

# Equality Impact Assessment – Ref 1197

## PART A Introductory Information

Proposal name

City Strategy Development

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

The aim of this work is to produce a new City Strategy for Sheffield, a coherent plan for the city which sets out a set of shared ambitions and missions for us to collectively work towards. This will be owned by the city, embedded within communities and with partners and reflect their priorities.

### Proposal type

Budget       Non Budget

### If Budget, is it Entered on Q Tier?

Yes       No

If yes what is the Q Tier reference

### Year of proposal (s)

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

- Coop Exec
- Committee (e.g., Health Committee) which committee
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g., Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Councillor Terry Fox

Lead Director for Proposal

Diana Buckley and James Henderson

Person filling in this EIA form

Jennifer Rickard

EIA start date

06/06/2022

### Equality Lead Officer

- |   |                                    |
|---|------------------------------------|
| <input type="radio"/> Adele Robinson                | <input type="radio"/> Ed Sexton    |
| <input checked="" type="radio"/> Annemarie Johnston | <input type="radio"/> Louise Nunn  |
| <input type="radio"/> Bashir Khan                   | <input type="radio"/> Beverley Law |

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

<input checked="" type="radio"/> Understanding Communities	<input type="radio"/> Workforce Diversity	<input checked="" type="radio"/> Leading the city in celebrating & promoting inclusion	<input checked="" type="radio"/> Break the cycle and improve life chances
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## Portfolio, Service and Team

Is this Cross-Portfolio

- Yes  No

Portfolio/s

City Futures and PPC

Is the EIA joint with another organisation (e.g. NHS)?

- Yes  No Please specify

## Consultation

Is consultation required? (Read the guidance in relation to this area)

- Yes  No

If consultation is not required, please state why

If consultation has already been carried out, please provide details of the results with equalities analysis

This work is taking a broad approach to involving communities in strategy development, with formal consultation forming only one element of this. In order to achieve this, we are committed to developing a community engagement plan to ensure that we reach and listen to a wide range of people from across the city in a consistent and inclusive way.

This process will kick start with a targeted piece of engagement work with communities which is due to start in June through a workstream titled 'Community Voice and Insight'. A working group made up Sheffield City Council (SCC), Voluntary Community Sector (VCS), public sector and academic partners will oversee the delivery of this workstream and ensure that it is informed by existing work and best practice. Voluntary Action Sheffield (VAS) have been commissioned to co-ordinate the work which will be delivered through a group of community organisations, with support from our academic partner. The purpose of this workstream is to deliver conversations about the City Strategy in communities, using places, methods and approaches which work for them and reach a diverse range of people, targeting people who SCC have not engaged with before. The working group will work with VAS to ensure that a diverse range of organisations are commissioned as part of this process, supporting us to reach different geographical communities and communities of interest.

Alongside this targeted work we will use the community engagement plan to seek out further opportunities to engage more widely across the city, again ensuring that we include a wide variety of voices, reflecting our diversity as a city and including those with protected characteristics.

**Are Staff who may be affected by these proposals aware of them?**

Yes  No

**Are Customers who may be affected by these proposals aware of them?**

Yes  No

**If you have said no to either please say why**

This EIA covers the period of development of the City Strategy. Part of this development is engaging with communities and partners to talk to them about the strategy, and this work has not started yet.

## Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

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

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

## Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

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

### Cumulative Impact

**Does the Proposal have a cumulative impact?**

- Yes       No

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input checked="" type="radio"/> Other

*If yes, details of impact*

This proposal has a cumulative impact because it links to other plans and strategies within SCC which have either been agreed/endorsed or are in development. These include the One Year Plan, the 10 Point Plan for Climate Action, the Business Recovery Plan, the Culture Collective Strategy, the forthcoming Corporate Plan, the forthcoming report of the Race Equality Commission and the Local Skills Improvement Plan. It will also link to the Levelling Up Regeneration Pilot and the development of the Place Based Plan which will help to unlock South Yorkshire Mayoral Combined Authority funding (South Yorkshire Renewal Fund) for critical projects.

**Local Area Committee Area(s) impacted**

- All       Specific

*If Specific, name of Local Committee Area(s) impacted*

## Initial Impact Overview

**Based on the information about the proposal what will the overall equality impact?**

The purpose of the strategy is to address key challenges and opportunities facing the city, including health, economic and social inequalities. We recognise that embedding the city strategy process within communities will be a key element of delivering a plan and set of actions which will be genuinely owned by our city and reflective of our diverse needs, priorities and ambitions. In considering these issues and ensuring community engagement runs through the development of the strategy, the impact of this proposal is considered to be positive.

**Is a Full impact Assessment required at this stage?**  Yes  No

**If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.**

## Part B - Full Impact Assessment

### Health

**Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?**

Yes  No *if Yes, complete section below*

#### Staff

Yes  No

#### Customers

Yes  No

### Details of impact

Recent evidence from the Local Economic Assessment, which will be used to inform the City Strategy, suggests strong links between health and wellbeing and people's ability to participate in the economy. For example, 'The Marmot Review: Ten Years On' found that people from marginalised groups are more likely to be unemployed or employed in 'bad' work therefore at greater risk of poor mental and physical health.

The City Strategy aims to explore this relationship and set missions for the city to address. Its development will be informed by communities and professionals in the health sector.

One of the aims of the Community Voice and Insight work is to reach a diverse range of people, including those that SCC has not spoken to before. We are also working with public health and other health partners as part of the Working Group for this commission and will be calling on their expertise in terms of applying existing best practice and identifying overlaps and/or gaps in knowledge. As well as involving diverse communities in the engagement work, health partners will also be involved in stakeholder workshops.

**Comprehensive Health Impact Assessment being completed**

Yes      No

*Please attach health impact assessment as a supporting document below.*

**Public Health Leads has signed off the health impact(s) of this EIA**

Yes      No

**Name of Health Lead Officer**

**Age**

**Impact on Staff**

Yes      No

**Impact on Customers**

Yes      No

**Details of impact**

The Local Economic Assessment outlined a number of issues affecting younger people, particularly as a result of the COVID pandemic. 88% of young people reported loneliness during the pandemic (MIND. (2021)). Children qualifying for free school meals are falling behind in terms of GCSE/Key Stage attainment. Educational attainment is one of the wider determinants of health and addressing this worrying trend is important if Sheffield is going to address inequalities.

We will seek to engage with all age groups, however as part of our community engagement plan, we will ensure that there is targeted work to involve young people, including inviting representatives (e.g. through the Youth Council) to stakeholder events and the reference group. We also aim to hold a dedicated event for young people, working with relevant experts and partners to ensure that this is tailored to their interests and needs.

**Disability**

**Impact on Staff**

Yes      No

**Impact on Customers**

Yes      No

**Details of impact**

The City Strategy will aim to address inequalities within Sheffield, including advancing opportunities for disabled people. The Local Economic Assessment found that in Sheffield, 48% of people aged 16-64 living with disabilities are employed compared to 75.7% of the non-disabled population, resulting in a disability employment gap of 27.7%.

We will work with our equalities partnership and relevant organisations to ensure that disabled peoples' voices are included as part of the community engagement workstream of this work.

## Pregnancy/Maternity

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage.

Also see Sex characteristic below.

## Race

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

The City Strategy will bring together city partners around a set of missions, or long-term goals. Central to these missions will be reducing inequalities, including deep-rooted inequalities experienced by BAME communities. For example, the Local Economic Assessment found that the employment rate in Sheffield for ethnic minorities is 61.2% compared to the city average of 74.6%. This employment rate is lower than the national average. Emerging findings from the Sheffield Race Equality Commission have highlighted the experiences of BAME communities, workforce pipeline issues and a lack of diversity at senior/board level across the city.

As part of the process to develop the City Strategy, the evidence coming out of the Local Economic Assessment and Community Voice and Insight workstream will be used. The Community Voice and Insight work is aiming to engage with people who do not normally engage with SCC by delivering the conversations in communities. We will ensure these communities represent the racial diversity of the city and that this is also considered in our wider community engagement plan.

## Religion/Belief

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage.

We are working on ensuring faith representation on Sheffield City Partnership Board, so will also be engaging through that route.

## Sex

### Impact on Staff

Yes

No

### Impact on Customers

Yes

No

### Details of impact

The Local Area Assessment found that as a group, women were particularly affected by the impact of the COVID pandemic, resulting in a widening gap in equality with men. Women account for 90% of single parents and this group were more likely to be impacted by job loss, reduced hours or furlough during the pandemic compared to coupled parents. Single parents earn half the weekly wage of coupled mothers and were less likely to work from home.

More generally, a Fawcett Society report (*Making Devolution Work for Women 2019*) found over 42,000 women in Sheffield were missing from the labour market and average earnings were £10k less a year than men. Sheffield has an average gender pay gap of 12.6%, which is slightly lower than the national average. The Fawcett Society explain the gender inequalities are caused by caring responsibilities (adult and child) and high costs of childcare which impact Sheffield women's career progression and financial security.

Addressing these inequalities will form part of the City Strategy, and the consultation and engagement to inform the strategy must involve both sexes. This will be considered as part of the Voice and Insight Commission (when the Working Group considers which community groups should be commissioned) as well as the wider engagement activity. For the latter, this may mean considering the timing of events and ensuring people without access to childcare are still able to take part.

Also see pregnancy/maternity characteristic above.

## Sexual Orientation

### Impact on Staff

Yes

No

### Impact on Customers

Yes

No

### Details of impact

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage.

## Gender Reassignment (Transgender)

### Impact on Staff

Yes

No

### Impact on Customers

Yes

No

### Details of impact

We will work with our equalities partnership and relevant organisations to ensure that we are doing our best to give all people with protected characteristics an appropriate opportunity to engage.

## Carers

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

We will work with relevant organisations to ensure that we are doing our best to give this group an appropriate opportunity to engage.

## Poverty & Financial Inclusion

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

The Local Economic Assessment found that child and food poverty have increased faster than the national average in deprived areas of Sheffield since the COVID-19 pandemic.

Given the rising cost of living and concerns about the impact it will have on household incomes, addressing poverty is likely to be at the forefront of considerations for the City Strategy along with the inequalities relating to household income in general.

Ensuring the engagement process includes people on low incomes is important in order to understand the experiences of poverty. These experiences can then help to inform the strategy. Again this will be considered by the Working Group as part of the Voice and Insight Commission. It is also worth noting that the Sheffield City Partnership Board has already established a Financial Cliff Edge Working Group which we will consult and engage as part of the wider community engagement plan and we will also link in with the ongoing partner work on the cost of living crisis to ensure that we are capturing those insights.

## Cohesion

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

As noted above, if we are to develop a city strategy which is truly owned by our residents and reflects our diverse communities and their needs, then the process of developing that strategy needs to be embedded through open and honest conversations with those communities. In doing so we will need to reflect on the wide variety (and sometimes contradictory) of different visions and ambitions for our city which our residents will hold. We will also need to reflect on how we can all come together as a city to deliver on those. It is therefore important that we understand the implications of these conversations

and processes on community cohesion both during the development phase and when we move to delivery.

With this in mind we will ensure that the work we do is consistent with our cohesion strategy (and that of our partners) and that we engage with Cohesion Sheffield, as well as other relevant partners including South Yorkshire Police/Police Crime Commissioner, our Local Area Committees and Community Safety Partnership.

## Partners

### Impact on Staff

Yes

No

### Impact on Customers

Yes  No

### Details of impact

The City Strategy will be a partner-owned document and the process for developing the strategy will reflect this. Moreover, the issues that the City Strategy is likely to address are cross-cutting and to address them will require a joined up approach across different city partners. This is reflected in the governance and engagement plans for the strategy.

The Sheffield City Partnership Board will oversee the delivery of the City Strategy and each of the partners, including SCC, will own the strategy and be accountable for the high-level commitments within it. A task and finish group made up of city partners will lead on the delivery of the strategy, and a reference group to facilitate wider engagement with organisations across the city.

Stakeholder workshops will also inform the content of the strategy and will involve a wide range of city partners.

## Armed Forces

### Impact on Staff

Yes

No

### Impact on Customers

Yes

No

### Details of impact

We will work with relevant partner organisations to ensure that this group has an opportunity to engage.

## Other

*Please specify*

### Impact on Staff

Yes

No

### Impact on Customers

Yes

No

## Details of impact

### Action Plan and Supporting Evidence

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

Action	Timescale
<b>Project Governance:</b> Ensure the task and finish group and reference group set up to oversee the work are diverse and representative of Sheffield communities.	June – September 2022
<b>Community engagement:</b> Ensure the 'Community Voice and Insight' workstream is engages with a wide variety of groups and communities. This will include a targeted commission and a wider engagement plan.	June 2022 onwards
<b>Stakeholder workshops:</b> Ensure these are inclusive (in terms of their accessibility) and representative (in terms of their attendance)	September - October 2022
<b>Wider public engagement:</b> Ensure this phase of work is accessible and continues the approach used by the Community Voice and Insight work by trying to engage with people using different approaches to gain a richer understanding of people's views.	November-December 2022.

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

The Local Economic Assessment, otherwise known as the Economic Evidence Base, has been used to provide evidence of impact. The interim report of this work accompanies the report on the Local Economic Assessment and City Strategy going to the Economic Development and Skills Committee on the 23<sup>rd</sup> June.

### Detail any changes made as a result of the EIA

More detailed consideration needs to be given to how we will ensure engagement is inclusive – this will be addressed through an engagement plan.

Following mitigation is there still significant risk of impact on a protected characteristic.  Yes  No

If yes, the EIA will need corporate escalation? Please explain below

### Sign Off – Part B (EIA Lead to complete)

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes       No

Date agreed

Name of EIA lead officer

**Review Date**