

# Sheffield City Council

## Summary - Annual Equality Report 2022-2023

### Welcome

This Annual Report does not seek to capture everything that we undertake in relation to Equality, Diversity and Inclusion within Sheffield City Council, instead, it highlights the key achievements between April 2022 and December 2023. This includes the progress made on race equality and the new Race Equality Partnership for Sheffield, maintaining our Disability Confident status, developing and rolling out our new Employee Equality Hubs, launching our new consultation platform Have Your Say Sheffield, setting our new Equality Objectives and supporting equality-based awareness days such as Windrush Day. It shares good practice case studies that provide an overview of how the council has a) worked in partnership with our statutory, voluntary and community partners, and b) engaged with our residents to deliver equality initiatives that support work on improving outcomes for diverse communities in the city.

We recognise we have some big challenges ahead and that we need to continue to learn and embed equality into everything that we do for our residents, visitors, and workforce - 'Equality is Everyone's Business'.

Thank you to all colleagues for working together over the past year to help make Sheffield a fantastic place as we strive to be fairer, accessible and a more inclusive place to live and work in.

Leader of Sheffield City Council, Councillor Tom Hunt

Chief Executive of Sheffield City Council, Kate Josephs

### 1. Our Duties and Responsibilities

The Equality Framework that we adopted in December 2023 set out our commitment to Equality, Diversity and Inclusion (EDI). In recent years the council has been on an improvement journey with regard to EDI and especially to Race Equality, which we continue to pursue. We have invested additional time resources, and endeavour across the organisation to live up to our aspirations.

This annual report sets out how we have been working to tackle equality issues, eliminate discrimination, foster good relationships between people in Sheffield and ensure that people from different backgrounds have similar life opportunities. It shows progress against the last set of Objectives which have just come to an end in December 2023, and it sets out the new Objectives 2024-28.

The Equality Act (2010) contains the legal duties which apply to most public bodies across Great Britain. It requires those carrying out public functions to take account of some Specific Duties and three general duties, namely:

Eliminate discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations between different people in the way they make policy, deliver or buy goods and services and employ people. In essence, the Act protects everyone against unfair treatment. Understanding intersectionality is an important part of practicing inclusion, promoting equality and reducing discrimination.



Having a protected characteristic means you have a right not to be treated less favourably, or subjected to an unfair disadvantage, by reason of that characteristic and everyone shares characteristics. The Equality Act covers all the following protected characteristics.

Sheffield City Council has also chosen to treat Care Experienced as an additional protected characteristic alongside unpaid carers and we also consider other issues within our equality impact assessment process.

## 2.0 Knowing Sheffield and Our Residents

The release of data from the Census 2021 has been invaluable to the work we undertake to achieve the Objective 1, “Knowing Our Communities”. The new data helps us to understand more about the people of Sheffield and we can use it to support service planning, service redesign and respond to different people’s needs. This will help us to understand our diverse communities further and the changes in these communities over the last decade which in turn should help us provide more customer centred services that better meet people’s needs. We will also use this data in areas such as adult social care, disability services, children and family services, education, housing, neighbourhood services, our recreation services such as playgrounds, country walkways, sports and leisure centres, and our city centre regeneration.

## 3. Progress against our Equality Objectives 2019-2023

Our 2019-2023 Equality Objectives prioritised where we agreed the need was greatest, and we had three aims under each broad objective. In the section below, we analyse data on progress during 2022-2023 towards achieving our five equalities objectives and give a summary of projects that the council has focused on over the last year to deliver them.

### Objective 1- Strengthen knowledge and understanding of our communities.

We have been working continuously and to streamline quality practice in meeting Objective One, SCC has focused on the following.

- We have improved the quality of our workforce data, particularly around disability and impairment type having identified issues through the previous year’s Workforce Data Report
- Our recruitment data continues to improve across all protected characteristics with notable increases in the appointment of BAME (24.5%) and disabled (15.4%) applicants which are both higher than their representation within the workforce profile.
- A new engagement platform Have Your Say Sheffield (HYSS) procured and implemented to expand our reach to wider audiences, to gather better qualitative and quantitative data.
- We have worked in partnership with community groups to promote city wide initiatives i.e. City Goals, Race Equality Partnership Sheffield and a range of awareness days such as the Windrush 75th Anniversary civic luncheon.
- SCC has continued working in partnership with Sheffield Equality Partnership to assist us to hear from some of our most marginalised communities.

Although we have completed a lot of work regarding Objective 1 and have met the aims as outlined over the past 4 years, we recognise we have introduced several new initiatives this year with the aim that over time they will provide consistency across the organisation. We will continue to monitor and adapt this work accordingly.

## Housing- Key Headlines

Some real positives to share include –

- Black Asian and Minoritised Ethnic (BAME) customers are proportionally accessing more of the financial support available to them through the Income Support service, helping them with their rent and water rates.
- 50% of the apprentices recruited into the H&N service were from a BAME background.
- We ask our tenants each month how satisfied they are with the council housing services that they receive from us. We monitor the outcomes by a range of characteristics, including race. Our results so far this year show that there is a small difference in satisfaction of just 2% between all tenants and tenants from a non-White British background. Even more positively, when asked if they are treated fairly and with respect, there is no difference in the levels of satisfaction from tenants with a White British and non-White British background. We aren't complacent and will continue to explore ways of equalising the different tenant experiences wherever we can.



### City Futures



The King's Coronation celebration was supported by Marketing operational services. We worked to ensure that the event remained free of charge, to allow access to residents from all communities could attend and focused on family entertainment to allow family groups from all backgrounds to share this moment in history.

**Southwest LAC-** supporting a wide range of community projects which are intersectional, promote diversity and are representative.

### Some examples of projects we have supported:

- Community Eid Festivals
- ESOL classes
- International Women's Day event
- Windrush event in the park
- Sharrow festival
- Supporting youth clubs with period poverty, mental health and wellness through art therapy
- Supporting a new lunch club in Madina Mosque



### Objective 2: Ensure our workforce reflects the people that we serve.

- There has been a lot of work undertaken this year to meet the aims in Objective 2 but although work is ongoing, we know we have not yet met all of the aims. This work is continuing, with systems, policies and procedures being currently reviewed and action taken so we can meet the aims which we aspire to. We have:
- Successfully achieved Disability Confidence level 2 accreditation but still have work to do to gain the level 3 Leader Status over the time of the next Objectives.
- Although workforce diversity has improved overall across all characteristics Chief Officer Level representation is still lower than our aspirations in some areas, especially with regard to ethnicity and disability. Overall for women, LGB+ and carers we have been meeting our aims.

- Recently a full staff survey was undertaken which allowed people to share how they feel as employees. Results are currently being analysed and will inform future practice.
- Following a staff network review last year, several new Employee Equality Hubs have been developed and are now established.
- A new EDI Delivery Group has been set up to engage with representatives from all directorates as well as the employee hubs to develop equality work across the organisation.

We recognise that inconsistency still exists across the organisation, so we will endeavour to streamline practices with accountable measures to ensure better outcomes for all.

## Disability Confident

In December 2023, the council retained its Level 2 Disability Confident Employer showing its commitment in continuing our Disability Confident journey, ensuring that disabled people can fulfil their potential and realise their aspirations. However, we are inconsistent in practice, and therefore we did not at this stage want to say we were a Disability Confident Leader and chose to submit to retain level 2. We aim to achieve this within the next reporting period of the new Objectives.



## Objective 3: Lead the city in celebrating diversity and promoting inclusion.

Again, we have completed a large amount of activity relating to this Objective especially in promoting awareness days and events. We continue to develop our partnerships across the city.

- In April 2023, SCC agreed to a yearly Awareness Days Calendar which has allowed us to focus more intently in supporting partners and community groups across the city celebrate and commemorate what is important to them.
- We will continue to work with partners such as ALG, AccessAble and the Disability Partnership to ensure Sheffield is an accessible city for all. We continue to work on issues around translation, interpretation including BSL and easy read to ensure equality for all.
- The cost-of-living crisis continues to impact massively on people of the city and although we have undertaken a lot of work, we know we have to continue to improve and make sure we target, and help gets to people that need it most.
- We have achieved a lot this year when developing initiatives which will benefit Sheffield as a whole. We have engaged and worked successfully with communities to shape the 'City Goals' and the Race Equality Partnership Sheffield.

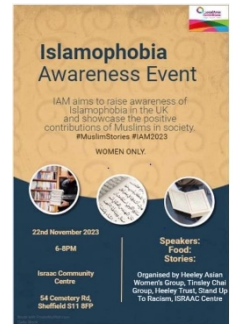
We will continue to work with our partners to ensure we have a wider reach into the communities of Sheffield. We will continue to celebrate our differences and promote inclusivity and continue to support citywide work to ensure Sheffield is an inclusive and accessible place to live and visit.

## LACs

Local Areas Committees have been working really hard across the city to engage communities across a range of awareness days and events. Some of Central LAC's achievements:



- October 2023 - **Central LAC Public Event – Theme ‘A Diverse Community’** – Over 140 residents, community groups attend to share their views on EDI and celebrate the lived experiences of locals in a community setting at the ISRAAC Centre -
- **Welcoming Cultures Picnic – Broomhill Library**- Funded event to bring diverse communities together to taste dishes of the world and share experiences
- **Ship Shape Christmas Meal** – Central LAC Team volunteers with community partners for Christmas in the Community and bring festive cheer.
- **Eid Festival – Ponderosa Park** – Funded a community cohesion event to celebrate EID. Attended by over 4,000 people in Walkley with the aim of bringing communities together.
- **Ramadan ‘Open Iftar’ Event** – Funded a community iftar meal with partners in Kelham Island Museum to bring people together from diverse backgrounds and have inspiring conversations whilst breaking the fast. Over 2,000 people attended from across Sheffield.
- **Islamophobia Awareness Event – ISRAAC Centre** – Funded an awareness event aimed for Muslim females to share experiences and build community awareness and integration as part of the Islamophobia Month.



## Windrush 2023



22<sup>nd</sup> June 2023 marked the 75<sup>th</sup> anniversary of Windrush Commemorations. The council worked with partners and hosted a Civic Luncheon and gave special thanks to Sheffield's Windrush elders for all the strength, determination, resilience and hard work they have shown and the influence they have had in shaping Sheffield's communities.

## Objective 4: Break the cycle of inequality and improve life chances.

The aims we set under this objective four years ago have been deeply affected by issues such as the pandemic and more recently the cost-of-living crisis. We recognise that there are large complex inequalities especially around health that still need to be worked upon across the city to improve outcomes. We have however tried to address these by implementing new initiatives, ie: The Early Years Strategy. We are working with partners to address issues so life chances and overall outcomes can be improved for all. We will continue to monitor the impact our of activity closely over the next year. We have had successfully campaigns also in relation to Objective 4 such as White Ribbon Accreditation.

We know that campaigns undertaken have had significant impact and value such as the Ask Angela and Purple Flag and the work required to get White Ribbon accreditation and will continue to develop this work. Sheffield City Council is a White Ribbon accredited organisation since 2022, working to engage with men and boys to address harmful attitudes and gendered violence against women and girls in our council and city. In October 2023, an action plan was agreed by the Strategy and Resources Committee, approved by White Ribbon, that sets out our work until 2025.

## Examples of meeting objective 4 includes:






<p><b>New Have Your Say online platform</b> Review data from equality monitoring questions within the Registration form and make better use of equality monitoring data.</p>	<p><b>Work with Public Health on how we commission and contract managed services- share best practices and develop principles</b></p>	<p><b>Adult Social Care Review of referrals and support plans by ethnicity Aug 23</b></p>
<p><b>Sheffield City Partnership representatives to attend the Board to help support a more diverse leadership</b></p>	<p><b>As part of our commitment, we held an event with communities in October 2023, and February 2024 saw the launch of the new Race Equality Partnership in the Millennium galleries.</b></p>	<p><b>Domestic and Sexual Abuse, Violence Against Women and Girls: Annual Report 2022/23 - overall Sheffield should be proud of how it responds to Domestic Abuse.</b></p>

5.

## Objective 5: Becoming and Anti Racist Organisation and City

A short-term review during 2023, identified that although SCC had put in measures and identified areas for development following the Race Equality Commission's recommendations, progress towards becoming an anti-organisation and a key player in helping Sheffield become an anti-racist city, wasn't happening quick enough and there were still too many inconsistencies across the organisation. Therefore, during the second half of 2023, a lot of work was undertaken to streamline this work, set clear accountable and measurable targets to meet our aims under this Objective. In December, SCC's internal response to improve Race Equality was published and accepted by the [Strategic and Resources Committee](#)

We also worked hard during 2023 to maintain and build new links across partners and community organisations so we can work collaboratively in the future, share best practice, support and learn from one another in our desire to improve race outcomes for the citizens of Sheffield. Our input into shaping a suitable model to lead the legacy work recommended by the Commission was also rewarded by an agreement of a partnership model known as Race Equality Partnership Sheffield, (REPS). This partnership will now accelerate the work needed to hold the whole city to account in improving race outcomes.

 <p><b>RACE EQUALITY COMMISSION</b> Race Response in the council Dec 23</p>	 <p><b>Inclusive Employers</b> Inclusive Employers employers committed to prioritising inclusion and creating truly inclusive workplaces</p>	 <p><b>Housing and Neighbourhoods Service Information Dashboard</b> Based on the Racial Equality Commission's report, Housing &amp; Neighbourhoods created a 15-point action plan</p>	 <p><b>Race Equality Commission</b> South LAC July 6<sup>th</sup>, 2023 LACs Training help identify how we can work better together to improve race outcomes across the city</p>	 <p><b>REC Community Event</b> In October 2023, SCC hosted a community</p>
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Moving forward, this year's work will focus on further developing the measurable outcomes to make sure all the actions identified in SCC's internal response to Race Equality are achieved. We will outline these, support and monitor directorates and teams, to ensure they are meeting their meeting their race objectives, all of which underpin and sit within the overall Equality Objectives

We accept that this work has been challenging, however believe we now have the framework and accountability measures in place which will allow us to meet our aims under this Objective

### 4.0 Equality Awareness days

Recognising awareness days can help bridge the gap between the Council 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. Last year we agreed we would consider the key awareness days we would support as we cannot acknowledge all the awareness days. The coming year 2024-2025, we prioritise the following: for involvement.

- Holocaust Memorial Day 27th January 2024 and 2025
- Race Equality Matters 5-11 February 2024 (internal only) 25
- International Women's Day/Week 8th of March 2024 and 25
- IDABHOBiT 17th of May 2024
- Carers' Week - 10th -16th June 2024(service led)
- Windrush Day 22nd June 2024
- Disability Pride Month 1-31 July 2024
- LGBTQ+ Pride Month (inc Pinknic)1 - 30 June 2024
- South Asian Heritage Month July 18th - August 17th 2024
- Black History Month 1st - 31st October 2024
- International Day for Older People-1st October 2024
- Mens Health -1st - 30th November
- Inter Faith Week 10th - 17th November 2024
- White Ribbon Day 25th November 2024 (Service Led)

## 5.0 Equality Objectives for 2024 – 28

**Learning From Our Previous Equality Objectives 2019-23** -This Equality Framework takes the learning from our annual report over the last 4 years, the work on race equality following the Race Equality Commission and other charters we have committed to, such as the Age Friendly City, to set out our new goals for the coming years. In preparation for the new Objectives, we identified key points of learning from the last set:

- Continuing to improve data collection and analysis, draw on other sources where local data isn't available and use service equality monitoring information to support improvement.
- Ensuring equality, diversity and inclusion through the whole organisation, ensuring service plans reflect equality goals and commitments.
- EDI is fundamental to our governance and decision-making we will use our equality impact assessment process more effectively and robustly, ensuring they are undertaken at the right time with good evidence, and that their findings are used as part of our decision-making.
- Strengthen relationships with, and understanding of, the diverse communities within the city across all characteristics.
- Carry out staff surveys to assess the morale of the workforce including assessing satisfaction levels of different groups of employees.
- Acting on evidence in the workforce report to reduce disproportion in HR casework.
- Develop a more inclusive culture within the Council including through effective learning and development around EDI for staff and Members.

### **New Equality Objectives 2024- 28-**

#### **Embracing Equality - Celebrating Diversity - Fostering Inclusion**

Our Equality Objectives for the next four-year period will collectively ensure a strong and focused approach to improving equality, diversity and inclusion across all protected characteristics. Each of the four Equality Objectives is supported by goals which will help to support their achievement. These can be found the full annual report.

#### **Objective 1- Leadership**

Champion equality through knowledgeable and inspirational leadership to become an inclusive, accessible and anti-racist.

**Goal 1** - Knowledgeable leaders to actively champion equality and diversity, working in partnership with others, to build an inclusive council.

**Goal 2** – A respected reputation locally and nationally for best practice on EDI

**Goal 3** - Working in partnership to make Sheffield an anti-racist city.

### **Objective 2 -Delivery of Services**

Provide inclusive, accessible, quality and customer centred services which meet the needs of all Sheffield's communities.

**Goal 1**- To use and monitor data effectively to deliver inclusive services to meet the needs of diverse communities.

**Goal 2** - To establish an accessible and equitable approach to procurement and commissioning.

**Goal 3**- To deliver effective services which contribute to reducing inequalities and enable Sheffield to be a more inclusive city.

### **Objective 3 – Communities**

Build a fairer and more equitable Sheffield by fostering good relationships, listening, and engaging with the city's diverse communities.

**Goal 1** – Work in partnership, collaborating to shape Sheffield as a welcoming and thriving city where people are at the heart of what we do.

**Goal 2** Work together to foster good relationships and promote understanding between and within communities.

**Goal 3** – A new approach to community engagement so everyone is able to contribute, participate and influence.

### **Objective 4 – Workforce People and culture**

Champion a culture where employees feel safe, valued and belong, where equality is everyone's business. Building a representative and highly skilled workforce which reflects the city's diversity.

**Goal 1** To have an engaged workforce where employees feel safe, valued, have a sense of belonging.

**Goal 2** – To build a representative and skilled workforce which reflects, values and understands the City's diversity.

**Goal 3** –To ensure the wellbeing of our workforce where everyone feels engaged to champion inclusivity.

## **6.0 Next Steps - Our Commitment Moving Forwards**

### **'Equality is Everyone's Business'.**

Our Council Plan, City Goals, new Equality Framework and Performance Framework set out our vision for connected and inclusive communities across the whole city. We want to make Sheffield a city where everyone has equal access to opportunities and where barriers to inequality are actively tackled, impact - measured and outcomes improved.

Tackling inequality in Sheffield has never been more important, as households across the city experience increasing levels of poverty and disadvantage. As a council, we will build on this by working with our partners to provide accessible and responsive services that tackle inequality and



enable all those who live, learn, work in or visit Sheffield to take part in our social, cultural and economic wealth.

The action plan is included in the full report, we will focus on achieving each objective by assessing how we align with our goals and implementing action plan to ensure a more targeted approach.

## **7.0 Contact us.**

Everyone can take a step to promote equality. We all need to be open to learning and valuing differences. Together we will ensure that everyone has the same opportunities and potential to be happy and fulfilled. Fairness and Inclusion will remain at the heart of Equality Framework to ensure a city where opportunity exists for all. Throughout the themes of the framework, we will work hard to include people who might otherwise be excluded or experience inequalities. Regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, socio-economic status, or care leaver, we will take steps to provide what you need to succeed.

If you are an individual, a business, VCF or public body who would like to know more or become involved in our work to progress equality in Sheffield, please [visit our webpages](#), which we will be updating with our work.

For more information on the [Equality Act 2010](#) and [Public Sector Duties](#), please visit Equality and Human Rights Commission

Email - [Equalitiesandengagement@sheffield.gov.uk](mailto:Equalitiesandengagement@sheffield.gov.uk)

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