

# Equality Impact Assessment

## Introductory Information

**Budget/Project name**

Advance Digital

**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 Abtisam Mohamed

**Entered on Q Tier**

- Yes
- No

**Year(s)**

<input type="radio"/> 14/15	<input type="radio"/> 15/16	<input type="radio"/> 16/17	<input type="radio"/> 17/18	<input type="radio"/> 18/19	<input type="radio"/> 19/20	<input checked="" type="radio"/> 20/21	<input checked="" type="radio"/> 21/22
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**EIA date**

DD/MM/YYYY

**EIA Lead**

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Beth Storm
- Diane Owens
- Ed Sexton
- Louise Nunn
- Michael Bowles
- Michelle Hawley
- Rosie May

**Person filling in this EIA form**

**Lead officer**

**Lead Corporate Plan priority**

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

### Cross-Portfolio

Yes       No

### Portfolio

People

Is the EIA joint with another organisation (eg NHS)?

Yes       No

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

- 1) increase the skill levels of Sheffield's residents and so seek to improve the productivity and sustainability of local businesses.
- 2) improve the unemployed indicators within the City, moving long term unemployed residents to the "in demand" labour market and/or enhancing skill levels.
- 3) create increased revenue for the Council.
- 4) attract inward investment through co-ordinated pipeline offer of workforce skills within key sectors.

## 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**

## Impacts

### Proposal has an impact on

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

#### 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**

## 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

## 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

## 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

## 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

## Religion/Belief

### 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

## 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

## Sexual Orientation

### 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

## Transgender

### 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

## Carers

### 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

## Voluntary/Community & Faith Sectors

### 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



## Cohesion

### 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

## 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

## Poverty & Financial Inclusion

### Staff

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None       Low       Medium       High

### Details of impact

Intended activities are there to support the skills pipeline available for Sheffield's businesses.

### Customers

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None       Low       Medium       High

### Details of impact

We are seeking to help businesses become more productive and sustainable thereby having a positive impact upon the local economy.

## Armed Forces

### 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

**Other**

**Staff**

- Yes       No

*Please specify*

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

**Customers**

- Yes       No

*Please specify*

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

## Cumulative Impact

### Proposal has a cumulative impact

Yes  No

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

*If yes, details of impact*

We seek an improved skills base for businesses within Sheffield.

### Proposal has geographical impact across Sheffield

Yes  No

*If Yes, details of geographical impact across Sheffield*

### Local Partnership Area(s) impacted

All  Specific

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

## Action Plan and Supporting Evidence

### Action Plan

Latest iteration available here: [Form 2 - Executive Report v.7 120421 RW amends \(002\).doc](#)

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

## Consultation

### Consultation required

Yes  No

**If consultation is not required please state why**

The Council is not required to carry out a consultation process in respect of these proposals.

**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**

## Summary of overall impact

**Summary of overall impact**

**Summary of evidence**

**Changes made as a result of the EIA**

## 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

**Review Date**

DD/MM/YYYY

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