



HEALTH AND WELLBEING BOARD PAPER FORMAL PUBLIC MEETING

Report of: Greg Fell, Director of Public Health (SCC)

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Subject: **Sheffield Race Equality Commission**

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Summary:

This report summarises the key findings of the Independent Sheffield Race Equality Commission Report, which was launched in July 2022.

Through its evidence gathering and hearings, the Sheffield Race Equality Commission has painted a detailed picture of racism and racial inequality in Sheffield, laying down a challenge that city leaders, anchor institutions and communities must respond to. Prejudice and inequality on this scale impacts on the whole city, stopping people from achieving their potential.

Questions for the Health and Wellbeing Board:

- How do you see the role of the HWBB in supporting a citywide response to the REC, adding value at the strategic level beyond your own organisations?
- What is the HWBB's role alongside other partnerships in leading Sheffield's ambition to become an antiracist city?

- The REC recommendations include a strong emphasis on community involvement and empowerment of communities in the city. Aligned to engagement work that has been undertaken in Covid-19, what is the HWBB's role in leading and resourcing community involvement in public services?
- How can we ensure that community involvement and insight plays a fundamental role in the refresh of the JHWS to ensure that communities (and particularly those with protected characteristics) are involved in identifying issues and designing solutions?

Background Papers:

Sheffield Race Equality Commission Final Report,

https://www.sheffield.gov.uk/sites/default/files/2022-07/rec-final-report_1.pdf

Sheffield Race Equality Commission Final Report (summary),

<https://www.sheffield.gov.uk/sites/default/files/2022-07/rec-final-report-summary-access.pdf>

Sheffield Race Equality Commission – background and evidence base -

<https://www.sheffield.gov.uk/your-city-council/race-equality-commission>

Which of the ambitions in the Health & Wellbeing Strategy does this help to deliver?

Crosscutting but particularly focused on health inequalities and the disparities experienced by people from Black, Asian and minoritised ethnic communities in Sheffield.

Who has contributed to this paper?

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Sheffield Race Equality Commission

Final Report

1.0 SUMMARY

- 1.1 This report summarises the key findings of the Independent Sheffield Race Equality Commission Report, which was launched in July 2022.
- 1.2 Through its evidence gathering and hearings, the Sheffield Race Equality Commission has painted a detailed picture of racism and racial inequality in Sheffield, laying down a challenge that city leaders, anchor institutions and communities must respond to. Prejudice and inequality on this scale impacts on the whole city, stopping people from achieving their potential.
- 1.3 The paper sets out that individual organisations in Sheffield have a significant role in driving out racism and racial inequality through their city leadership, their services, their role as an employer, and their involvement with the city's communities.
- 1.4 At a strategic level, the HWBB has the opportunity to play a vital leadership role in delivering the REC's recommendations, particularly through looking at the diversity of its membership, its connection and involvement of citizens, system leadership on tackling health inequalities and through the delivery of the Joint Health and Wellbeing Strategy.

2.0 HOW DOES THIS IMPACT ON HEALTH INEQUALITIES IN SHEFFIELD?

- 2.1 Building on the Marmot Review and the work of Prof. Kevin Fenton's review into the impact of Covid-19 on people with protected characteristics in England, the Sheffield Race Equality Commission was established to undertake an independent strategic assessment of racial inequality in the city.
- 2.2 The evidence studied and received by the REC serves to further demonstrate that racism and race are significant factors impacting on people from Black, Asian and minoritised ethnic backgrounds living and working in Sheffield. Covid-19 exacerbated existing structural inequalities and racism experienced by Sheffield's Black, Asian and minoritised ethnic communities and citizens provided the Commission with often traumatic lived experience of the racism and prejudice they have experienced in their lives in the city.
- 2.3 The REC report therefore represents a detailed documentation of the racial inequalities and racism that people in Sheffield face but its recommendations articulate a manifesto for change. This is a significant opportunity for communities and the city's institutions to unite in a common agenda with a concerted and holistic

approach to maximising inclusion and driving out the prejudice and inequalities that undermine the life chances of our citizens and the success of our city.

3.0 Sheffield REC – purpose and background

- 3.1 Sheffield is a vibrant, diverse city. Our diversity is part of what makes our city a fantastic place to live and work for people from all backgrounds with hundreds of languages spoken in communities across the city and students from all over the globe coming to our universities. Diversity is a proud part of our heritage, our values and is critical to our future.
- 3.2 But, as with many places in the UK, Sheffield experiences significant levels of inequality and discrimination which particularly impacts on the lives of people from Black, Asian or minoritised Ethnic backgrounds. This level of inequality has a negative impact on the whole city, holding people back, impacting on their health and wellbeing and stopping them reaching their full potential.
- 3.3 The Sheffield Race Equality Commission was established in Summer 2020 in response to the killing of George Floyd in the United States, the [Public Health England Health Report into the impact of COVID 19 on BAME communities](#), other reports on racial disparities and racism nationally, as well as local knowledge about communities in the city who were under significant pressures and experiencing inequality.
- 3.4 The independent Commission was tasked with undertaking a strategic assessment of the nature, extent, causes and impact of racial inequality in Sheffield and to make recommendations for tackling them.
- 3.5 The Commission was led by an Independent Chair, Professor Emeritus Kevin Hylton from Leeds Beckett University, who was supported by 24 Commissioners chosen following expressions of interest from communities across Sheffield. The REC had cross-party involvement by Members from the Labour, Liberal Democrat and Green parties. The REC was supported by a small secretariat team from Sheffield City Council who reported directly to the REC Chair to maintain the Commission's independence.
- 3.6 The Commission's focus was on the whole city. Over 50 key organisations endorsed the Commission including the city's anchor institutions such as NHS organisations in Sheffield, South Yorkshire Police, the University of Sheffield, Sheffield Hallam University and Sheffield City Council.
- 3.7 The Commission took written and oral evidence from people and organisations, looking at what has worked well in tackling racial inequalities both in Sheffield and elsewhere to develop a strategic assessment of racial equality and disparities in the city. The REC focused on six key themes:
 - Business and Employment

- Civic life and Communities
- Crime and Justice
- Education
- Health
- Sports and Culture

3.8 It received over 150 pieces of evidence, and it spoke with over 165 witnesses through public and closed hearings as well as Focus Groups. Witnesses to the Commission spanned a diverse range of individuals and organisations. All of the Commission’s evidence is available to view online here:

<https://www.sheffield.gov.uk/your-city-council/race-equality-commission>.

Becoming an anti-racist city – recommendations from the REC

3.9 The Commission makes seven overarching recommendations, covering 39 action points with some detailed sub-actions, giving a total of over 100 actions. The first recommendation is identified by the report as fundamental to everything that follows. The recommendation areas are:

- Sheffield: An Antiracist City - (Governance, Leadership & Workforce)
- Educating Future Generations and Showing Leadership in our Educational Institutions
- Inclusive Healthy Communities: Wellbeing and Longevity for All
- One Sheffield in Community Life: Inclusion, Cohesion, and Confidence
- Celebrating Sheffield Through Sport and Culture: Past, Present and Future
- Proportionality and Equity in Crime and Justice
- Equal and Enterprising: Supporting Black, Asian and Minoritised Ethnic Business and Enterprise

3.10 Whilst there is no legal definition of what constitutes an ‘anti-racist’ organisation, the Commission helpfully outlines what it notes organisations need to do to progress to become fully anti-racist, within 36 months. These qualities are:

- **Culture:** Zero tolerance policies (with severe sanctions for proven) harassment, bullying and discrimination,
- **Leadership:** Line managers hold specific responsibilities (and incentivised) to ensure EDI is well managed in their areas,
- **Debiased Systems:** Robust equality, diversity and inclusion (EDI) controls and processes in place to ensure that ethnically diverse employees (and prospective applicants via the use of anonymous CVs and guaranteed interviews) are well

supported in their career progression (inc. mentoring, training, 'deputy' opportunities, ethnicity pay gap reporting),

- **Empowered Staff:** Have 'safe spaces' available for employees to voice ideas, share suggestions and raise concerns informally with specific hubs (chaired by an appropriate race inclusion ally) for different ethnic groups and other protected characteristics (e.g., LGBTQ+),
- **Governance:** A strong diverse membership that includes a designated board member role with specific expertise on EDI and race,
- **Data Gathering and Reporting:** Accurate data and metrics (segmented by grade / pay band / gender / department / location / specific ethnicities) regularly captured and reported to identify EDI performance (inc. benchmarking) and prioritised issues (as early indicators of racism and racial disparities),
- **Transparency and Accountability:** Operates an EDI policy with specific intersectional 'joined up' race content (with EDI performance regularly assessed and published, e.g., annual report and accounts) which sets robust standards of good practice that apply across the organisation end-to-end (inc. procurement, funding criteria, customers) and extends throughout the supply chain (with equivalent standards also binding upon any third party which does business for or on behalf of that organisation).

REC Legacy Body arrangements

- 3.11 The REC recommendations include the establishment of a Legacy Body to monitor, review, and publish the progress of race equality in the city and a requirement that the group is long-term, sustainable, and initially steered the city's key anchor institutions, partners, third sector and community stakeholders.
- 3.12 After the successful REC report launch on 14th July 2022, we are now working towards the establishment of an effective Legacy Body. The aim of the Body is to help build communities' voice, collate race equality data, identify good practice and highlight areas for improvement and hold key institutions across the city (including the Council) accountable in their drive towards making Sheffield an Anti-racist city.
- 3.13 For the Legacy Body to work effectively, efficiently and maximise impact, careful planning and consideration needs to be given to its structure in its infancy. There is currently an interim working party consisting of eight Commissioners and a Member with Secretariat support provided by the Equality and Engagement Team. This is currently meeting weekly to establish the best model for this Legacy Group moving forward.
- 3.14 The Legacy Body will operate independently of the city's institutions in the city.

- 3.15 The aim is to formalise a proposal, working with anchor institutions in September and present a finalised plan in October. The proposal will outline a sustainable model and a full breakdown of the costs involved.
- 3.16 Currently the group are looking for an indicative longer term financial support commitment of 5-10 years once the optimum model has been decided upon. The expectation is that the financial support to the Legacy Body will come from a range of anchor organisations in the city and this is being discussed with Anchor Institutions.

4.0 WHAT NEEDS TO HAPPEN TO MAKE A DIFFERENCE IN THIS AREA?

- 4.1 The issues identified in the REC report are structural and long-standing, permeating most areas of people's lives in Sheffield.
- 4.2 We recognise the scale and depth of the inequality and prejudice that is highlighted in the REC report ensures that achieving real change will be complex and hard but also it is also vital if we want to be a fair, successful city and improve the wellbeing of all our communities.
- 4.3 To become an antiracist city, our response to the REC as a city needs to be multi-layered:
- **Whole city action** – institutions, businesses, communities and community organisations working together to challenge each other and ensure that as leaders, we are continuously driving inclusion as a strategic mission
 - **Individual organisations** – there is a significant emphasis on organisations – particularly the city's anchor institutions – to demonstrate real leadership in delivering the REC recommendations within their organisations (leadership, empowering, educating and diversifying workforces) and in through the services they provide (debiasing systems, using data and intelligence to drive out inequality from service delivery and access, involving communities).
 - **Individuals** – educating and becoming more culturally aware ourselves and being willing to challenge and call-out discrimination and prejudice where we encounter it.
- 4.4 Board Members and their organisations will undoubtedly be reflecting on the REC's report and considering their own responses but there is significant value that the HWBB can add at the strategic level, with the Board leading together to tackling racial inequality.
- 4.5 This could include the HWBB considering:
- **Diversity of membership** – increasing the diversity of governance boards in the city to better reflect the city's population. This could include by actively changing membership, working with community organisations to connect

diverse voices into the Board's work and initiating leadership development with organisations and communities in the city to create a pipeline of future leaders.

- **Health and Wellbeing Strategy** – there is a specific action (Action 19) in the REC report relating to delivering on the JHWS and in so doing, increasing the focus on ethnicity and its intersections across the life course in the pursuit of our over vision of closing the life expectancy gap.
- **Community involvement and empowerment** – one of the major challenges identified in the report is the involvement of citizens from all communities in decision making, co-creating and designing solutions with communities, community organisations and service users. There is a significant opportunity for the HWBB to take a leading role in this.
- **System leadership on service delivery and health inequalities** – there is a strong alignment between the city's Health and Wellbeing Strategy and the challenges of inequality emphasised in the REC report. The health recommendations in the REC are heavily focused on the health system and public health but there is a strong focus on service accessibility and understanding the needs of people with different protected characteristics in Sheffield. This could be an area that the HWBB may want to look at alongside NHS partners.
- **Data and intelligence** – one of the key actions under Recommendation 1 (anti-racist city) is the critical role that data and intelligence plays. This is partly about individual organisations better using the data that they have (service, workforce etc) to set stretching targets and seek to maximise equality and inclusion. However, there is also an action to consistently marshal our overall strategic management of intelligence on socioeconomic and demographic characteristics. This could link to the role of the JSNA.

5.0 QUESTIONS FOR THE BOARD

- 5.1 How do you see the role of the HWBB in supporting a citywide response to the REC, adding value at the strategic level beyond your own organisations?
- 5.2 What is the HWBB's role alongside other partnerships in leading Sheffield's ambition to become an antiracist city?
- 5.3 The REC recommendations include a strong emphasis on community involvement and empowerment of communities in the city. Aligned to engagement work that has been undertaken in Covid-19, what is the HWBB's role in leading and resourcing community involvement in public services?
- 5.4 How can we ensure that community involvement and insight plays a fundamental role in the refresh of the JHWS to ensure that communities (and particularly those

with protected characteristics) are involved in identifying issues and designing solutions?

6.0 RECOMMENDATIONS

6.1 That the HWBB:

- note and endorse the findings and recommendations of the REC
- consider the posed questions and the role that the HWBB can play to lead the delivery of the recommendations and actions to support Sheffield's ambition to become an anti-racist city.

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