

Equality Impact Assessment

Number 1510

PART A

Introductory Information

Proposal name Annual Equality Report 2021 -2022

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

Our Annual Equality Report gives an overview of how we are meeting our Public Sector Equality Duty (PSED). This summarises our actions and progress on improving equality, in the way we serve the people of Sheffield and how we behave as an employer.

The report includes more detailed information about some of our areas of work and highlights areas of persistent inequality. The examples in the report are only a selection of the ways in which we work to improve equality and to meet the Equality Duty.

The report also includes the council's annual Workforce Data Report as Appendix C. This is part of meeting the Specific Duty under the PSED to publish equality information on our employees. Producing this report enables us to identify any disparities in our workforce profile, understand how fair our workforce policies are and identify any differences in the experiences of different groups in our workforce.

Proposal type

Budget Non-Budget

Year of proposal (s) 2021/22

Decision Type

Committee (Which Committee Please Specify)

Strategy and Resources

Lead Committee Member - Terry Fox

Person Filling in the EIA - Bev Law

EIA Lead Officer Sign Off – Bashir Khan

EIA date - 27/03/2023

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
<input checked="" type="radio"/> Becoming an anti-racist City			

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio

All

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

- Yes No

Consultation

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

- Yes No

If consultation is not required, please state why.

No, not on the annual report as whole, as this is a report outlining the activity undertaken over the past year to meet the Equality duties including our Objectives. We will however communicate about the report and what we are doing to meet the Duties both to staff and citizens.

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.

There is a duty to publish the report on our website and we have published the information in line with this duty. We will engage further following the Committee with staff and residents to talk about the report including with the Equality Partnership.

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

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes No

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

If yes, details of impact

It details work for one year but as our Objectives are for 4 years it relates to other years. It is also details work across all protected characteristics.

Does the Proposal have specific geographical impact across Sheffield?

- Yes No

Local Area Committee Area(s) impacted.

- All Specific

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

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

Comprehensive Health Impact Assessment being completed?

- Yes No

The report contains information on work already undertaken on health and wellbeing related to equality but in itself does not have significant impact on the health and wellbeing.

Initial Impact Overview

Based on the information about the report what will the equality impact?

As a Public Authority, we have legal requirements under Section 149 and 158 of the Equality Act 2010. These are often collectively referred to as the 'general duties to promote equality'. To help us meet the general equality duties, we also have specific duties, as set out in the Equality Act 2010 (Specific Duties) Regulations 2011.

We have considered our obligations under this Duty in this report and the Council is committed to ensuring that citizens including our staff have access to appropriate information and services in particular those who share protected characteristics under the Equality Act. We currently comply with our legislative requirements under the [Equality Act 2010 and associated Public Sector Duties \(PSED\)](#).

The information provided in the Annual Report 2021 -22 represents a sample or highlights of the work that has been undertaken over the year both regarding

customers and staff. It is therefore deigned 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.

Producing this report enables us to identify any disparities in our workforce profile, or with customers and to understand how fair our policies are and identify any differences in the experiences of different groups in our workforce or customers.

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

Should the Council choose to implement a policy / project as a result of the report that requires a further decision to be made this would be taken in the usual manner and in line with the Council's constitution. Any actions taken or decisions made would include consideration of any equality implications including equality impact assessments and appropriate consultation to ensure the Council fulfils its Duties.

Action Plan and Supporting Evidence

What actions will you take

- 1) Priorities for future action as set out in the report under each objective and these overarching areas of additional 6 areas of focus.
 - Better data collection, analysis and use of service equality monitoring information.
 - Work with services to ensure service plans reflect equality goals and commitments.
 - Utilise EIAs more effectively and robustly, ensuring they are undertaken at the right time with good evidence and in a proportionate way.
 - Strengthen relationships with and understanding of the diverse communities within the city both online and in person across all characteristics.
 - Carry out staff surveys to assess the morale of the workforce including assessing satisfaction levels of different groups of employees.
 - Develop a more inclusive culture within the Council including via learning & development for staff and Members.

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

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 **27/03/2023**

Name of EIA lead officer **Bashir Khan**