

Part A

Initial Impact Assessment

Proposal name

Economic Recovery Fund Round 2 – Scoring Outcome

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

The 49 applications received in the second round of the Economic Recovery Fund have been evaluated, scored if eligible and a set of 23 projects are recommended to be awarded funding.

Proposal type

- Budget

If Budget, is it Entered on Q Tier?

- Yes

If yes what is the Q Tier reference

Year of proposal (s)

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

Decision Type

- Coop Exec
 Committee (e.g. Health Committee)
 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

Cllr Smith, Cllr Parekh, Cllr Nottage

Lead Director for Proposal

Diana Buckley

Person filling in this EIA form

Sarah Lowi Jones

EIA start date

22/08/2023

Equality Lead Officer

- | | |
|--------------------------------------|--|
| <input type="radio"/> Adele Robinson | <input checked="" type="radio"/> Ed Sexton |
| <input 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 type="radio"/> Workforce Diversity	<input checked="" type="radio"/> Leading the city in celebrating & promoting inclusion	<input type="radio"/> Break the cycle and improve life chances
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Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio

Economic Development

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

ERF is not fulfilling a statutory obligation and consultation has been carried out with relevant Members and through the completion of an evaluation that included interviews with grant recipients, businesses, residents and others.

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

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 checked="" 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

ERF will be delivered in 23 separate project areas in Round 2 and of those 23 7 had funding in Round 1, providing a cumulative impact year on year. It is hoped that the impact of ERF projects will also be felt in all areas after the initial delivery period, with high street collaborations encouraged and empowered to work together on a longer-term basis.

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

While 49 different project teams applied for funding, 23 were eventually successful in being allocated funding. These come from a range of areas across the city (see report for more detail and appendix 2 for a map illustrating the spread of applications).

When compared to the first round of funding, North and South LACs are better represented in Round 2 (three more funded projects in each compared to Round 1), suggesting they will receive more benefit from this round of funding.

Local Area Committee Area(s) impacted

- All Specific

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

All LAC areas have at least 2 successful projects that have been allocated funding, however there is not an even split. LACs have between 2-5 funded projects in their area (see report – Table 1 at page 6). The ERF is a competitive process and Councillors made the decision that there would be no quota applied across LAC area.

Initial Impact Overview

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

Based on the information currently available it is intended that funded projects will have a positive impact as the fundamental eligibility requirement was for them to represent local collaborations/project teams. In addition, there is an expectation (that forms part of the Funding Agreement) that sets out projects should work in an open, inclusive and accessible way. All projects were asked to consider inclusion as part of their application and are expected to make proactive and positive attempts to do so throughout the delivery of their projects. Brief guidance applicants were expected to consider was included as questions in the application form as follows:

It is really important that your project reflects the diversity of your community and that you work in an inclusive way, so that nobody feels left out or that they did not have an opportunity to feed in views or participate if they wanted to.

Consider here how you will engage with different parts of your community and how they might need different support or mechanisms to encourage their involvement.

Consider who is on your steering group/management committee/on your project team. How far does it reflect your community and local business owners? Where it doesn't how might you change that?

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 25/08/2023

Name of EIA lead officer Ed Sexton

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

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

Details of impact

Some of the projects include proposals to include young people in the development of public art projects. This is expected to have a positive impact on youth engagement and will be carried out by experienced professionals in the field (appointment of artists will be made by the local project teams). Other projects want to ensure older members of the community (and those with mobility difficulties) are catered for by installing benches for rest where there currently are none.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

We have requested that teams take into account accessibility requirements for their communication and delivery of their projects. We will monitor and question projects on how they fulfil this. One example would be in the delivery of local events, ensuring that in their planning they have considered accessibility and actively put in place mitigations to ensure those with specific needs are considered (e.g. not having a venue with only stairs that is inaccessible to wheelchair users) and that plans are in place to deal with any issues on event days.

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Projects have been asked to ensure they are inclusive of the different ethnicities that make up their community and ensure the work they deliver speaks to and includes them. Proposals have included celebration events not only of Christian festivals like Christmas, but also of festivals such as Eid and Chinese New Year as well, reflecting the make-up of those communities. ERF projects are expected to have at least a neutral but hopefully a positive impact on community cohesion as different parts of the community speak and work together.

Several of the projects are based in areas that are very diverse and the profile of business owners reflects that. Teams were certainly encouraged to be inclusive and where issues around inclusion were raised with the Project Team as part of the application process, these were raised and addressed directly with the local team. For example, encouraging teams to meet in a venue that does not serve alcohol to ensure this did not exclude observant Muslims from attending.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

As above.

Sex

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

Voluntary, Community & Faith sectors

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Some VCFS organisations will be acting as the Lead Organisation for the project in their areas, meaning they will be holding and disbursing the funding on behalf of the project team/steering group delivering the project. This is expected to have a positive impact on the sector as this provides the opportunity to undertake additional work in their local communities that will positively benefit the businesses and high street. ERF projects led by VCFS organisations provide an opportunity to create new relationships that did not exist before, and hopefully strengthen and deepen ones that are long-standing.

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

It is hoped that business groups that come together to oversee ERF projects will invite other Council or partners services to speak to their teams about important local issues. For example, Police could be invited to business meetings to talk about their work to manage anti-social behaviour or theft, or the Environmental Health team could talk through their action on fly-tipping and graffiti. This approach worked well in Round 1, for example in Spital Hill where partners attended local events and traders meetings to hear business views, share work and priorities and build relationships.

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

See section on race, as above.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

Armed Forces

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, please include an Action Plan including timescales

In ensuring the ERF Round 2 projects have a positive impact on their communities and to mitigate any risks around equality, diversity and inclusion the ERF Team will:

- Expectations around running projects in an open and inclusive way, with accessibility issues considered, forms part of the Funding Agreement each project will sign
- The project team will ask each project about specific EDI actions regularly as part of the monitoring process and encourage teams to take this into account during the delivery of their projects

- A training session will be offered as part of the induction process for all projects (ideally led by the SCC team, or if needed by a supplier appointed through a procurement)
- The evaluation team will be asked to evaluate (where this is possible) EDI impacts of ERF projects individually and as a programme
- Any central communications delivered will take into account the make-up and needs of the target audience
- These actions and any arising issues relating to EDI will be reviewed by the ERF Steering Group regularly

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

Detail any changes made as a result of the EIA

The action plan above was already part of planned ERF activity.

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

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