

Equality Impact Assessment Number: 1228

PART A - Introductory Information

Proposal name

Becoming an anti-racist city: SCC response to the Race Equality Commission.

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) detailed response to the key findings of the Independent Sheffield Race Equality Commission (REC) Report, which was launched in July 2022.

An initial report was taken to the Strategy and Resources (S&R) Committee to agree the initial Sheffield City Council response. It recognised that a detailed, action-focused response that is fully owned by Members and officers was required. It recommended that S&R Committee received the detailed Action Plan in response to the Commission's report for agreement.

The Strategic Equality and Inclusion Board (SEIB) led on the production of a draft action plan which has gathered inputs from all the Portfolios across the Council as well as the Senior Leadership Team in relation to the key issues within their services and communities. The key overarching areas covered by the Action Plan are:

- **Building a more inclusive culture via learning, development and awareness**
- **De biasing our systems and processes to reduce barriers and inequalities**
- **Improving data collection, sharing and analysis.**
- Improving our workforce diversity, recruitment and progression
- Improving diversity of city leadership, governance and accountability
- Educating future generations and building leadership in education
- Improving community engagement to help build trust
- Reviewing our commissioning and funding arrangements and distribution
- Reviewing our Housing Strategy
- Supporting Black, Asian, and Minoritised Ethnic business and enterprise
- Building inclusive and healthy communities and reducing health inequalities

Responding to the REC is a Council Delivery Plan 2022-23 priority and we will respond to the expectations of the Commission by:

- Endorsing and implementing the relevant recommendations
- Helping to facilitate the establishment of an effective legacy body
- Taking action to become an antiracist organisation within 24 months
- Meeting the recommendations as set out in our action plan within 36 months.

The REC recommendations are becoming part of the Council's Strategic Equality Objectives from 2023 by becoming a fifth objective, thus ensuring that the REC response has clear alignment within the Council's strategic commitments to equality, diversity and inclusion.

Developing the REC Action Plan has involved input from all the Portfolios across the Council as well as Staff Networks and the Senior Leadership Team in relation to the key issues within their services and communities.

The Staff Race Equality Network took a leading role in hearing staff voice in the Council's response to the findings of the Commission's report through a series of Network meetings that include BAME officers only as well as meetings with Chief Officers taking place over August- September 2022.

This three-year improvement journey is vital if the Council is to meet its remit of being an anti-racist employer and service provider for the diverse communities served. We have recently reviewed our values as an organisation, they were developed collectively by employees from across SCC and they describe why we come to work and what we stand for.

The journey to becoming anti racist will not be easy, however, the planned actions set out in the Action Plan identify those urgent performance challenges which need to be prioritised and focussed on until 2025 to enable Sheffield becoming an antiracist city and recognises that to achieve this internally as an organisation, a collective, structural, and systemic anti racist approach is needed to embed quality practice and that this requires a contribution from every individual who works for the Council in achieving this.

The Council's response as an organisation, as an employer, as a service provider and as a city leader is pivotal in leading the charge against racial inequality, driving out discrimination and championing inclusion in our organisation, our services, and with partners in the city. The challenging financial time internally and in communities following the impacts of the pandemic makes this more essential.

The REC recommendations also include the establishment of a Legacy Delivery Group to monitor, review, and publish the progress of race equality in the city and a requirement that the group is sustainable, and initially steered the city's key anchor institutions, partners, third sector and community stakeholders. A separate Equality Impact Assessment will be prepared for the establishment of the Legacy Delivery Group.

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

Strategy and Resources Committee

Leader

Individual Coop Exec Member

Executive Director/Director

Officer Decisions (Non-Key)

Council (e.g., Budget and Housing Account)

Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Terry Fox

Lead Director for Proposal

Kate Josephs

Person filling in this EIA form

Bashir Khan

EIA start date

17 Aug 2022

Equality Lead Officer

Adele Robinson

Rabena Sharif

Ed Sexton

Louise Nunn

Bashir Khan

Beverley Law

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

Understanding
Communities

Workforce
Diversity

Leading the city in
celebrating &
promoting
inclusion

Break the cycle and
improve life
chances

Portfolio, Service and Team

Is this Cross-Portfolio

Yes No

Portfolio/s

PPC

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

After the Race Equality Commission report was launched in July 2022, information on the Commission's report has been shared with staff through the Intranet, the September Our Sheffield employee roadshows, the Staff Race Equality Network (SREN) have had four meetings since the start of August with BAME staff on the Commission's report, it has been discussed at the Strategic Equality and Inclusion Board, the report has gone to the Strategy and Leadership Board, the Sheffield City Partnership Board, there was extensive internal communications during Black History Month.

The Council's detailed Action Plans have been developed following discussion and dialogue with PLT's. There have been consultation sessions held with SREN on the plans as well as with the Staff Equality and Inclusion Network (SEIN) to ensure that the voices of those staff that attend wider SEIN but not SREN are captured.

The action plan and targets were written after a period of meetings with Directors, and Service Managers from different Portfolios. The Action Plan has then been shared with staff networks and feedback gathered.

Further regular staff engagement is planned to help capture a wide range of staff insight and raise awareness and knowledge of the REC report and to encourage staff to actively participate in the organisation's response and drive for change.

Feedback from staff to date noted the importance of them been given the time to develop, learn and reflect. They noted the importance of informal learning; the move to home working in the pandemic has also meant less time together as teams and fewer opportunities for informal learning; responding to the speed at which language and culture changes; continuous development was vital and people been given opportunities to learn with team and service meetings being an important tool to help shape that learning.

Other feedback was ensuring that positive inclusive practice and behaviour should also be noted and shared.

There was extensive consultation on the REC itself with public hearings and evidence gathering.

Though we have not consulted externally on our response to the recommendations on the REC to date, we will engage with communities if any of the Actions outlined in the Action Plan require consultation.

Are Staff who may be affected by these proposals aware of them?

No Yes

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 Sheffield Race Equality Commission report was a strategic assessment of race and racism in Sheffield which was reported in the media. The detailed Action Plan in response will be publicised and Sheffield residents will be aware of the agreed Action Plan.

However, it is recognised that reaching all Black, Asian and Minoritised Ethnic Communities is challenging and there may be a perception emerging that the Council hasn't responded to the Sheffield Race Equality Commission report, therefore this needs to be mitigated through wide communication of the Action Plan being agreed, what the Action Plan's main points are and to use other channels, such as Local Area Committee's (LAC) etc to achieve this.

Though we have not consulted externally on our response to the recommendations on the REC to date, we will engage with communities if any of the Actions outlined in the Action Plan require consultation.

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

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

The Race Equality Commission's report highlights entrenched inequalities affecting BAME communities and areas of deprivation across Sheffield.

The recommendations include year on year actions in response to tackling the inequalities encountered by BAME communities across Sheffield with added impacts across intersections as people have multiple identity intersections, for example race and sex, race and faith/no faith, race and sexual orientation etc. Intersections of identity are also where some of the conflict fracture lines continue to occur.

The Action Plan for the Council has been developed with three strands of focus: Our Staff; Our Services; Our role as a city Leader each of which cumulatively impact on each other, as many of our staff will be BAME will also be Sheffield residents accessing services provided by Council as well those from Key Anchor and other organisations in the city.

Therefore, though this EIA relates to the Council's response to the Race Equality Commission report, the city-wide nature of the report across multiple organisations often dealing the same issues and the same customer base means that the cumulative impacts of are wider than the Council's response.

The Council's response identifies short term urgent actions and longer-term goals which need to be realised to bring about the powerful changes and the culture shift which SCC needs, and which are underpinned by the three-year transformational journey of our policies and practices to embed an anti-racist and inclusive approach from which we will all benefit, across intersections.

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 Race Equality Commission's strategic assessment of racial equality and disparities in Sheffield highlighted 7 key themes which apply across Sheffield:

- An Antiracist City - (Governance, Leadership & Workforce)
- Educating Future Generations and Showing Leadership in our Educational Institutions
- Inclusive Healthy Communities: Wellbeing and Longevity for All
- One Sheffield in Community Life: Inclusion, Cohesion, and Confidence

- Celebrating Sheffield Through Sport and Culture: Past, Present and Future
- Proportionality and Equity in Crime and Justice
- Equal and Enterprising: Supporting Black, Asian and Minoritised Ethnic Business and Enterprise

The 7 themes had 39 recommendations with a large number of action points with recommendation one being Sheffield an Antiracist city in 36 months underpinning everything else that follows.

The Race Equality Commission Report itself can be deemed as an equality analysis of Sheffield, through the lens of race equality however the report also recognises intersectionality. In some of the actions it recommends addressing wider inequalities as people have multiple identity intersections, for example race and sex, race and faith/no faith, race and sexual orientation etc.

An initial report was taken to S&R Committee after the launch of the Race Equality Commission report, and it was agreed to receive the detailed Action Plan in response to the Commission's report for agreement at a subsequent meeting.

The Strategic Equality and Inclusion Board has led on the production of an action plan and has involved input from all the Portfolios across the Council as well as Staff Networks and the Senior Leadership Team in relation to the key issues within their services and communities.

The key overarching areas covered by the Action Plan are:

- **Building a more inclusive culture via learning, development and awareness**
- **De biasing our systems and processes to reduce barriers and inequalities**
- **Improving data collection, sharing and analysis.**
- Improving our workforce diversity, recruitment and progression
- Improving diversity of city leadership, governance and accountability
- Improving community engagement to help build trust
- Reviewing our commissioning and funding arrangements and distribution
- Reviewing our Housing Strategy
- Educating future generations and building leadership in education
- Supporting Black, Asian, and Minoritised Ethnic business and enterprise
- Building inclusive and healthy communities and reducing health inequalities

The REC recommendations are becoming part of the Council's Strategic Equality Objectives from 2023 (becoming a fifth objective), thus ensuring that the REC response has clear alignment within the Council's strategic commitments to equality, diversity and inclusion.

The Staff Race Equality Network has taken a leading role in hearing staff voice in the Council's response to the findings of the Commission's report through a series of Network meetings that include BAME officers only as well as meetings with Chief Officers taking place over August- September 2022.

This three-year improvement journey is vital if the Council is to meet its remit of being an anti-racist employer and service provider for the diverse communities served.

The journey to becoming anti racist will not be easy and our equality analysis has considered alternative option to move forward. The *Do-Nothing* option was discounted as the Commission's recommendations are actions to address the very entrenched inequalities around race. The second option of embedding the recommendations in wider Equality, Diversity and Inclusion work has also been explored as there is a possibility that other protected characteristics with similar entrenched inequalities will not receive the same level of commitment and resource as a result of the specific time and focus on race.

An alternative option of embedding the recommendations into the work the Council undertakes across equality and engagement more broadly and to address those areas specific to race only separately but combine the other actions, such as workforce diversity has also been considered.

However, the planned actions set out in the Action Plan identify those urgent performance challenges which need to be prioritise and focussed until 2025 to enable Sheffield becoming an antiracist city.

Is a Full impact Assessment required at this stage? Yes

It will be required for the next report as currently there is only a minor impact at this stage.

Initial Impact Sign Off (EIA Lead to complete)

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. EIA signed off:

Yes No

Date agreed

EIA Lead

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

if Yes, complete section below

Staff and Customers

Yes

Details of impact

The Race Equality Commission Report itself can be deemed as an equality analysis of Sheffield including health, through the lens of race equality however the report also recognises intersectionality.

In some of the actions it recommends addressing wider health inequalities as people have multiple identity intersections, for example race and sex, race and faith/no faith, race and sexual orientation etc.

Reducing health inequalities in general and race inequality is not just a role for the Council and it is intrinsically linked to poverty related inequalities. We will work via the Health and Wellbeing Board and with our partners to take appropriate action.

Comprehensive Health Impact Assessment being completed

No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

No

Name of Health Lead Officer

Age – Including whether this will help deliver an Age Friendly City

Impact on Staff and Customers

Yes

Details of impact

Sheffield continues to experience significant levels of inequality and discrimination and findings from the Sheffield Race Equality Commission (July 2022) indicate that Black, Asian or Minoritised Ethnic Communities face additional racial prejudices, and racism which impacts on their health, wellbeing, life chances and outcomes stopping them from reaching their full potential.

The REC itself didn't engage with as many young people who are from Black, Asian or Minoritised Ethnic Communities, this is being addressed retrospectively. Census data from 2011 and the soon to be released 2021 Census data shows an increasingly ethnically diverse Sheffield with a higher birth rate within some Black, Asian or Minoritised Ethnic Communities.

Within our workforce, workforce data highlights the need for actions to bring more young people into the workforce including those from Black, Asian and Minoritised Ethnic Communities and we know there are some key specific issues where there are ethnicity disparities in all portfolios and, in areas such as progression and apprenticeships which the Workforce Actions in the Action Plan will address.

The Commission's report highlighted Education specific issues which include better representation/ diversity in education workforces and governing bodies, decreasing exclusion rates in minoritised groups, improvements in Early Years data etc. The Education Action Plan is addressing this through actions in Sheffield where we currently have only 66 maintained schools out of 175 in total, the rest belong to Academy Trusts, with a mix of church school chains.

Disability

Impact on Staff and Customers

Yes

Details of impact

The Race Equality Commission Report itself can be deemed as an equality analysis of Sheffield, through the lens of race equality however the report also recognises intersectionality such as Black, Asian and Minoritized Ethnic Communities. Actions on Workforce, Communities, Education and reducing health inequalities will have positive impacts on disabled Black, Asian and Minoritized Ethnic Communities.

Pregnancy/Maternity

Impact on Staff and Customers

Yes

Details of impact

Work towards an anti-racist city will positively impact on pregnancy and maternity. National and local data from the NHS and research highlights ethnic

disparities for Black women in particular. This is addressed specifically in the health inequalities action plan.

Race

Impact on Staff and Customers

Yes

Details of impact

The Race Equality Commission Report itself can be deemed as an equality analysis of Sheffield. Like many places in the UK, Sheffield continues to experience significant levels of inequality and discrimination and findings from the Sheffield Race Equality Commission (July 2022) indicate that Black, Asian or Minoritised Ethnic Communities face additional racial prejudices, and racism which impacts on their health, wellbeing, life chances and outcomes stopping them from reaching their full potential.

The publication of the REC report is part of a journey for the whole city and for SCC as an organisation, as an employer, as a service provider and as a city leader. The REC's report has demonstrated that we have much to do if we are to reach the goal of becoming an anti-racist organisation and city. The Action Plan has been developed following meetings with Directors, Heads of Service, Managers and consultation feedback from a variety of staff engagement and networks and it identifies short term urgent actions and longer-term goals which need to be realised to bring about the powerful changes and the culture shift which SCC needs.

SCC employs over 8,000 employees of whom 1,270 (16.6%) are from a Black, Asian or Minoritised Ethnic background (BAME).

We already undertake detailed equality monitoring of our employees that is reported on annually. This year we have already produced a detailed workforce report on ethnicity, specifically including the ethnicity pay gap information as required in the REC report.

We know there are some key specific issues where there are ethnicity disparities between portfolios (ranging from 12.4% to 20.9%) and especially at Chief Officer level as only 10.5% are from Black, Asian or Minoritised Ethnic background. Also, the under representation of Asian and Asian British ethnicities at 4.8% within our workforce compared to our city (7.5%), in all portfolios and, in areas such as progression and apprenticeships. Also, the over representation of Black, Asian and Minoritised people in casework processes that are employee led. We want to listen to, learn from and value our staff, so will seek their opinions in a variety of ways and ensure feedback is monitored to make sure we are hearing a variety of voices especially those who are underrepresented or marginalised.

We have recently reviewed our values as an organisation, they were developed collectively by employees from across SCC and they describe why we come to work and what we stand for.

As part of our commitments, we need to develop a performance management, intelligence and assurance culture across the organisation and become a more inclusive organisation that drives continuous improvement in our services to Black and Asian Minoritized Ethnic Communities.

We have recently reviewed our equality training offer and started to put in place more regular development and training for staff and Members and will require further significant development especially in relation to cultural competency and racial literacy. This has been highlighted through feedback as the priority area over the next 12 months.

We will work in partnership with and engage our communities and voluntary community and faith (VCF) sector organisations on the actions regarding services and in all areas of the city via for example our Local Area Committee's, our Equality Partnerships and tenant and resident organisations.

Services areas identified in the plan as a priority are funding and commissioning arrangements for the VCF sector, culture and sporting services, housing services, procurement and business, public health and education.

We do not provide direct services in all cases, but we do have a role in commissioning, providing grants or in other roles via Members.

We are working with Key Anchors to establish a Legacy Delivery Group to monitor, review, and publish the progress of race equality in the city and a requirement that the group is sustainable, and initially steered the city's key anchor institutions, partners, third sector and community stakeholders. The Legacy Group will operate independently of the Council and other anchor organisations in the city.

We will work with our partners and key anchor organisations to improve the ethnic diversity of city boards and committees such as the City Partnership Board and the Health and Wellbeing Board, to better reflect the city.

Over the next three years, SCC will commit to making continuous improvements, develop racial literacy and eradicate racial inequalities which exist within the Council and the services it delivers, across the diverse communities it serves.

Religion/Belief

Impact on Staff and Customers

Yes

Details of impact

The Race Equality Commission Report itself can be deemed as an equality analysis of Sheffield, through the lens of race equality however the report also recognises intersectionality.

In some of the actions the Commission's report recommends addressing wider inequalities as people have multiple identity intersections, for example race, race and faith/no faith. Many Black, Asian and Minoritised Ethnic Communities are also members of religion and belief communities'.

We already undertake detailed equality monitoring of our employees that is reported on annually which also flags up disparities in our workforce which the workforce Action Plans will respond to.

We have recommended cultural competency training and development for staff across SCC.

Sex

Impact on Staff and Customers

Yes

Details of impact

The Race Equality Commission Report itself can be deemed as an equality analysis of Sheffield, through the lens of race equality however the report also recognises intersectionality including sex.

Sexual Orientation

Impact on Staff and Customers

Yes

Details of impact

The Action Plan will put into place actions that will positively impact on LGBT staff and customers who are from a Black and Minoritised Ethnic Minority background who can encounter multiple inequalities due to their sexual orientation which can also overlap with faith and belief.

Gender Reassignment (Transgender)

Impact on Staff and Customers

Yes

Details of impact

The Action Plan will put into place actions that will positively impact on Transgender staff and customers who are from a Black and Minoritised Ethnic Minority background who can encounter multiple inequalities due to their gender identity which can also overlap with faith and belief and sex.

Carers

Impact on Staff and Customers

Yes

Details of impact

The Action Plan will put into place actions that will positively impact on staff carers who are from a Black and Minoritised Ethnic Minority background who can encounter multiple inequalities due to their caring role.

Poverty & Financial Inclusion

Impact on Staff and Customers

Yes

Details of impact

As with many places in the UK, Sheffield continues to experience significant levels of inequality and discrimination and findings from the Sheffield Race Equality Commission (July 2022) indicate that Black, Asian or Minoritised Ethnic Communities face additional racial prejudices, and racism which impacts on their health, wellbeing, life chances and outcomes stopping them from reaching their full potential all of which are intrinsically intertwined with poverty and diminished financial inclusions.

Actions across the Council's Action Plan in response to the Commission will mitigate against some of these impacts through advancements which will have to be realised internally and externally to improve life chances and outcomes for people of colour who either work for the Council and or live in the city of Sheffield.

Cohesion

Impact on Staff and Customers

Yes

Details of impact

The Race Equality Commission Report itself can be deemed as an equality analysis of Sheffield, through the lens of race equality. As with many places in the UK, Sheffield continues to experience significant levels of inequality and discrimination and findings from the Sheffield Race Equality Commission (July 2022) indicate that Black, Asian or Minoritised Ethnic Communities face

additional racial prejudices, and racism which impacts on their health, wellbeing, life chances and outcomes stopping them from reaching their full potential.

Over the next three years, SCC is committing to making continuous improvements, develop racial literacy and eradicate racial inequalities which exist within the Council and the services it delivers, across the diverse communities it serves.

The Commission's Report had highlighted that relationships between SCC and local Black, Asian and Minoritised Ethnic VCF organisations has over a number of years has been damaged and trust damaged but more recently through work on the pandemic relationships have started to be rebuilt.

The Action Plan includes Actions in response to the Commission's Report to enable the continuation of steps to redevelop relationships and trust with Black, Asian and Minoritised Ethnic Communities which will improve community cohesion, as will working through the Local Area Committees and Actions on address hate incidents.

Partners

Impact on Staff and Customers

Yes

Details of impact

The Council will work with its city leaders, anchor institutions and communities to address prejudice and racial inequality in its goal of becoming an anti-racist city.

The REC recommendations include the establishment of a Legacy Delivery Group to monitor, review, and publish the progress of race equality in the city and a requirement that the group is sustainable.

Though, the Legacy Group will operate independently of the Council and other anchor organisations in the city; the Council will work in partnership with the city's Key Anchor Organisations to enable this and maximise impact against the recommendations.

We will work with our partners and Key Anchor Organisations to improve the diversity of city boards and committees such as the City Partnership Board and the Health and Wellbeing Board, to better reflect the city.

Armed Forces

Impact on Staff and Customers

No

Details of impact

None identified.

Action Plan and Supporting Evidence

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

The Race Equality Commission Report was a race specific equality analysis of Sheffield which also recognises intersectionality. The Commission's Report highlighted entrenched race inequalities in Sheffield and set out 7 overarching Recommendations for organisations to respond to.

The Action Plan for the Council to mitigate against the inequalities identified by the Commission has been developed with the three strands of focus: Our Staff; Our Services and are making the REC recommendations part of the Council's Strategic Equality Objectives from 2023 (a fifth objective).

The key overarching areas/mitigations covered by the Action Plan.

We will monitor and review the plan and update in relation to the impact of the 2021 census data

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

Background Papers:

Sheffield Race Equality Commission, Independent Report 2022:

https://www.sheffield.gov.uk/sites/default/files/2022-07/rec-final-report_1.pdf

Equality Objectives 2019-23

[Equality Objectives 2019-23 | Sheffield City Council](#)

Annual Equality Report

[Sheffield City Council Equalities Report](#)

Annual Workforce Report

[Sheffield City Council Workforce Data 2020 -21](#)

Sheffield Delivery Plan 2022

[Delivery Plan Report 2022](#)

[Council Delivery Plan](#)

Our Sheffield: The Year Ahead, Strategy and Resources Committee, 31st May 2022,

<https://democracy.sheffield.gov.uk/documents/s52584/Our%20Sheffield%20The%20Year%20Ahead%20-%20report%20to%20SR%20Committee%20May%202022.pdf>

Detail any changes made as a result of the EIA

None. However, this EIA is part of the SCC response to the Sheffield REC recommendations.

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

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

This page is intentionally left blank