

Equality Impact Assessment Number 1506

Part A

Initial Impact Assessment

Proposal name

SCC's Response to Equality Awareness Days 2023-2024.

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

This Equality Impact Assessment is in relation to the report setting out Sheffield City Council's (SCC'S) response to Equality Awareness Days 2023-2024.

Acknowledging awareness days helps the Council to connect with communities, enables dialogue and conversations around topics which otherwise may be overlooked. This in turn helps us to promote understanding and tackle prejudice and meet our Equality Duties and our Equality Objectives.

Awareness days allow a space for people to contemplate, reflect and allow themselves to be who they want to be. They can be both serious in nature and great fun. It is often a space where people fighting for equality and representation can have their voice. Some are days where people are given the opportunity to thank those who have struggled in their quest for equity. Their purpose is to raise awareness of important humanitarian, cultural, social and political issues from around the world.

All days carry significance, however due to individual differences, they will mean different things to people and people may choose to acknowledge them differently.

The report proposes a planned and strategic approach to Equality Awareness Days so that we can plan and deliver quality campaigns whilst measuring impact. It will also have an impact on our values, workplace culture and improve our dialogue and interactions with our diverse communities. A planned calendar would also prevent duplication of work across the council.

The paper sets out the plan for agreed awareness days and will form the basis of SCC's commitment to protected characteristics and the communities it serves across the city.

This paper will highlight the days which will be prioritised over the coming year. This year there is more of a priority around Race as a protected characteristic following SCC's commitment to meet the recommendations of the Race Equality Commission, 2022. This calendar will be reviewed annually, with different awareness days acknowledged so all protected characteristics can be covered on an equitable basis. It will also identify which others the council will support this year and how this will be achieved.

We will evidence how nominated awareness days/months will be acknowledged (social media, campaigns, media coverage, etc) and how identified teams across the council will plan, deliver and measure impact on this series of days.

It is impossible to cover all awareness days in the annual calendar, so this paper highlights the key ones which the council will support this year and the subsidiary ones which will also get coverage but at a lesser extent. It has looked across all protected characteristics and the days nominated are across the board.

The approach will be monitored by The Strategic Equality and Inclusion Board (SEIB), and dates within the calendar will be reviewed annually.

An initial report was taken to SEIB in December 2022 following discussions with the Equality Team, Comms and Health and Well Being Team. It was recognised that a detailed, structured approach to acknowledging, celebrating and commemorating Awareness Days in order to meet the Council's Equality objectives and best serve its staff and diverse communities of Sheffield.

Following amendments, the report was re submitted in March 2023 to SEIB and CMT where the paper was discussed further.

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)

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

Decision Type

Coop Exec
 Committee (e.g. Strategy and Resources Committee)

Lead Committee Member

Lead Director for Proposal

Person filling in this EIA form

EIA start date27th March 2023**Equality Lead Officer**

- | | |
|--|--|
| <input type="radio"/> Adele Robinson | <input type="radio"/> Ed Sexton |
| <input checked="" type="radio"/> Bashir Khan | <input type="radio"/> Louise Nunn |
| <input type="radio"/> Beverley Law | <input type="radio"/> Richard Bartlett |

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

- | | | | |
|--|--|--|---|
| <input checked="" type="radio"/> Understanding Communities | <input checked="" type="radio"/> Workforce Diversity | <input checked="" 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

PDE

Is the EIA joint with another organisation (eg 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

There have been many discussions between various teams across the council into this paper. The Equality Team, Communications and the Health and Well Being Team have had regular meetings to develop this paper and the days prioritised are based on Sheffield City Council overall objectives.

The paper has been circulated twice to the SEIB for comments and once to CMT where various Members, Directors and Officers have had the opportunity to feedback, and where necessary, amendments have been made.

Following extensive talk with the Communications team, the paper identified which awareness days would be acknowledged and what level of involvement would be associated with each. ie: media coverage, internal versus external comms, campaigns etc.

It is planned that once agreed, the paper will be accessible internally for all to see with the annual calendar attached so individual teams can choose to acknowledge the ones relevant to their teams if necessary. All this information will be captured by the Equality Team.

There will be an annual review on the prioritised dates and new ones identified where necessary to broaden the coverage of all protected characteristics.

Though external consultation has not been sought, we will engage with communities when planning and delivering these awareness days and support them when delivering their own days.

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

The agreed paper will be available for public view when finalised and publicised. The council will continue to support communities around Awareness Days through various funding streams, support advertising events, Local Area Committees (LAC's) and community partnership working.

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

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes No

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

If yes, details of impact

Nationally there are many equalities related awareness days that may impact on our communities year on year or across a community including all those that share protected characteristics. These days help raise the profile of issues of importance to people and help inform our citizens across a wide range of topics.

Acknowledging awareness days helps the Council to connect with communities, enables dialogue and conversations around topics which otherwise may be overlooked. This in turn helps us to promote understanding and tackle prejudice and meet our Duties and our Equality Objectives.

All days carry significance, however due to individual differences, they will mean different things to people and people may choose to acknowledge them differently.

Events can also bring people into the city and increase tourism and can raise the profile of the city. Events such as Pride, St Patricks Day or Black History Month etc can bring national recognition as well as positive impacts on the local economy.

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

Sheffield is a very diverse city and the council provides for all its communities. We have a duty to know our communities and what is important to them and acknowledge, celebrate and commemorate the awareness days which they may have an interest in. We also have a duty to bring communities across the city together, educate and share moments that may benefit all citizens of Sheffield.

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 paper proposes a planned and strategic approach to awareness days so that we can plan and deliver quality campaigns whilst measuring impact. This will help us meet our Equality Duties and Objectives. It will also have an impact on our values, workplace culture and improve our dialogue and interactions with our diverse communities. A planned calendar would also prevent duplication of work across the council.

A structured calendar will help the Council plan well, co design events with our communities and deliver quality campaigns rather than performative tasks.

A rolling annual calendar will allow awareness days to cover all protected characteristics in more detail, building on knowledge, education and a wider appreciation and understanding of each. Our values aim to embrace equality and inform, educate, build community cohesion, promote inclusivity, and improve outcomes for all. Recognising awareness days can help bridge the gap between SCC and the citizens of Sheffield by acknowledging important issues which matter to a diverse range of people across the workplace and wider city.

Events can also bring people into the city and increase tourism and can raise the profile of the city. Events such as Pride, St Patricks Day or Black History Month etc can bring national recognition etc.

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.

Initial Impact Sign Off

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

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

Internally, the Health and Well Being have identified a series of Awareness Days which will inform, educate and raise awareness around a number of health issues. This will have an impact on staff as they will learn more about how to look after themselves, identify any issues that may need to be addressed and how to lead a better life to maximise overall wellbeing.

Externally, information will be disseminated across a wide range of health issues, again leading to an overall better understanding of issue people may be to look out and how to tackle them.

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

Name of Health Lead Officer

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Identifying age related awareness days is crucial in meeting our objectives relating to living in an Age Friendly City and it allows for a better understanding and better working with all age groups across the city. It allows the council to work with communities across the city to work with all age groups and develop cohesion across age bands.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having awareness days related to Disability helps us promote the importance of recognising all impairments and helps towards meeting our Disability Confident commitments. It also allows us to work in partnership with Charities across the city to promote issues around disability and improve knowledge, understanding and services for disabled people living in Sheffield. We need to ensure that we

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having awareness days related to Pregnancy and Maternity helps us promote the importance of recognising this as a protected characteristic and allows information around these areas to be shared. It also allows us to work in partnership with Charities across the city to promote issues around pregnancy and maternity and improve knowledge and understanding for those living in Sheffield.

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having a series of awareness days related to Race helps us promote the importance of recognising race as a protected characteristic and help SCC meet our 5th Equality Objective 'Making Sheffield an Anti Racist City'. Following the REC launch in July 2022, SCC has made a firm commitment to improve race outcomes for employees and customers and this will be monitored over the next 3 years. Raising awareness around race will help promote knowledge and understanding for everyone and show the residents of Sheffield that the Council is committed to change and improving race outcomes. It also allows us to work in partnership with organisations across the city to promote issues around race and improve knowledge, understanding and services for diverse and marginalised communities people living in Sheffield.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having awareness days related to Religion and Belief helps us promote the importance of recognising these areas as protected characteristics and helps the Council to meet its objectives in relation to the faith covenant work, they are working on. It also allows us to work in partnership with faith groups and communities across the city to promote issues around religion and belief and improve knowledge, understanding and services for all living in Sheffield.

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having awareness days related to Sex helps us promote the importance of this area as a protected characteristic, and raise awareness related to this area of work. It also allows us to work in partnership with organisations across the city to promote issues around sex and improve knowledge, understanding and services for all people living in Sheffield.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having a series of awareness days related to Sexual Orientation helps us promote the importance of recognising this as a protected characteristic. It also allows us to work in partnership with charities and organisations across the city to promote issues around sexual orientation and improve knowledge, understanding and services for all people living in Sheffield.

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having awareness days related to gender reassignment helps us promote this area as a protected characteristic. It also allows us to work in partnership with charities and organisations across the city to promote issues around gender assignment and improve knowledge, understanding and services for all people living in Sheffield.

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Having awareness days related to Carers helps us promote the importance of carers and the jobs they do and helps towards meeting our organisation's commitment to carers. It also allows us to work in partnership with charities and organisations across the city to promote issues around caring to improve knowledge, understanding and services for carers living in Sheffield.

Voluntary, Community & Faith sectors

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

We will work with voluntary, community groups to help promote any work they are doing around awareness days and support them to deliver their objectives.

We will also work with VCF partners to promote events when approached and when they fit into our wider approach.

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

We will over the next year continue to talk to our city partners to try and work together on key awareness events in the city to avoid duplication.

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

Awareness days allow a space for people to contemplate, reflect and allow themselves to be who they want to be. They can be both serious in nature and great fun. It is often a space where people fighting for equality and representation can have their voice. Some are days where people are given the opportunity to thank those who have struggled in their quest for equity. Their purpose is to raise awareness of important humanitarian, cultural, social and political issues from around the world. We will continue to support both internally and externally where necessary.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

Awareness days allow a space for people to contemplate, reflect and allow themselves to be who they want to be. They can be both serious in nature and great fun. It is often a space where people fighting for equality and representation can have their voice. Some are days where people are given the opportunity to thank those who have struggled in their quest for equity. Their purpose is to raise awareness of important humanitarian, cultural, social and political issues from around the world.

We will continue to support groups internally and externally on the above and where necessary support financially if viable.

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Action Plan and Supporting Evidence

What actions will you take, please include an Action Plan including timescales

The paper contains a detailed breakdown of the awareness days identified and how we will support these. Below is a list of the prioritised days this calendar year:

Highest Level of Involvement/ media/ cost/ campaign

- Holocaust Memorial Day (January)
- International Women's Day (March)
- Race Equality Matters Week (February)
- Windrush (75th anniversary) (June)
- Black History Month (October)
- LGBT History Month or PRIDE month (February, June)
- Disability History Month (November)
- Interfaith Week (November)

Other awareness days will also be given recognition. More details on this can be seen in the paper.

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

Awareness Day Full Paper.

Detail any changes made as a result of the EIA

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

Sign Off

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 28/03/2023

Name of EIA lead officer Bashir Khan

Review Date

April 2024

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