

Sheffield City Council Annual Equalities Report 2022 /2023

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Welcome to our Equality Annual Report for 2022 2023

Sheffield is a vibrant, culturally diverse, and inclusive city. We are passionate about the future of our city, its heritage and its culture. We are committed to promoting and enhancing equality, diversity, fairness and inclusivity for all. We are committed to putting people at the heart of what we do, and to understanding, helping, and valuing individuals and communities by addressing inequalities and disadvantages for the communities we serve in Sheffield.

The council has a vital role in tackling inequalities, as set out in our Council Plan we will continue to ensure services are provided to those most in need and secure equality of opportunity. We are committed to investing in our communities and incorporating their voices to continuously improve. Equalities should be at the forefront of how we plan, finance, commission, deliver and review our services.

We endeavor to foster good relationships and cohesion across all communities in the city, so they can all prosper and thrive. However more recently, the tensions in the city following the Hamas attack on Israel and subsequent conflict in the Middle East has highlighted the fragility of some of our partnership structures especially for inter-faith and inter-community dialogue and the hard work that will be needed to rebuild these.

As an employer Sheffield City Council aims to have a workforce which reflects the city's diversity. We are committed to building a culture where employees feel engaged, valued, and able to reach their potential and deliver for the people of Sheffield.

This Annual Report does not seek to capture everything that is undertaken in relation to Equality, Diversity and Inclusion. Instead, it highlights the key achievements between July 2022 and December 2023, such as the progress made on race equality and the new partnership, maintaining our Disability Confident status, develop and roll out our new Employee Hubs, launching our new consultation platform, 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, businesses and workforce - 'Equality is Everyone's Business'.

Thank you to all colleagues and organisations for working together 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

(picture of Kate and Tom)

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1. Our Duties and Responsibilities

The Equality Framework that we adopted in December set out our commitment to Equality, Diversity and Inclusion (EDI). In recent years the council has been on a further 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 high 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 that went in draft to the Strategy and Resources Committee in 2023. Following consultation, we mean to formalise the Objectives and set out an initial council - wide Action Plan.

Background - Equality Act 2010 and Public Sector Equality Duty.

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.

The Act's Specific Duties are:

- Publish equality objectives every four years.
- Publish information annually to demonstrate compliance with the General Duty
- Publish information relating to employees who share a protected characteristic and others affected by our policies and practices (such as service users).
- Publish information in a way that is accessible to the public.
- Publish our organisations gender pay gap annually.

Protected Characteristics

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. The Equality Act covers all the following protected characteristics:

- age.
- disability.
- gender reassignment.
- marriage and civil partnership.
- pregnancy and maternity.
- race – including ethnic or national origin, colour or nationality.
- religion or belief – including lack of religion or belief.
- sex.
- sexual orientation.

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.

Equality Impact Assessments (EIAs).

These are a way of carrying out an equality analysis of our service proposals for change and a way of demonstrating how we comply with the Public Sector Duty. These should be carried out prior to implementing a policy, project or change to identify potential impacts on equality. As we undertake these assessments to promote inclusivity and remove any barriers or potential disadvantage, we also assess the impact on other areas as well as those that are the protected characteristics, these are the voluntary community and faith sector (VCF), poverty, carers, the care experienced, the armed

forces and health and wellbeing in general, giving us a wider understanding of impacts of policies and projects in the city.

Our EIA process also enables us to consider cumulative impacts, which could be cumulative year on year or due to different proposals impacting on the same group. Our approach helps us identify these impacts and to make positive changes where possible.

We take a proportionate approach to carrying out EIAs, focusing on those areas of high impact and risk. Through our 'live' EIA process we try to monitor closely any adverse equality impacts, as reductions and changes in provision can occur during implementation and delivery.

All EIAs are also available on request to the public and should be attached to all Committee Reports as appropriate. Due to this being an area for improvement in practice in 21/22, we have since developed a new online reporting function that launched in 2023. Since the App's launch in April 2023, and implementation and testing phase in April-June, there have been 383 EIAs. The E&E team has developed support/advice, guidance/training and sign-off functions, and worked closely with ICT to encourage continual improvements.

The focus has been on ensuring a functioning and reliable App and maintaining confidence and take-up by services. Feedback on the App and support/information has generally been positive. However, the way the App was developed has meant it has effectively been a standalone application, meaning that migration of old EIAs is case-by-case and slow, and inclusion of data and sharing of EIAs is manual and officer-reliant. The next phase (January-March 2024) is exploring with ICT how data can be pulled into the App, specifically service Power BI performance data.

2.0 Governance - Supporting Equality and Engagement

Equality is everyone's business across the council and to support this, we have an Equalities and Engagement Team who are part of the wider Policy and Democratic Engagement Service, which is made up of the Policy and Partnerships, Democratic Services, Communications, Chief Executives Office and Elections Service. This is part of the wider Strategic Support Services Directorate.

They assist the organisation to meet our statutory equality and consultation duties and our aspirations in relation to EDI. The team was brought together centrally from roles across the council following an achieving change in 2022. The purpose of the team restructure was to provide a centre of excellence and ensure alignment with our priorities for a new equality and engagement programmes. Secondly it was to provide more investment into areas such as strategic and externally facing work and to reduce areas where more ownership needed to be taken across the council such as workforce and directorate initiatives, although those areas are still supported. This put the new team in a stronger position to

- Ensure delivery of the council's equality duties with responsibility for external reputation and promoting innovative practice and scrutiny through standards such as the equality framework for local government etc.
- Provide leadership and direction on the implementation of the council's EDI policy and strategies and ensuring EDI is embedded through everything we do.
- Monitor and review performance against our objectives including supporting equality action plans and ensuring there is meaningful change.
- Develop and sustain key partnerships and networks such as the Race Equality Commission, the Employee Hubs and the Sheffield Equality Partnership, Age Friendly City.

- Develop and manage the Equality Framework for equality including. governance and reporting, monitoring and evaluation of existing and new initiatives and prioritisation of projects against EDI, ensuring assuring due regard is considered in all decision-making.
- Provide advice, guidance and organisational support for the council in equality and engagement providing support to the Strategic Equality and Inclusion Board and EDI Delivery Group.
- Champion a culture of inclusion within the council working with HR to support the organisation to attract, retain and develop a diverse and talented workforce.

Provide governance, guidance and advice on equality related policy and practice for the organisation, including our responsibilities under the Equality Act 2010 and ensuring SCC meets the Public Sector Equality Duty

Ensure SCC's Equality Objectives including the Race Equality expectations are embedded across the organisation (i.e., in broader values, engagement and development of the Corporate/ Delivery Plan)

Assure Equality Impact Assessments and consultation and engagement across the organisation, compliance with Consultation Duties

Develop and sustain external relationships with partnerships and stakeholders from across the city and beyond such as Equality and Race Partnership.s

Support the organisation in attracting, retaining and developing a diverse and talented workforce by creating a positive and inclusive organisational culture

Support the internal Strategic Equality and Inclusion Board (SEIB) which has oversight of Equality related work in SCC , EDI Delivery Group and Employee Hubs

Senior EDI Champions

We have established new EDI Champions at a senior leadership level. This provides visible leadership and helps raise awareness by being a member or ally of a particular equality group as well as sponsoring specific activities and events, promoting inclusivity and constructively challenging discrimination. Our senior leadership champions are.

- Age – TBA
- Disability, Carers and Care Experienced – Alexis Chappell
- LGBT+ - Kate Martin
- Women – Claire Taylor
- Race – Ajman Ali and Meredith Teasdale Dixon
- Faith – Philip Gregory
- Social Mobility – Greg Fell
- Intersectionality – Kate Josephs

Strategic Equality and Inclusion Board

This is the Council Board with oversight of EDI. Meeting approximately every 3 months and chaired by the Chief Executive with an Executive Officer acting as Deputy Chair, the Board is attended by Members, directors, officers and Trade Unions. The SEIB will meet in an atmosphere of being evidence based, constructive challenge and inclusivity - which is fundamental to progress on Equality and Engagement. **Providing strategic leadership**, it aims to

- Ensure SCC meets its Statutory Equality Duties including the PSED.
- Champion and develop opportunities to be a Leader for EDI within SCC and the city.
- Ensure that EDI and engagement are integral to all SCC priorities.
- Ensure we have joined up and consistent approaches to EDI.

- Work with partners to deliver EDI initiatives and events.
- Ensure activities commissioned or procured by SCC promote, develop, and champion EDI.
- Act as a route of escalation for Employee Equality Hubs, receiving reports and updates.
- Oversee the action plan for standards such as EFLG, Race Equality and Age Friendly City.

Equality, Diversity and Inclusion Delivery Group (EDIDG)

This new group provides a cross - council forum for the consideration of the Council’s approach to promoting equality, diversity and inclusion issues (EDI) in SCC, and with partners and wider communities. Where necessary, it highlights issues and areas of concern on progress and makes recommendations for action to the Strategic Leadership Team and Strategic Equality and Inclusion Board to help embed the council’s approach, highlighting implications, including those relating to the Public Sector Equality Duty and other related statutory requirements.

Member Equality Training

We are currently working with Learning and Development in reviewing, refreshing, and updating Equalities and Consultation training for Members with an offer of delivery for all Members each year. Members will be asked to complete a Level 2 certificate in EDI. This past year there was an induction for new Members delivered in May followed by training for the Committee Members and a knowledge awareness session on the PSED, Equality Impact Assessments and consultation. This was monitored via ‘Have Your Say Sheffield’.

We have also repeated our anonymous Member equality monitoring survey and we will run the survey annually to monitor trends in the diversity of Members. 54% of Members responded which is a reduction from last year and the results are in Appendix 3. From results our diversity has improved in some areas but lower returns impact on the data quality.

SCC Values

These help to guide our behaviour at work each day both individually and together. The Values encourage us to put people at the heart of what we do, be open and honest in the way we work and to work together to get things done. Equality, diversity and inclusion are embedded across all our Values, with examples of this included in the ‘what this means statements’ that show how each value applies.

By working to embed these in our policies and ways of working, the values help us to support delivery of our organisation’s plans and deliver better outcomes for our customers, as well as helping to make our organisation a positive and productive place to be for our staff.

Openness and honesty are important to us



- What this means:
- We communicate in a clear timely and effective way
- We create an environment where people can speak up
- We discuss challenges and work together to address them
- We explain what we can and can't do
- We share information and learning

People are at the heart of what we do



- What this means:
- We respect and support people
- We listen to people to understand what matters to them
- We treat people as individuals and value diversity
- We promote equality & challenge discrimination
- We support each other's health and wellbeing

Together we get things done



- What this means:
- We all work to achieve the Council's priorities
- We actively include diverse views to guide our work
- We are adaptable and productive
- We improve what we do for the people we work for and with
- We take pride in doing our work well

and Our Residents

3.0 Knowing Sheffield

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. 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.

More detailed census data allows us to understand more than ever before the people who live in Sheffield. It is possible to look at a range of characteristics, the geographical distribution of different communities and intersectionality across all the protected characteristics. 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.

The importance of being able to understand intersectionality such as by age group, sex or ethnicity for example will also support the way we plan service re-design, and such changes can be considered carefully with good reliable quantitative evidence-based information. We can also look at emerging trends and map changes in the diversity of Sheffield over the next decade to help build services fit for the future which are accessible and inclusive. For example, knowing the age breakdown in an area will help us plan across a range of services from school places, social care to leisure facilities.

For a more detailed look at the Census Data, please see Appendix A.

4.0 Progress Against Our Equality Objectives 2019 - 2023

Our Equality Objectives cover the broad range of services we deliver and commission. We use them to embed Equality Diversity and Inclusion (EDI) into all our projects, policies and strategies and when we work in partnership with other organisations and our communities. They guide us when carrying out work in the city and show our commitment to challenging inequality and promoting a fair and inclusive city. Our 2019-2023 Equality Objectives prioritised where we agreed the need was greatest, and we had three aims under each broad objective. We will demonstrate how we are meeting these aims below through some relevant examples.

The Public Sector Equality Duty requires the council to reflect upon progress made over the course of the four-year period. 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.**
- **Objective 2: Ensure our workforce reflects the people that we serve.**
- **Objective 3: Lead the city in celebrating diversity and promoting inclusion.**
- **Objective 4: Break the cycle of inequality and improve life chances.**
- **Objective 5 – Become an Anti-Racist Organisation and City.**

EDI Work is ongoing, and we will work with services further to strengthen this commitment and incorporate this intelligence into our new objectives which we have identified for 2024- 28.

Objective 1- Strengthen knowledge and understanding of our communities.

Overall aims:

- **Aim 1:** to improve the data we hold about people who use our services in terms of consistency and robustness. This will include capturing improved equality monitoring data to enable us to better understand people's needs and levels of satisfaction.
- **Aim 2:** to work with the people of Sheffield and our partner organisations, including the voluntary, Community, and faith sector, to ensure data and knowledge are used to deliver joined up approaches to the big challenges that affect the city and our communities. Data on equalities will also be used to ensure we set a fair and evidence-based budget for the council.
- **Aim 3:** to improve the information we hold about our diverse communities including around influence, engagement, and cohesion. We will continue to undertake a broad range of consultation and engagement activities to inform decision making and will support underrepresented communities to raise issues and put forward solutions.

A Review of Objective One.

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.
- Developed a new Equality Impact Assessment platform.
- We have used the 2021 census information to inform service planning and produce quality EIAs.
- A new engagement platform Have Your Say Sheffield (HYSS) purchased 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.
- Consultations across the city and community groups were used when finalising new strategies such as the Early Years Strategy and Sport and Leisure Strategy.
- SCC has continued working in partnership with Sheffield Equality Partnership to assist us to hear from some of our most marginalised communities.
- We have worked with Partners to develop the new City Goals, working closely with VCF sector, business and other statutory organisations.

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.

Please see examples of meeting Objective 1

Examples of Equality Monitoring to Improve Practice

Customer Services

A new roll-out of My Account on the council website to enable residents to set up an account from which they will be able to access an increasing number of council functions. The set-up process will include asking for demographic data and as people will use it for more than one purpose, they won't be asked to give us their data every time they want to access a service. Increasing automation will improve the experience of council services. This will also benefit those who are more vulnerable and use our

services the most as it will free us up to concentrate our resources on people who are digitally excluded. Data will be linked through to other council systems to drive up quality.

The rollout of better online services should reduce demand on phonelines and in-person customer services by directing more people who can complete things online down a digital route, freeing staff to help those without digital access or who prefer to access services in-person. The Council has several access points in libraries, housing offices and Howden House that enable customers to access in-person and online services.

Housing- Using Data to Improve Services

We have a strong commitment to recruiting apprentices into the Housing and Neighbourhoods Service and have proactively sought to attract applicants from a BAME background. We have done this through advertising opportunities to BAME opportunities and supporting some of our existing BAME apprentices to attend recruitment fairs to share their experiences. Half of our 18 recruits in 2022 were from a BAME background with a third of our 16 recruits in 2023 also being from BAME background. We want our overall workforce to be more representative of the tenants that we serve so will continue to promote opportunities to the BAME and other protected characteristic communities to ensure that we work towards that aim.

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 protected 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.



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



Budget EIAs

As we do each year, we undertook an overview EIA and detailed impact analysis on our Budget Report in 2023 and individually on each proposal. The overview EIA was included in the [budget report](#) Appendix 8 page 161 that went to full Council on March 1st 2023. We also made available each individual EIA noted in the report. The main impact was on those on a low income including disabled people.

Sport and Leisure Team

The Sport and Leisure team launched the Sport and Leisure Strategy in December 2023. This involved bringing together all the major and minor community groups, private companies and other external stakeholders that contribute to and work to provide better sport facilities across the whole city. It is a council led initiative that has involved over a year of planning with partners and local communities to ensure we deliver fair and equal good quality sporting facilities and projects in both the deprived areas and affluent areas of Sheffield.

City Futures

Throughout 2022/23 the team at Marketing Sheffield has worked hard to ensure that the image and videography library used in external city breaks and place marketing campaigns is more reflective of the city's communities. The updated library is much more inclusive, showing a broader range of communities enjoying the culture, vibrancy and welcoming experience on offer to visitors.

The King's Coronation celebration was supported by Marketing Sheffield working alongside the Major Events Team and other 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.



Faith Compact, Multi faith and wellbeing rooms and Religion and Belief Guide

This year we have reviewed our internal religion, belief and culture guide. We have also worked extensively with external partners on developing a Faith Compact for the city, holding meetings with voluntary, community and faith sector organisations. This has become more prominent during the later part of 2023 with the conflict in the Middle East impacting on the city and residents. We will continue work to develop this further during 2024.

We have been working to further develop multi faith/ wellbeing rooms across more of our worksites and buildings to be used for employees and customers to pray as required or to use for quiet contemplation.

The Sheffield Equality Partnership (SEP)

This supports us to meet our Equality Duties, with a specific focus on individuals and communities with protected characteristics as this helps to foster good relations as outlined in the Equality Act. Working together with partners, communities, and stakeholders, we aim to promote a fair and inclusive Sheffield. The Partnerships are grant funded and they work as a critical friend with the shared goal of creating a more inclusive and representative city for all. Each year we review these to ensure they are aligned to meeting the needs of our city.

Aims of this work are:

- To amplify underrepresented voices and empower individuals from our diverse communities.
- Encouraging joint working on shared themes or issues with policy makers, officers, and partners.
- To challenge the council and other organisations ensuring that due regard to equality and diversity is embedded in services, strategies, policies, and employment opportunities.

- To raise issues of concern, create meaningful relations and engage with the wider public ensuring we continue to promote equality, understand the challenges from their perspective, reduce barriers to accessing opportunities and create a fairer society for all.

The partners are Disability Sheffield; LGBT Sheffield; Together Women; Diversecity; Age UK & the Youth Service and Sheffield Carers Centre. We meet with partners regularly. They are working on issues such as the Faith Compact, Race Equality Partnership, Age Friendly City, Accessibility and City Goals work.

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

Overall Aims (See also the Workforce Data Report in Appendix D)

Aim 1: to work towards achieving Disability Confident at Level 3 (currently level 2). We will also undertake work to further understand and respond to lower morale scores for disabled staff to try and bring them in line with non-disabled staff.

Aim 2: We will work to increase the diversity of top earners from the following groups, BAME (Black Asian Minority Ethnic), Women, Disabled People and LGB+ people; based on Chief Officer grade and equivalent. (See Workforce report for more detail)

Aim 3: to increase awareness about the support available to carers within our workforce. In response to lower morale scores, we will undertake further work to understand the challenges carers are facing and what can be done in response, with a view to bringing scores in line with non-carers.

A Review of Objective 2

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 will 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.

Please see examples of meeting objective 2

Workforce Data (please see Appendix D for the detailed analysis).

The Council continues to make positive movement in terms of the diversity of the whole of its workforce across all protected characteristics. This is especially noticeable for unpaid carers and LGB+ communities whilst disability declarations continue to be positive in comparison to similar organisations. BAME representation still lags behind the community although there has been a 0.7% increase on last year and recruitment data is very much improved.

Unfortunately, there has been a drop off at Chief Officer grades for BAME and Disability which is disappointing although LGB+ and unpaid carer percentages are very positive. Numbers of staff employed at Chief Officer grades are quite low so are subject to some volatility.

The workforce analysis provides valuable source of data that can be utilised in various ways across the council including:

- Monitoring inequalities and undertaking equality impact assessments to minimise or mitigate impact.
- Supporting delivery of the council's objectives.
- Helping to identify workforce strategy and learning and development requirements.
- Helping to formulate evidence base for the council's Equality Framework.
- Assisting workforce planning and recruitment and retention strategies.

Communication Team's Drive on Recruitment

Through recruitment and a commitment to change, communications are building a team that better reflects and represents our diverse communities, including in management. The team has incorporated scored questions around EDI in interviews and written it into job descriptions to ensure that when people join the council expectations are clear.

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.

Leadership Conference



November 2023 saw Kate Josephs (CEO) share her updates and identify the council's strategic next steps around collaborative working.

The leadership conferences have had a clear EDI focus for managers.

Staff Survey- Hive

For the first time since the pandemic, we undertook a full Staff Survey in November 2023. Results and data from our staff



survey will inform and shape future work around equality, staff engagement and overall wellbeing.

The 4 areas of specific equality questions all scored above 7 which is regarded as a good score, although there is much more work to do to improve and further analyse what this means across the Council.

Employee Equality Hubs

In 2023/23 we undertook a detailed review of our staff networks to see how we could improve our employee engagement with groups who share equality protected characteristics. Feedback suggested that although staff wanted to be able to come together in meetings, the numbers that attended were low and most people also wanted different ways to engage especially digitally and intersectionally. Following the review, we have launched our new Employee Equality Hubs:

- LGBTQ+ Employee Hub
- Disabled Employee Hub
- Carers Employee Hub
- Neurodiverse Employee Hub
- Menopause Café Employee Hub
- Pregnancy and Maternity Employee Hub
- Race Employee Hub
- Women's Hub

We also continue to develop and build a diverse and inclusive environment within the council, contributing to making the organisation a great place to work and supporting us to put people at the heart of what we do. The Hubs are designed to:

- exchange information, generate ideas and share views.
- provide peer support, networking, and advocacy.
- be part of changes and developments that impact employees, including supporting the process of policy and guidance development.
- help shape communication campaigns that relate to EDI matters.
- help nurture a sense of belonging and voice in the council.

EDI Delivery Group

A cross - council forum has been set up for the consideration of the council's approach to promoting equality, diversity and inclusion issues (EDI) in SCC, with partners and wider communities. Where necessary, it will highlight issues and areas of concern on progress and make recommendations for action to the Strategic Leadership Team and Strategic Equality and Inclusion Board. This will help to embed the Council's approach, highlighting implications, including those relating to the Public Sector Equality Duty and other related statutory requirements.

EDIDG who is this group?

EDIDG we are an operational delivery group not strategic. Made up of representatives from Directorates and Employee Hubs from across the council to promote equality, diversity and inclusion issues (EDI) in SCC. We will support each other and proactively and positively participate in the group, by contributing to plans, delivering actions and providing updates.

Our Purpose is to...
The scope of the group relates to EDI action planning and delivery. This includes sharing good practice, creating action plans and providing a sounding board for the development of new initiatives related to EDI within SCC and the city.

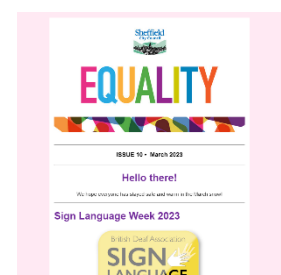


The group is not a formal decisionmaking group but comes together to share ideas and learn from each other

Newsletters

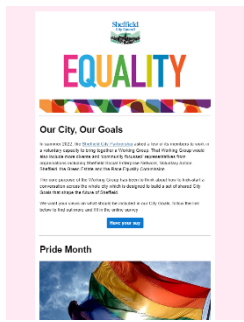
Staff Equalities Newsletter

This monthly newsletter goes to Sheffield City Council staff and covers any equality-related information for the coming month. It includes international and national news and events that relate to equality work. It also spotlights any local, community information about work to progress equality that is happening here in Sheffield. Since it is a staff newsletter, it highlights internal work that the council carries out as an employer which furthers



equality within the council, and staff are encouraged to submit their suggestions for what should be included. Between July 2022 and December 2023, we have distributed 16 issues of the Staff Equalities Newsletter.

External Equalities and Engagement Newsletter



This fortnightly newsletter goes to anyone who subscribes to the Equalities channel on the council's email system, Gov Delivery. This newsletter focuses on local community news and events which further equality and community cohesion in the city. The newsletter aims to highlight news across all protected characteristics ensuring that all Sheffields and their intersectional identities are reflected in the newsletter. Between July 2022 and December 2023 we sent out 29 copies of the Equalities and Engagement Newsletter. Example of Equalities and Engagement newsletter:

X/Twitter

The Council run an X (formally Twitter) account called @SCCEqualityPart, representing the Sheffield Equality Partnership. This X account posts and reposts information about community events and initiatives in Sheffield such as wellbeing groups, awareness days and celebrations.

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

Overall Aims

- **Aim 1:** to work with our partner organisations across all sectors, to celebrate and promote our diverse city locally and nationally. We will support and promote events and activities that celebrate and raise awareness with our diverse communities.
- **Aim 2:** to continue our work to tackle poverty and promote social justice, including through the Fairness and Tackling Poverty Partnership and Making Sheffield Fairer Campaign Group. We will raise awareness of the Fair Employer Charter and Living Wage with employers in the city; and will ensure our commissioning processes are fair and inclusive.
- **Aim 3:** to continue to support citywide work to ensure our city is an inclusive and accessible place to live and visit. We will work with our partner organisations to raise awareness of hate crime and how it can be reported; and will continue to challenge discrimination, bullying and harassment.

A Review of Objective 3

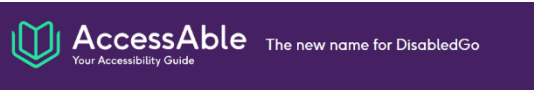
Again, we have completed a large amount of activity relating to this Objective especially in promoting awareness days and events. We continue to develop our partnerships across the city.

- 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.

Please see examples of meeting Objective 3

<p>AccessAble We have partnered with AccessAble for the last 8 years. The organisation provides an online site to access information on venues across the UK. We contract with them to publish access information for 329 venues in Sheffield including council buildings, leisure venues, restaurants, and shops. Last year 42,051 people viewed this site and there were 72,681 views of pages relating to Sheffield City Council venues. (See Appendix 2 for more details)</p> <p>We have also requested that regular venues used for public meetings are surveyed to ensure all Council public meetings are accessible. This includes targeting specific polling stations and Local Area Committee (LAC) venues.</p> <p>Hearing Loops During 2022-2023 there has been a new system and systematic testing of hearing loops in Sheffield's Town Hall to support inclusivity for those with hearing impairments accessing this space. In 2024 we will be undertaking more work to improve the experience of our deaf and hard of hearing customers.</p> <p>The Access Liaison Group (ALG) is supported by a council Access Officer and with Councillor and officer involvement. Independently chaired, working with Disability Sheffield it works on accessibility issues across Sheffield either with new projects or improving existing ones and especially around the built environment. This is significant as the city centre is developing at pace.</p>	
<p>Equality Partnership Age UK During the second half of 2023 we have been in something of a transition period, restructuring our campaigning and 'voice and influence' work at Age UK Sheffield. We now have a new structure to allow for people to choose how they engage with us. A summary of the changes and the new structure are contained on our website via this link Your Voice (ageuk.org.uk) The biggest example of this is an exciting new project with Westbourne School which will involve the school hosting a 'Junior South West People Keeping Well' to sit under our current PKW network partnership. Students will be invited from different schools to come together every month and discuss what ageing means and what that looks like in our city. They will then co-produce a programme of activities and mentoring with older people from our Sheffield 50+ group along with other older people from our wider network. They will be encouraged to have conversations around what they have in common, and what makes them different, and actively question and challenge perceptions on both sides. They will be using the Centre for Ageing Better website as a resource to help shape those conversations.</p>	
<p>Disability Sheffield</p> <ul style="list-style-type: none"> • Significant work to facilitate lived experience put into the new Elections Act accessibility requirements including proactive work with elections officials, organising direct and collaborative focus group sessions and information sharing about the changes for voter photo ID. 	

- Initial work on taxi and private hire policy accessibility input to be captured and worked through with the officers (where work funded until early 2023).
- Continued to support the Access Liaison Group in its transition to a broader than built environment and planning remit to incorporate transport planning, and licensing.
- Significant input to the strategic direction of the city as set by: the Local Plan consultation, the City Goals project, and evaluating capacity to taking part in the City Partnership Board.
- Final round of Covid-19 vaccination accessibility prompts, retaining of transport access support for Christmas 2022 etc.
- Cost of Living engagement and proactive work with strategy and tactical meetings to keep additional impacts for the disabled community are kept in focus within the wider crisis planning and support for SCC and partners, and our own resources and advice.
- Raising and working with AHSC team on key issues blocking or slowing down access to care because of financial contributions, communications and process, and then other policy and operational issues.

Faithstar

- Economic Recovery Fund: Our support for the Economic Recovery Fund has helped to ensure that the benefits of economic recovery are shared equitably across the city, promoting economic inclusion and diversity.
- Sheffield Heritage Strategy: Our feedback on the Sheffield Heritage Strategy has helped to ensure that the city’s heritage planning is inclusive and reflective of its diverse communities.
- Race Equality Commission REC Legacy: Our involvement in the REC Legacy task and finish group has helped to shape a legacy partnership that meets the recommendations of the REC. This has furthered the city’s commitment to celebrating diversity and promoting inclusion.
- Sheffield City Goals: Our support for community engagement with the Sheffield City Goals has ensured that the voices of BAMER communities are heard in shaping the city’s future. This has made the goal-setting process more inclusive and reflective of the city’s diversity.

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:

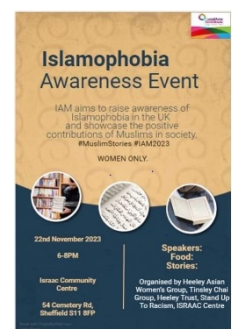
October 2023 - **Central LAC Public Event – Theme ‘A Diverse Community’** – Over 140 residents, community groups attend to share their views on EDI and celebrate the lived experienced of locals in a community setting at the ISRAAC Centre.

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.

Welcoming Cultures Picnic – Broomhill Library- Funded event to bring diverse communities together to taste dishes of the world and share experiences.

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.



Ship Shape Christmas Meal – Central LAC Team volunteers with community partners for Christmas in the Community and bring festive cheer.



Windrush 2023



22nd June 2023 marked the 75th 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.

Black History Month, PINKNIC, IDAHOBIT, Holocaust Memorial Day

In April 2023, the annual calendar for awareness days was agreed and over the year we celebrated, acknowledged, and commemorated a range of different awareness days/campaigns.

In January 2023 we hosted [Holocaust Memorial Day](#) in the Winter Garden; every year on January 27th the world marks Holocaust Memorial Day which has taken place in the UK since 2001. On this day we share the memory of the millions who have been murdered in the Holocaust and subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur in order to challenge hatred and persecution in the world today. The Theme this year was ordinary people and we were privileged to work with the Holocaust Centre and Museum to host Holocaust Refugee, Ruth Schwiening, in the city to give her reflections on the theme alongside a number of community speakers.

We worked with LGBT Sheffield who hosted another successful Pinknic in the city centre in the Peace Gardens.

We hosted a Black History Month event in 2023 where we invited the inspirational speak Milton Brown to share his experiences and reflections.

[Sheffield became a sea of sparkles](#) as the city welcomed Jamie Campbell, inspiration for the hit musical Everybody's Talking About Jamie, to host a drag spectacular on Devonshire Green as part of the city's Eurovision celebrations. The show celebrated all things Eurovision and honoured the Ukrainian Community, who joined the party throughout the day. The party was hosted by Jamie Campbell, the drag queen who inspired the hit Sheffield-based musical and film Everybody's Talking About Jamie. Jamie's performance celebrated the rich queer history between the LGBTQ+ community and the Eurovision song contest.

In 2023 we worked with the African Cultural Heritage Forum and had new BHM banners lining the streets of Sheffield.



Local groups and organisations come together for the launch of Period Equality Charter



White Ribbon Day

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.



We have already taken several actions, such as launching our first Women and Girls' Night-time Safety Charter, developing resources for Sheffield Against Sexual Harassment, promoting 'Ask for Angela' to businesses across Sheffield and supporting the city's Violence Against Women and Girls Forum.

Hate Crime

Hate crime coordinator conducted an online survey to ascertain Hate Crime Group membership's views on the purpose and effectiveness of the group. As a result, the meetings now take place every three months with an increased diverse membership. An elected Member from the relevant Council Committee is now a member of the group. This year they have:

- Recruited three new third-party reporting centres, two that reach out to the African Caribbean Community, one to the Muslim Community, and are in the process of contacting the Jewish community.
- Produced a video with information that explains what hate crime is, how to report it, and how to access help and support. The video was sent to all Sheffield Primary and Secondary schools and is on the Learn Sheffield website. In additional meetings held with Primary and Secondary Headteachers with Hate Crime Theme Group Chair and Co-Ordinator.
- Produced an 'How to report Hate Crime leaflet' that was promoted at the National Hate Crime week in October 2023. Potential to translate the leaflet to community languages.
- Produced a third-party sticker to place in the window/mugs/reception areas of third-party reporting centres across Sheffield. This is to make it easier for people to identify reporting centres.
- The £20K hate crime fund has been targeted and allocated to projects that support all protected characteristics such as LGBTQ, Disability, Religion, and Race.

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

Overall Aims

- **Aim 1:** to focus on improving health and wellbeing in the city, especially for groups that experience poorer outcomes. We will ensure decent, inclusive, and accessible housing that promotes wellbeing.

- **Aim 2:** to work with partners to ensure there are effective pathways into education, training, and employment (including apprenticeships) to enable young people to fulfil their ambitions. We will continue to work with schools and partner organisations from early years onwards, to ensure children have a great start in life and to close attainment gaps for disadvantaged pupils and children with special educational needs and disabilities (SEND).
- **Aim 3:** to work with the Police, health, specialist providers and other partner agencies to tackle domestic and sexual abuse. We will work with communities and interest groups on prevention, and ensuring key messages about healthy relationships, consent and sexual harassment are included in 'relationships and sex education' in the city. We will develop whole family working on domestic abuse that supports victims and children and holds perpetrators to account; and ensure services are accessible and meet our diverse community's needs.

A Review of Objective 4

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. We will provide further updates in the next report on housing and health outcomes.

Please see examples of meeting Objective 4

Public Health

We have also shared good practice in our work, for example, how we commission and contract manage services (developed a range of principles to apply, and shared best practice examples of EIAs, encouraged peer learning sets for staff in the organisations we commission and reviewed via contract meetings), how we recruit staff and resources that we find helpful (e.g. reasonable adjustments, easy reads and how to guides, plus videos on protected characteristics.) We also made sure that this learning is applied in public health campaigns that we develop.

Additionally, a number of us have undertaken reciprocal mentoring with the Yorkshire and Humber School of Public Health and this has a focus on EDI.

Have Your Say Sheffield (HYSS)

In September 2022 Sheffield City Council changed to a new digital engagement platform Engagement HQ platform by Granicus.

We made our new Engagement HQ site, named Have Your Say Sheffield, live to use by the public in January 2023.

Visits
74,036

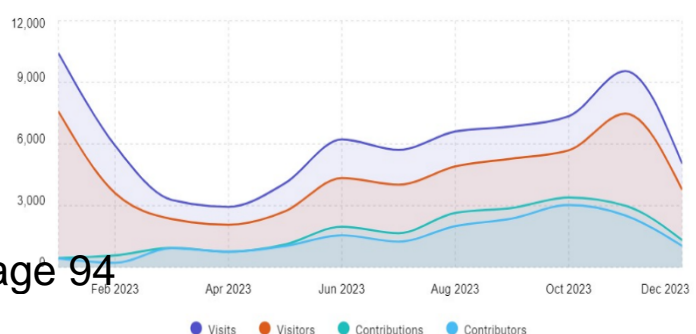
Contributions
20,745

Registrations
939

Engagement rate
34.3%

A nine-month review of Have Your Say Sheffield, which included a public survey on the site,

Activity over time

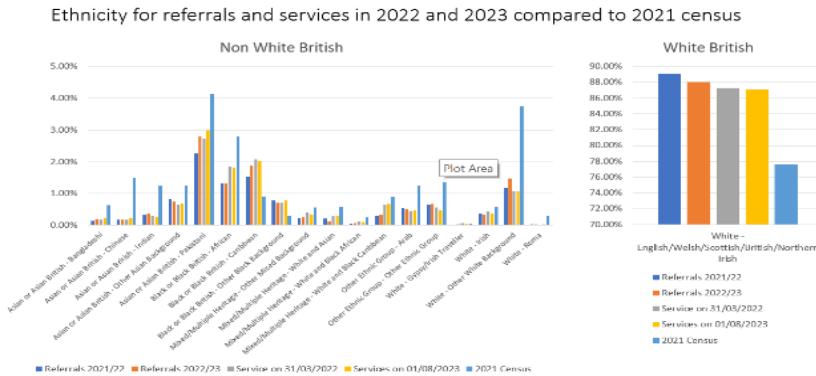


identified a number of goals that we will be working towards over the next year, these include:

- Promote the site wider within the organisation to staff, externally to the public and to Elected Members.
- Promote the benefits of registration.
- Utilise Google Analytics and Source of Traffic tools.
- Increase staff awareness, confidence, and use of tools other than surveys and polls.
- Review data from equality monitoring questions within the Registration form and make better use of equality monitoring data.

Adult Social Care

Work has been undertaken to assess the ethnicity of people referred to adult social care, and those receiving adult social care services in 21/22 and 22/23 were compared with Sheffield's Census 2021 18+ demographic information.



Sheffield City Council Adult Social Care

Review of referrals and support plans by ethnicity
August 2023

Sheffield City Partnership Board

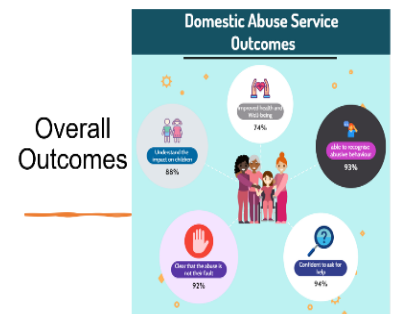
This year via the Partnership we have supported the Equality Partnership to send representatives to attend the Board to help support a more diverse leadership. We have also supported the development of the City Goals ensuring maximise participation in their development. We have supported the development of the new Race Equality Partnership for Sheffield following the launch of the Race Equality Commission Report in 2022. We set up a task and finish group chaired by Richard Stubbs and throughout the year we have worked with partners, ex REC commissioners and community groups on a new Legacy body.

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.

Domestic and Sexual Abuse, Violence Against Women and Girls: Annual Report 2022/23 -

A highlight of 2022 was the publication in October 2022 of the SafeLives Public Health Systems Review. SafeLives is a national charity who were funded by the Home Office to do reviews of this kind in several local authorities. This found that:

Sheffield has some real strengths in this area...overall Sheffield should be proud of how it responds to Domestic Abuse.



Period Poverty and Menopause Charter

This year we have supported work to develop a new period equity and menopause charter to be launched in 2024. We have held workshops including on [International Women's Day 2023](#) to support its development.

Objective 5: Becoming and Anti Racist Organisation and City

- Aim 1: to build a more inclusive culture via learning, development, and awareness.
- Aim 2: to de-bias our systems and processes to reduce barriers and inequalities.
- Aim 3: to improving data collection, sharing and analysis.

Review Of meeting Objective 5

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.

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 correct framework and accountability measures in place which will allow us to meet our aims under this Objective.

Please see below examples of meeting Objective 5.

REC Community Event

In October 2023, SCC hosted a community event between key anchor organisations across the city with community partners to discuss and share the work which has been taking place across the city in response to Sheffield's Race Equality Commission.



Task 1	Responsibility and Accountability	Shared Leadership
Task 2	Corporate Systems	Workforce Culture Strategy
Task 3	Leadership Development	Self-Review
Task 4	Workforce Development, Equality, Diversity and Inclusion and Employee Engagement	Workforce Culture Strategy
Task 5	Workforce Development, Equality, Diversity and Inclusion and Employee Engagement	Workforce Culture Strategy
Task 6	Workforce Development, Equality, Diversity and Inclusion and Employee Engagement	Workforce Culture Strategy
Task 7	Workforce Development, Equality, Diversity and Inclusion and Employee Engagement	Workforce Culture Strategy
Task 8	Workforce Development, Equality, Diversity and Inclusion and Employee Engagement	Workforce Culture Strategy
Task 9	Workforce Development, Equality, Diversity and Inclusion and Employee Engagement	Workforce Culture Strategy
Task 10	Workforce Development, Equality, Diversity and Inclusion and Employee Engagement	Workforce Culture Strategy



Race Response in the Council

Our approach, "Race Equality in our Council", is the next stepping stone in our ongoing journey to become an anti-racist organisation. "Race Equality in Our Council" builds on our response to the Race Equality Commission.

The "Race Equality in Our Council" approach demonstrates our vision and aim to take ownership to

Race Equality in our Council (December 2023)

Based on 5 themes:

1. Learning, Development and Awareness
2. Consistent standards and practice actions- Standardisation
3. Accountability
4. Engagement
5. Leadership, Strategic Leadership Board

It contains actions and clear statements of intent and clear steps to guide our journey to becoming anti-racist. Actions will be monitored through a Performance Management Framework, which provides the structure for how the Council will monitor delivery, share success and progress and intervene if issues occur.

achieve race equality for our organisation. It does this by giving us clear statements of intent for all services and teams, to provide guidance for our work. It will also provide actions for us to progress against five themes set out in the approach: learning, development and awareness raising; developing consistent standards and practice across the organisation, accountability, engagement and leadership.

Following the publication of the Race Equality Commission (REC) in July 2022, the Council has committed to implement its recommendations and become an anti-racist organisation. A report presented to the Strategy and Resources Committee in December 22 reflected on the progress that has already been made and sets out the next steps to continue on this journey. The Council has made a commitment to become an anti-racist organisation and to support Sheffield to become an anti-racist city. The report set out the detailed progress we have made so far, with clear objectives, clear actions and clear deadlines. This work is ongoing and there is more to do but the steps we are taking will help to accelerate change.

In August 2023, it was agreed that the Council needed to go further and faster to make meaningful progress on race equality. Since then, they have worked with services across the organisation to better understand progress to date and what is needed to support further action.

As a result, major, positive steps have been made, including the development of a new council framework for equality, diversity and inclusion. More than 30 actions for the future were also put forward and agreed on at the committee meeting in December 2023. As part of this work Sheffield has committed to create a legacy body – the Race Equality Partnership for Sheffield. The Council has agreed to contribute £100,000 in funding for this over the next four years.

Inclusive Employers

We have joined Inclusive employers they work with hundreds of organisations to audit, train and embed workplace inclusion. They were the first and leading membership organisation for employers committed to prioritising inclusion and creating truly inclusive workplaces. They offer a range of resources and training for the organisation.

Housing

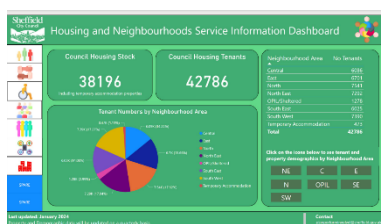
Based on the Racial Equality Commission’s report, Housing & Neighbourhoods created a 15-point action plan to support the wider recommendations and apply them in our service. Our actions are:

Housing & Neighbourhoods Action plan

Based on the Racial Equality Commission’s report, Housing & Neighbourhoods created a 15-point action plan to support the wider recommendations and apply them in our service. Our actions are:

- When developing our housing strategy, we will study and address racial inequalities in housing
- We will use the rich demographic data we have on our tenants and service users to improve and tailor our service delivery
- When reviewing our Allocations policy, we will focus on outcomes for different ethnic groups to identify and solve key issues in making recommendations
- We will increase diversity in our workforce to reflect the community we serve.
- We will use our customer engagement platform to reach more people, especially those from underrepresented communities.
- We will collaborate on the OPIL housing strategy to overcome the barriers that some older BAME members face in finding a suitable home and support later in life
- We will continue to improve our online and phone services, making it easier for customers to access services in their preferred way.
- We will work with Registered Providers to keep the race equality recommendations in focus.
- Our homelessness prevention strategy will address inequality by ensuring equal access to housing, preventing homelessness and providing suitable services to those groups
- We will ensure that our stock increase programme delivers homes that meet the need of all our residents and work with RP’s to deliver new affordable homes that are suitable for all residents.
- We will involve our customers in all our actions, so that our responses are customer-centred and reflect the housing needs and aspirations of our residents.
- We will maintain the completion rates of EDI training for staff and managers.
- We will develop a method that consistently records how EIAs are used as part of service changes and complements the formal recording of robust and quality EIAs as part of decision-making process.
- We will implement a consistent approach to customising services to tenants based on information we have on their preferences.
- We will analyse the TSM results on fairness and respect to see if there are any patterns in the demographic or geographic data.

Housing Data



We have developed a comprehensive equalities dashboard to provide an overview of the protected characteristics of our tenants, including ethnicity. This dashboard provides our staff with a detailed breakdown of who is living in our council homes and allows for more accurate planning of service delivery. We have used this to help develop our strategic plans – for example, undertaking detailed Equality Impact Assessments when planning policy or service changes. We have also used this at a more local neighbourhood level – for example, when planning

consultation events to ensure that we have a good understanding of any access or language issues that may impact on successful engagement with local tenants. We are continuing to train staff on the use of this resource to ensure that we consider appropriate mitigations or adjustments to our plans and service delivery to deliver effective outcomes for our tenants.

LACs Training

To raise awareness and spread the findings about the city-wide Race Equality Commission (July 2022) and help identify how we can work better together to improve race outcomes across the city, workshops were delivered by the Equality and Engagement Team to Local Area Committees.



Business Sheffield -Sheffield City Council Diverse Business Advisory Board

Business Sheffield has established a Business Board which is more reflective of the diversity of the business base and in conjunction with other Council services which was a key recommendation following the Race Equality Commission.

The Board acts in an advisory capacity so that we can make better and more informed decisions. The role of the Board, which meets quarterly, is to do two key things:

- Help us to influence and shape future business support and economic strategic plans.
- Inform how businesses access and engage with other business focused services within the Council and the city.

Using the extensive networks that Business Sheffield has through its Business Advisors it has built a Board membership with 17 private sector businesses that better represent Sheffield's business base, including smaller SMEs and with business leaders from a variety of ethnic backgrounds.

5.0 Equality Awareness Days

There are many benefits that celebrating a diversity of awareness days can capture, from public education, celebrations, pride, mourning and remembrance. As a public institution, Sheffield City Council has a commitment to equality and diversity to both its staff and the citizens of Sheffield. Its 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 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.

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. Events can also bring people into the city and increase tourism and can raise the profile of the city. Events such as Pride, or Black History Month etc can bring national recognition etc. Awareness days are often a driver for partnership working with different organisations and charities coming together. We also need to be careful not to just be performative and we need to ensure the work around the days to have substantive impact.

Last year we agreed we would consider the key awareness days we would support and also ensure that we can deliver as we cannot acknowledge all the awareness days. The days we supported are included in the work set out in our Objectives. It is suggested for the coming year 2024-2025, we prioritise the following: for involvement/ media/ cost/ campaign. They will be internally and externally promoted unless stated otherwise.

- 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

- International Day Against Bi, Homo and Trans Phobia (IDABHOBiT) 17th of May 2024
- Carers' Week - 10th -16th June 2024(service led)
- Windrush Day 22nd June 2024
- Disability Pride or History Month 1-31 July 2024
- LGBTQ+ Pride Month (inc Pinknic in July)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
- Men's Health -1st - 30th November
- Inter Faith Week 10th - 17th November 2024
- White Ribbon Day 25th November 2024 (Service Led)

6.0 Equality Objectives for 2024 – 28

Learning From Our Previous Equality Objectives 2019-23

We set new Equality Objectives every four years as required by law and in 2019 we set out our Equality Objectives to 2023. The four years since those objectives were agreed have been some of the most tumultuous in our recent history, including the global Covid-19 pandemic which began in 2020. The unconscionable murder of George Floyd and the subsequent Black Lives Matter movement shone a light on the endemic racism which persists both across the world and here in Sheffield. These events led elected members to commission the Race Equality Commission in the summer of 2020, which, when it reported in July 2022, set out the distance the city has to travel to become anti-racist. The REC also highlighted some of the challenges facing Sheffield City Council if we are to become the anti-racist, welcoming and inclusive organisation that we want to be.

More recently we have seen the tensions in the city following the Hamas attack on Israel and subsequent conflict in the Middle East. That has highlighted the fragility of some of our partnership structures for inter-faith and inter-community dialogue and the hard work that will be needed to rebuild these.

Therefore, a lot depends on the success of these Objectives. It must help support the transformation of Sheffield City Council, ensuring that we focus on the changes that we need to make, and helping us to stay true to the ambitions set out in the Council Plan.

The new Objectives take 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.

Furthermore, since the last set of Objectives we have had a new Census in 2021; this continued to demonstrate that, over the last 30 years, Sheffield has become a more diverse city and the make-up of our school-aged population, shows this will continue. This is especially true in some areas such as increased ethnic diversity and for the first time we now have data on sexual orientation and gender reassignment which appeared as questions in the census for the first time.

The change in population also shows that Sheffield's population is getting older, with especially large increases in the percentage of people in their fifties, and those aged seventy or over. This is likely to

have consequences for the demand for services used by older people in the city. A summary of this data is laid out at Appendix 1 – this has informed the development of our new set of objectives.

In preparation for the Objectives, we have 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.
- Directing equality, diversity and inclusion through the whole organisation, ensuring service plans reflect equality goals and commitments.
- Ensuring EDI is fundamental to our governance and decision-making processes including by utilising our equality impact assessment process more effectively and robustly, ensuring they are undertaken at the right time with good evidence and in a proportionate way, and that their findings are actively 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.
- Develop a more inclusive culture within the Council including through effective learning and development around EDI for staff and Members.

Equality Objectives 2024 -28 -Embracing Equality - Celebrating Diversity - Fostering Inclusion and Championing

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 over the coming period. Each of the three Equality Objectives is supported by goals which will help to support their achievement.

Objective 1- Leadership

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

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

- Committed leaders will act as equality ambassadors, encourage, enhance, and value diversity whilst challenging inequalities.
- We will identify and enable routes to grow diverse leadership to reflect the city's communities.
- Knowledgeable leaders will recognise the complexities of Sheffield's different communities and work in partnership to make it an inclusive, accessible and anti-racist city.

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

- SCC will welcome peer review and scrutiny from external organisations.
- We will deliver beyond our equality and consultation Duties and become a Disability Confident Leader, Age Friendly City, Diverse by Design and achieve Excellence in the Equality Framework for Local Government.
- We will have visible equality consideration in our governance, values and decision-making.

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

- Implement a specific race equality approach for the Council to eliminate discrimination and racism from organisations, services and practices set out in the action plan.

Objective 2 -Service Delivery

Provide inclusive, accessible, quality and customer centred services which understand and 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.

- Use a range of approaches to broaden customer engagement and gather feedback to better understand the needs of our communities.
- Analyse and publish EDI data to identify and address barriers, to inform and improve service planning and delivery including refreshing our population profiles based on Census 21 and refresh local insight comparator data.
- Use Equality Impact Assessments to identify barriers, improve accessibility, outcomes, and customer satisfaction across Sheffield's diverse communities.

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

- Continually review and implement best practice in equalities, diversity and inclusion within our supply chain and commissioned services to improve outcomes.
- Widen the equality of opportunity across diverse communities to grant funding and commissioning, by providing accessible support and information.
- Ensure quality, transparency, and accountability in funding decisions by utilising and publishing equality information.

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

- Review and assess services including conducting deep dives to try to ensure they contribute to promoting equality and diversity, drawing on their approaches and frameworks (in theme 1).
- Listen to and utilise community insights when reviewing, developing and improving services and provide information in a variety of accessible ways to meet the needs of our customers.
- Service actions on equality should be reported to the service relevant committee to ensure accountability.

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.

- Implement a new engagement strategy which meets the needs of the profile of the city.
- Develop the Sheffield Equality and other partnerships, working with the voluntary, community and faith sectors to build community assets and strengthen links between diverse groups.
- Work in partnership to ensure communities maximise their capabilities and assets to help reduce inequality and enable them to flourish.

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

- Work in collaboration with communities to celebrate diversity across a range of equality awareness days.
- Build trust with diverse communities by working together in partnership with VCF groups.
- Support stronger interfaith structures in the city, strengthening the links and structures between the diverse range of groups and organisations.

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

- Working through and developing Local Area Committees to further involve diverse communities.
- Increase diverse communities' participation in decision making.
- Increase the accessibility of engagement, communication and decision making.

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 Have an engaged workforce where employees feel safe, valued, and they belong.

- Use employee feedback to continuously improve our practice, policies and decision making to promote equity across the organisation.
- Develop HR policies that support our values and are applied to avoid bias or discrimination, including monitoring and analyse of workforce HR data.
- Provide a robust training programme which will develop knowledge and understanding of EDI and anti-racism to support open, respectful conversations to remove barriers and promote belonging. This includes recognising good practice and examples of healthy inclusive workplaces and challenge unacceptable behaviour.

Goal 2 – To have a representative and skilled workforce which reflects, our values and the City's diversity.

- Increase the diversity of our workforce to reflect the city through an evidence-based mix of recruitment, retention and development initiatives for underrepresented groups.
- Develop recruitment approaches that attract talent from across all of Sheffield's communities.
- Commit to a continuous improvement journey for workforce data with all initiatives working toward the effective and relevant collection of workforce equality data.

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

- Recognise, appreciate, and celebrate our employees' achievements and contributions in line with EDI and our values.
- Identify targeted, evidence-based opportunities for employees to network, collaborate, exchange ideas, learn from one another to progress in their careers.
- Develop and deliver tools and support programmes to enable all employees to maintain their health and wellbeing and function in their role in a safe and secure environment.

Equality Objectives Consultation

We went out to consultation on the Equality Objectives in January 2024 and the consultation closed on February 4th. We had 262 responses and just under 50% were from employees. We analysed results by employees and non-employees, but the responses were not that different.

Overall, a key issue was around how we had themed the Objectives so as a result we have separated Leadership and Communities into two distinct Objectives so overall we now have 4 and this matches the separation in our approach to race equality.

There were also comments about turning the objectives into action and simplifying the actions. We have already set out the intention to have an easy read version and an action plan and we will take forward these actions. We have set out an initial set of actions corporately below and will work with directorates and services on their plans once the Objectives are agreed.

7.0 Action Plan– 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 over the coming period. Each of the four Equality Objectives is supported by goals which will help to support their achievement.

Objective 1 – Leadership

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

Goal 1 – Knowledgeable leaders who actively champion equality and diversity, working in partnership with others, to build an inclusive council.			
<ul style="list-style-type: none"> Committed leaders acting as equality ambassadors, encouraging, enhancing and valuing diversity whilst challenging inequalities. Identifying and enabling routes to grow diverse leadership to reflect the city’s communities. Knowledgeable leaders recognising the complexities of Sheffield’s communities and working in partnership to make ours an inclusive and accessible city. 			
Overarching aim	We will create an environment and culture of expectation that enable our senior leaders to demonstrate their commitment to equality.	Accountable	Timescale
Key action	Promotion and facilitation of EDI development opportunities for senior leaders.	Pol & Dem Engagement	Qtr2
Measure of success	% of SLT Equality Champion roles in place and active in last quarter.	SLT	quarterly
	% of SLT undertaken anti racist training and shared improved practice with SLT and organisation SLT quarterly		
* Measure of success	% of elected members who have completed level 2 EDI training.	Human Resources	Qtr1

Goal 2 – Respected reputation locally and nationally for best practice in Equality, Diversity and Inclusion (EDI)			
<ul style="list-style-type: none"> Welcoming peer review and scrutiny from external organisations. 			

<ul style="list-style-type: none"> Delivering above and beyond our legal equality duties to become a recognised leader in EDI. Equality running through our values, governance and decision-making. 			
Overarching aim	We will test ourselves against a range of equality standards to improve ourselves as an organisation, service provider and employer.	Accountable	Timescale
Key action	Review ourselves against external equality standards (e.g. Diverse by Design, Equality Framework for Local Government, Race Equality, Disability Confident)	SEIB	Qtr1
* Key action	Undertake an internal assessment against the standards	Chief Op Officer	Qtr3
Measure of success	Showing clear progress towards our equality standard commitments.	SLT members (TBC)	Quarterly

Goal 3 – Working in partnership to make Sheffield an anti-racist city			
<ul style="list-style-type: none"> Adopting a race equality approach for the Council that challenges discrimination and racism in everything we do across our services and practices. Inspiring and raising our expectations of our partner organisations in Sheffield and the region to commit to race equality. 			
Overarching aim	We will test ourselves against our race equality action plan to improve ourselves as an organisation, service provider and employer.	Accountable	Timescale
Key action	Setting up and support of Race Equality Partnership.	Pol & Dem Engagement	Qtr1
Measure of success	Measurable progress towards all five Race Equality goals monitored by the action plan and overseen by the Race Equality Partnership.	SEIB	Quarterly

Objective 2 – Services

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

Goal 1 – Evidence-based approach to deliver inclusive services that meet the needs of diverse communities			
<ul style="list-style-type: none"> Creating different ways for people to engage with our services, share their knowledge and help us continually to improve how we understand our communities. Using data to inform and improve our service-planning and delivery, and address barriers, and making this available for more people to see. Using Equality Impact Assessments to identify ways to increase opportunities and reduce inequalities for people who have different protected characteristics and experiences. 			
Overarching aim	We will strengthen the role and expectation of our services’ Equality Impact Assessments to support more informed decision-making.	Accountable	Timescale

Key action	Implement improvements to EIA design and process, including better use of data and customer insights.	Pol & Dem Engagement	Qtr2
* Key action	Remove items from committee agendas if they should have an EIA and that is not supplied.	Democratic Services	Ongoing
Measure of success	90% of service decision reports at policy committee level and above with Equality Impact Assessments are approved.	Executive Directors	Quarterly

Goal 2 – Accessible, equitable and fair approach to procurement and commissioning

- Continually reviewing and implementing best practice in equalities, diversity and inclusion within our supply chain and commissioned services to improve outcomes.
- Widening the equality of opportunity across diverse communities to grant funding and commissioning, by providing accessible support and information.
- Ensuring quality, transparency and accountability in funding decisions by utilising and publishing equality information.

Overarching aim	We will make our procurement processes more accessible to organisations that are led or particularly used by, or which promote the interests of, different protected characteristics and equality groups	Accountable	Timescale
* Key action	Supporting businesses to engage with our procurement processes, complemented by a SME register, commercial strategy and social value and ethical procurement policy.	Commercial Services	Qtr3
Measure of success	Currently being confirmed with Glen Swaby	Commercial Services	

Goal 3 – Services that help to reduce inequalities and make Sheffield a more inclusive city

- Actively seeking and making use of diverse opinions and community insights when reviewing, developing and improving services, and providing information in a variety of accessible ways.
- Reviewing services through ‘deep dives’ to ensure they contribute to promoting equality, diversity and inclusion, and they have the right approaches in place.
- Reporting service equality plans and actions via directorates to their relevant committee.

Overarching aim	We will have consistent equality standards across all SCC service plans.	Accountable	Timescale
Key action	Implement improvements in SCC service plan templates and reporting processes to ensure greater and more consistent prominence is given to equality targets.	Pol & Dem Engagement	Qtr4
Key action	Develop and promote use of Have Your Say Sheffield engagement platform across directorates.	Pol & Dem Engagement	Qtr2

	Measure use of visitors to the HYSS per committee		
Measure of success	Measurable progress towards equality targets in service plans.	Executive Directors	Qtr4
Measure of success	Measurable improvements in breadth of use of Have Your Say Sheffield per Committee.	Executive Directors	Qtr4

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 – Working together to shape Sheffield as a welcoming and thriving city where people are at the heart of what we do			
<ul style="list-style-type: none"> Strengthening key partnerships on Age, Carers, Disability, Faith, LGBT, Race, Sex and other groups. Developing how we work with the voluntary, community and faith sectors to maximize knowledge, expertise, resources and collaboration to enable communities to thrive. Working in and with communities to build local assets, capabilities and opportunities. 			
Overarching aim	We will enable more opportunities for communities to have influence.	Accountable	Timescale
Key action	Jointly review and implement changes to the way we work with the VCF sector.	PH & Int Comm	Qtr4
* Key action	Review community participation and engagement.	Governance Committee	Qtr3
* Key action	Implement My Account and ensure equality monitoring and accessibility requirements are in place.	ICT & Digital Innovation	Qtr3
Measure of success	Reporting to evidence that registration to My Account that is representative of city demographics.	ICT & Digital Innovation	Qtr4

Goal 2 – Fostering good relationships and understanding between and within communities			
<ul style="list-style-type: none"> Working together to celebrate diversity across a range of equality awareness days. Building trust with and between diverse communities by working together in partnership with VCF groups. Supporting stronger interfaith structures in the city, strengthening the links and structures between the diverse range of groups and organisations. 			
Overarching aim	We will promote greater awareness and understanding of diverse and minoritised communities.	Accountable	Timescale
* Key action	Support and develop stronger interfaith structures.	Pol & Dem Engagement	Qtr2
Key action	Develop and run equality awareness days as agreed by SEIB, enabling SLT involvement.	Pol & Dem Engagement	Quarterly
Measure of success	Reporting showing evidence of positive stakeholder involvement in awareness events and feedback.	Pol & Dem Engagement	Quarterly

Goal 3 – New approach to community engagement so everyone is able to contribute, participate and influence.			
<ul style="list-style-type: none"> Working through and developing Local Area Committees to enhance the involvement of diverse communities. Increasing diverse communities' participation in decision making. Implementing a new engagement strategy that responds to the changing profile of the city and seeks to diversify how we engage and who with. 			
Overarching aim	We will make our Local Area Committees focal points for accessible and diverse community engagement.	Accountable	Timescale
Key action	Increase data availability within the Council and externally, including developing updated Community Knowledge Profiles	Business Strat & Ch	Ongoing
Key action	Jointly review and implement changes to the way our Local Area Committees work.	Community Services	Qtr4
Measure of success	Reporting showing evidence of representative community involvement in LACs.	Community Services	Qtr4

Objective 4 – Workforce

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

Goal 1 – Engaged workforce where employees feel safe, valued, have a sense of belonging.			
<ul style="list-style-type: none"> Using employee feedback to continuously improve our practice, policies and decision making to promote equity across the organisation. Developing HR policies that support our values and are applied to avoid bias or discrimination, including monitoring and analyse of workforce HR data. Providing a robust training programme to develop knowledge and understanding of EDI, and to support open, respectful conversations to remove barriers and promote belonging 			
Overarching aim	We will	Accountable	Timescale
* Key action	staff survey to enable equality analysis a way to conduct organisation-wide and targeted staff engagement.	Human Resources	Qtr4
Measure of success	% improvements to ensure there is not a statistically significant gap between different identity groups on the survey in all areas/questions.	Human Resources	Qtr4
Measure of success	% reduction in gap between equality groups in HR procedures	Human Resources	Quarterly
Key action	Monitor and deep dive into HR casework to reduce over representation regarding ethnicity and disability.	Human Resources	Qtr4
Measure of success	% improvements to ensure there is not a statistically significant gap between different identity groups in all areas/questions.	Human Resources	Qtr4

Measure of success	% reduction in gap between equality groups in HR procedures	Human Resources	Quarterly
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Goal 2 – Representative and skilled workforce which reflects, values and understands the city's diversity.

<ul style="list-style-type: none"> Increasing our workforce diversity to reflect the city through an evidence-based mix of recruitment, retention and initiatives for underrepresented groups. Developing recruitment approaches that attract talent from across all of Sheffield's communities. Committing to a continuous improvement journey for workforce data with all initiatives working toward the effective and relevant collection of workforce equality data. 			
Overarching aim	We will make our workforce more representative of the city at all levels in the Council.	Accountable	Timescale
Key action	Review and implement changes to the resources that support and require services to work towards achieving more diverse workforces.	Human Resources	Qtr2
Measure of success	% improvements in workforce diversity across all protected characteristics in leadership pay bands.	Executive Directors	Qtr4
Measure of success	% improvement in workforce diversity across apprentices especially ethnicity, disability and women.	Executive Directors	Qtr4

Goal 3 – Workforce wellbeing, where everyone feels engaged to champion inclusivity.

<ul style="list-style-type: none"> Recognising, appreciating and celebrating our employees' achievements and contributions in line with EDI and our values. Identifying opportunities for employees to network, collaborate, exchange ideas and learn from one another to progress in their careers. Developing tools and support programmes to enable all employees to maintain their health and wellbeing, and function in their role in a safe and secure environment. 			
Overarching aim	We will create an environment where our employees are able and expected to contribute positively and supportively to promote equality.	Accountable	Timescale
Key action	Encourage, develop and facilitate staff-led Employee Equality Hubs that cover all protected characteristics.	Pol & Dem Engagement	Qtr2
* Key action	Commissioning of EDI training package (including specific race literacy training and intersectionality emphasis).	Human Resources	Qtr2
Measure of success	Reporting showing evidence of take-up of EDI training across different service areas, employee grades and employee demographics.	SEIB	Qtr4

8.0 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.

We are constantly reviewing how we approach Equality, Diversity, and Inclusion, looking at our approaches and how we embed Equality across everything we do.

9.0 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

Appendix A- Knowing Sheffield and our Residents.

The release of data from the Census 2021 will be invaluable as we develop our services for the future. This is vital to the work we undertake to achieve 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. We will also use this data in areas such as adult social care, disability services, children and family services, education,

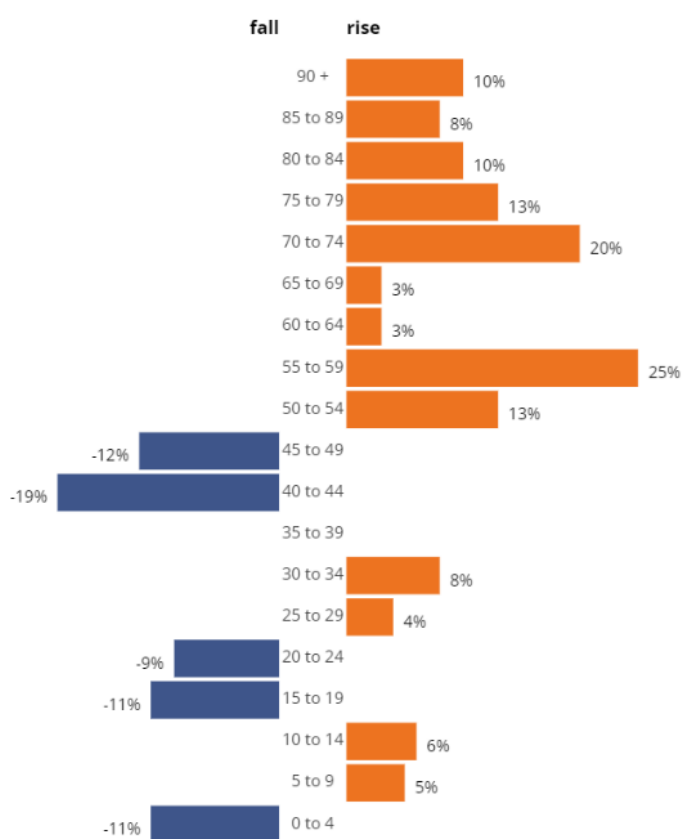
housing, neighbourhood services, our recreation services such as playgrounds, country walkways, sports and leisure centres, and our City Futures services.

Over the next year, the release of more granular census data will allow us to understand in more detail than ever before the people who live in Sheffield. It will be possible to look at a range of characteristics, the geographical distribution of different communities and intersectionality across all the protected characteristics. This will help us to understand our diverse communities further and the changes in these communities over the last decade.

The importance of being able to understand this by age group will also support the way we plan service re-design, and such changes can be considered carefully with good reliable quantitative evidence-based information. We can also look at emerging trends and map changes in the diversity of Sheffield over the next decade to help build services fit for the future which are accessible and inclusive.

Demography

According to 2021 census estimates, Sheffield has a population of 556,521. This is an increase of 0.7% from the 2011 census; lower than the overall population increase for England (6.6%) and for Yorkshire and the Humber (3.7%). There are slightly more females in Sheffield than there are males; 282,327 compared to 274,194. 100,270 people in Sheffield are aged 0-15. The number of people aged 16-64, sometimes called the 'working age population' is 361,428, and the number of people aged 65+ is 94,821.



The chart shows the population change by age group in Sheffield, from 2011 to 2021. It indicates that Sheffield's population is getting older, with especially large increases in the percentage of people in their fifties, and aged 70+. This is likely to have significant consequences on demand for services used by older people in the city.

There was a fall in the number of children aged 0-4, indicative of a fall in the birth rate in recent years.

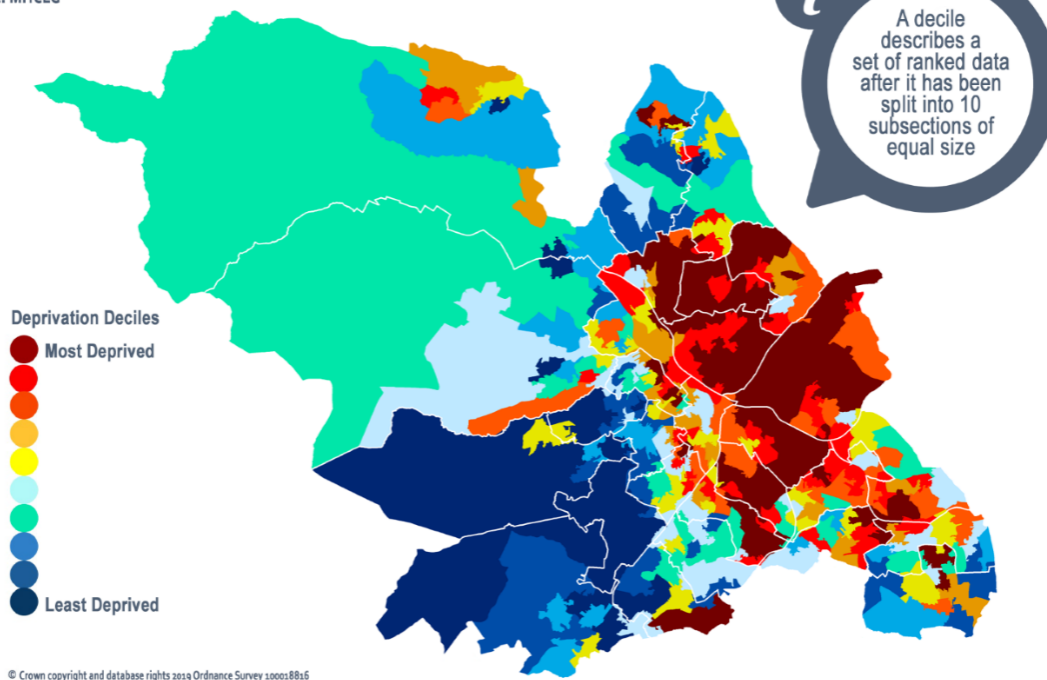
It is possible that the decrease in the numbers of people in the 15-24 age groups is a result of the

circumstances that the Census was conducted during the coronavirus (COVID-19) pandemic.

Deprivation in Sheffield

In the 2019 Indices of Deprivation Sheffield was ranked as the 57th most deprived local authority in England (out of a total of 317), but the second least deprived of the 8 English core cities. In general, the east of the city tends to be more deprived than the west.

Index of Multiple Deprivation 2019 in Sheffield LSOAs
Source: MHCLG

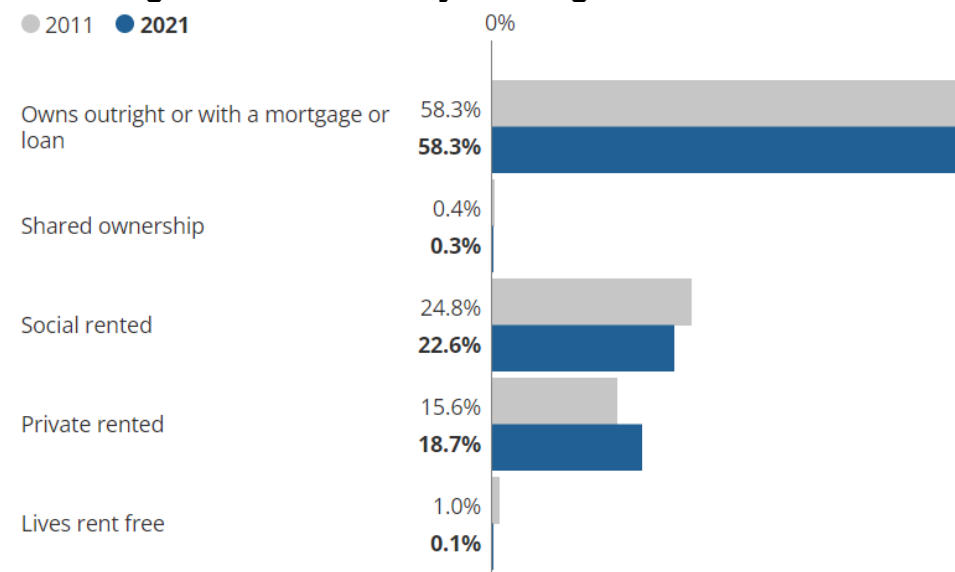


Housing

Sheffield saw Yorkshire and The Humber's largest percentage-point fall in the proportion of households in the social rented sector, decreasing from 24.8% in 2011 to 22.6% in 2021. Despite the decrease, Sheffield was in the highest 15% of English local authority areas for the share of households in the social rented sector in 2021.

The proportion of people who owned their house outright or with a mortgage stayed around the same, at 58.3%.

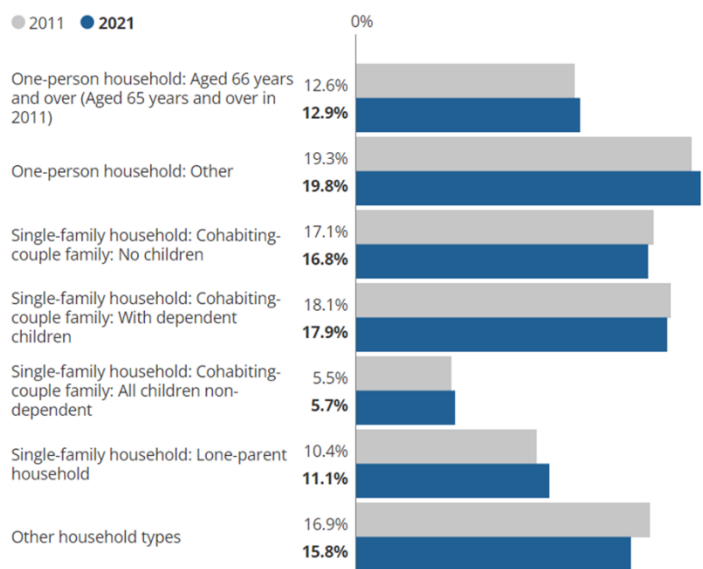
Percentage of households by housing tenure



Family

Of Sheffield households, 16.8% included a couple but no children in 2021, down from 17.1% in 2011.

In 2021, just over one in six households (17.9%) included a couple with dependent children, compared with 18.1% in 2011. The percentage of single-family households including a couple living with only non-dependent children increased from 5.5% to 5.7%.



The decrease in the percentage of households including a couple but no children was greater across Yorkshire and The Humber (1.0 percentage points, from 18.7% to 17.7%) than in Sheffield (0.3 percentage points).

Across England, the percentage fell by 0.9 percentage points, from 17.6% to 16.8%.

Percentage of households by household composition type

type

Health

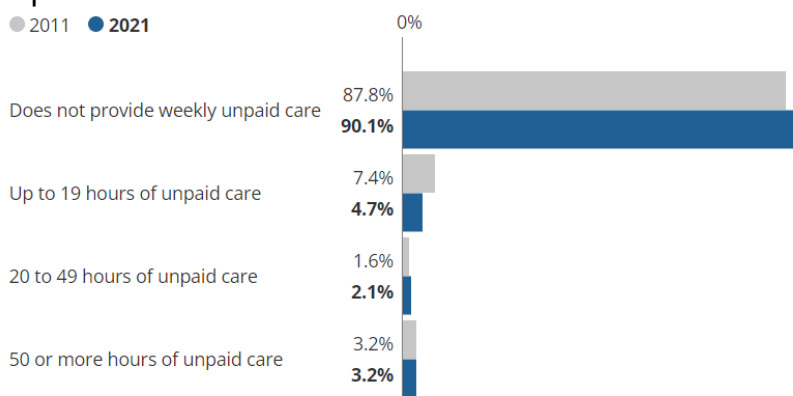
In 2021, 44.5% of Sheffield residents described their health as "very good", increasing from 43.0% in 2011. Those describing their health as "good" rose from 34.1% to 34.4%. These are age-standardised proportions.

The proportion of Sheffield residents describing their health as "very bad" was 1.5% (similar to 2011), while those describing their health as "bad" fell from 5.6% to 5.1%.

Census 2021 was conducted during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived and rated their health, and therefore may have affected how people chose to respond.

Unpaid Care

In 2021, 4.7% of Sheffield residents (aged five years and over) reported providing up to 19 hours of unpaid care each week. This figure decreased from 7.4% in 2011. These are age-standardised proportions.¹



The fall in the proportion of people (aged five years and over) providing up to 19 hours of weekly unpaid care in Sheffield (2.7 percentage points) was similar to the fall across Yorkshire and The Humber (2.7 percentage points, from 7.1% to 4.4%). Across England, the proportion fell by 2.8 percentage points, from 7.2% to 4.4%.

As the Census 2021 was undertaken during the coronavirus (COVID-19) pandemic, this may have influenced how people perceived and managed their provision of unpaid care, and therefore affected how people chose to respond. Caution should be taken when making comparisons between 2011 and 2021 because of changes in question wording and response options. Age-standardised proportion of usual residents (aged five years and over) by hours per week of unpaid care provision

Employment

Of Sheffield residents aged 16 years and over, 50.4% said they were employed (excluding full-time students) in 2021, a similar percentage as in 2011 (50.6%).

In 2021, just over 1 in 40 people (2.8%) said they were unemployed, compared with 4.3% in 2011. The percentage of retired Sheffield residents fell from 20.2% to 20.1%.

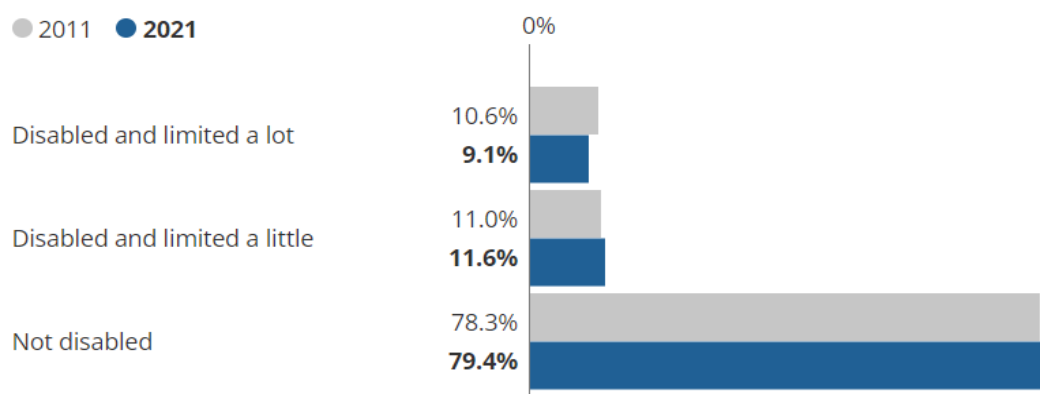
Disability

In 2021, 20.6% of people in Sheffield identified as being disabled. Within this figure 9.1% of Sheffield residents identified as being disabled and limited a lot. This figure has fallen from 10.6% in 2011.

These are age-standardised proportions. In 2021, just over one in nine people (11.6%) also identified as being disabled but limited a little, compared with 11.0% in 2011.

The proportion of Sheffield residents who were not disabled rose from 78.3% to 79.4%. The fall in the proportion of residents who identified as being disabled and limited a lot in Sheffield (1.5 percentage points) was similar to the fall across Yorkshire and The Humber (1.7 percentage points, from 9.9% to 8.2%). Across England, the proportion fell by 1.6 percentage points, from 9.1% to 7.5%. Caution should be taken when making comparisons between 2011 and 2021 because of changes in question wording and response options.

Age-standardised proportion of usual residents by long-term health condition or illness



Marriage and civil partnership in Sheffield

The percentage of adults who were married or in a civil partnership decreased from 41.9% in 2011 to 40.1% in 2021. The percentage of adults who had never married or registered a civil partnership in Sheffield increased from 41.2% to 44.2%, while the percentage of adults who had divorced or dissolved a civil partnership decreased from 7.9% to 7.8%.

Religion

In 2021, 43.4% of Sheffield residents reported having "No religion", making it the most common response in this local authority area (up from 31.2% in 2011). Because the census question about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.

In 2021, 38.5% of people in Sheffield described themselves as Christian (down very significantly from 52.5%), while 10.3% described themselves as Muslim (up significantly from 7.7% the decade before).

There are many factors that can cause changes to the religious profile of an area, such as a changing age structure or residents relocating for work or education. Changes may also be caused by differences in the way individuals chose to self-identify between censuses. Religious affiliation is the religion with which someone connects or identifies, rather than their beliefs or religious practice.

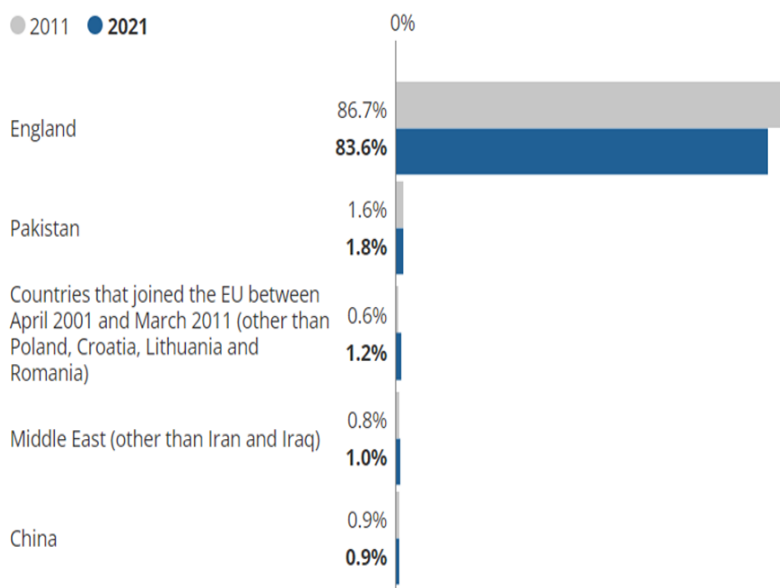
County of Birth

In 2021, around 465,400 Sheffield residents said they were born in England. This represented 83.6% of the local population. The figure has decreased from around 479,400 in 2011, which at the time represented 86.7% of Sheffield's population.

Pakistan was the next most represented, with around 9,900 Sheffield residents reporting this country of birth (1.8%). This figure was up from just over 8,700 in 2011, which at the time represented 1.6% of the population of Sheffield.

The number of Sheffield residents born in countries that joined the EU between April 2001 and March 2011 (other than Poland, Croatia, Lithuania and Romania) rose from around 3,200 in 2011 (0.6% of the local population) to around 6,900 in 2021 (1.2%). There was very little change in the percentage of people in Sheffield from China, which remained at around 0.9% of the population.

Percentage of usual residents by country of birth



National identity

In 2021, 9.1% of Sheffield residents did not identify with any national identity associated with the UK. This figure increased from 7.3% in 2011.

In 2021, just under 1 in 50 people (1.9%) identified with both a UK and non-UK national identity, compared with 0.7% in 2011. The percentage of residents in Sheffield that identified as "British only" increased from 17.7% to 57.5%.

In Census 2021, "British" was moved to the top response option for the question on national identity and this may have influenced how people answered.

Ethnic groups

In 2021, 79.1% of people in Sheffield identified their ethnic group within the "White" category (compared with 83.7% in 2011).

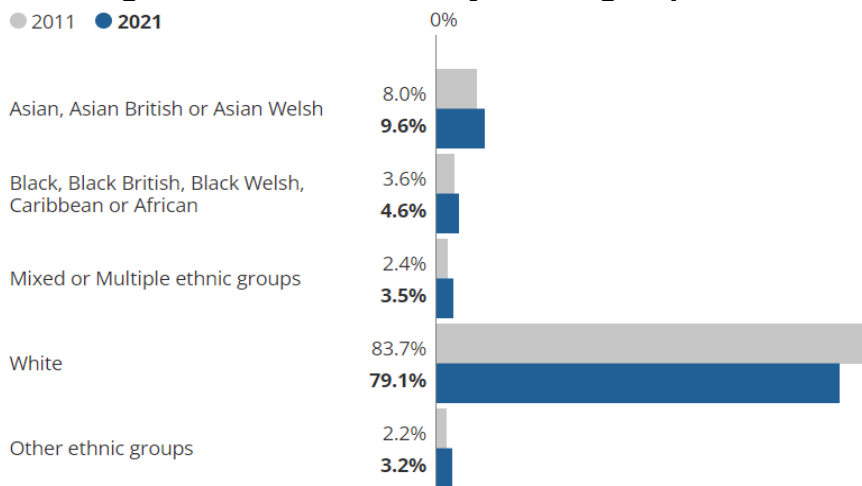
4.6% identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category (compared with 3.6% the previous decade).

9.6% of Sheffield residents identified their ethnic group within the "Asian, Asian British or Asian Welsh" category, up from 8.0% in 2011. The 1.6 percentage-point change was the largest increase among high-level ethnic groups.

The percentage of people who identified their ethnic group within the "Mixed or Multiple" category increased from 2.4% in 2011 to 3.5% in 2021. There are many factors that may be contributing to the changing ethnic composition of England and Wales, such as differing patterns of ageing, fertility,

mortality, and migration. Changes may also be caused by differences in the way individuals chose to self-identify between censuses.

Percentage of usual residents by ethnic group

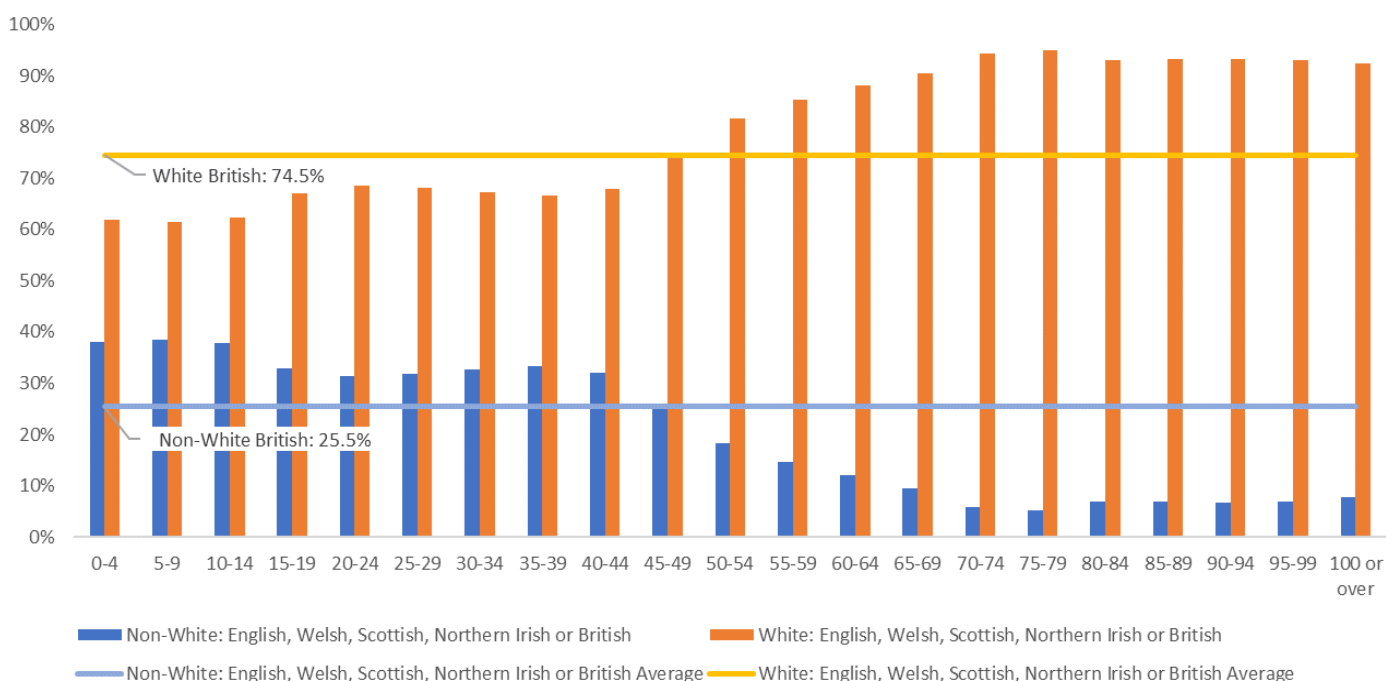


The chart above shows Sheffield’s population broken down by 5-year age groups and ethnicity, with people who identify as White British shown alongside people from all other ethnic groups (including white people of other backgrounds, and non-white British people). White British people tend to be older than people in other ethnic groups; 21.3% of White British people are over 65, compared with only 4.6% of people in other ethnic groups, whereas 15.0% percent of White British people are aged under 16, compared with 26.9% of people in other ethnic groups.

Based upon a person’s ethnic group and cultural background, those describing their ethnicity as White British is 74.5% of the city’s population overall and people who are Black, Asian and/or minoritized ethnic are the non-White British groups. This totals 25.6% in Sheffield.

We know that of this figure, 20.9% are non-white and 4.6% are those who are White non-British

Proportion of population in each five year age group by ethnic group



Sexual Orientation

For the first time, the Census 2021 included a voluntary question about sexual orientation for people aged 16+. People were given the opportunity to define their sexual orientation according to pre-defined options, or to define as something else. Note this is self-identity, rather than behaviour. Of the people who chose to answer the question on sexual orientation, 4.48% identified as LGB+.

Sexual Orientation	People aged 16+	% Including not answered	% Excluding not answered
Straight or Heterosexual	401537	88.01%	95.52%
Gay or Lesbian	7395	1.62%	1.76%
Bisexual	9018	1.98%	2.15%
Pansexual	1562	0.34%	0.37%
Asexual	445	0.10%	0.11%
Queer	257	0.06%	0.06%
All other sexual orientations	147	0.03%	0.03%
Not answered	35889	7.87%	
Total 16+	456250		
Total 16+ (excluding not answered)	420361		

Gender Identity

The question on gender identity in Census 2021 was also asked for the first time and was optional and shows that 0.81% of people in Sheffield who answered the question said that their gender is different to the sex registered at birth. This should help us when planning and commissioning services as well as our workforce representation however since the census there have been questions raised with ONS about the way the question was asked in the census. This has called into question the results and therefore further work is being undertaken on this nationally.

Gender identity	People aged 16+	% Including not answered	% Excluding not answered
Gender identity the same as sex registered at birth	423911	92.91%	99.19%
Gender identity different from sex registered at birth but no specific identity given	1526	0.33%	0.36%
Trans woman	550	0.12%	0.13%
Trans man	524	0.11%	0.12%
All other gender identities	857	0.19%	0.20%
Not answered	28881	6.33%	
Total 16+	456249		
Total 16+ (excluding not answered)	427368		

Appendix B - AccessAble Statistics Report Sheffield City Council

August 2023

Sheffield City Council Accessibility Guide

The Sheffield City Council Accessibility Guide consists of 329 Access Guides. These Access Guides are published on www.AccessAble.co.uk and the AccessAble App. AccessAble has worked with Sheffield City Council since 2014.

August 2021 - July 2022 Statistics

Between August 2021 and July 2022, the Sheffield City Council Accessibility Guide had **37,664** Users and **62,060** Page Views.

This breaks down to a monthly average of **3,138** Users and **5,171** Page Views.

August 2022 - July 2023 Statistics

Between August 2022 and July 2023, the Sheffield City Council Accessibility Guide had **42,051** Users and **72,681** Page Views.

This breaks down to a monthly average of **3,504** Users and **6,056** Page Views.

The top 10 most viewed Access Guides in the last 12 months were –

1. Hutcliffe Wood Crematorium ([Click to view Access Guide](#))
2. Newfield Green Housing Office ([Click to view Access Guide](#))
3. Sheffield Family Hearing Centre ([Click to view Access Guide](#))
4. Crystal Peaks First Point ([Click to view Access Guide](#))
5. Sheffield Train Station ([Click to view Access Guide](#))
6. Cutlery Works ([Click to view Access Guide](#))
7. Endcliffe Park ([Click to view Access Guide](#))

8. FlyDSA Arena ([Click to view Access Guide](#))
9. Graves Health and Sport Centre ([Click to view Access Guide](#))
10. English Institute of Sport ([Click to view Access Guide](#))

Traffic Sources

Traffic sources show how people have found the Sheffield City Council Accessibility Guides. AccessAble works to improve how much organic and direct traffic is generated. In the last 12 months, the traffic sources have been – The main referral traffic came through from the following website: Sheffielddirectory.org.uk

Organic	90%
Direct	8%
Referral	2%

Recommendations

There are a number of recommendations we would make to look at further developing the usage of the Sheffield City Council Accessibility Guide.

There is great potential to further increase the impact of the Accessibility Guide to Sheffield City Council. When we compare the performance of the Guide to other similar areas there is the potential to increase usage by 23%.

Referral Links

Typically, referral links would account for 25% + of a Guide's traffic so Sheffield City Council's referral percentage is low.

A key priority should be integrating referral links into the following websites –

sheffield.gov.uk

welcometosheffield.co.uk

sheffielddirectory.org.uk/

AccessAble can assess these websites and suggest where links can be added and where existing links can be improved. We can also provide a range of buttons that can be used and share best practice examples from other areas.

Adding referral links will enhance the inclusivity of your websites and ensure disabled people and carers have accessibility information where they expect to find it.

Frontline Staff Training

AccessAble can run training sessions for frontline staff who get asked accessibility related queries. These sessions talk people through the website and App and how it can help answer common queries. Sessions can also include some essential disability awareness training.

Promotional Materials

AccessAble has leaflets, posters and a range of promotional materials that can be supplied or distributed to key organisations or venues in partnership with the council.

Email Signatures

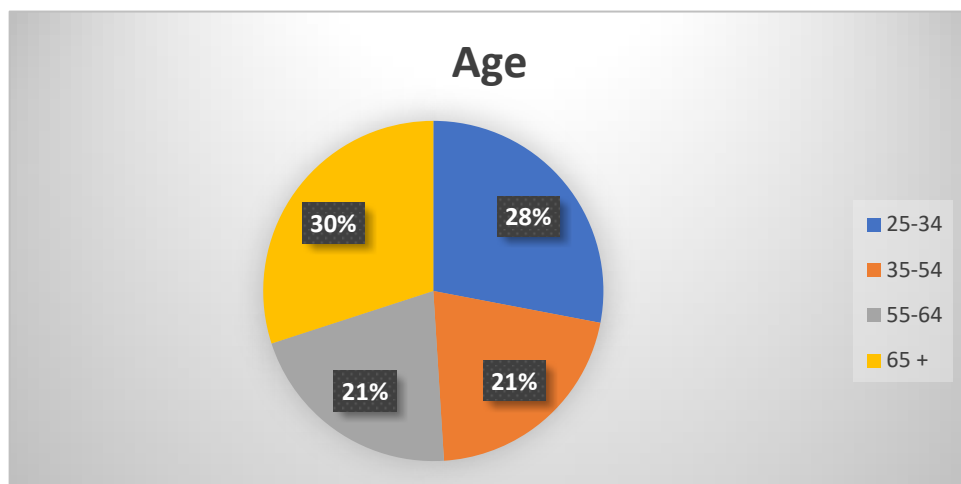
By adding an AccessAble button to your email signature, staff and external stakeholders are more likely to come across the AccessAble website and signpost service users to the Sheffield City Council's Accessibility Guide.

Appendix C Equality Monitoring Sheffield City Council Councillors 2023

The survey was completed again in Autumn 2023, and we had 46 responses so 54%. This was a lower response rate than previously which was 69% but in some areas our diversity has increased. We have not been able to report on Gender Identity due to low response rates and we have not counted prefer not to say.

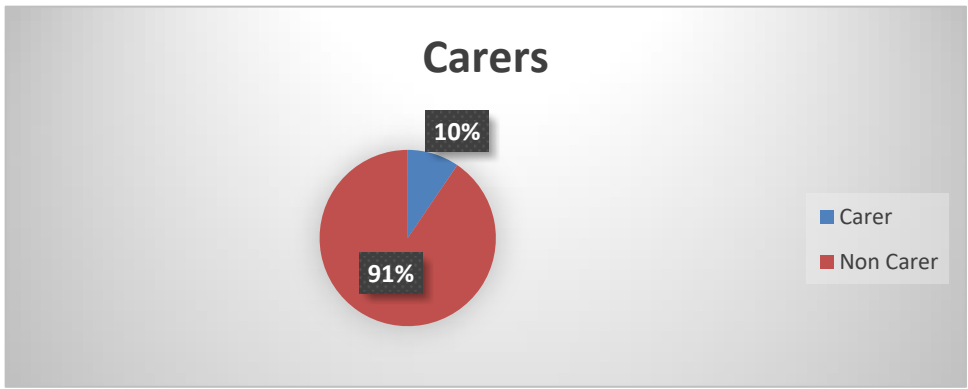
Age

Members under 35 had a significant increase from 12% to 28% but there was a decrease in ages 35 to 54 from 29% to 21%, similar from 55 to 64 from 24% to 21% and over 65 fell from 35% to 30%



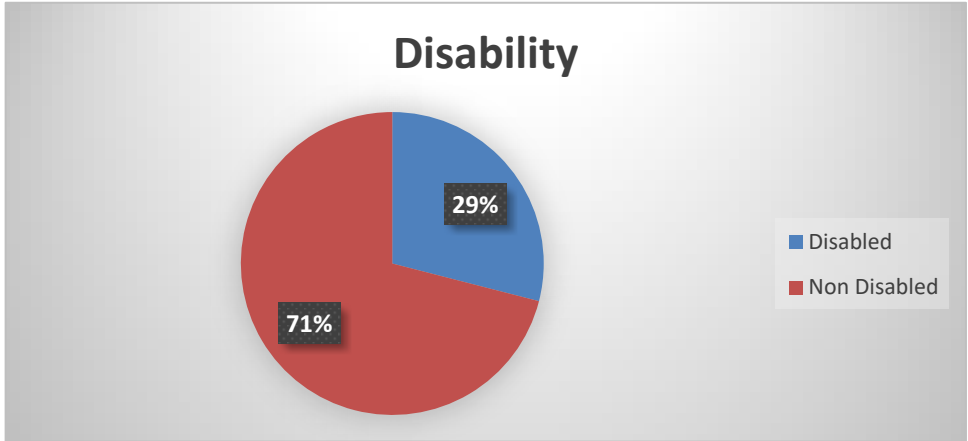
Carer

Significantly less people declared being a carer than last year falling from 32% to 10%



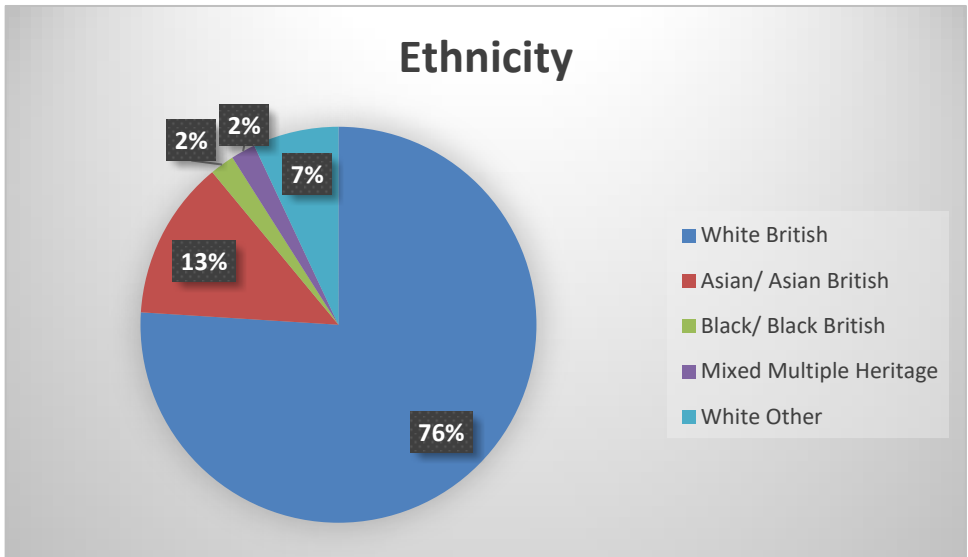
Disability

A slightly lower percentage of people declared a disability from 32 to 29%



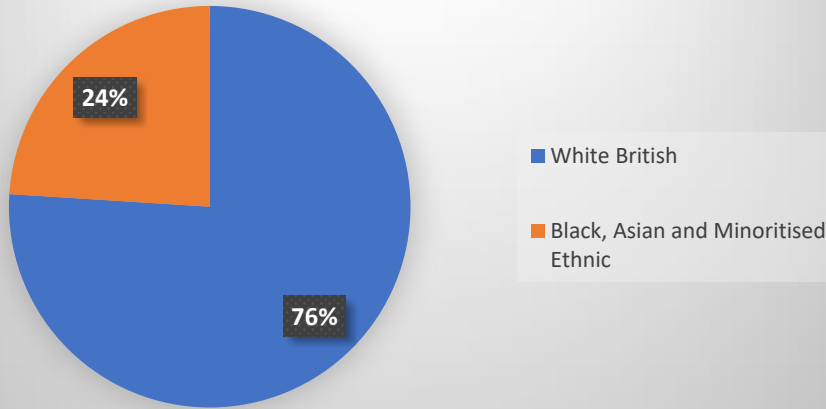
Ethnicity

We broke down the survey in more detail this year, there was a decrease in the percentage of Members who identified as White British from last year from 83% to 76%.



There was an increase in Members who declared as Black, Asian or Minoritised Ethnic from 17 to 24%

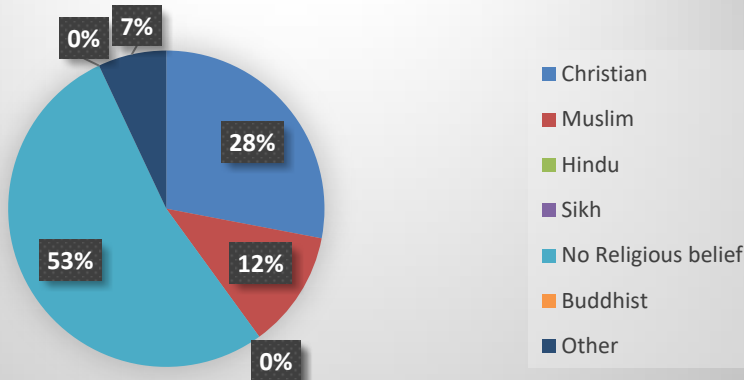
Ethnicity



Religion and Belief

There was an increase in percentage of Members who did not have a religion from 47% to 53%, an increase in Members who are Muslim from 9% to 12% and a decrease in Christians from 38% to 28%

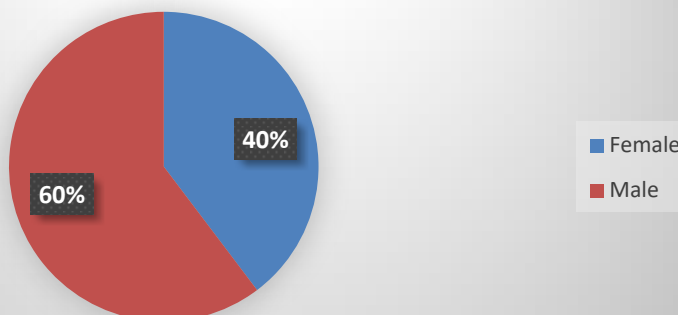
Religion & Belief



Sex

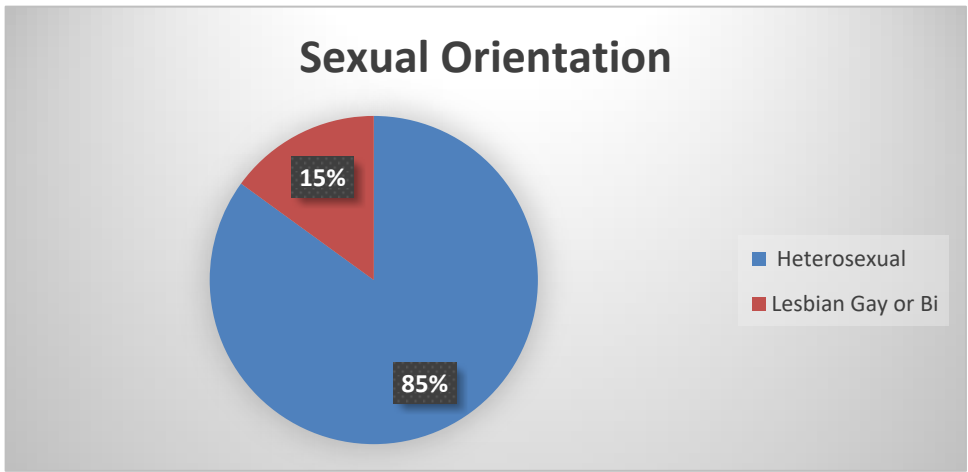
There was a slight increase in the percentage of women from 38 to 40%

Sex



Sexual Orientation

There was an increase in Members declaring as Gay and Bisexual from 7% to 12%



Appendix D - Workforce Report

Sheffield City Council

Workforce Employee Report

1st April 2022 to 31st March 2023

Author: Equality and Engagement Team –

Date: December 2023



CONTENTS

1. Introduction, City Context and Summary
2. Workforce Diversity Data
3. Terminology

1. Introduction

This year's annual Workforce Equality Report is an important resource that will help shape how we approach workforce activity over the coming year. Understanding the trends across all of the protected characteristics is crucial in providing evidence for us to ensure we understand the composition of our workforce, the experience of our workforce, where we need to do more and where we are seeing success.

Committed to our Values.

- People are at the Heart of what we do.
- Together we get things done.
- Openness and honesty are important to us.

Being honest about where we need to do more is an important expression of our values, having an inclusive workplace where everyone is valued and belongs. Delivering for Sheffield and its diverse communities requires a workforce that is supported to thrive and is representative of those communities. Equality and Inclusion is everyone's business, ensuring that this report and the insight it provides is used to underpin decisions is key.

This report provides an analysis of the Council's directly employed workforce over the 12-month period 1st April 2022 to 31st March 2023.

The data used covers all permanent and fixed term employees. Agency workers, volunteers, interims and consultants are excluded from the workforce profile. The data used in this report has been taken from the Councils' Human Resources Information Systems and reflects the information you have declared. Data was reported anonymously to ensure that no individual could be identified. Where small numbers apply, we have reduced the detail shared to ensure no individual can be identified. The workforce analysis provides a valuable source of data that can be utilised in various ways across the Council including:

- monitoring inequalities and undertaking equality impact assessments to minimise or mitigate impact.
- supporting delivery of the Councils objectives.
- helping to identify workforce strategy and learning and development requirements.
- helping to formulate evidence base for the Council's Equality Framework.
- assisting workforce planning and recruitment and retention strategies.

The data used in this report compares the current organisational data with the data from the previous years and is effective as of the 31st of March for each year.

This report provides a summary Workforce Equality Data Report for 2022/23, across all 9 statutory Protected Characteristics under the Equality Act 2010. We also cover 1 non-statutory characteristic, unpaid carers and provides an overview for each characteristic. We will look to

include care experienced where possible in the future but will have to build this into our systems and processes to enable us to report on it as a characteristic.

The two tables below outline the workforce diversity figures for Sheffield City Council in 2022-23 and the city comparison. The data we collect across the protected characteristics is good and we have good levels of declaration. We hold 100% of our workforce's age and sex data as this is mandatory for us to know for legal and HMRC (tax) purposes. Other data we collect about our workforce is voluntary, but we encourage staff via organisational communications, to declare their personal information via the MyHR system and we provide assurances of confidentiality in our reporting. This report was written based on anonymised data so no individual could be identified.

We collect data on both protected characteristics and non-statutory characteristics such as carer status and this is compared against National Census data. We also compare against other national sources such as the Family Resources Survey which holds data at a more granular level for some protected characteristics such as disability.

The structure of the council has now changed under the Future Sheffield programme. The statistics and analysis in this report apply to the old structure which was replaced in April 2023. There have been changes to several directorates, so the reporting next year is likely to look very different, especially around social care services which are more diverse than some of the other operational services within the council. More information on the council's structure can be found here: [Sheffield City Council management teams | Sheffield City Council](#)

Our Workforce

It is important to note that Sheffield City Council and its workforce numbers are subject to change each year. The workforce numbers (known as headcount) and percentages in this report reflect the position as of 31st March 2023. This makes sure that we are counting people rather than Full-Time Equivalent (FTE) which is relative to the total number of hours worked rather than individual employees. If an employee has multiple jobs, they will be counted more than once. This impacts on the data for women especially the number of part time women. This report excludes.

- Casual workers, as these workers do not have an employment relationship with the Council as they are engaged on a sessional basis, with no mutuality of obligation.
- Bank-Pool employees, due to the monthly fluctuations in working hours.
- School based employees.
- Agency employees. We have made it a clause in the new agency contract for providers of agency staff to produce equality monitoring information as we intend to report on this in the future. Agency work is an important route into employment with the council and can support the council in meeting its equality objectives.

Workforce Census

Every year the Council encourages its workforce to update their demographic information to support the Council in understanding its employees. This information includes equality monitoring on the protected characteristics in the Equality Act 2010. Outside of the information on Age and Sex (male and female as this does not include individual gender identities) which is mandatory and collected for HMRC purposes, responses and declarations on the other categories are

voluntary and employees can choose which questions they wish to answer. We updated the Workforce Census and the categories we collect in 2022. This is so it is in line with the Office of National Statistics (ONS) and Government Statistical Service (GSS) Inclusive Data Standards. This means we can compare our data against more national data sets, such as the Family Resources Survey and the Health and Lifestyle Survey (HLS), alongside the National Census. Details of known information for each category are shown on page 5. Where employees have not completed or have chosen not to declare equality monitoring information, this is excluded from Workforce Diversity figures. Therefore, the level of unknown data affects the validity of this report and highlights the further work we need on how we communicate the benefits of collecting this data from our workforce.

Age & Sex

We know the age and sex (self-identified male and female) of all employees as this is a necessary legal requirement for employment. We have updated the categories we collect around gender identity to ensure that as an organisation we stay relevant to our communities. However, this information is not the same as the sex information that is collected for tax and payroll purposes. In terms of the gender identity question that we use, the question is not mandatory. Employees can choose not to answer it and we will still have accurate information on the workforce relating to sex from our employment records. We continue to monitor non-binary and other gender identity categories recommended by the ONS and Government Statistical Service (GSS) and we have employees that identify as the new gender identities. Currently we cannot publish those as the numbers declaring are too small at present. We expect this to change in the future and we continue to encourage declaration.

Workforce Diversity: Direction of Travel

The Council continues to make positive movement in terms of the diversity of the whole of its workforce across all protected characteristics. This is especially noticeable for unpaid carers and LGB+ communities whilst disability declarations continue to be positive in comparison to similar organisations. BAME representation still lags behind the community although there has been a 0.7% increase on last year and recruitment data is very much improved. Unfortunately, there has been a drop off at Chief Officer grades for BAME and disability which is disappointing although LGB+ and unpaid carer percentages are very positive. Numbers of staff employed at Chief Officer grades are quite low so are subject to some volatility. Again, the introduction of person-centred approaches to working flexibly is continuing to have a positive impact, particularly in non-statutory areas such as unpaid carers. Going beyond compliance with our statutory obligations continues to signify the organisation's proactive approach to creating an inclusive workplace to both current and potential employees.

Key points:

- Employees who identify as Black, Asian or Minority Ethnic (BAME) continues to trend upwards and are now 17.3%, up from 16.6% last year. However, it is still not in line with the local population and there is greater underrepresentation in professional and management grades 6-11, TARAs and manager development programmes. This has likely resulted in less representation in progression and promotion and higher grades.
- Employees who have declared themselves as disabled have again increased and are now 13.3% of the overall workforce. This is up from 12.2% the previous year, despite an overall drop on headcount. We know that high proportions of our disabled employees are in the

higher age ranges (46+) and that White British employees are more likely to declare a disability than Black, Asian or Minoritised Ethnic colleagues.

- Employees who identify themselves as unpaid carers have risen for another year from 15.9% to 18.6%. We think this is due to the additional and/or increased caring responsibilities during the pandemic and a general shift around work/life balance that increased remote working has allowed. This flexibility has allowed employees to continue to act as carers, improvements in HR processes, such as the Workplace Adjustment Passport, paid carers' leave, have increased and employees have updated their profile to reflect this change in their personal circumstances.
- Employees who identify themselves as LGB+ have again slightly increased and are now at 5.3%, including identifying with the new categories we have introduced this year.
- There has been a decrease in the percentage of both BAME (9.2%) and disabled staff (6.0) at Chief Officer grades. LGB+ employees at these grades have increased again from 6% to 8.2%. There has also been a significant increase in unpaid carers which have jumped to 23.1% from 17.9%, which is the highest percentage of all staff groups.

Note on Intersectionality

At Sheffield City Council we recognise that separating individual identities into single categories does not represent the lived experience of all those in our workforce. Whilst many parts of our identities present us with privilege it is highly unlikely that at some point in our lives we will all have part of our identity that is marginalised and presents us with barriers. We are endeavouring to understand the needs of our employees in the fullest sense and the monitoring for this report represents the start of that understanding. Improving our data sets and our monitoring to ensure that we understand the experiences of our workforce and their journeys means that we can address issues as they arise and continue to provide a safe, supportive and relevant working environment so that our workforce can provide the best possible services to the communities we serve. We continue to work with employees to develop our understanding. Through new initiatives such as our Employee Equality Hubs and regular employee surveys we will continue to improve our knowledge of our employees lived experience across all of their protected characteristics. As our understanding grows, we will seek to provide deeper analysis on the intersectionality of our workforce and be able to report on such key areas as career trajectories of women of colour and our Black, Asian and or Minoritised Ethnic and disabled employees in the future.

Summary of Workforce Diversity information

The total Sheffield City Council workforce headcount at the 31st March 2023 is **8,245** employees.

This is an increase of 109 employees from the previous year. Workforce diversity percentages are based on the proportion of total employees for which equality data is known. Where declarations are voluntary, we don't have 100% of all protected characteristic data for all employees. Therefore, our known workforce diversity percentages are as follows:

Sheffield City Council (SCC) Workforce Diversity Figures 2022-23									
Carers	18.6%	Disabled	13.3%	BAME	17.3%	Male	39.1%	LGB+ **	5.3%
Non-Carers	81.4%	Non-Disabled	86.7%	White British	82.7%	Female	60.9%	Heterosexual	94.7%

Sheffield City population (age 16-64) percentages are also illustrated below. The 2021 Census has seen significant demographic changes in some areas and better understanding of other communities where we previously had limited data. There has been a significant increase of the Black, Asian and other Minoritised Ethnic communities, and the council hasn't kept pace with this over the last 10 years.

Population growth hasn't been as high as anticipated and we have new improved information around some protected characteristics such as carers, LGB+ and gender identities. The Census does not collect impairment data for disabled people so when looking at disability in more detail we use the impairment categories from the ONS and GSS harmonised data standards to understand the needs of our disabled employees. Improvements in the data some protected characteristics this is likely to be due to increased accessibility of the National Census for some more marginalised groups.

** Please note the Trans data is collected and displayed separately to LGB+ (see pages 14/15).

Sheffield Age 16-64 Diversity Figures Based on 2021 Census and SCC Community Profiles									
Carers	10.5%	Disabled	18%	BAME	26.9%	Male	49.7%	LGB+	4.13%
Non-Carers	89.5%	Non-Disabled	82%	White British	73.1%	Female	50.3%	Heterosexual	95.87%

Sheffield All Age Figures Based on 2021 Census and SCC Community Profiles

Carers	10.2%	Disabled	20.6%	BAME	25.5%	Male	49.3%	LGB+	4.5%
Non-carers	89.8%	Non-Disabled	79.4%	White British	74.5%	Female	50.7%	Heterosexual	95.5%

Overall Workforce Diversity

The table below shows the overall diversity of our employees. Where numbers fall short of the organisational employee headcount of 8,245, this is because employees have chosen not to answer the question in the relation to a protected characteristic. These are not included in our workforce diversity data. The level of unknowns is shown on page 11.

All employees in SCC		Employees in Chief Officer Grades (those in Director Grade 7 roles and above)	
BAME	White British	BAME	White British
17.3%	82.7%	9.2%	89.5%
1,351 employees	6,463 employees	<10 employees	79 employees

Disabled 13.3% 963 employees	Non-Disabled 86.7% 6,253 employees	Disabled 6.0% <10 employees	Non-Disabled 94.0% 78 employees
LGB+ 5.3% 386 employees	Heterosexual 94.7% 6,933 employees	LGB+ 8.2% <10 employees	Heterosexual 91.8% 78 employees
Unpaid Carers 18.6% 1211 employees	Non-Carers 81.4% 5,292 employees	Unpaid Carers 17.8% 18 employees	Non-Carers 82.1% 60 employees

▲	Workforce diversity has again increased this year in all areas this year and there has been a small increase in headcount at just under 1%.	▼	Diversity of top earners has dropped for ethnicity and disability which is disappointing although numbers are quite low at this level and subject to some volatility.
▼	The diversity of the council hasn't kept pace with the local community in terms of changes around ethnicity. It has made significant increases for unpaid carers and LGB+ whilst it has closed the gap on disability which is again showing an increase.	▲	Diversity of top earners has increased when looking at females, LGB+ and unpaid carers, which is positive.

Sex	Workforce	Part time	Full time	SCC overall	Chief Officers
	Male	21.2%	48.9%	39.1%	46.7%
	Female	78.8%	51.1%	60.9%	53.3%
Total numbers	8245	2934	5311	8245	90

Sheffield Age 16-64 Diversity Figures Based on 2021 Census and SCC Community Profiles

Carers	10.5%	Disabled	18%	BAME	26.9%	Male	49.7%	LGB+	4.13%
Non-Carers	89.5%	Non-Disabled	82%	White British	73.1%	Female	50.3%	Heterosexual	95.87%

Workforce Census response rates

We ask employees to update their personal information in MyHR, which includes equality monitoring data, as their circumstances change and we issue reminder messages before we extract the data in early summer each year. Some employees choose not to answer each

question, but we encourage employees to do so where possible. Missing data impacts on the validity of this report and therefore the action we can take to improve the diversity of our workforce, the experiences of employees with protected characteristics and ultimately the services we provide to our customers, the citizens of Sheffield.

Those who have ‘preferred not to say’ or have left the question blank are not counted in any other percentages in this report as we do not know their characteristics.

We are currently reporting on binary options to reflect an employee’s sex taken from employment records. We recognize the validity of non-binary gender identities rather than sex and monitor them separately in our own census, but HMRC requires us to record the binary sex of each member of employees for tax purposes.

Age & Sex

We know 100% of this data as this is mandatory for employment.

Ethnicity

There has been a slight dip in the number of employees providing their ethnicity data.

Carers

Fewer employees have answered the Carers question this year compared to 2021/22 despite an increase in the number of carers.

Transgender

Responses to the Trans question have continued the historical trend of being very low in comparison to other PCs

Protected Characteristic	Declaration	Prefer Not to Say	Prefer to self-describe.
Age & Sex	100.0%	0.0%	0.0%
Sexual Orientation	88.8%	4.5%	0.2%
Carer Status	78.9%	1.5%	0.0%
Disability Status	87.5%	2.0%	0.0%
Ethnicity	94.8%	1.5%	0.0%
Gender Identity	87.3%	1.6%	0.4%
Relationship Status	85.4%	2.8%	0.4%
Religion / Belief	94.1%	5.6%	0.4%
Trans status	24.0%	0.6%	N/A

Workforce Diversity Trends

The council is continuing its trend of improvements in representation across all protected characteristics measured for this report in the general workforce population. Both disability and LGB+ figures have seen significant increases which should be seen as a positive reflection of the workforce culture within the council. Disability and sexual orientation data can be difficult to collect and the council's data around disability stands out against other local public authorities. LGB+ declarations are now above the city profile data from the Census 2021.

BAME staff continue to be underrepresented in the workforce in comparison to the city profile from the 2021 Census and the council has not kept pace with the changes in the local population since the 2011 Census. BAME employees tend to be employed in the lower grades and there has been a decrease in the diversity at Chief Officer grades. As with previous years there is a challenge around BAME representation and how BAME employees are able to access development opportunities and progress through the organisation. Recruitment data for BAME representation is positive and there has been a significant amount of activity to improve this in the last 18 months. BAME appointments are now at 24.5% and positive trending here will see us close the gap between the council and the local community.

Female employees	2018/19	2019/20	2020/21	2021/22	2022/23
	60.1%	60.0%	60.8%	60.6%	60.9%
BAME employees	2018/19	2019/20	2020/21	2021/22	2022/23
	15.0%	15.6%	15.7%	16.6%	17.3%
Disabled Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	11.6%	11.3%	11.6%	12.2%	13.3%
LGB+ Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	4.1%	4.0%	4.3%	4.7%	5.3%
Carers-Unpaid	2018/19	2019/20	2020/21	2021/22	2022/23
	10.6%	12.8%	14.2%	15.9%	18.6%

Analysis by protected characteristics

Age

	Median Age
48	The median age of our workforce has dropped by 1 year in 2022/23. Our workforce diversity continues to look very different when you analyse it by age. Younger members of the workforce look much more diverse than our older workforce particularly in terms of ethnicity and sexual orientation. Given the sex and age profile of the organisation, with high numbers of females and people over the age of 45, this continues to give us a high prevalence of unpaid carers and people with disabilities.

It is important to understand the experiences of employees at all life stages and parts of the employee life cycle. Furthermore, looking at the profile of our younger employees can give us an idea of the future workforce, which is more likely to see an increase of other protected characteristics. We are already seeing greater ethnic diversity within the workforce and a more diverse range of gender identities and sexual orientations amongst younger age groups and local and national population data also points to this. A majority of those joining the organisation are under 36 and with this has come a more diverse range of groups across all protected characteristics.

Female Employees	48 Median Age	25 and under	26-35	36-45	46-55	56-65	Over 65
		5.1%	16.0%	23.5%	28.2%	25.1%	2.0%
		257 Employees	805 Employees	1182 Employees	1416 Employees	1262 Employees	103 Employees
Male Employees	49 Median Age	25 and under	26-35	36-45	46-55	56-65	Over 65
		8.1%	14.7%	20.9%	24.5%	28.6%	3.2%
		260 Employees	474 Employees	672 Employees	790 Employees	922 Employees	102 Employees
BAME Employees	44 Median Age	25 and under	26-35	36-45	46-55	56-65	Over 65
		27.2%	25.7%	26.3%	19.1%	16.1%	4.8%
		107 Employees	249 Employees	367 Employees	334 Employees	285 Employees	<10 Employees
Disabled Employees	50 Median Age	25 and under	26-35	36-45	46-55	56-65	Over 65
		12.4%	13.4%	13.3%	17.3%	17.1%	15.7%
		46 Employees	129 Employees	192 Employees	287 Employees	284 Employees	25 Employees
LGB+ Employees	40 Median Age	25 and under	26-35	36-45	46-55	56-65	Over 65
		9.8%	11.6%	6.6%	4.0%	2.3%	0.6%
		43 Employees	122 Employees	104 Employees	74 Employees	42 Employees	<10 Employees
Unpaid Carer Employees	53 Median Age	25 and under	26-35	36-45	46-55	56-65	Over 65
		4.0%	8.7%	16.9%	32.6%	33.4%	13.1%
		12 Employees	77 Employees	215 Employees	437 Employees	451 Employees	19 Employees

Relationship status

Under the Equality Act 2010 people who are legally married or in a registered civil partnership share the protected characteristic of marriage and civil partnership. People who are single, cohabiting, divorced or who have had their civil partnership dissolved do not share this protected characteristic and are therefore not covered by the Act. The Act provides protection for those covered by the protected characteristic against direct and indirect discrimination in employment. Other forms of discrimination such as harassment or victimisation will likely be covered under different protected characteristics such as sexual orientation.

Relationship status of all employees in SCC		
Married	50.7%	3456 Employees
Single	27.9%	1897 Employees
Co-habiting/ Other	19.6%	1334 Employees
Civil Partnership	1.1%	77 Employees
Widowed	0.7%	46 Employees

The way that the council records the relationship status of it's employees is different to who it is collected in the Census and other government statistics. For comparison here is how it reported by the Census 2021 for Sheffield

Relationship status of all employees in SCC	
Never married and never registered a civil partnership	44.2%
Married or in a registered civil partnership	40.1%
Separated, but still legally married or still legally in a civil partnership	2.0%
Divorced or civil partnership dissolved	7.8%
Widowed or surviving civil partnership partner	5.8%

Parental Leave

We have lower proportion of men taking parental leave, though it compares to the national picture and remains generally the same year on year.

Number on Parental Leave by Sex	
Female 1.1%	Male 0.01%
89 Employees	<10 Employees

Maternity

We are required by law under the Public Sector Equality Duty to report on the number of employees who take maternity leave and who return to work under different terms and conditions.

However, the number of employees who would fall into this description is too low to report on for the purposes of this report.

Ethnicity and Diversity

	Number	Percentage	Census 2021 (Age 16-64)
Asian/ Asian British	400	5.1%	10.5%
Black/ Black British	380	4.9%	4.8%
Mixed/ Multi Heritage	236	3.0%	3.0%
Other Ethnic Group (Including White Other)	337	4.3%	8.6%
White British	6467	82.7 %	73.1%
Prefer not to say*	122	n/a	n/a
Unknown*	303	n/a	n/a
Grand Total	8245		

When exploring our ethnic diversity, we continue to have an under representation of employees describing their ethnicity as Asian or Asian British, which is the largest minoritized ethnic group in the city and is predominantly focused on people with Pakistani heritage. Data around recruitment and selection has improved significantly for BAME candidates through all stages of the process. Last year a deeper dive into ethnicity data has shown that there are continuing barriers around recruitment and selection, particularly for Asian/Asian British and for other ethnic groups where there was a significant drop off for both groups from application to appointment.

There is an over representation of employees describing their ethnicity as Black/Black British and Mixed/Multi Heritage categories in the general workforce profile. There is an underrepresentation of all minoritized ethnicities at higher grades and access to promotion and progression for all these groups continues to be a barrier for staff from BAME groups.

White Other is included in 'Other Ethnic' group and this category is currently underrepresented

There are 303 employees who have not declared their ethnicity which is a 17.5% improvement on last year's figures. The 2021 National Census has shown that there was a 96% completion rate locally, so our ethnicity data is somewhat in line with this although 1.3% of employees selected 'prefer not to say.' Therefore, we need to continue to ensure that when we undertake the next Workforce Census that we encourage employees to update their census data with MyHR. It is important that we continue to send out a clear message and rationale as to why this data is so important to us and how it can inform and support the Council to take positive steps to become a more inclusive and diverse organisation.

*The percentages of 'Prefer not to Say' and 'Unknown' are not used in the overall calculation for ethnicity. Therefore, the datasets published here are estimates and not precise figures. Overall declaration rates for ethnicity stand at 94.8% of staff which gives a high degree of accuracy around these estimates.

Religion and Belief

Sheffield Profile - Religion and Belief Percentages 16-64		Sheffield City Council employees - Religion and Belief		
Christian	35.5%	Christian	42.9%	3128 Employees
No Religion	51.5%	No Religion	47.9%	3493 Employees
Muslim	10.6%	Muslim	6.0%	434 Employees
Other	0.7%	Other	1.9%	137 Employees
Buddhist	0.5%	Buddhist	0.3%	20 Employees
Hindu	0.9%	Hindu	0.3%	19 Employees
Sikh	0.2%	Sikh	0.2%	16 Employees
Jewish	0.1%	Jewish	0.1%	<10 Employees

We continue to have an underrepresentation of employees who are Muslim, and this is a trend that has been occurring for some time. It is also in line with the underrepresentation we have under ethnicity for Asian/Asian British as Muslim communities are predominantly made up from people of these ethnic groups. It is worth noting that there is underrepresentation for Sikhs and Hindus. Although they are smaller religious communities, they would also be expected to be made up predominantly of people from Asian/Asian British ethnic groups.

Disability and Diversity

66.3% of our disabled workforce have shared with us the nature of their disability/impairment. This is a drop of nearly 5% on last year, however there is a broader range of impairments used after work took place to improve knowledge and understanding of the types of impairment so that the data better reflects that collected by the ONS and GSS.

Disability/Impairment	SCC	National Statistics ¹
Visual	2.3%	7%
Learning	10.8%	12%
Other	22.6%	23%
Hearing	9.2%	7%
Mental Ill Health	23.2%	42%
Mobility or physical	16.2%	42%
Dexterity	3.2%	22%
Memory	1.0%	12%
Socially or behaviourally	3.6%	8%
Stamina or breathing or fatigue	6.5%	32%

¹ 2020-21 National Family Resources Survey for working age disabled people

https://assets.publishing.service.gov.uk/media/623c6935e90e07799f0c7c76/Ch4_Disability.xlsx

We have used the national Annual Family Resources survey (working age population) to compare our data as this uses the impairment categories taken from the ONS Inclusive Data Standards and gives us more national and local data sets to compare against. As the Council has a high number of disability declarations in comparison with other similar public authorities it does give the Council an opportunity to have a greater understanding around the needs of its employees and supports the organisation’s anticipatory work around disability and the duty to make reasonable adjustments. The data we are currently using is from the 2021-22 Annual Family Resources as this is the most recent data available.

When exploring our disability and diversity last year, we recognised that we had an underrepresentation in all impairments with the exception of ‘hearing’. Some of the under-representations were so stark we undertook some work to improve our communications around impairment types so that we can be confident that staff have the information they need to understand the impairment types and where their impairments fit. We also provided comprehensive guidance around impairment types. This has led to significant improvement of our data around impairments, and we continue to work in this area to ensure that the data we have is accurate and we provide employees with the information they need. For example, last year we had no employees declaring mobility impairments and given the prevalence of these impairments in wider society and the size of the workforce this was extremely unlikely. We now have 16.2% of our disabled staff declaring a mobility impairment which shows there was a clear issue that we are now addressing.

In our Workforce Census, the following impairment types are also listed to select. These are not selections in the Annual Family Survey and therefore we are limited to how we measure the data:

- Communication – 1.0%

LGB+ and Diversity

Lesbian / Gay Women	Bisexual
1.41% 103 Employees are lesbian / gay women.	2.1% 156 Employees are bisexual.
Gay Men	Other minority sexual orientations
1.15% 84 Employees are gay men	0.6% 43 Employees have a sexual orientation other than heterosexual, gay or bisexual.

As with the figures from 2021/22, we have more employees that identify as bisexual than either Lesbian/Gay Women or Gay Men. Although in terms of headcount there are more Lesbian/Gay Women than Gay Men in real terms there is a greater percentage of our male employees who identify as LGB+ than females.

We are aware that not all our LGB+ employees will be out at work and that there may be some under declaration in this protected characteristic. We have started to include new categories under sexual orientation that some employees have declared as their identity however these numbers are currently too low to report on.

Transgender

0.5 % (<10) employees are Transgender.

The city comparator is estimated at 0.6 %.

We know that the response rate to this question is very low which affects the reliability of this data.

Gender Identity

55 employees have shared non-binary options (other than male or female) in the question relating to gender identity. We have updated the categories around gender identity to make them more relevant however declarations are currently too low to report on.

This is 0.8 % of the workforce.

Unpaid Carers

The council now has a significant number of unpaid carers in its workforce which is almost 1 in 5 employees. Given the societal challenges around social care and the trending around unpaid carers in the council's workforce over the last 5 years it is becoming increasingly important to be flexible and supportive to the needs of our employees around caring responsibilities. We also need to recognise that there are potential risks around bias in terms of promotion and progression for unpaid carers which could entrench systemic inequalities, particularly for females over the age of 50 and who are in the middle manager grades in the council.

Carers- Unpaid	2018/19	2019/20	2020/21	2021/22	2022/23
	10.6%	12.8%	14.2%	15.9%	18.6%

Diversity by Employment Grade

Grade 1 - 5 trends to 2018–23

Female employees	2018/19	2019/20	2020/21	2021/22	2022/23
	68.0%	61.6%	63.5%	62.5%	63.7%
BAME employees	2018/19	2019/20	2020/21	2021/22	2022/23
	16.4%	17.4%	16.6%	18.0%	18.5%
Disabled Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	12.5%	11.7%	12.2%	12.2%	14.4%
LGB+ Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	3.7%	3.5%	3.8%	4.7%	5.1%
Carers - unpaid	2018/19	2019/20	2020/21	2021/22	2022/23
	11.5%	12.4%	14.5%	15.7%	19.4%

Chief Officer trends 2018-23

Female employees	2018/19	2019/20	2020/21	2021/22	2022/23
	38.8%	48.0%	46.9%	47.2%	53.3%
BAME employees	2018/19	2019/20	2020/21	2021/22	2022/23
	6.4%	7.4%	9.9%	10.5%	9.2%
Disabled Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	6.4%	5.2%	4.5%	8.4%	6.0%
LGB+ Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	2.7%	2.6%	3.3%	6.0%	8.2%
Carers – unpaid	2018/19	2019/20	2020/21	2021/22	2022/23
	17.3%	17.3%	10.7%	17.9%	23.1%

Despite positive trending in previous years around BAME and disabled staff this has now dropped back which means we are now further behind the general workforce profile and local population at this level. LGB+, unpaid carers and females have all seen positive increases. While absolute numbers of employees at this level are small, they are in highly visible roles which presents greater opportunity for positive role modelling and driving more inclusive practice across the organisation. A diverse and engaged leadership is vital for positive transformative change.

Grades 6-9 trends 2018-23

Female employees	2018/19	2019/20	2020/21	2021/22	2022/23
	63.3%	59.4%	58.4%	59.1%	58.2%
BAME employees	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	14.6%	15.3%	16.1%	16.7%
Disabled Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	11.3%	11.5%	12.5%	13.0%

LGB+ Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	4.2%	4.4%	4.4%	5.1%
Carers – unpaid	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	13.3%	14.2%	16.1%	18.3%
*Data for these grades and protected characteristics only started being reported on in 2019/20					

Continuing on from last year’s report where we started to look more comprehensively at trending through the grades, this gives us a better understanding of promotion and progression through the council. This has been a continuous challenge for the council particularly improving the career prospects for BAME and disabled staff. Outside of sex, we only have data that goes back to 2019/20 although already this is giving us some idea of how people from marginalised groups are progressing through the organisation and whether we have areas of concern. As these are professional officer and management grades it is important to monitor this information as the employees at these grades are increasingly influential in the organisation as they increase in seniority. They are also likely to be more visible across the organisation and be responsible for leading teams and recruiting other employees. We are seeing some good trending for all marginalised groups at this level although progress is slower than the organisation as a whole. Data around sex does seem to be relatively stable and although there has been a reduction in females at grades 6-9 they are still generally in line with the workforce profile and overrepresented in comparison to the local population.

Grade 10-11 trends 2018-2023

Female employees	2018/19	2019/20	2020/21	2021/22	2022/23
	57.6%	57.0%	58.6%	62.8%	64.7%
BAME employees	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	12.7%	12.6%	14.5%	14.7%
Disabled Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	9.9%	9.0%	11.3%	9.8%
LGB+ Employees	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	6.4%	7.1%	6.3%	7.4%

Carers – unpaid	2018/19	2019/20	2020/21	2021/22	2022/23
	N/A*	13.3%	12.9%	15.8%	14.7%

*Data for these grades and protected characteristics only started being reported on in 2019/20

As with grade 6-9 we are now reporting on the senior management grades 10-11 where we have been disaggregating diversity data for the last few years. As with other management grades it is important that we monitor and report on diversity at this level as it allows us to see whether employees from marginalised groups are developing within the organisation and progressing to these more influential senior roles.

There are some positive areas in this data with LGB+ employees being overrepresented and some good data for females at this level. There is continued underrepresentation for BAME against both the local population and workforce profile. We have seen a reduction in the number of disabled people and carers at these grades so this is something we will need to monitor going forward to ensure that this is not a trend since they also both lower than the general workforce profile and local population.

Salary Grades

44.9%

7.0 - 1

Almost 45% of the Council's workforce work in the lowest grades (up to grade 5) whilst just under half are in the grades 6-9. A greater percentage of the overall female workforce make up this group (Grades 1-5).

This is the ratio between the median salary and the top salary in Sheffield City Council's workforce. This means the top salary 7 times greater than the average salary. This compares favourably to other Local Authorities

Percentage of employees at each grade group

Grades 1 to 5: £20,258 to £28,371	44.9%
Grades 6 to 9: £28,900 to £46,549	48.6%
Grades 10 to 11: £47,573 to £57,590	5.4%
Chief Office Grade: £63,174 and above	1.1%

Female		Male	
46.9%	2356 Employees	41.8%	1345 Employees
46.4%	2332 Employees	52.0%	1675 Employees
5.8%	289 Employees	4.9%	301 Employees
1%	48 Employees	1.3%	42 Employees

Sheffield City Council Workforce Diversity Figures 2022-23 by grading group						
	Female	Male	BAME	Disabled	LGB+	Carer
Grades 1 to 5	46.9%	41.8%	18.5%	14.4%	5.1%	19.4%
Grades 6 to 9	46.4%	52.0%	16.7%	13.0%	5.1%	18.3%
Grades 10 to 11	5.8%	4.9%	14.7%	9.8%	7.4%	14.7%
Chief Office Grade	1.0%	1.3%	9.2%	6.0%	8.2%	23.1%
SCC	0.0%	0.0%	17.3%	13.3%	5.3%	18.6%

Part-time* working

*Part time in this context is any employee who works less than 37 hours per week

Percentage of male and female workforces working part-time	
Female 46.0%	Male 19.3%
2312 female employees work part time	622 male employees work part time.

Again, in the last year there has been a decrease in the percentage of both women and men working part time and there is still nearly 4 times as many women working part time than men.

Percentage of part time workers by sex	
Female 78.8%	Male 21.2%

Almost four-fifths of Sheffield City Council's part-time workforce is female. The workforce age profile, the accessibility of flexible working options for employees and the increased likelihood of females having caring responsibilities that would be facilitated by the ability to work part-time and more flexibly is likely to have led to this disparity. Work does continue to encourage more males to take up part time opportunities.

Age distribution of part time working by Sex

The information below shows the age ranges of the entire male and female part time workforce.

Female			Male		
1.9%	45 Employees	25 and under	3.2%	20 Employees	
13.1%	304 Employees	26-35	8.4%	52 Employees	
24.8%	574 Employees	36-45	15.4%	96 Employees	
27.3%	632 Employees	46-55	19.1%	119 Employees	
29.2%	676 Employees	56-65	41.8%	260 Employees	
3.5%	81 Employees	Over 65	12.1%	75 Employees	
There are considerably more females who work part time in every age group up to age 65, although the gap has closed for employees under the age of 36 and over the age of 55.			Over 50% of the part time male workforce is 56 and above and there has been a slight increase in this area in the last 12 months.		

Sheffield Age 16-64 Sex Diversity Figures Based on 2021 Census	
Male	Female
49.7%	50.3%

Apprentices

Sheffield City Council has an established apprenticeship programme, bringing new skills into our organisation, changing our age profile and widening diversity with the aim of building a workforce for the future.

Apprenticeships play a vital role in supporting communities and changing the diversity of our workforce, and in addressing some of the inequalities within our city. The SCC apprenticeship programme has opened up entry routes into employment within our organisation and career pathways for our new apprentices as well as providing an opportunity for existing employees to develop and progress in their careers. SCC offers apprenticeships ranging from Level 2 up to Level 7 in a variety of areas including Plumbing, Plastering, Electrician, Social Care, Social Work, Accountancy, Surveying, Public Health, Business Administration, Customer Services, Housing Service roles, HR, Horticulture and many more.

Our aim is to ensure that our apprentices are supported to successfully complete their apprenticeship and then move into a destination position, enabling them to secure permanent employment within SCC and ensuring that SCC retains the talent it has have invested in.

Apprentices by Sex

Female	Male
24.3%	75.2%
32 Employees	97 Employees

Apprentices by Age

Age Group	
25 and under	84.5%
26-35	13.2%
36-45	1.6%
46-55	0.8%

Apprentices by protected characteristic

Ethnicity	Disability	Sexual Orientation												
<table border="1"> <tr> <td>BAME</td> <td>13.0%</td> </tr> <tr> <td>White British</td> <td>87.0%</td> </tr> </table>	BAME	13.0%	White British	87.0%	<table border="1"> <tr> <td>Disability declared</td> <td>9.1%</td> </tr> <tr> <td>Non-Disabled</td> <td>90.9%</td> </tr> </table>	Disability declared	9.1%	Non-Disabled	90.9%	<table border="1"> <tr> <td>LGBT+</td> <td>7.4%</td> </tr> <tr> <td>Heterosexual</td> <td>92.6%</td> </tr> </table>	LGBT+	7.4%	Heterosexual	92.6%
BAME	13.0%													
White British	87.0%													
Disability declared	9.1%													
Non-Disabled	90.9%													
LGBT+	7.4%													
Heterosexual	92.6%													
<p>There is a concerning trend around ethnicity and apprentices. Although work has been undertaken to improve the number and diversity of applications there has been a significant drop off in the percentage of applications from BAME groups from 25.4% in 2019/20. This year's figures have increased from 9.2% last year but they are still behind the local population and general workforce profile.</p>	<p>There are fewer apprentices who are disabled than our wider workforce and the city's disabled population of similar ages for most of our apprentices. It is much higher than many comparable public authorities' overall workforces. At 9.1% it is slightly lower than last year's figures of 9.6%. Local population data of 14.5% for those aged 16-24.</p>	<p>There is a high number of apprentices who are LGB+ in our workforce and compared to the national figures of 6.6% of all 16- to 24-year-olds. It currently stands at 7.4% which is a decrease from 9.2% last year.</p>												

The Workforce and HR

Sheffield City Council's Human Resources takes an active role in working to improve the diversity of our workforce. Working with colleagues in the portfolios and the Equalities and Engagement Team undertaking activities such as:

- monitoring recruitment practices
- analysing workforce profile data
- analysing case work by protected characteristic.

Organisational Structure

Sheffield City Council was previously structured by portfolios. The structure of the organisation has now changed with a new directorate-based model. These changes have been made as part of the Future Sheffield programme. We recognise that there are differences across the Council's portfolios demonstrating a continued need to target work where there is greater disproportion in relation to specific protected characteristics. The graph below demonstrates the differing workforce diversity. This data is a snapshot of the organisation in March 2023. The organisational structure changed in the new financial year and the Place portfolio was replaced by the City Futures and Operational Services portfolios.

Portfolio	Proportion of Female Employees	proportions of BAME employees	proportions of Disabled employees	proportions of LGB+ employees	proportions of Unpaid Carer employees
City Futures	47.8%	14.9%	11.4%	4.4%	14.6%
Operational Services	40.7%	12.7%	10.4%	3.3%	15.3%
People	78.9%	21.2%	14.3%	6.4%	19.2%
Resources*	66.0%	18.5%	15.5%	5.9%	21.5%
SCC	60.9%	17.3%	13.3%	5.3%	18.6%

Resources includes Chief Executives Office and PPC*

The main differences in each portfolio are:

People formed 41.7% (3,442 employees) of our workforce. This portfolio had the highest proportion of female employees and BAME employees. There is an underrepresentation of BAME in comparison to the 2021 Census data. Employees who are disabled, unpaid carers and LGB+ are also higher than the SCC overall profile.

Operational Services formed 38% (3,132 employees) of the workforce. This portfolio has the highest proportion of male employees and the lowest proportions of female employees. There are lower proportions of employees who are LGB+, disabled, and BAME in comparison to the other portfolios.

City Futures formed 4.8% (393 employees) of the Council’s workforce. It is the smallest of all the portfolios and has a lower percentage of females than most of the other portfolios except Operational Services. Although the portfolio had a slightly higher representation of disabled employees than the organisation as a whole it this has reduced in the last 12 months. It also had lower diversity amongst the other protected characteristics with a particularly low percentage of carers in comparison to the other portfolios.

Resources / Policy Performance & Communications formed 15.5% (1,278 employees) of our workforce and had slightly higher proportions of BAME, disabled, LGB+, women and carers. It did have lower proportions of male employees compared to the workforce as a whole.

HR Casework – Employee-led

HR Casework is now running as it should be having been stepped down during the COVID pandemic for a period during 2020-21. This has affected some of the trending data we have collected so we are not currently reporting this. We will look to monitor trending in this area and also monitor what the experience of staff is in key casework areas via the new Employee Survey which was launched in November 2023. This will give us the opportunity to analyse the data for any areas of underreporting. This will help us identify any risks to psychological safety across all protected characteristics within the organisation and where staff experience does not reflect that quantitative data we collect as part of HR Casework reporting.

Dignity and Respect cases by protected characteristic

There is a disproportionate number of employees who are BAME or disabled who are raising dignity and respect concerns, however it is a low number overall with only 21 cases for all protected characteristics. It would be useful to consider trending over a longer period of time around casework and to use data from comparator authorities and similar local public authorities to help us understand where the organisation is. Given the low numbers of cases we will also look data from the Employee Survey to see if this can give us a greater understanding of any dignity and respect issues taking place and being resolved at a more informal level.

Female 52.4% 11 Cases	Male 47.6% 10 Cases	BAME 60.0% 12 Cases
Disabled 42.1 <10 Cases	LGB+ 0.0% 0 employees	Carers 16.7% <10 cases

Grievance cases by protected characteristic.

Again there is a disproportionate number of employees who are female, BAME and disabled who are making complaints in relation to a grievance, but it is generally a low number of cases overall. The overall number of grievances has increased so although there is a lower percentage of females overall, the number of grievance cases brought by females has gone up. There has been an increase in the percentage of males bringing grievances from 12.5% last year. There has been a decrease in the number of cases brought by BAME staff.

Female 65.4% 17 employees	Male 34.6% <10 Cases	BAME 21.7% <10 Cases
Disabled 29.2% <10 cases	LGB+ 0.0% 0 employees	Carers 25.0% <10 Cases

HR Casework – Employer-led

271 employees were involved in employer-led casework in 2022/23. This is a significant increase on the 90 members of staff who involved in the previous year. It is important to note that the number of employees who are in employer-led casework is a small proportion of the workforce as a whole and is around 4% of the whole organisation. Casework can take a significant period of time to resolve so this means that some cases will be carried over from the previous year.

Sickness Procedure cases by protected characteristic

There is a high representation of employees who are disabled, carers and male in a sickness procedure where HR is supporting the case, (HR attends formal meetings with the employee). Trending around this issue would be useful to gain a greater understanding as to whether there are any patterns or causes for concern in this area, especially around the recording of disability sickness data and how disabled people are supported in the workplace and if they have suitable reasonable adjustments.

We also need to consider the workforce age profile when looking at disability and carers. As the council mean age is 48 this does mean that disability and caring responsibilities are more likely to have an impact on the workforce

Female 57.6 % 87 Cases	Male 42.4% 64 Cases	BAME 21.2% 12 Cases
Disabled 33.3% 40 Cases	LGB+ 2.5% <10 cases	Carers 24.6% 28 Cases

Disciplinary or Performance cases by protected characteristic

There is an overrepresentation of employees who are BAME, disabled or/and male in disciplinary or performance cases supported by HR. As with other areas of HR casework, numbers do tend to be quite low and are therefore subject to some fluctuation year-on-year, so it is useful to understand what the trending looks like over longer periods of time to identify if there are any underlying issues that require further investigation.

Female 43.3% 52 Cases	Male 56.7% 68 Cases	BAME 35.1% 39 Cases
Disabled 22.9% 24 Cases	LGB+ 4.9% <10 cases	Carers 13.3%% 13 cases

When considering casework (Employee- and Employer-led), we need to look at variations in our workforce diversity to identify if issues of high representation remain. Differences such as portfolio and service diversity, age diversity and grade diversity are all influencing factors which may have an impact on these figures.

Leavers and New Starters

The information below monitors leavers and new starters to Sheffield City Council. This demonstrates where the number of leavers with protected characteristics are leaving at a greater rate than those who are starting employment with the same protected characteristics.

864	Employees left Sheffield City Council in 2022/23	849	Employees joined Sheffield City Council in 2022/23
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There were 15 more employees who left Sheffield City Council than who joined in 2021/22. This number does not include employees who have joined the Council under TUPE arrangements, which explains the difference between leavers and new starters and changes in overall headcount.

Leavers and New Starters by Sex

More females started employment at Sheffield City Council than left and a slightly lower number of males joined the organisation than left in 2022/23

Leavers		Starters		Reason for Leaving*								
<table border="1"> <tr> <td>Female</td> <td>58.0%</td> </tr> <tr> <td>Male</td> <td>42.0%</td> </tr> </table>		Female	58.0%	Male	42.0%	<table border="1"> <tr> <td>Female</td> <td>62.1%</td> </tr> <tr> <td>Male</td> <td>37.9%</td> </tr> </table>		Female	62.1%	Male	37.9%	<p>Female</p> <p>Employee-led 88.8%</p> <p>Employer-led 8.8%</p> <p>Male</p> <p>Employee-led 87.9%</p> <p>Employer-led 9.4%</p>
Female	58.0%											
Male	42.0%											
Female	62.1%											
Male	37.9%											
501 female employees and 363 male employees left the Council during the reporting period		500 female employees and 294 male employees joined the Council and remained employed by the Council at the end of the reporting period		<p>More males left for employer-led reasons than females.</p> <p>*Where percentages fall short of 100% in leaving reason above, this is where there are other reasons associated with a leaver.</p>								

Leavers and New Starters by Ethnicity

23.1% of the Council's new starters were from BAME communities which is lower than the Census 2021 profile for BAME communities in Sheffield although it is an increase on last year's figures. It is also higher than the number of BAME employees who left the organisation. Continuing a trend such as this will lead to less underrepresentation of BAME communities within the organisation.

Leavers		Starters		Reason for leaving (BAME employees)												
<table border="1"> <tr> <td>BAME</td> <td>15.1%</td> </tr> <tr> <td>White British</td> <td>84.9%</td> </tr> </table>	BAME	15.1%	White British	84.9%	<table border="1"> <tr> <td>BAME</td> <td>23.1%</td> </tr> <tr> <td>White British</td> <td>76.9%</td> </tr> </table>	BAME	23.1%	White British	76.9%	<table border="1"> <tr> <td>Employee-led</td> <td>78.5%</td> </tr> <tr> <td>Employer-led</td> <td>17.4%</td> </tr> <tr> <td>Other</td> <td>4.1%</td> </tr> </table>	Employee-led	78.5%	Employer-led	17.4%	Other	4.1%
BAME	15.1%															
White British	84.9%															
BAME	23.1%															
White British	76.9%															
Employee-led	78.5%															
Employer-led	17.4%															
Other	4.1%															
121 BAME employees left the Council during the reporting period which is a small increase on last year.		181 BAME employees joined the Council and remained employed by the Council at the end of the reporting period which is an increase on last year's figures.		There has been an increase in the number of BAME employees leaving for Employer-Led reasons. Given the size of the increase further work should be undertaken to understand why this is. It is also much higher than their White British colleagues which stands at 7.5%.												

Leavers and New Starters by Disability

Again this year more employees who are disabled left employment with the Council than those who started employment. Although there are a number of positives for the Council around support for disabled employees and high declaration levels, it would be prudent to monitor this and understand why disabled employees are leaving the organisation. As the Council has an older workforce who are more likely to acquire a disability because naturally as people age they become more susceptible to acquiring impairments, this is likely to account for a number of employees as they reach retirement age and leave the organisation. It would be useful, however, to understand this data in more detail so that there are no causes for concern among younger age groups leaving the organisation prematurely.

Leavers		Starters		Reason for Leaving (disabled)												
<table border="1"> <tr> <td>Disability Declared</td> <td>12.7%</td> </tr> <tr> <td>Non-Disabled</td> <td>87.3%</td> </tr> </table>	Disability Declared	12.7%	Non-Disabled	87.3%	<table border="1"> <tr> <td>Disability Declared</td> <td>16.7%</td> </tr> <tr> <td>Non-Disabled</td> <td>83.3%</td> </tr> </table>	Disability Declared	16.7%	Non-Disabled	83.3%	<table border="1"> <tr> <td>Employee-led</td> <td>81.4%</td> </tr> <tr> <td>Employer-led</td> <td>15.5%</td> </tr> <tr> <td>Other</td> <td>3.1%</td> </tr> </table>	Employee-led	81.4%	Employer-led	15.5%	Other	3.1%
Disability Declared	12.7%															
Non-Disabled	87.3%															
Disability Declared	16.7%															
Non-Disabled	83.3%															
Employee-led	81.4%															
Employer-led	15.5%															
Other	3.1%															
97 disabled employees left the Council during the reporting period		71 disabled employees joined the Council and remained employed by the Council at the end of the reporting period		As with last year a higher percentage of our disabled staff left due to Employer-Led reasons than their non-disabled colleagues at 7.2% which warrants some investigation into why this trend is continuing.												

Leavers and New Starters by Sexual Orientation

More employees who are LGB+ started employment with the Council than those who left. Younger people have a higher prevalence of identifying as LGB+ so as more younger people join the organisation and older members of the workforce retire it is anticipated that this will increase the number of LGB+ people within the organisation. This can be seen in the number of LGB+ people we have recruited as apprentices and the higher proportion of people under 36 through general recruitment. Monitoring sexual orientation of the workforce by age would give us a greater understanding of prevalence within the organisation and whether we need any age specific support for people from these groups.

Leavers		Starters		Reason for Leaving									
<table border="1"> <tr> <td>LGBT</td> <td>4.7%</td> </tr> <tr> <td>Heterosexua </td> <td>95.3%</td> </tr> </table>		LGBT	4.7%	Heterosexua 	95.3%	<table border="1"> <tr> <td>LGBT</td> <td>9.3%</td> </tr> <tr> <td>Heterosexua </td> <td>90.7%</td> </tr> </table>		LGBT	9.3%	Heterosexua 	90.7%	Employee-led	97.1%
LGBT	4.7%												
Heterosexua 	95.3%												
LGBT	9.3%												
Heterosexua 	90.7%												
				Employer-led	2.9%								
				Other	0.0%								
35 LGB+ employees left the Council during the reporting period.		42 LGB+ employees joined and stayed with the Council during the reporting period.		Only a small number of LGB+ employees left due to Employer-led reasons in 2022-23. This is low in comparison to other protected characteristics although numbers of LGB+ staff are low so subject to more pronounced fluctuations in reporting.									

Leavers and New Starters by Carer Status

More employees who are carers (unpaid) left the Council than carers who started employment with the Council. This does have the potential to be a concerning trend given the Council's age and sex profile so it would be prudent to try to understand why more unpaid carers are leaving the organisation. There are already interventions in place that should help to support unpaid carers in the workplace and the Council should look at ways to continue to offer adjustments and flexibility to employees who need their support with caring responsibilities to remain in the workplace.

Leavers		Starters		Reason for Leaving									
				Employee-led	87.5%								
				Employer-led	11.5%								
				Other	1.0%								
<table border="1"> <tr> <td>Unpaid Carer</td> <td>14.0%</td> </tr> <tr> <td>Non-Carer</td> <td>86.0%</td> </tr> </table>		Unpaid Carer	14.0%	Non-Carer	86.0%	<table border="1"> <tr> <td>Unpaid Carer</td> <td>19.8%</td> </tr> <tr> <td>Non-Carer</td> <td>80.2%</td> </tr> </table>		Unpaid Carer	19.8%	Non-Carer	80.2%		
Unpaid Carer	14.0%												
Non-Carer	86.0%												
Unpaid Carer	19.8%												
Non-Carer	80.2%												
96 employees who are carers left the Council during the reporting period. Percentage wise this a slight drop from 15.8% last year.		56 employees who are carers joined the Council and remained employed by the Council at the end of the reporting period		Carers leaving for Employer-led reasons is higher than that of non-carers but not significantly so and with the smaller numbers it is subject to some volatility and is around the figures you may expect to see in the general workforce population if a little higher.									

Leavers and New Starters by Age

There are high proportions of employees leaving the Council are aged 56 and above. The highest proportion of new employees who have started employment with the Council are aged under 36. There is greater diversity amongst the younger population of Sheffield, particularly around BAME and LGB+ communities, and as younger people continue to access opportunities to enter the workforce this could also have a positive impact on the Council's diversity. The median age for both leavers and starters dropped by 1 year in 2022-23 to 55 and 36 years respectively.

Sheffield Council Leavers			Sheffield City Council Starters		
25 and under	67 Employees	7.8%	25 and under	184 Employees	21.7%
26-35	132 Employees	15.3%	26-35	232 Employees	27.3%
36-45	130 Employees	15.0%	36-45	173 Employees	20.4%
46-55	127 Employees	14.7%	46-55	170 Employees	20.0%
56-65	312 Employees	36.1%	56-65	85 Employees	10.0%
Over 65	96 Employees	11.1%	Over 65	5 Employees	0.6%
55	Median age of employees who left Sheffield City Council in 2020/21		36	Median age of new starters in 2020/21	

Proportion of leavers in each age group who left for employee-led reasons.

Most employees left the Council for employee-led reasons. There was a substantial drop in the number of employees 25 and under who left for Employer-led reasons compared to last year. There was a 6.2% increase in employees aged 56-65 who left for Employer-led reasons and a similar increase for those aged 46-55.

Leavers – Employee Led			Leavers – Employer Led		
25 and under	53 Employees	7.3%	25 and under	17 Employees	14.1%
				<10 Employees	9.0%
26-35	103 Employees	16.2%	26-35		
				<10 Employees	9.7%
36-45	89 Employees	15.6%	36-45		
				<10 Employees	19.2%
46-55	119 Employees	13.9%	46-55		
				<10 Employees	44.9%
56-65	276 Employees	34.9%	56-65	24 Employees	
				<10 Employees	4.8%
Over 65	97 Employees	12.0%	Over 65		

In addition, 22 employees left for reasons categorised as 'other'.

Recruitment and Selection

Adverts 371	Applied 5,135	Short-listed 1,770	Offered Post 958
<p>The information below tracks those who have applied for jobs with Sheffield City Council and measures success rates. The request for equality monitoring information appears at application stage and at appointment. Equality monitoring information is not included as part of the assessment process, although as the Council is a Disability Confident Level 2 Employer, we do operate a Guaranteed Interview Scheme for those applicants who declare a disability and meet the minimum essential criteria of a job role. Applicants' information is anonymised where appropriate to lessen the risk of bias entering the process. The information in this section is based on what is declared at application stage. We know that between 25% and 40% of candidates are choosing not to share some, or all, equality monitoring information. We aim to work on encouraging declaration.</p> <p>We also know that for those where job offers have been made, those not sharing information drops to between 6% and 18%. Therefore, we know more about the diversity of those successful in our recruitment.</p>			<p>46.1% of all jobs were offered to those under 36</p>

Applicants by protected characteristic

	Applicants	Shortlisted	Offers Made

	Of those who applied and declared this information	Of those who were shortlisted and declared this information	Of those who were recruited and declared this information
25 and under	25.6% 1316 Applicants	16.7% 296 Applicants	17.6% 169 Applicants
26 - 35	33.5% 1722 Applicants	26.9% 477 Applicants	28.5% 218 Applicants
36 - 45	20.8% 1069 Applicants	25.0% 442 Applicants	22.8% 218 Applicants
46 - 55	14.4% 736 Applicants	20.7% 366 Applicants	20.6% 197 Applicants
56 - 65	5.3% 273 Applicants	10.4% 184 Applicants	9.9% 95 Applicants
Over 65	0.4% 19 Applicants	0.3% <10 Applicants	0.6% <10 Applicants

Female		Male	
Applications	54.8%	Applications	42.1%
Short-listed	60.9%	Short-listed	37.4%
Offers made	64.1%	Offers made	34.2%

Female applicants are more represented at shortlisted and appointment stages of the recruitment process. There is less representation at shortlisted and appointment stages for males. We are starting to see a more diverse range of gender identities being declared by applicants with applications and appointments from both intersex and non-binary identifying people and 2.0% of applicants preparing to self-describe.

The amount of part time roles advertised may have a significant impact on the number of female applicants., reflecting employment trends of females generally applying for and occupying considerably more part time roles than males.

BAME Applicants		Disabled Applicants	
Applications	39.2%	Applications	13.8%
Short- Listed	29.0%	Short- Listed	19.1%
Offers Made	24.7%	Offers Made	15.4%

Applicants who are BAME are highly represented at application stage. They have increased by over 25% in real terms and appointments are now around 20% up on last year so the direction of travel around recruitment in general is very positive. Deeper dive work around this needs to be considered given the lack of improvement around promotion and progression and TARAs for BAME colleagues.	Applicants who are disabled are no longer underrepresented at application stage as they were in previous years. Similar, to the improvements we have made around BAME groups we have gained considerable ground here so that we are now have high levels of representation recruitment for disabled people. Given the focus on developing an inclusive recruitment process in the last 18 months the council does seem to have made significant progress in this area and will be monitoring trends to ensure this continues.
LGB+ Applicants	
Applications 10.8%	
Short- Listed 9.5%	
Offers Made 9.2%	
Applicants who are LGB+ are more represented than the Council average at the application stage. This continues our good work in this area as trending continues to move in a positive direction as has done for some time. Offers of employment to LGB+ applicants are well represented and significantly higher than our current workforce and local community percentages.	

Progression and Promotion*

The table below looks at the ways people move upwards through the organisation and whether or not those from marginalised groups are as likely to progress. It is clear that in the main there is a continued underrepresentation in the last 12 months amongst employees from some groups (BAME, disabled, females) in comparison to those who are part of centred groups (white, male, heterosexual). However, there has been an improvement in progression and promotion for all minoritized groups except LGB+ which has seen a slight fall. Overall there has been a 30% increase in the number of employees accessing promotion and progression opportunities internally.

BAME	White British
15.5%	84.5%
220 employees	1201 employees

Disabled 11.6% 162 employees	Non-Disabled 88.4% 1229 employees
LGB+ 4.4% 59 employees	Heterosexual 95.6% 1,297 employees
Unpaid Carers 15.6% 113 employees	Non-Carers 83.8% 906 employees
Female 48.9% 733 employees	Male 51.1% 767 employees

*Contract Changes identified that would assume either progression or promotion are: Grade and Hours Increase, Grade Increase, Grade Increase-Hours Decrease, Temporary Grade Increase

Temporary Additional Responsibility Allowance (TARA)

Sometimes our employees are asked to temporarily act up and take on more senior responsibilities when opportunities arise. They are given a temporary additional responsibility allowance (TARA) for doing so. These can sometimes be referred to as Honorariums. The data below demonstrates that TARAs have underrepresentation for BAME and disabled employees with regard to workforce profile, although the data for disabled employees is only slightly under the workforce profile and therefore less of a concern. It would be useful to understand the portfolios in which TARAs are offered and undertaken as this may help understand the data further. There is a slight underrepresentation of unpaid carers although improvements in the Council's offer around flexible working should help to address this.

	Count	
BAME	69	12.04%
White British	504	87.96%
Unknown	20	
Grand Total	593	

	Count	
Disability Declared	63	11.37%
Non-Disabled	491	88.63%
Unknown	39	
Grand Total	593	

	Count	
LGB+	31	5.72%
Heterosexual	511	94.28%
Unknown	51	
Grand Total	593	

	Count	
Unpaid Carer	75	14.23%
Non-Carer	452	85.77%
Unknown	66	
Grand Total	593	

	Count	
Female	365	61.55%
Male	228	38.45%
Grand Total	593	

	Count	
Grades 1 to 5	237	39.97%
Grades 6 to 9	309	52.11%
Grades 10 to 11	36	6.07%
Chief Officer Grade	11	1.85%
Grand Total	593	

Learning and Development

Recruitment, Selection and Retention

Focused recruitment, selection and retention activity are cornerstones of our aim to have a workforce that is reflective of our customers, the citizens of Sheffield.

Managers accessing recruitment and selection training (Managers completing 1 of the 2 courses required)	758 (49.8%)
Managers fully completing recruitment and selection training	482 (31.6%)

Our recruitment and selection learning and development offer was refreshed last year. It was updated to include a greater focus on the principles of inclusive recruitment and improved information on equality, diversity and how bias can negatively impact on recruiting decisions. The training is now mandatory for all managers who wish to undertake recruitment activity for their teams and anyone who is sitting on a recruitment panel as the Council is looking to remove bias from these processes and apply its recruitment processes more consistently. The latest set of recruitment data that is contained in this report has shown that these changes have had positive effect on the diversity of those applying roles with the council.

Induction to Sheffield City Council

There were 849 new starters in the reporting year and just over half of new starters completed their full induction. There is work being undertaken in HR to improve the onboarding and induction of new employees. Recruiting managers are encouraged to ensure that all elements of inducting new employees are completed, including objective setting, introductions to systems and processes and regular 1-2-1s. We also know that a large proportion of employees complete this course later in their employment with SCC.

109 (12.8%) new starters completing this course

297 (3.6%) all employees completing this course

Personal Development Reviews (PDR)

21.83% of Sheffield City Council employees either started or completed the PDR process in the reporting year. This is still extremely low and work is ongoing to address this issue. Although some progress was made improvement is required as lack of personal development opportunities does present a key barrier to progression for minoritized groups. It is important that we continue monitor this and to analyse the disaggregated equality monitoring data. There is an underrepresentation for BAME employees in this area and for those employees under the age of 35. If we are serious about our ambitions about improving opportunities at higher and chief officer grades for BAME employees, given that there has been a decrease at these levels, then it will be necessary to improve completion rates for BAME staff. Completion rates are poor for all employees across all protected characteristics so we must aim for all employees to have annual PDRs to support their Learning and Development plan.

Equality, diversity and inclusion training

The following information looks at numbers on EDI training courses. The data sets only reflect training completed in the reporting year and therefore some employees may have completed the course over the last few years. It is not currently necessary to repeat courses. However, we would encourage employees to refresh their knowledge periodically.

It is important to note that some learners complete more than one course, and they are counted each time they complete a course. The data below reflects employees undertaking the EDI courses available throughout this reporting period for both managers and employees.

Diversity 101 course	% of managers that attended
Number of managers in the workforce 1,523	915 (60.1%)

Equality, Diversity and Unconscious Bias training	% of employees completing this training
Number of employees in the workforce (excluding 1,523 managers) 6,722	4,174 (62.1%)

Leadership Conference: Making a Difference

In 2022/23 Sheffield City Council held leadership conferences for managers. 310 middle and senior managers attended this event.

Attendees by Age Range				
25 and Under	26-35	36-45	46-55	56-65
0.32%	5.18%	35.60%	40.13%	18.77%

Attendees by Sex	
Female	Male
64.52%	35.48%

Attendees by Ethnicity		
BAME	White British	Unknown
13.87%	84.19%	1.94%

Attendees by Disability Status		
Disability Declared	Non-Disabled	Unknown
9.68%	85.16%	5.16%

Attendees by LGB+		
Heterosexual	LGB+	Unknown
87.10%	7.74%	5.16%

Attendees by Carer		
Yes	No	Unknown
19.35%	70.65%	10.00%

Gender Pay gap 2022/23

The median pay gap has reduced to 0.25%. This document will look at some of the differences that have taken place and could have affected the change.

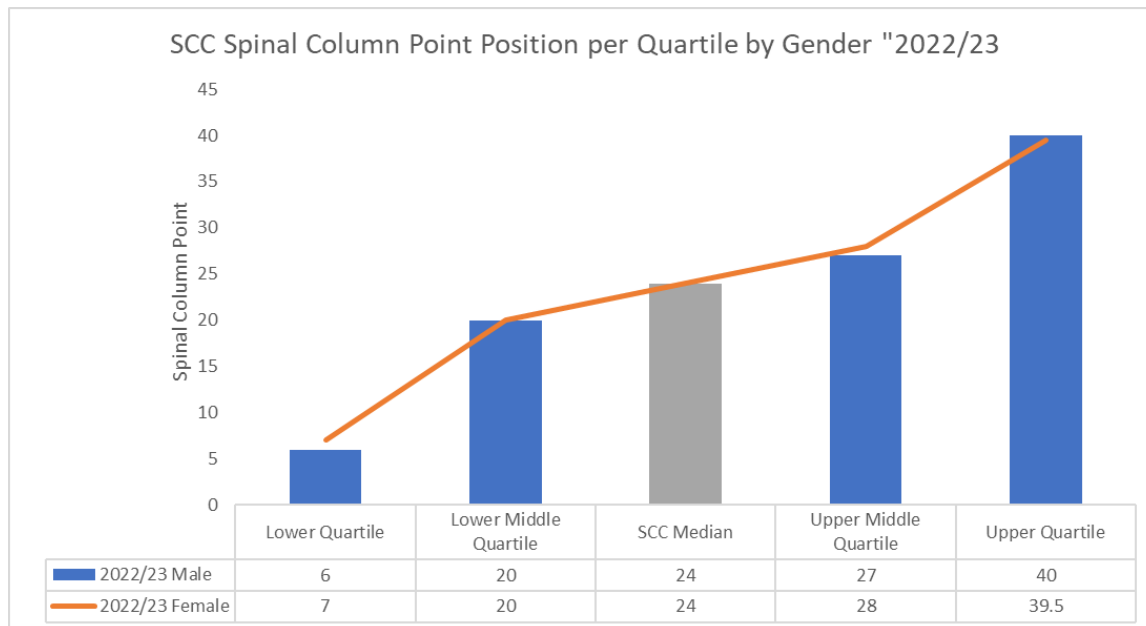
Both the mean and median pay gap are on positive trajectories overall. The mean Gender pay gap is now standing at 1.10% in favour of females from 4.26% in favour of males in 2018.

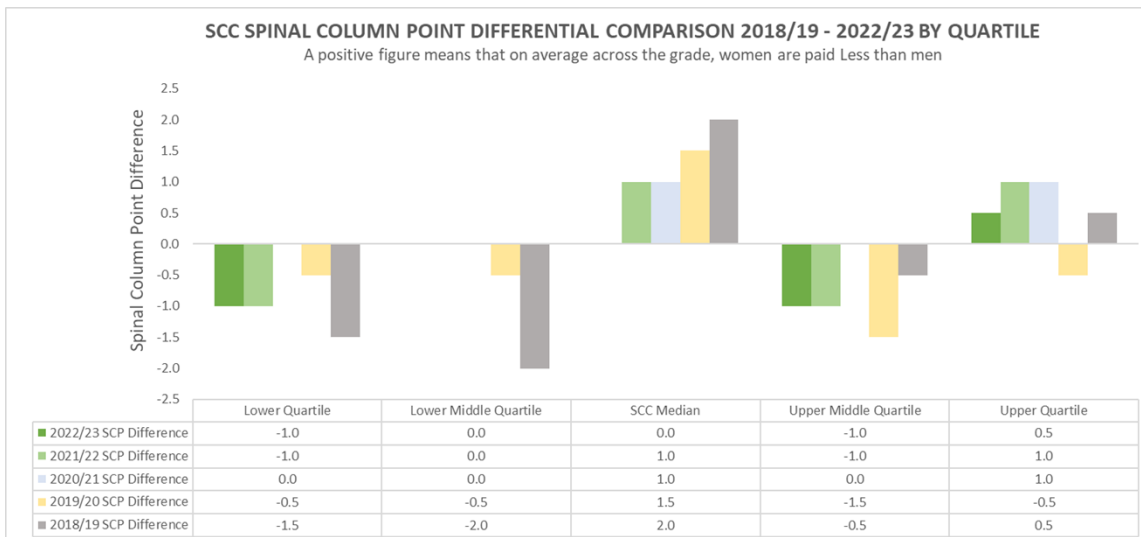
The pay agreement for 2022/23 has given a larger increase in pay for the lower grades and the deletion of spinal point 1.

Since the first Pay Gap submission in 2018 there has been incremental progression in place. This has allowed for an even distribution of progression across the grade bandings.

Median	Number of Males	Average Male Basic	Number of Females	Average Female Basic	Difference %
lower quartile	754	£11.39	1203	£11.59	-1.76
lower middle quartile	770	£14.69	1192	£14.69	0.00
upper middle quartile	880	£17.52	1081	£17.53	-0.06
upper quartile	706	£24.11	1251	£23.56	2.28
Total SCC	3110	£16.11	4727	£16.07	0.25

Median Pay Gap per Quartile from 2019





- Lower quartile – the same as 2022 but overall remained as a positive for females
- Lower middle quartile - the same as 2022
- Upper middle quartile - the same as 2022 but overall remained as a positive for females
- Upper quartile – a slight increase for females on the 2022 figures but overall remained as a positive for males
- The SCC median has reduced meaning the difference between male and females has closed.

Year on Year Quartile Change

2023 Gender Split	Male	Female	2022 Gender Split	Male	Female
lower quartile	24.24%	25.45%	lower quartile	24.45%	26.50%
lower middle quartile	24.76%	25.22%	lower middle quartile	24.58%	24.35%
upper middle quartile	28.30%	22.87%	upper middle quartile	28.83%	22.54%
upper quartile	22.70%	26.46%	upper quartile	22.15%	26.76%

The ideal Gender split per quartile would be 25%. This wouldn't be achieved due to rules around aligning where the quartiles sit, and the gender ratio split with in that.

There has been a positive female movement in the lower middle quartile which has increased the percentage of females by 0.87% to 25.22%.

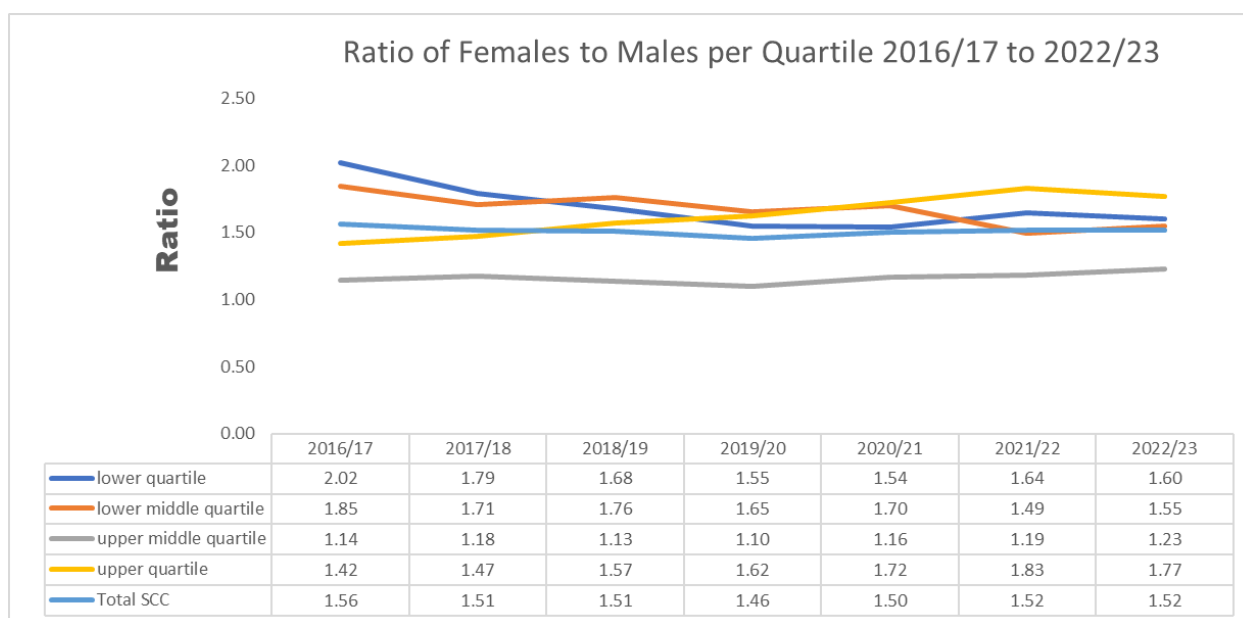
The percentage of males in the upper quartile has increased by 0.55%. There is also an increase in the lower middle quartile by 0.18%.

The percentage of females in the lower and upper quartile has decreased but has increased in the lower middle and upper middle quartiles.

Gender Split 2022 against 2023

2023 Gender Split	Male	Female	2022 Gender Split	Male	Female
lower quartile	38.5%	61.5%	lower quartile	40.1%	59.9%
lower middle quartile	39.2%	60.8%	lower middle quartile	37.8%	62.2%
upper middle quartile	44.9%	55.1%	upper middle quartile	45.8%	54.2%
upper quartile	36.1%	63.9%	upper quartile	35.3%	64.7%
Grand Total	39.7%	60.3%	Grand Total	39.7%	60.3%

- No change in the representation for SCC in 2023
- A 1.6% increase of female representation in the lower quartile.
- A 1.4% decrease of female representation in the lower middle quartile.
- A 0.8% increase of female representation in the upper middle quartile.
- A 0.9% increase in the upper quartile for males

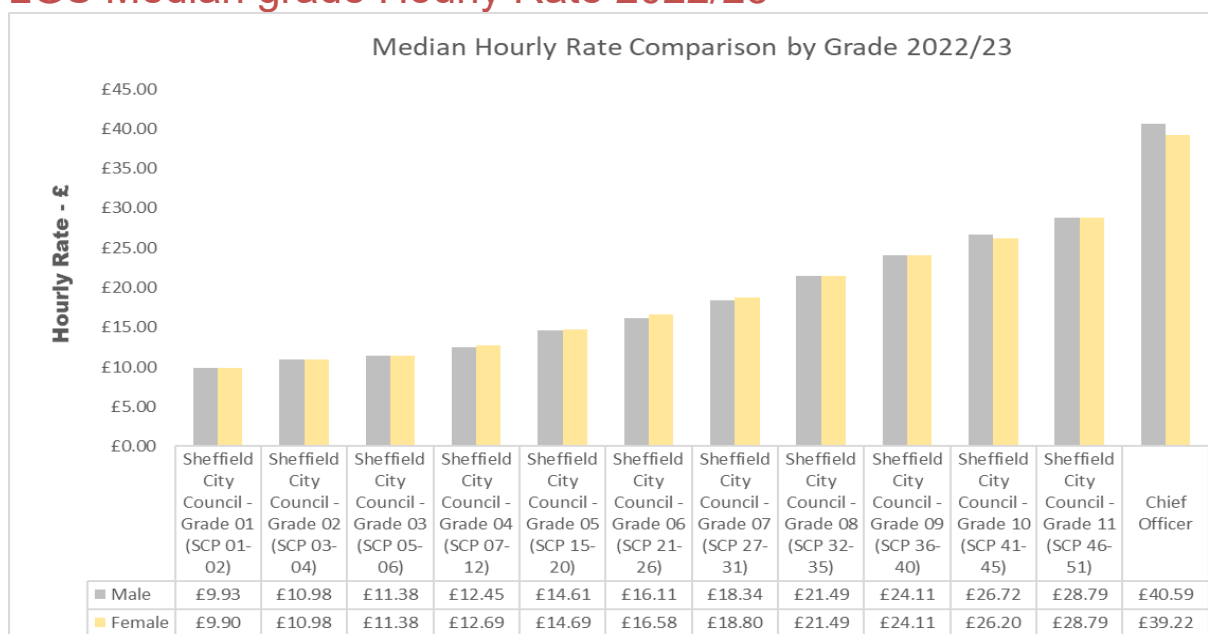


- Lower quartile is showing a decrease in ratio for females on 2022
- Lower middle quartile has slightly increased for females on the 2022 level
- Upper middle quartile has slightly increased for females on the 2022 level
- Upper quartile is showing a slight decrease in the female ratio
- Overall there hasn't been any big changes in the ratios across all the quartiles.
- There has been no change in the SCC total from 2022.

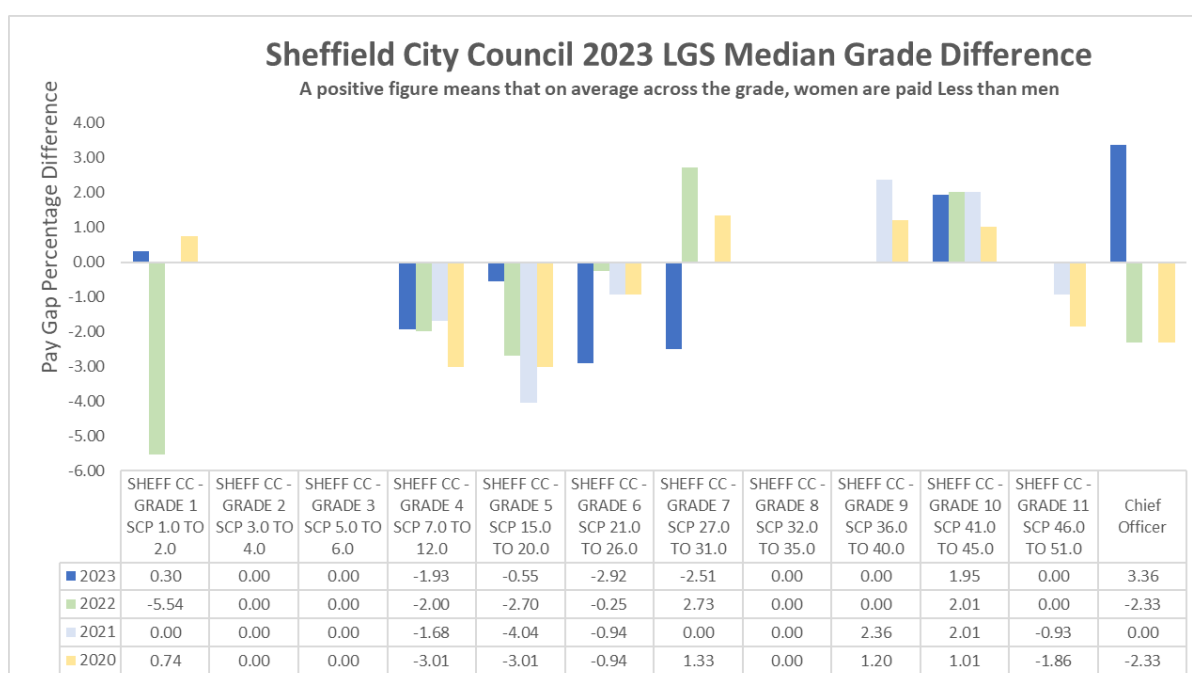
Mean Gender Pay Gap 2022/23

Median	Number of Males	Average Male Basic	Number of Females	Average Female Basic	Difference %
lower quartile	754	£11.42	1203	£11.68	-2.32
lower middle quartile	770	£14.78	1192	£14.64	0.93
upper middle quartile	880	£17.92	1081	£18.04	-0.65
upper quartile	706	£25.21	1251	£25.01	0.78
Total SCC	3110	£17.22	4727	£17.41	-1.10

LGS Median grade Hourly Rate 2022/23

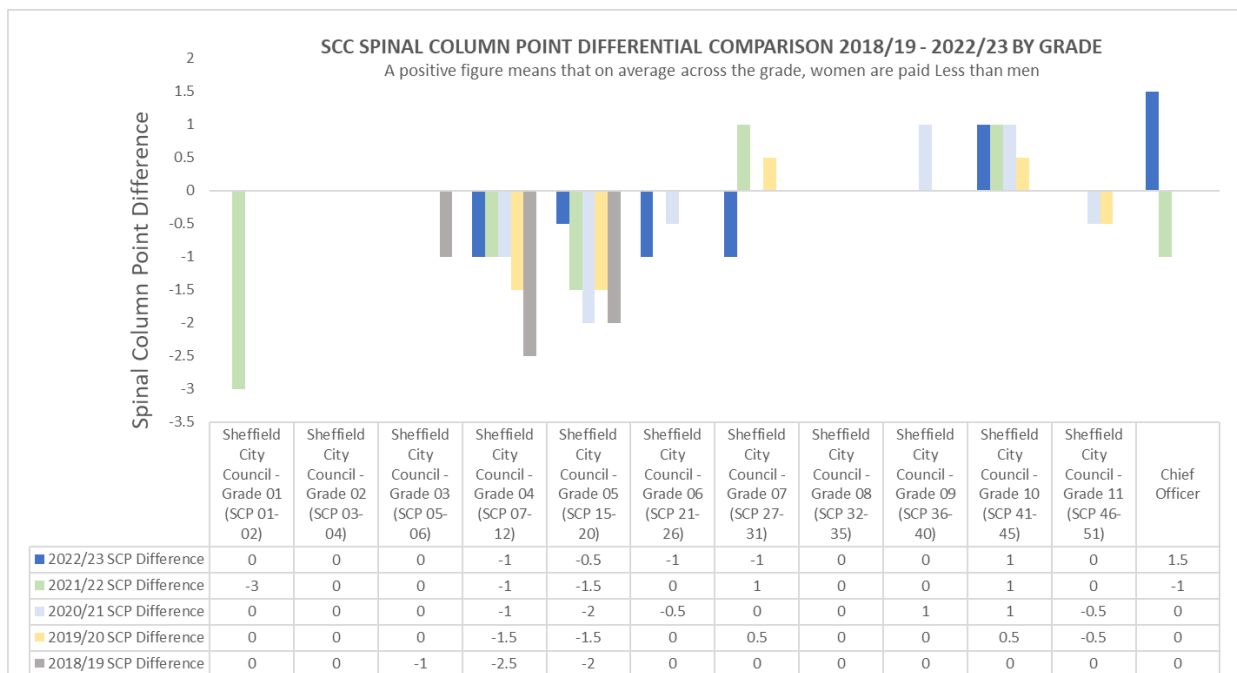


LGS Median Grade Difference 2022 against 2023



- Grade 1 there was an increase for males to 0.30% in the pay gap
- Grades 2 and 3 remain the same as 2022
- There was a decrease in the pay gap for females at Grade 4 and 5
- Grade 6 and 7 have shown an increase in the pay gap for females specifically grade 7
- Grades 8 and 9 remains the same as 2022
- Grade 10 has shown a slight increase in favour of females
- Grade 11 remains the same as 2022
- There has been an increase for males Chief Officers in the pay gap by 3.36

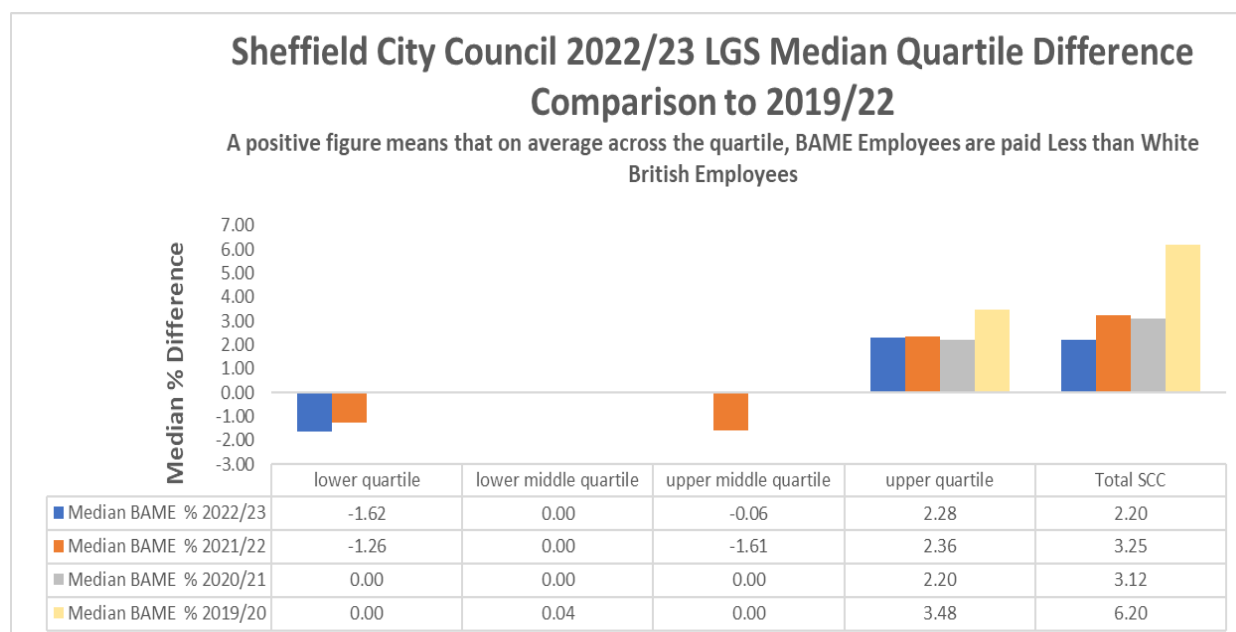
SCP Difference 2023 against 2022



- Grade 1 SCP has levelled out for males and female
- Grade 2, 3 and 4 have remained the same as 2022
- Grade 5 SCP has reduced by 1 SCP against last year but remains in favour of females.
- Grade 6 and 7 have increased by 1 SCP against the 2022 pay gap in favour of females
- Grade 8, 9, 10 and 11 have all remained the same from 2022
- Chief Officer Grade has reduced and is now in favour of males against 2022

BAME Median Pay Gap 2022/23

BAME Quartile	Number of White British	Median White British Basic	Number of BAME	Median BAME Basic	Difference %
Lower Quartile	1462	£11.39	310	£11.58	-1.62
Lower Middle Quartile	1557	£14.69	342	£14.69	0.00
Upper Middle Quartile	1556	£17.52	324	£17.53	-0.06
Upper Quartile	1592	£24.11	282	£23.56	2.28
Grand Total	6167	£16.11	1258	£15.76	2.20

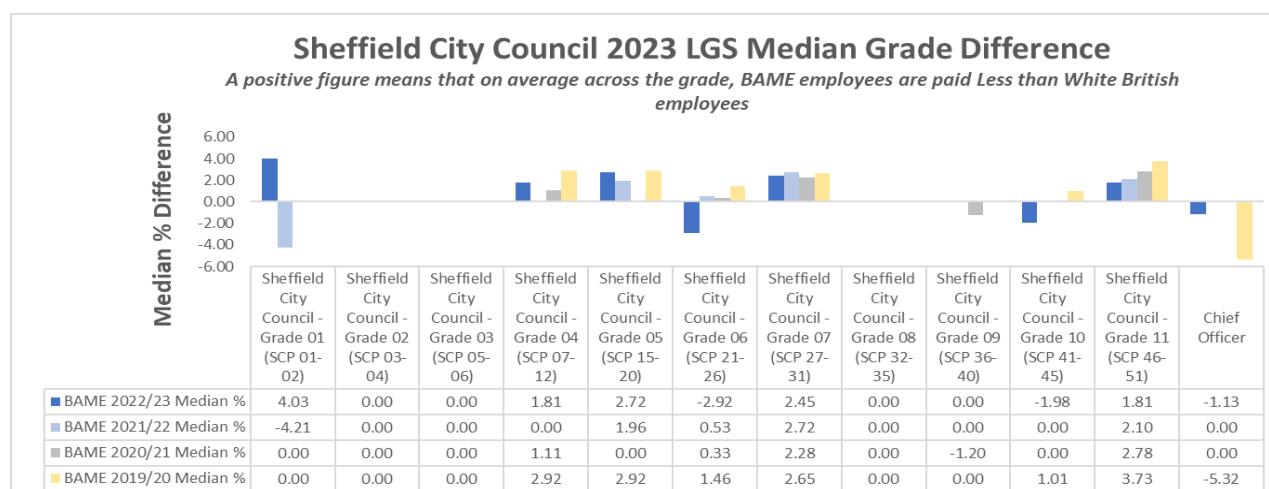


There has been a slight increase in the lower quartile and upper quartile in favour of BAME.

The lower middle quartile has remained at no difference.

There has been an increase of 1.55% in favour of White British in the upper middle quartile.

In SCC the gap has reduced to 2.20% from 3.25% in 2022 but the figures are still in favour of White British.



Year on Year Percentage per Quartile Change

2023			2022		
BAME Quartile	BAME	White British	BAME Quartile	BAME	White British
Lower Quartile	24.64%	23.71%	Lower Quartile	25.56%	24.03%
Lower Middle Quartile	27.19%	25.25%	Lower Middle Quartile	25.90%	24.61%
Upper Middle Quartile	25.76%	25.23%	Upper Middle Quartile	24.56%	25.69%
Upper Quartile	22.42%	25.81%	Upper Quartile	23.98%	25.66%

There has been a decrease in BAME in the lower and upper quartiles from the 2022 figures and an increase in the middle quartiles for the same period.

Ethnicity Split 2022 against 2023

2023			2022		
BAME Quartile	BAME	White British	BAME Quartile	BAME	White British
Lower Quartile	17.49%	82.51%	Lower Quartile	17.10%	82.90%
Lower Middle Quartile	18.01%	81.99%	Lower Middle Quartile	16.95%	83.05%
Upper Middle Quartile	17.23%	82.77%	Upper Middle Quartile	15.64%	84.36%
Upper Quartile	15.05%	84.95%	Upper Quartile	15.34%	84.66%
Grand Total	16.94%	83.06%	Grand Total	16.25%	83.75%

BAME Mean Pay Gap 2022/23

BAME Quartile	Number of White British	Mean White British Basic	Number of BAME	Mean BAME Basic	Difference %
Lower Quartile	1462	£11.65	310	£11.69	-0.30
Lower Middle Quartile	1557	£14.72	342	£14.64	0.59
Upper Middle Quartile	1556	£18.01	324	£18.04	-0.18
Upper Quartile	1592	£25.17	282	£24.81	1.43
SCC Total	6167	£17.52	1258	£17.07	2.59

The overall SCC total is nearly the same as 2022.

The biggest reduction is in the upper quartile where the difference is now 1.43% in favour of White British whereas it was 3.25% in 2022.

Ethnicity Median Pay Gap 2023

	Asian/ Asian British		Black/ Black British		Mixed/ Multi Heritage		Other Ethnic Group (Including White Other)		White British			Asian/ Asian British	Black/ Black British	Mixed/ Multi Heritage	Other Ethnic Group (Including White Other)
Quartile	Count	Median Hourly Rate	Count	Median Hourly Rate	Count	Median Hourly Rate	Count	Median Hourly Rate	Count	Median Hourly Rate					
lower quartile	113	£11.39	86	£11.59	38	£11.59	73	£11.45	1462	£11.39		0.00	-1.76	-1.76	-0.53
lower middle	114	£14.69	93	£14.69	69	£14.71	66	£14.69	1557	£14.69		0.00	0.00	-0.14	0.00
upper middle	67	£17.52	109	£17.68	68	£17.76	80	£17.98	1556	£17.52		0.00	-0.91	-1.34	-2.63
upper quartile	71	£23.07	75	£22.70	40	£23.91	96	£24.11	1592	£24.11		4.31	5.85	0.85	0.00
Grand Total	365	£14.71	363	£16.58	215	£16.53	315	£17.04	6167	£16.11		8.69	-2.92	-2.63	-5.77

Proportion per Ethnicity Group 2023

BAME Quartile	Asian/Asian British	Black/Black British	Mixed/Multi Heritage	Other Ethnic Group (Including White Other)	White British
lower quartile	30.96%	23.69%	17.67%	23.17%	23.71%
lower middle quartile	31.23%	25.62%	32.09%	20.95%	25.25%
upper middle quartile	18.36%	30.03%	31.63%	25.40%	25.23%
upper quartile	19.45%	20.66%	18.60%	30.48%	25.81%

Ethnicity Split 2023

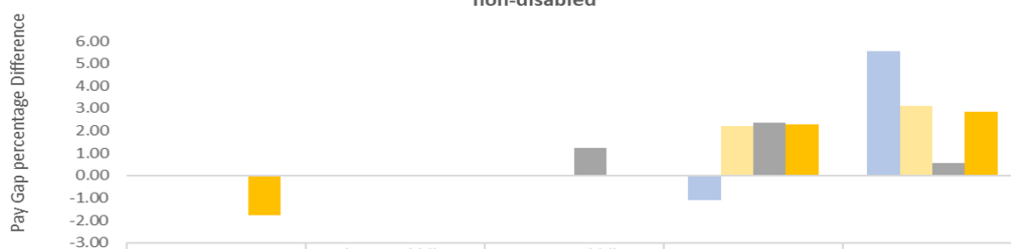
BAME Quartile	Asian/Asian British	Black/Black British	Mixed/Multi Heritage	Other Ethnic Group (Including White Other)	White British
lower quartile	6.38%	4.85%	2.14%	4.12%	82.51%
lower middle quartile	6.00%	4.90%	3.63%	3.48%	81.99%
upper middle quartile	3.56%	5.80%	3.62%	4.26%	82.77%
upper quartile	3.79%	4.00%	2.13%	5.12%	84.95%
Grand Total	4.92%	4.89%	2.90%	4.24%	83.06%

Disability Pay Gap 2022/23

Median Disability Quartiles	Number of Non- Disabled	Median Non- Disabled Basic	Number of Disabled Declared	Median Disabled Declared Basic	Difference %
Lower Quartile	1366	£11.39	234	£11.59	-1.76
Lower Middle Quartile	1512	£14.69	249	£14.69	0.00
Upper Middle Quartile	1552	£17.52	229	£17.52	0.00
Upper Quartile	1556	£24.11	239	£23.56	2.28
Grand Total	5986	£16.58	951	£16.11	2.83

Sheffield City Council 2023 LGS Median Quartile Difference

A positive figure means that on average across the quartile, Disabled people are paid Less than non-disabled



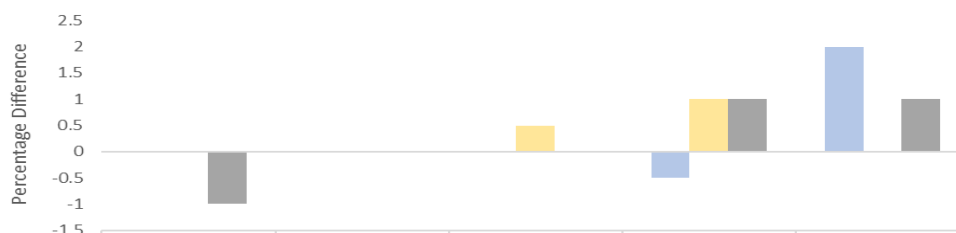
	lower quartile	lower middle quartile	upper middle quartile	upper quartile	Total SCC
Median Disability % 2019/20	0.00	0.00	0.00	-1.11	5.56
Median Disability % 2020/21	0.00	0.00	0.00	2.20	3.12
Median Disability % 2021/22	0.00	0.00	1.25	2.36	0.54
Median Disability % 2022/23	-1.76	0.00	0.00	2.28	2.83

Mean figures 2022/23

Mean Disability Quartiles	Number of Non-Disabled	Mean Non-Disabled Basic	Number of Disabled Declared	Mean Disabled Declared Basic	Difference %
Lower Quartile	1366	£11.69	234	£11.79	-0.87
Lower Middle Quartile	1512	£14.71	249	£14.71	-0.01
Upper Middle Quartile	1552	£18.02	229	£18.03	-0.08
Upper Quartile	1556	£25.23	239	£24.37	3.41
Grand Total	5986	£17.61	951	£17.22	2.23

SCC SPINAL COLUMN POINT DIFFERENTIAL COMPARISON 2020/2021 - 2022/23 BY QUARTILE

A positive figure means that on average across the grade, Disabled people are paid Less than non-disabled



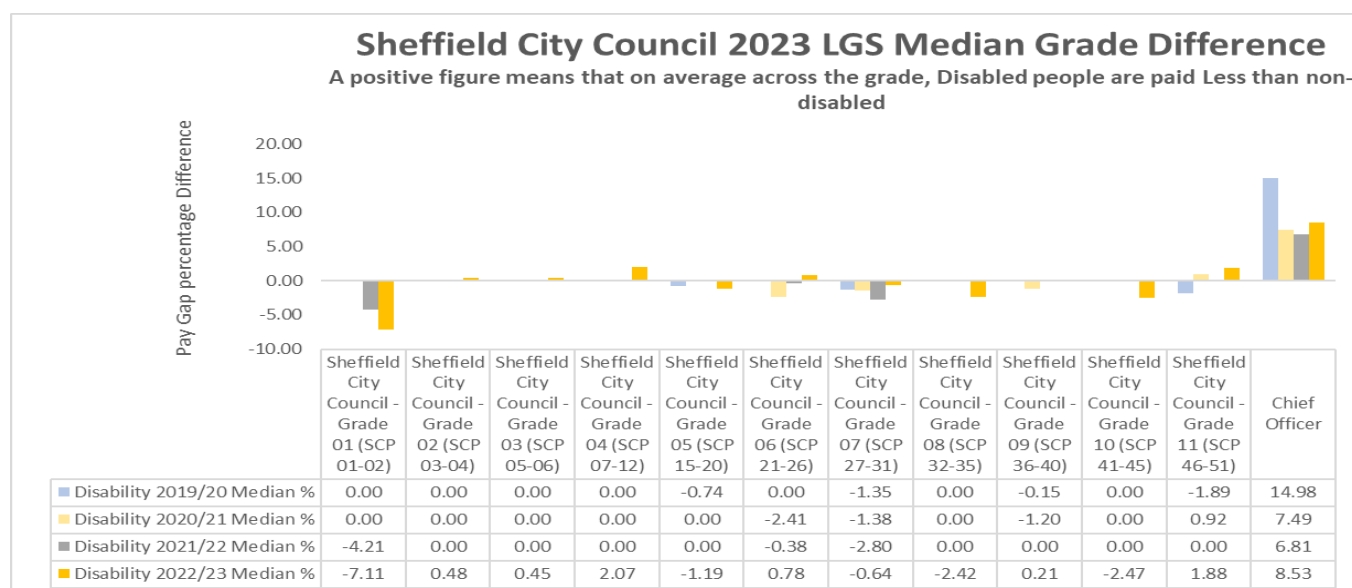
	lower quartile	lower middle quartile	upper middle quartile	upper quartile	Total SCC
SCP Difference Disability 2020/21	0	0	0	-0.5	2
SCP Difference Disability 2021/22	0	0	0.5	1	0
SCP Difference Disability 2022/23	-1	0	0	1	1

Year on Year Quartile Change

% Per Quartile	Disability Declared	Non-Disabled	% Per Quartile	Disability Declared	Non-Disabled
Lower Quartile	24.61%	22.82%	Lower Quartile	25.09%	24.28%
Lower Middle Quartile	26.18%	25.26%	Lower Middle Quartile	25.69%	24.63%
Upper Middle Quartile	24.08%	25.93%	Upper Middle Quartile	24.25%	25.75%
Upper Quartile	25.13%	25.99%	Upper Quartile	24.97%	25.34%
2023			2022		

Disability Declared Split 2022 against 2023

	Disability Declared	Non-Disabled		Disability Declared	Non-Disabled
Lower Quartile	14.63%	85.38%	Lower Quartile	12.04%	87.96%
Lower Middle Quartile	14.14%	85.86%	Lower Middle Quartile	12.14%	87.86%
Upper Middle Quartile	12.86%	87.14%	Upper Middle Quartile	11.09%	88.91%
Upper Quartile	13.31%	86.69%	Upper Quartile	11.54%	88.46%
Grand Total	13.71%	86.29%	Grand Total	11.69%	88.31%
2023			2022		



Terminology

Certain words and phrases have particular meanings when used in connection with Workforce equality data. To assist with the understanding of information in this report, the definitions of these words/phrases are explained below.

Appendix 1 Terminology	
Directorate	The Council structure is broken down into sections known as directorates these are Strategic Support Services, Neighbourhoods, Childrens Services. Adults Care and Wellbeing, Public Health and Integrated Commissioning and City Futures.
Headcount	The number of Sheffield City Council employees regardless of hours worked.
The Equality Act 2010	The legislation that legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone.
Protected characteristics	<p>The protected characteristics definitions are in accordance with the Equality Act 2010:</p> <ul style="list-style-type: none"> age disability gender reassignment pregnancy and maternity race (colour, ethnicity and nationality) sex (women and men) sexual orientation marriage and civil partnership– (eliminate discrimination only) religion or belief (including no religious belief)
BAME employees	We use the census definition of employees who are Black, Asian and Minority Ethnic (all non- White British people including White Irish or White Other).
LGB+ employees	Employees who self-define as lesbian, gay, bisexual, or other (all other non-heterosexuals).
Disabled employees	Employees who define themselves as disabled.
Definition of disability under the Equality Act 2010	<p>A person is disabled under the Equality Act 2010 if they have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on a person’s ability to do normal daily activities.</p> <p>‘Substantial’ is more than minor – e.g., it takes longer to complete a daily task</p> <p>‘Long-term’ usually means 12 months or more – but can mean other conditions which due to treatment surgery may be shorter.</p>
Gender Re-assignment/ Transgender	Under the Equality Act 2010, a person has the protected characteristic of gender reassignment if they are proposing to undergo or are undergoing or have undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.

Carers	An employee who has caring responsibilities other than parental responsibilities. A carer is unpaid and looks after or supports someone else who needs help with their day-to-day life, because of their age, a long-term illness, disability or substance misuse. This includes parents of a disabled child.
Difficult to measure data	Throughout this report we compare certain sample data to the workforce. Sometimes the sample is too small to do this properly. For example: 11.3% of all employees in Sheffield City Council who replied to the question: "Do you consider yourself to have a disability?" answered "yes". If we looked at another smaller service with 4 employees and all 4 completed their census information, if one of them replied that they have a disability, we could not meaningfully compare the 25% "yes" response from that small team to the 11.3% "yes" response for the whole of SCC.
HR employee- and employer-led process	An employee-led process is a procedure initiated by an employee that has HR involvement other than general advice, i.e. Dignity and Respect or Grievance. An employer-led process is a procedure initiated by management with support from HR, i.e. Performance, Disciplinary, Managing Absence.
Chief Officers	Chief Officers are the most senior officers in the Council and paid on the directors grading structure. Data in this report relating to Chief Officers also now includes some most senior officers on "Other Grades" due to other terms and conditions associated with their job.

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