



## Report to Overview and Scrutiny Management Committee - 25th March 2021

---

**Report of** Head of Policy and Partnerships

---

**Subject:** The Annual Equalities Report 2019/20

---

**Author of Report:** Adele Robinson - Equalities & Engagement Manager  
Adeola Banjoko – Equalities & Engagement Officer

---

### **Summary:**

As a Local Authority, we have a statutory duty to publish information on an annual basis which demonstrates how we are meeting our statutory duties under the Equality Act 2010 and associated Public Sector Duties (PSED). This includes publishing information relating to citizens and employees with protected characteristics to ensure we continue to create a fairer city for all.

Our Annual Equality Report 2019/2020 outlines actions we have taken over the past 12 months to improve equality and to meet our statutory duties under the Equality Act. This includes demonstrating how we have met the commitments we made in our current [Equality Objectives 2019-23](#).

The reporting time frame for this report is from January 2019 to March 2020, which is prior to the establishment of The Race Equality Commission and as a new Equalities & Engagement Team was established. However, the early impact of COVID 19 and reports from The Sheffield Equality Partnership organisations have been captured in brief. Work has already started on the next Annual Report covering 2020/2021 which will further focus on some of the above areas in more depth and will be informed by the discussion and thoughts of the Overview and Scrutiny Management Committee.

Please also note this Annual Report is later than normal and our duty to publish it was granted an extension by Government due to the impact of the pandemic. This is a working draft and would like to hear the Committee's thoughts which will shape the final draft and the next annual report 2020/2021.

The report highlights how we are meeting our Equality Objectives and a number of examples of good work over the previous year, including our work to support citywide events and activities, work on health inequalities, the Big City Conversation and our work on Clean Air.

The information provided in the Annual Report has been kept deliberately brief to increase accessibility and readability and represents a sample of or highlights of the work that has been undertaken over the year. It is also designed to be read in conjunction with other related reports on the work that the Council has carried out, as well as policies and strategies that impact on equality.

The Report provides examples of our work, both in terms of how we serve the city and how we behave as an employer and the appendices include our Workforce Diversity Reports for 2018/9 and 2019/20. It also highlights the persistent inequalities that we will continue to focus on in our Equality Objectives:

- Strengthening the knowledge and understanding of our communities
- Ensuring our workforce reflects the people that we serve
- Leading the city in celebrating diversity and promoting inclusion
- Breaking the cycle of inequality and improve life chances

The COVID 19 report from The Sheffield Equality Partnership, formerly known as the Equality Hub Network, is also be attached as an Appendix.

**Type of item:** The report author should tick the appropriate box

Reviewing of existing policy	
Informing the development of new policy	
Statutory consultation	
Performance / budget monitoring report	
Cabinet request for scrutiny	
Full Council request for scrutiny	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	<b>x</b>
Other	

**The Scrutiny Committee is being asked to:**

- Consider and discuss the working draft Annual Equalities Report for 2019/20
- Provide comments, views and thoughts which will further shape the final draft for 2019/20 and inform the development of the next annual report 2020/2021.

**Background Papers:**

- Sheffield City Council Workforce Equality Report 2018/19 Sheffield City
- Council Workforce Equality Report 2019/2020
- Sheffield Equality Partnership COVID 19 mid report

**Category of Report: Open**

This page is intentionally left blank