggest difference in scores were between disabled and non-disabled respondents at 0.6 points
- The difference between scores for carers and non-carers was 0.5 points, and for BAME and non-BAME respondents 0.4 points.
- There were smaller differences between males and females and LGB and non-LGB respondents

The results from **2019 Employee Opinion Survey** show that most of our employees continue to find the Council an inclusive place to work, with 68% in agreement. However, there are some significant differences in relation to each protective characteristic which will be highlighted below.

For the purpose of this report, the culturally diverse ethnic minorities that are non-white British as belonging to BAME (Black, Asian and Minority Ethnicity) in line with the census and disabled people have a range of impairments. It is essential that this point is made, to reinforce the value of acknowledging intersectionality between various characteristics and further understanding the complexities of categorising people into a monolithic group.

Sheffield City Council subscribes to the Social model of Disability, which is a way of viewing the world, developed by disabled people. “The model states that people are disabled by barriers in society, not by their impairment or difference. Barriers can be physical, like buildings not having accessible toilets. Or they can be caused by people's attitudes to difference, like assuming disabled people can't do certain things” (Scope, 2020).



## Findings from the survey show

**Sex:** the morale score for female respondents was 0.2 higher than for their male colleagues.

**Sexual Orientation:** overall in comparison to the other categories, the morale score is lowest for lesbian women respondents. Survey results for bisexual respondents have increased by 0.6 points compared to 2018.

**Ethnicity:** the overall morale score for BAME groups is 6.9 (0.1 increase), compared to 7.0 for White British respondents (0.3).

**Disability:** there has been an increase in morale score for both disabled and non-disabled respondents. The gap between disabled and non-disabled respondents has decreased slightly, from 0.6 to 0.5 points. This is still the most long-standing issue.

The lowest morale scores were given by those with communication difficulties. People with communication difficulties were also the only group of disabled people whose morale score decreased. Also, respondents with ill mental health returned the lowest morale scores; disabled respondents scores are especially low in relation to Change Management.

**Carers:** the general morale scores for both carers and non-carers have increased by 0.3 points since 2018, meaning that the gap between the two has remained the same. For most questions, carers return lower scores than non-carers; most of the questions where carers return slightly higher scores than non-carers relate to their managers.

**Age:** The most notable change is the increase in morale score among over 65s. The increase may be linked to more over 65s completing the survey; response rate increased from 19% in 2018 to 47% - by far the highest increase of any age group.

**Religion/Belief:** Little variability in morale scores between different religious groups and those with no religious beliefs.

## Reflection and Next Steps

At the time of writing this report the Black Lives Matter Movement, combined with the public health crisis COVID-19, has amplified the multiple kinds of inequalities experienced by various intersectional social groups and communities across the world, both nationally and locally.

Recent research and findings produced by Public Health England has shown that [people identified with a learning disability](#) and/or other disabled people and people from the [BAME community](#), older people, and people living in areas of greater [socioeconomic deprivation](#) have been disproportionately affected by COVID-19. This has further exacerbated various inequalities for many people across the city. We will continue to work and actively engage with all sectors to ensure that communities are supported, given equal opportunities to thrive, represented and are consulted.

As a Council, working alongside various partners and stakeholders across the city, we have been involved and are committed in continuing to ensure that equality is at the top of our agenda. The Black Lives Matter movement has played as a huge catalyst for us to look internally and hold our organisation to account.

In 2020 Sheffield City Council set up and is supporting the Independent [Race Equality Commission](#) which will run for one year to provide an independent non-partisan strategic assessment of the nature, extent, causes and impacts of racism and race inequality within the city. The Commission will be holding a series of hearings with key stakeholders and local people from the community. A more in-depth insight and update will be available in the next Annual Report. The links will also give you live access to the work and updates throughout the upcoming year.

We will continue to work together across the Council to have uncomfortable conversations, increase transparency, update employee EDI training, develop inclusive strategies, re-launch/create partnerships, strengthen engagement and actively improve relationships with communities, local businesses, faith organisations, the voluntary, private, and public sector. In order, to tackle the various complexities of inequalities and strive towards a fairer society for all.

## 3.1 Appendix - Equality Partnership Report

### Carers Centre

Emma Dickinson, on behalf of the Carers Centre

*Core service: The Carers Centre started planning early prior to lockdown so when it came, they were able to move quickly and staff were working from home with very little obvious disturbance to the service and carers. The Carer Advice Line has continued throughout (within strict confidentiality protocols) along with Carers Assessments. Many of the calls in the early days were around reassurance and 'what if' planning and support. The Carers Centre also worked closely with Adult Social Care to identify and call all of our most vulnerable residents.*

*Wider support, information and advice: The Carers Centre have issued a regular 'COVID-19 specific' newsletter detailing carer specific guidance and where to get support and help. They also developed a COVID-19 area on the website, and it has had a significant amount more 'hits' on the section on 'developing your emergency plan'.*

### LGBT+ Partnership

Kath Housley and Councillor Neale Gibson, LGBT+ Sheffield

*LGBT Sheffield has been using our social media resources to connect with our community across the City throughout the Covid19 pandemic. We are aware that many of our people have been even more isolated than usual and we have been working on a plan to connect with people who find themselves in this position.*

*We are working with other bodies in the Sheffield to resurrect the cross-organisation LGBTQ+ meetings to discuss what we can do jointly going into the winter to more effectively reach out to the community. In addition, we have been re-building our website to make this more user friendly and we have also been doing work on our LGBT+ Hub which we hope to open in the city centre to carry out engagement work when it is safe to do so.*

### BAME Partnership and Faith Partnership

Shahida Siddique, Faithstar

*From the start of the lockdown we liaised with Sheffield City Council, Public Health, South Yorkshire Police, Sheffield Teaching Hospital, Sheffield University, Sheffield Businesses, and the Sheffield Voluntary Sector as part of the citywide tactical response team to ensure Faith communities and BAME communities' needs were assessed and responded to as needed. We also linked in with Sheffield City Council communications team and worked on our own communications to ensure key public health messages were being delivered in a culturally sensitive manner and permeating "hard to reach" minority communities. We ensured that the voluntary sector and services such as education, housing, health and bereavement services were connected directly into communities, particular BAME communities by continuing to act as a community link; in addition, we have provided significant amounts of infrastructural support to institutions and community organisations across the city.*

*Throughout the pandemic we have responded to immediate inquiries for information and availability of resources, providing support as needed. We have been reaching out to Faith and Community Leaders to gauge the early citywide impact and are beginning to map out and coordinate the response to key emerging issues and have engaged with BAME groups and organisations both emerging and long-standing. We have been ensuring that the key institutions in the city were aware both of the unique challenges being faced by grassroots, community led organisations but also of the steps they were already taking to assist those in their communities and the resources and infrastructure that were available to them. We are now beginning to collate data to develop a coproduced, community-led, strategic response paper in recognition of the disproportionate impact of Covid-19 on BAME communities in Sheffield and we are also raising awareness of the lack of quantitative data available to effectively map this impact, such as the fact that ethnicity is not routinely recorded on death certificates.*

*Furthermore, we have been educating institutions in the city of the reality for BAME communities in Sheffield. We have been signposting towards existing members of our BAME communities, community leaders and individuals rich in lived experience and professional expertise as to the challenges facing Sheffield's BAME communities, and their historic neglect by relevant authorities and opening positions in the city for BAME community leaders to feed directly into strategy and policy development. This was to enable in the short term the distribution of everything from food parcels to maternity care within these communities, and in the long term to begin to identify individuals and organisations that would be valuable contributors and enactors of the citywide BAME response strategy.*

*Importantly we have been encouraging relevant people and organisations in the city to begin to have those difficult conversations around race and historic structural*

*inequality, that need to be had in order to understand who is most at risk and ensure that these people are properly represented and reflected in any decision making.*

## **Disability Partnership**

Emily Morton, Disability Sheffield

*During the coronavirus pandemic Disability Sheffield's main focus was adapting our front-line support provision to people in receipt of health and social care services, in particular developing new support and a PPE distribution service to people who receive a direct payment and employ their own PAs. Alongside this we developed a comprehensive Covid19 information page on our website focused on information relevant to disabled people. This is regularly updated and is directly signposted from SCC website. This information has also been circulated via our weekly news and Facebook pages, as well as through other organisations networks as appropriate. We have been keen to ensure that disabled people can access information that is important to them and that is easy to understand.*

*Unfortunately, during this period our Engagement Lead was working reduced hours due to ill health and sadly made the decision to leave at the end of August. For a small organisation this significantly reduced our capacity whilst at the same time demand for our services was increasing and whilst the need to ensure the impact of coronavirus on disabled people was highlighted. Our engagement with disabled people has been through our support provision but we have also regularly talked to disabled people about their experiences, identifying and following up on issues that have been highlighted; for example, talking to transport providers regarding face covering exemptions and working with Sheffield BID to challenge discrimination that people have faced in shops. Throughout this period, we have asked for disabled people to share their experiences with us including any barriers they have faced, and we have fed these into to citywide discussions for example Access Liaison Group, Community Hub's Forum, COVID-19 Outbreak Board, temporary street layout changes, Healthwatch Sheffield update reports as well as at a national level.*

*Our Sheffield Voices group has engaged with a large number of people with a learning disability or autism and by meeting virtually twice a week they have produced videos talking about their experiences during lockdown and through these discussions have fed into regional and national work. Due to the large number of surveys developed during this time we decided to promote the existing ones, for example Healthwatch Sheffield, rather than develop our own to capture people's experiences. We are currently talking to DPAC (Disabled People Against the Cuts) with regards to developing a survey this autumn to gather views, opinions, and experiences.*

## **Age Partnership**

Joanna Woodward, Age UK

*Age UK delivered prescriptions and essential items to people who were shielding or self-isolating in the community, we also signposted to and work collaboratively with local volunteer organisations such as the Covid19 Hubs, VAS and Sheffield City Council. We made welfare calls and completed RAG assessments done throughout lockdown and weekly phone calls made wherever needed. Age UK also assisted the local Covid19 volunteer network in building a list of local delivery services and contact numbers for their volunteers to deliver information leaflets. We launched the 'Gift a smile campaign' where schools and parents at home with children sent in pictures, cards and messages that were distributed to nursing homes, residential homes and went out in emergency food baskets and gift packs across the city. All of our existing activities were replaced with virtual activity and people were supported with a guide we created to help them get online and encourage them to continue in their normal social routine.*

*We have liaised with Age Better in Sheffield to continue planning and operating Age Friendly, capturing people's positive experiences and stories from this unprecedented time. In addition, throughout lockdown we designed a forward-thinking portal system for voice and influence. This system will ensure that we can offer people a way to feed into future planning and consultations. The Age Hub will be able to provide feedback, be part of a steering group, volunteer to assess businesses for our new Age friendly Business Kite mark and do spot checks. There will be a new space on our website which will contain links to Citizen Space and other organisational consultations.*

## **Young people partnership**

Emma Hinchcliffe, Sheffield Futures

*From the beginning of lockdown, we worked with young people to develop and deliver 4 weeks of social media content aimed at encouraging the young people to engage in activities such as baking and creative writing. We also worked with young people to develop a young people friendly poster of the lockdown rules so that it could easily be understood that was distributed through various channels including social media. We heard from young people that they had major concerns about education, we worked with youth voice groups throughout Yorkshire and Humber via the Youth Work Unit to feed in concerns around education and young people's needs moving forward which were then taken forward to relevant MP's and ministers. We have supported 5 young people to take part in media training from Shoutout UK and attend a session with a journalist from Sheffield Star. One young person later had their article on mental health*



*needs during lockdown published in the Sheffield Star and another young person had their article on lockdown and technology recorded and aired on billboard TV.*

*We have continued to promote various local, regional and national opportunities and consultations to young people which include several consultations including, Euro desk experience during Covid-19, policing the pandemic, the government summer grading consultations, the rapid health impact assessment survey, and the Sheffield Street tree working strategy consultation as well as the BYC votes at 16 petition and an opportunity to get involved in the Beat freaks National Youth Trends Advisory Group. Furthermore, we have supported young people to feed into a Sheffield City Council media team consultation on the government guidance for Covid-19 and what would help young people follow them. Recently, in July, we were approached by Sheffield City Council to consult with young people on changes to their online usage due to lockdown. This consultation was conducted with Sheffield Youth Cabinet and Sheffield Young Advisors as well as asking detached youth workers to find out from young people they encounter throughout the month.*

### **Women Partnership**

*Together Women Tracy Haycox*

*Together Women have spoken with girls and women aged 13-72 years about their experiences during COVID-19. The girls and women reported common themes around loneliness and mental health since the original lockdown in March 2020.*

*The lockdown has given us the opportunity to try new innovative ways of working, some of which we will continue after. For example, we have been delivering a virtual timetable which includes several different groups and activities such health and wellbeing groups, stress management, evening quizzes and craft sessions. These have given the women access to a range of support and group work activities online and have provided social interaction and reduced the feeling of isolation. Together Women have been able to provide services to girls via Zoom in the form of GEMS Café in a box which is an online project where girls are sent parcels of ingredients and cook, eat and chat online with Together Women's Engagement Worker who guides them through the cooking process and facilitates conversation. They have had success with making pizza in a cup and making gingerbread houses. This activity has enabled the girls to make new friends and raise their self-esteem and confidence.*

*However, not all women have access to the internet, so we have implemented a number of measures to support women remotely. This has included distraction packs, which have been sent out weekly/fortnightly containing factual and up to date information and guidance around keeping yourself safe and a range of activities such as mindfulness and colouring. Staff have also delivered food parcels and toiletries packs for women in need. Our keys challenges as an organisation have been around*

*mental health and housing. There has been a significant rise in the number of women who are in crisis with their mental health resulting in higher numbers of attempted suicides. Some of these women have struggled with the lack of face-to-face contact with their support workers and not having access to the women centres. The need for workers to rely on telephone contact has also proved problematic; this is primarily due to women not always having mobile phones. The women that do have phone often share with their partners and struggle to speak to anyone confidentially. Also, the majority of women do not have any phone credit. In addition, housing continues to be an issue across all delivery areas, and we are supporting a number of women who are currently homeless. This has meant that some women have been unable to self-isolate and therefore increasing their risk of contracting COVID-19. Whilst local authorities have increased housing provision, accommodation has been mixed with no specific provision for women. This has led further exploitation of women sexually and financially and increased the risk of sexual violence and drugs and alcohol relapse. Reports of domestic abuse has risen for women in the city with a number of women been escalated to high risk. We have continued to work closely with IDAS and other domestic abuse services to maintain accessible support for women.*

## Annual Workforce Report 2019- 20

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