

## PART A - Initial Impact Assessment

**Proposal Name:** Sheffield Growth Framework and Growth Plan

**EIA ID:** 2590

**EIA Author:** Jennifer Rickard

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**Proposal Outline:** The city neither has a growth plan nor a coherent narrative on growth, a gap this work is attempting to address. The Growth Framework will set out the principles and themes to be used as the basis for development of a Sheffield Growth Plan 2023-2035. These principles and themes have been developed through engagement with stakeholders in the city, building upon the engagement that took place with the City Goals. The Growth Framework will be considered by Strategy and Resources Committee in March 2024. The Sheffield Growth Plan will be developed by late Summer 202.

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**Proposal Type:** Non-Budget

**Year Of Proposal:** 23/24

**Lead Director for proposal:** Kate Martin

**Service Area:** City Futures

**EIA Start Date:** 08/02/2024

**Lead Equality Objective:** Understanding Communities

**Equality Lead Officer:** Ed Sexton

## Decision Type

### Committees:

Policy Committees

- Strategy & Resources

## Portfolio

### Primary Portfolio:

City Futures

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### EIA is cross portfolio:

No

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### EIA is joint with another organisation:

No

## Overview of Impact

### Overview Summery:

Sheffield does not currently have a plan that sets out how it wants to grow, what growth should deliver and how we are going to do it. For a city on the up and at a turning point, we need to address this. A new plan would help the city to: A) Ensure any new strategies and policy decisions (e.g. employment and skills, transport, local energy plans) align to shared ambitions and outcomes, creating consistency and coherence in approach B) Identify where it can build partnerships to deliver key ambitions C) Provide clear messaging for potential investors and our partners in the city on what Sheffield is trying to achieve and how it will do it - thereby increasing external confidence in Sheffield's ability as a city to live, run a business and grow Given that economic inequalities in the city are inextricably linked with social and health inequalities, the Growth Framework and Growth Plan will be important tools in addressing the inequalities experienced by particular communities. By creating a coherent joined up approach that has reducing inequalities as one of its core objectives, this plan should have a positive impact on groups currently experiencing economic inequalities.

## Impacted characteristics:

- Age
- Cohesion
- Disability
- Carers
- Health
- Partners
- Poverty & Financial Inclusion
- Pregnancy/Maternity
- Race
- Sex
- Sexual Orientation
- Voluntary/Community & Faith Sectors
- Gender Reassignment
- Care Experienced

## Consultation and other engagement

## Cumulative Impact

Does the proposal have a cumulative impact:

Yes

Throughout January and February, Thinking Place spoke to 65 stakeholders and ran 8 Focus Groups including with the Culture Consortium, Sheffield Property Association, the Diverse Business Board, community and social enterprise representatives and the VAS VCF Employment and Skills Group. The objective of this phase of engagement was to listen to stakeholder's views on the opportunities and challenges facing Sheffield and their views on what a successful economy in the city would look like. The Economic Evidence Base, which took a broad look at the economy and its impacts, and learning from the City Goals engagement process has informed the engagement for this work. As a result we have made a conscious effort to speak to stakeholders beyond the more conventional sectors involved in the economy - for example, voluntary sector providers of skills and employment support and a dedicated focus group for representatives from the community/social enterprise sector. Engagement with these stakeholders and wider networks will continue throughout the development of the Growth Plan and will provide an opportunity for stakeholders to provide feedback on the Framework's principles and priorities.

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**Impact areas:**

Year on Year

**Initial Sign-Off**

**Full impact assessment required:**

Yes

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**Review Date:**

30/06/2024

## **PART B - Full Impact Assessment**

### **Health**

**Staff Impacted:**

No

**Customers Impacted:**

Yes

**Description of Impact:**

Evidence from the Local Economic Assessment, which was used to inform the City Goals and the Growth Plan, 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 purpose of the Growth Framework and Growth Plan is to create strategic priorities that bring the various elements of SCC economic activity together. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that links health and the economy. One of the three themes of the Growth Framework is 'Growing our Neighbourhoods Together', focused on reducing health disparities, improving wellbeing and ensuring people have housing, feel safe and can enjoy the place

they live in. This places people in Sheffield's health at the centre of the city's growth ambitions. The Growth Plan will also link to the forthcoming Health and Wellbeing Strategy.

Name of Lead Health Officer:

Comprehensive Assessment Being Completed:

No

Public Health Lead signed off health impact(s):

## Age

Staff Impacted:

No

Customers Impacted:

Yes

Description 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 4 attainment with implications for inequalities further down the line. For older age groups, issues such as public transport and housing are also important but increasingly, employment prospects are still a consideration: with the state retirement age due to increase at the same time as more over -50s become economically inactive, we need to consider how the city's economy values the contribution and experience of older workers and supports them to continue in their work. As one of the Growth Framework's principles is be 'Fair and prosperous for all' as part of an inclusive economy, it is anticipated that it will have a positive impact on age. It is hoped that engagement for the Growth Plan will include the Sheffield Equality Partnership which includes the Age Equality Partnership.

## Carers

Staff Impacted:

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No

**Customers Impacted:**

**Description of Impact:**

Caring responsibilities can affect people's ability to pursue paid work. The Health Foundation found that 4 in 10 carers under retirement age were not working as much as they might do otherwise due to their caring role. Carers providing more than 20 hours of care a week were also more likely to live in lower-income households than non-carers. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports carers' role in the economy and the city more widely. We will work with Sheffield Equalities Partnership to ensure that people with protected characteristics have an appropriate opportunity to engage.

## Care Experienced

**Staff Impacted:**

No

**Customers Impacted:**

Yes

**Description of Impact:**

A 2021 report by the Nuffield Foundation found that people who are or have been looked-after-children face barriers to employment. Children in parental care between 1971 and 2001 had a 27% chance of achieving an NVQ level 3 qualification by age 29, compared to 21% for those in kinship care, 14% in foster care and just 11% for those in residential care. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that can support care experienced people in the economy.

## Cohesion

**Staff Impacted:**

No

**Customers Impacted:** Yes

**Description of Impact:** The Growth Framework and Growth Plan aim to build a stronger, fairer and more prosperous economy for the city which all communities have a stake in. They will positively impact on cohesion by supporting the resilience of communities. One of the themes of the Growth Framework set out in the S&R report is 'Growing our Neighbourhoods Together' to support neighbourhoods across the city, making public transport more accessible, creating public realms people are proud of and providing activities that people enjoy.

## Disability

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** 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%. Disability Sheffield and the Burton Street Foundation have been involved in early engagement on the Growth Framework and consultation will widen further during the development of the Growth Plan and include the Equality Partnership. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that can support disabled people in the economy.

## Gender Reassignment

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and

prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports transgender people's role in the economy. We will work with Sheffield Equalities Partnership, which includes the LGBT+ network, to ensure that people with protected characteristics have an appropriate opportunity to engage.

## Partners

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** Engagement so far on the Growth Framework has involved 65 stakeholders and 9 workshops, the vast majority of whom were partners external to SCC. This engagement will continue as the Growth Plan develops. One of the principles of the Growth Framework, set out in the S&R report, is 'We work in partnership together with community, voluntary, public and private sector to get things done', recognising that future strategies need to utilise and work with business and community groups and build on successful partnerships. The report also acknowledges that in seeking to produce a plan that supports partnership working, there is a need to set out what this means in terms of governance. Recommendations for how this will be approached will be brought back to S&R when the Growth Plan is considered.

## Poverty & Financial Inclusion

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description 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. Health and deprivation are clearly linked, and inequalities in these areas are widening. Citizens in the most deprived areas have shorter lives, fewer years



in good health, and higher rates of preventable mortality than those in the least deprived areas. The Evidence Base also found that the Indices of Multiple Deprivation indicates that in terms of overall deprivation, 23.8% of Sheffield's Lower Super Output Areas feature in the most deprived 10% nationwide. Engagement so far with the Growth Framework has involved organisations that work closely with more deprived communities including Manor Castle Development Trust, Burngreave Works, SOAR Community and Darnall Wellbeing. The Growth Framework principles put an emphasis on reducing inequalities and that strategies and policies shouldn't leave anyone behind. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. In stating this principle, the Growth Framework and Growth Plan will set the strategic direction for other growth related policies and plans.

## Pregnancy / Maternity

**Staff Impacted:**

No

**Customers Impacted:**

Yes

**Description of Impact:**

We will work Sheffield Equalities Partnership to develop the Growth Plan to ensure that people with protected characteristics have an appropriate opportunity to engage on the development of the Growth Plan. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that can support people experiencing pregnancy and maternity.

## Race

**Staff Impacted:**

No

**Customers Impacted:**

Yes  
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**Description of Impact:**

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. 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. Engagement in the first phase of this work has already involved the Diverse Business Board (set up as a reponse to the SREC report), and representatives from Black Owned Sheffield, ISRAAC, Firvale Community Forum, African Heritage Forum and Roots and Futures, all of which have strong connections to ethnic minority communities. This engagement will continue as we develop the more detailed Growth Plan. It is also hoped that enagement for the Growth Plan will include the Sheffield Equality Partnership. A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports ethnic minorities' role in the economy.

**Sexual Orientation**

**Staff Impacted:**

No

**Customers Impacted:**

Yes

**Description of Impact:**

A key principle behind the Growth Framework and Growth Plan, set out in the S&R report, is 'Fair and prosperous for all' in order to reduce disparities in economic and social outcomes as part of a more inclusive economy. By setting this as a priority, it will influence future activity that supports LGBTQ people's role in the economy. We will work with Sheffield Equalities Partnership, which includes the LGBT+ network, to ensure that people with protected characteristics have an appropriate opportunity to engage.

**Voluntary / Community & Faith Sectors**

**Staff Impacted:**

**Customers Impacted:**

No

**Description of Impact:**

In the engagement for the Growth Framework, the VCF sector have been closely involved, including VAS, SSEN, African Heritage Forum, Green Estate, Manor Castle Development Trust, ISRAAC, Darnall Wellbeing, Burton Street Foundation, Yorkshire Artspace. This engagement will continue as the more detailed Growth Plan is developed. One of the principles of the Growth Framework, set out in the S&R report, is 'We work in partnership together with community, voluntary, public and private sector to get things done,' recognising that future strategies need to utilise and work with business and community groups and build on successful partnerships. This recognises the role the VCF sector has in the city's economy. The report also acknowledges that in seeking to produce a plan that supports partnership working, there is a need to set out what this means in terms of governance. Recommendations for how this will be approached will be brought back to S&R when the Growth Plan is considered and the important role of the VCF and social enterprise sector will be considered as part of this.

## Action Plan & Supporting Evidence

**Outline of action plan:**

The following actions are required: - Continuing to actively affected by social and economic inequalities in the engager Growth Plan - Ensure the Growth Plan includes more detail future growth-related strategies and plan will help to reduc have a positive impact on communities. - Consider the qual of any governance recommendations associated with the G

**Action plan evidence:**

The Sheffield Economic Evidence Base was used throughout: <https://www.sheffieldcitypartnership.org/inclusive-economy/2023/7/13/sheffield-economic-evidence-base#:~:text=As%20part%20of%20work%20to,city%27s%20>  
The Health Foundation's research into carers and the econc that they can face was accessed here: <https://www.health.org.uk/publications/long-reads/underst-carers-and-their-access-to-support> The Nuffield Trust unde into the lifelong health and wellbeing of care leavers, summr following briefing which was used to inform this EIA: <https://www.nuffieldfoundation.org/wp-content/uploads/2021/10/lifelong-health-and-well-being-of-care-leavers.-Nuffield-Fo-UCL-policy-briefing.-Oct-2021.pdf>

**Changes made as a result of action plan:**

## Mitigation

Significant risk after mitigation measures: No

Outline of impact and risks:

## Review Date

Review Date: 30/06/2024