

PART A - Initial Impact Assessment

Proposal Name: Race Equality Recommendations n Education & Skills

EIA ID: 2416

EIA Author: Bob Cuff

Proposal Outline: The purpose of the report is to show some of the steps taken in implementing the Race Equality Commission's Recommendations. The report will ostensibly be composed of three elements: 1. Current examples of practice within the Service. 2. Service link into the Corporate strategy. 3. How Education and Skills is collaborating with other, internal services and external partner organisations (such as Educational Settings) to keep the Race Equality Commission agenda alive.

Proposal Type: Non-Budget

Year Of Proposal: 23/24

Lead Director for proposal: Meredith Dixon-teasdale

Service Area: Children's Services

EIA Start Date: 23/10/2023

Lead Equality Objective: Break the cycle and improve life chances

Equality Lead Officer: Louise Nunn

Committees:

Council

Portfolio

Primary Portfolio:

People

EIA is cross portfolio:

No

EIA is joint with another organisation:

No

Overview of Impact

Overview Summary:

Establish a Young Person Voice to feed into the Legacy Body & Sheffield City Partnerships – and hopefully cascade into City Goals. Community-based governor recruitment utilising Local Area Committee managers. Finding best practice in Educational settings that embed Equality; Diversity and Inclusion into their curriculums. Teacher recruitment analysis with University providers to assess Black, Asian and Minority Ethnic recruitment drives – either City; Regionally or Nationally.

Impacted characteristics:

- Age
- Cohesion
- Race
- Religion/Belief
- Poverty & Financial Inclusion

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

No

Impact areas:

Initial Sign-Off

Full impact assessment required:

Yes

Review Date:

23/10/2023

PART B - Full Impact Assessment

Age

Staff Impacted:

No

Customers Impacted:

Yes

Description of Impact:

To promote opportunities for Governance in Education and opportunities for young people.

Cohesion

Staff Impacted:

Yes

Customers Impacted:

Yes

Description of Impact:

By linking with our customers and partner organisation we will demonstrate that there is a cohesion and focus on Race and Equality in Sheffield.

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: By following the recommendations, we will reach under-represented and vulnerable groups to support their future irrelevant of their financial situation.

Race

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: Opportunities for BAME groups will arise from carrying our recommendations in the Race Equality Report and building a more inclusive future for BAME communities.

Religion / Belief

Staff Impacted: No

Customers Impacted: Yes

Description of Impact: Opportunities for BAME groups will arise from carrying our recommendations in the Race Equality Report and building a more inclusive future for BAME communities.

Action Plan & Supporting Evidence

Outline of action plan: To follow

Action plan evidence: NA

Changes made as a result of action plan: Page 82

Mitigation

Significant risk after mitigation measures:

Outline of impact and risks:

Review Date

Review Date:

23/10/2023

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