

Equality Impact Assessment

Introductory Information

Budget/Project name

Sheffield COVID Business Recovery Plan

Proposal type

- Budget
 Project

Decision Type

- Cabinet
 Cabinet Committee (e.g. Cabinet Highways Committee)
 Leader
 Individual Cabinet Member
 Executive Director/Director
 Officer Decisions (Non-Key)
 Council (e.g. Budget and Housing Revenue Account)
 Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member

Cllr Mazher Iqbal

Entered on Q Tier

- Yes No

Year(s)

- 14/15 15/16 16/17 17/18 18/19 19/20 20/21 21/22

EIA date

06/10/2020

EIA Lead

- | | |
|---|---------------------------------------|
| <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"/> Michelle Hawley |
| <input type="radio"/> Beth Storm | <input type="radio"/> James Henderson |
| <input type="radio"/> Diane Owens | |

Person filling in this EIA form

Victoria Penman

Lead officer

Diana Buckley

Lead Corporate Plan priority

- | | | | | |
|--|---|---|---|---|
| <input type="radio"/> An In-Touch Organisation | <input checked="" type="radio"/> Strong Economy | <input type="radio"/> Thriving Neighbourhoods and Communities | <input type="radio"/> Better Health and Wellbeing | <input type="radio"/> Tackling Inequalities |
|--|---|---|---|---|

Portfolio, Service and Team

Cross-Portfolio

Yes No

Portfolio

Place

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

Yes No

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

The Economic Recovery Plan has been produced by the Sheffield Business Response Group – a co-operation between the Cabinet Member for Business and Investment and the private sector. It identifies interventions to help focus our collective efforts and resources to address the impact of the COVID crisis on Sheffield businesses and jobs and provide a route map for recovery.

The plan focuses on our business response and is designed to complement other recovery plans to form the city's COVID response.

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

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Briefly describe how the proposal helps to meet the Public Sector Duty outlined above

The Business Recovery Plan seeks to support businesses in sectors particularly hard hit by Covid-19, and for businesses to recover in a way which supports good jobs and sustainability. It aims for unemployment and under-employment to be minimised, including amongst disadvantaged groups and communities, and to improve skills, with a particular focus on those most likely to be made redundant, which includes people with protected characteristics.

Sectors particularly hard hit by Covid-19 include leisure and hospitality, culture and transport. These sectors all disproportionately employ people with protected characteristics and efforts to minimise job losses and improve working conditions in these sectors should have a positive benefit.

Supporting Sheffield to recover in a way which is sustainable and encourages good jobs will also have a positive impact on people and communities with protected characteristics

The plan itself is high level, and in maximising benefits for people with protected characteristics, it will be key beyond this report that any projects, and funding allocated to projects, under the plan take into consideration the needs of protected groups.

Impacts

Proposal has an impact on

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

Give details in sections below.

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

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Work is recognised as one of the wider determinants of health, and a strong local economy which provides good, secure, work for people is key to health and well-being in Sheffield.

Unemployment, job insecurity and poor working conditions have a detrimental impact on health and well-being. Evidence has shown that job insecurity, unemployment and financial concerns during Covid-19 are fuelling worsening mental health, with people with protected characteristics being particularly at risk of unemployment and job insecurity. Young people in particular have reported worsening mental health and increases in feelings of isolation.

At the same time increases in unemployment and reduced income has also increased poverty rates, with the Trussell Trust reporting that nationally 100,000 used foodbanks for the first time since April. Poverty is anticipated to increase dramatically as the furlough scheme ends, and again people from protected characteristics are particularly likely to be impacted, with young people, disabled people and people of BAME heritage less likely to have savings to fall back on.

The Business Recovery Plan seeks to minimise the impact on jobs and so to have a protective effect on health.

Work carried out by the Council in its response to Covid-19 and included in the

Business Recovery Plan has included work to support businesses to keep employees and customers safe from Covid-19, with a commitment to support the city to stay safe and to support the economy to stay open.

The plan also seeks to enable the city to build back better, including increasing active travel and reducing car journeys and reducing the city's carbon footprint. Both these priorities will have positive benefits on health and well-being.

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

Health Lead

Susan Hird

Age

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

People at the extremes of the age spectrum are particularly impacted by the economic impacts of Covid-19, as well as health impacts, with older people being at greater risk of acute impacts and younger people increasingly recognised as experiencing 'long covid'. Nationally, young people, particularly those under 25, have been more likely to be furloughed or become unemployed. Apprenticeships have stalled and graduate job recruitment has dropped significantly. Younger people are particularly likely to work in the leisure and hospitality sectors, and particularly in the night time economy, all of which are severely impacted by Covid-19 and likely to have long term impacts.

There are specific actions within the plan to address the disadvantage of young people, including:

- the Council becoming a single gateway to enable the small and medium enterprises that make up the majority of the city's employers to take part in the Kickstart scheme
- Linking to the delivery of the 'Young People's Skills Guarantee' within the SCR Economic Renewal Plan

The Business Recovery Plan has a specific focus on the culture and leisure sector and protection of this sector will go some way to protecting the interests of those young people employed in the sector.

Children's interests are protected by the focus on trying to keep the economy open and minimise job losses and income reduction as evidence shows that parental employment status, and stress, has an impact on childhood wellbeing and outcomes. Specific attention to the provision of childcare and early years education, as well as continuing a cultural offer for children also benefits children.

Older workers have also been impacted by Covid-19 and those who lose jobs are at greater risk of finding new employment. The increase in home working and reliance on digital technology means that those with fewer digital skills or access to technology are at a disadvantage, and whilst increases in digital skills have been seen across all age groups, many older people have lower levels of digital skills. The plan looks to improve digital inclusion which will have a positive benefit.

Disability

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Many disabled people are at increased health risk from Covid-19 and this impacts both on their employment experience and opportunities, and experience and access to services as customers.

The focus on local district centres will be particularly beneficial to those who have barriers to travelling to the city centre, and Business Sheffield will share best practice on disability access and employment during Covid-19.

Pregnancy/Maternity

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Childcare provision has been hard hit by Covid-19 in many places although Sheffield has so far not experienced nursery closures at a significant level, and the Council is continuing its usual work to ensure the provision of childcare, including providing advice to childcare providers on available funding support. The plan commits to monitoring childcare provision with the potential to act should the sector be affected as furlough comes to an end and then as any decrease in home working leads to increased levels of demand.

Race

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

People from BAME backgrounds have been disproportionately impacted as a result of Covid-19. Some people of BAME backgrounds are at increased risk from Covid-19 health impacts, increasing the need to shield, and resulting in long term health impacts that can affect employment opportunities. They are also more likely to work in sectors and roles with a high level of face to face contact, and so are at greater risk of coming into contact with the virus.

People from BAME backgrounds are also more likely to work in sectors which have been negatively impacted and so have increased job insecurity and unemployment and income loss, particularly those working in transport, hospitality and retail.

Actions to keep the economy open, and particularly the city centre and district centre retail and hospitality sectors, as well as support to travel providers, should have a positive effect on people from BAME backgrounds. It will be important that services provided to those at risk of unemployment or following redundancy are designed to be accessible. Involving potential service users from different backgrounds can assist with this.

Sex

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers Yes No**Impact** Positive Neutral Negative**Level** None Low Medium High**Details of impact**

During lockdown, women were more likely to work in the sectors that had to completely shut-down such as hospitality (23% of women vs 16% men in these industries nationally). Mothers were 47% more likely to have permanently lost their jobs or resigned as a result of COVID-19 than fathers, and for those mothers in work, mothers in two-parent households were doing, on average, a third of the uninterrupted paid-work hours of fathers. Women are also more likely to be negatively impacted financially: nationally 75% of furloughed male workers had their wages topped up beyond the 80% government cap provided for under the Coronavirus Job Retention Scheme, in comparison to 65% of female workers. The long term economic impact on women is likely to be significant, and the intersection of gender and race is likely to mean that women from BAME communities are impacted particularly, as are carers and single parents.

The Business Recovery Plan's focus on retail, hospitality and culture industries will benefit women, and it will be important that projects that come out of the plan and subsequent economic strategy support women to play a full role in the economy.

Partners**Staff** Yes No**Impact** Positive Neutral Negative**Level** None Low Medium High**Details of impact****Customers** Yes No**Impact** Positive Neutral Negative**Level** None Low Medium High**Details of impact**

Sheffield City Council has developed the Business Recovery Plan in an equal partnership with city partners including representatives of businesses including:

- Chamber of Commerce
- Sheffield Property Association
- Sheffield Digital
- The Company of Cutlers
- The Culture Consortium
- Unight Sheffield
- The University of Sheffield
- Sheffield Hallam University
- Sheffield City Council

The plan aims to benefit the businesses of Sheffield, as well as to further joint working with partners to develop an economic plan for the city.

Poverty & Financial Inclusion

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The Business Recovery Plan aims to protect jobs in the city, so that people are able to work in good, Covid-safe jobs that support their health and well-being and unemployment and under-employment are minimised. It aims to support the city to recover from the recession brought on by Covid 19 in a way which is sustainable. Those at risk of redundancy are prioritised in receiving skills and training and employment support, as are young people who are at particularly high risk. It will be important for the minimisation of poverty and financial exclusion that projects resulting from the plan take into account the needs of those experiencing poverty and financial exclusion.

Cumulative Impact

Proposal has a cumulative impact

- Yes No

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

If yes, details of impact

All of Sheffield will be affected by the recession triggered by Covid-19. As has been evidenced by previous recessions, the response provided early on will have an impact for generations to come.

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

All of Sheffield will be impacted by the Business Recovery Plan. District Centres and the city centre are a specific focus.

Local Partnership Area(s) impacted

- All Specific

If Specific, name of Local Partnership Area(s) impacted

Action Plan and Supporting Evidence

Action Plan

- Projects resulting from the Recovery Delivery Plan will be required to take into consideration how they will ensure access for and advance the equality of people with protected characteristics.
- Projects will be required to monitor protected characteristics and access and outcomes of participants.
- Where appropriate and practicable, monitoring should be reviewed mid-way through projects and delivery models adjusted if they are not equitable and effective. High level monitoring of Sheffield economic indicators will be carried out for equality groups where this information is available.

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

The EIA draws on a wide range of material and knowledge accumulated during the development of the Business Recovery Plan including conversations with experts in relevant fields and academic and grey literature including:

- Sheffield City Region Renewal Action Plan <https://sheffieldcityregion.org.uk/renewal-action-plan/>
- “How Are Mothers and Fathers Balancing Work and Family After Lockdown”, Institute for Fiscal Studies <https://www.ifs.org.uk/publications/14860>
- “Minority Communities in the Time of Covid and Protest”, Hope Not Hate <https://www.hopenothate.org.uk/wp-content/uploads/2020/08/BAME-report-2020-08-v3-00000003.pdf>
- “Levelling Up the Economy Beyond Covid”, JRF <https://www.jrf.org.uk/event/webinar-levelling-up-the-economy-covid-19>
- “Coronavirus and Disability: What You Need to Know”, Business Disability Forum <https://businessdisabilityforum.org.uk/coronavirus-and-disability/>
- “Covid 19 and the career prospects of young people”, Institute for Fiscal Studies <https://www.ifs.org.uk/publications/14914>

Consultation

Consultation required

Yes No

If consultation is not required please state why

Cabinet is being asked to provide support for a shared plan created by the Council and representatives of business and the skills sector in Sheffield. In addition to the Business Recovery Group, a wide range of businesses have been consulted during the development of the plan which has been fully coproduced.

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

At this stage the plan is high level and does not have detrimental effects on staff or customers. As projects following the plan are progressed, further information will be made available.

Summary of overall impact

Summary of overall impact

The overall impact of the plan is positive for everyone, but particularly benefits people with all affected protected characteristics. As the plan is high level and individual projects and actions will follow, it will be important that these projects, which are not likely to need Cabinet approval, take into account the needs of those with protected characteristics, and work to further their interests. This should also benefit the economy of the city by enabling the full economic potential of the city.

Summary of evidence

The EIA draws on a wide range of material and knowledge accumulated during the development of the Business Recovery Plan including conversations with experts in relevant fields and academic and grey literature from a range of organisations.

Changes made as a result of the EIA

The EIA process has highlighted the need for individual projects to take into account the needs of those with protected characteristics, and work to further their interests, which will also benefit the economy of the city by enabling the full economic potential of the city. Specific actions relating to disability have been added to the plan.

Escalation plan

Is there a high impact in any area?

Yes No

Overall risk rating after any mitigations have been put in place

High Medium Low None

Sign Off

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

Yes No

Date agreed

Review Date