

# Equality Impact Assessment

## Introductory Information

### Budget/Project name

Appointment of Independent Chair of the Inquiry into the Street Trees Dispute

### 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 Julie Grocutt

### Entered on Q Tier

- Yes
- No

### Year(s)

- 21/22
- 22/23
- 23/24
- 24/25
- other

### EIA date

16/11/2021

### EIA Lead

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Beverley Law
- Ed Sexton
- Louise Nunn
- 
- 

### Person filling in this EIA form

Daniel Spicer

### Lead Director for Project

Ryan Keyworth

### Lead Equality Objective

- Understanding Communities
- Workforce Diversity
- Leading the city in celebrating & promoting inclusion
- Break the cycle and improve life chances

## Portfolio, Service and Team

### Cross-Portfolio

- Yes       No

### Portfolio

Resources

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

Appointment of an independent person to conduct a local non-statutory inquiry into the management of the street trees dispute, in line with the commitment made in the May 2021 Labour and Green Co-operation Agreement.

## 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

This proposal aims to establish a trusted independent person to deliver the local inquiry into the Street Trees dispute, beginning the process of Sheffield moving on from this episode and supporting the fostering of good relations in the city. It will be a stipulation of the contract with the Chair that they adhere to all SCC policies.

## 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 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

### Customers

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None       Low       Medium       High

### Details of impact

## 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 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*

### Proposal has geographical impact across Sheffield

Yes  No

*If Yes, details of geographical impact across Sheffield*

### Local Area Committee Area(s) impacted

All  Specific

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

## Action Plan and Supporting Evidence

### Action Plan

No negative equality impact has been identified.

**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**

[Redacted]

**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**

[Redacted]

## Summary of overall impact

**Summary of overall impact**

No impact has been identified.

**Summary of evidence**

[Redacted]

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

No changes required: this relates to the appointment of the Chair, and we expect that the Inquiry itself will take account of equalities in its delivery.

## 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 16/12/2021

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