

# Sheffield City Council's Equality and Fairness Objectives 2014-18

## 1. To be a leader and a guarantor of equality and fairness for the city

- Support and implement relevant recommendations of the Fairness Commission
- Promote the principles of the Commission within the Council and partners
- Challenge unfair practice and encourage inclusive policies for employers and services within the city

## 2. To ensure our budget, policies and processes are implemented fairly

- Ensure that equality, diversity and fairness issues are considered as an integral part of our decision making process through the use of Equality Impact Assessments
- Ensure appropriate consultation with affected groups\*
- Ensure that appropriate resources are allocated in line with the principles

## 3. To foster an accessible, inclusive and positive working environment for our staff

- Sign up to the fair employer code of practice and report annually
- Foster and promote a shared understanding of equality, diversity and inclusion across the Council
- Ensure a high and a parity of staff diversity & satisfaction across all groups\*

## 4. To ensure our services are fair & accessible and customer experiences are positive

- Monitor services, analyse gaps in provision, identify barriers and make reasonable adjustments to take individual needs into account
- Ensure high and parity of customer satisfaction across all groups\*
- Reduce barriers to access in the city, e.g. buildings, transport, housing, etc.

## 5. To advance equality, inclusive and fair practice within our partners and supply chain

- Ensure our commissioning is fair, accessible and inclusive
- Ensure relevant and appropriate contract and grant monitoring arrangements
- Promote the fair employer code within partners

## 6. To foster a safe, cohesive and accessible city

- Ensure hate incidents, intimidation, discrimination, harassment, bullying or victimisation is actively prevented and opposed
- Ensure appropriate domestic and sexual abuse and exploitation services are available and that they are accessible across all groups\*
- Ensure decent, inclusive and accessible housing provision

## **7. To strengthen voice & influence of under-represented communities within the city**

- Promote civic participation, involvement & responsibility within groups in the city
- Maximise voter registration to ensure everyone is able to exercise the right to vote
- Reduce barriers to involve people in decision-making processes of the city

## **8. To advance health and wellbeing within the city**

- Narrow and reduce health inequalities across different groups\*
- Support ill health prevention and promote personal independence
- Remove barriers to services which are disproportionately experienced by some communities

## **9. To advance economic inclusion within the city**

- Maximise incomes and promote a living wage within partners and city employers
- Improve fair access to jobs and apprenticeships for the most disadvantaged
- Contribute to lowering unemployment gaps between groups\* of people in the city

## **10. To advance aspiration and learning opportunities and skills**

- Narrow and reduce the attainment and skills gaps at all levels for different groups\*
- Reduce levels of people not in education, employment or training
- Increase levels of children in education everyday

\*This refers to groups who share a protected characteristic under the Equality Act 2010. The protected characteristics are Age, Disability, Gender reassignment, Pregnancy and maternity, Race, Religion / Belief, Sex, Sexual Orientation, and Marriage and civil partnership (in relation to eliminating discrimination only).