

Equality Impact Assessment – Ref Number: 1239

PART A

Introductory Information

Proposal name

Budget 23/24 options: Reduce the budget for expert Business Advisors

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

Aim of the proposal would be to deliver a reduction in the amount of revenue funding required to run the service, specifically the business advisor service. This was offered as a temporary service reduction in 22/23 but the savings target (£70k) has been requested as a permanent reduction. This saving could be delivered by reducing business advice delivered by a consultancy arrangement, therefore no HR implications.

Outcome: to aid the council's legal requirement to deliver set a balanced budget. The reduction in funding will require strong prioritisation of any commissioned work and some lost opportunities.

Proposal type

Budget Non Budget

If Budget, is it Entered on Q Tier?

Yes No

If yes what is the Q Tier reference

Year of proposal (s)

<input type="radio"/> 21/22	<input type="radio"/> 22/23	<input checked="" type="radio"/> 23/24	<input type="radio"/> 24/25	<input type="radio"/> other
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Decision Type

- Coop Exec
- Committee (e.g., Health Committee) which committee Economic Development, Skills and Culture
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g., Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Martin Smith

Lead Director for Proposal

Diana Buckley

Person filling in this EIA form

Lorna Jackson / Carly Stratford

EIA start date

18/8/22

Equality Lead Officer

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

Lead Equality Objective ([see for detail](#))

- | | | | |
|---|---|---|---|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input type="radio"/> Leading the city in celebrating & promoting inclusion | <input checked="" type="radio"/> Break the cycle and improve life chances |
|---|---|---|---|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes
- No

Portfolio/s

City Futures

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

- Yes
- No

Please specify

Consultation

Is consultation required? (Read the guidance in relation to this area)

- Yes
- No

If consultation is not required, please state why

No direct impact on staff or customers, however see action plan

If consultation has already been carried out, please provide details of the results with equalities analysis

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

See action plan

Initial 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

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<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

Cumulative Impact

Does the Proposal have 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

Local Area Committee Area(s) impacted

- All Specific

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

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

The work of Business Sheffield seeks to support the wider economy of Sheffield, promoting opportunities, generating economic growth, jobs and skills. The Race Equality Commission also identified specific work to be done in the area of developing more diverse, representative business networks which for the council will be led from Business Sheffield.

A budget reduction for business advisors affects our ability to support businesses and to deliver on opportunities - it is hard to identify specific impact due to the service business model which adapts to the needs of the business community and economic environment.

It should be acknowledged that the council passed a resolution in June 2022 acknowledging the importance of building the city's business base and recognising Business Sheffield's role (particularly in response to covid). See action plan for mitigations.

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Part B

Full Impact Assessment

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

Customers

Yes No

Details of impact

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

Name of Health Lead Officer

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Pregnancy/Maternity

Impact on Staff

Impact on Customers

Yes No Yes No

Details of impact

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Cohesion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Impact on Staff Yes No**Impact on Customers** Yes No**Details of impact****Other***Please specify***Impact on Staff** Yes No**Impact on Customers** Yes No**Details of impact****Action Plan and Supporting Evidence**

What actions will you take to mitigate any equality impacts identified? Please include an Action Plan with timescales

The work of our business advisors is responsive to market changes, we normally have an offer from pre-start through to major business. In light of the economic climate , the challenges of the cost of living and its impact on business are likely to prove an upcoming theme.

Reduction in business advisor capacity to deliver this function will be considered by assessing equality impact in order to ensure that any impacts are mitigated It should be noted there is a route to deliver the saving by cutting business advice delivered via consultants, not permanent staff employed by the Council.

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

Detail any changes made as a result of the EIA

[Redacted]

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

[Redacted]

Sign Off – Part B (EIA Lead to complete)

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

Yes No

Date agreed

Name of EIA lead officer

Review Date

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