

Sheffield City Council

Annual Equalities Report

2021/2022





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Foreword

We are passionate about Sheffield and our diverse communities, and our people are the heart of our city, whether you live, work here or are visiting our vibrant city. Fairness and tackling inequality are at the centre of our values, recognising that everyone should be safe, well and have a fair chance to succeed. However, we know from the findings of the Race Equality Commission report and work from this report that currently, communities in Sheffield don't feel the city is fair or inclusive and they don't feel empowered or included.

We are therefore committed to providing more inclusive and accessible services, that meet the needs of all our communities in Sheffield. To do this we need to better understand the diversity of our communities to ensure we are meeting these needs adequately and appropriately. Equality is about everyone, but people are individuals, and their needs will be met in different ways. Some people, especially the most vulnerable, or those who face additional barriers will need a bit more support from us than others.

Our Annual Equality Report covers the period between April 2021 and July 2022 and provides an update on each of our Equality Objectives, including some examples on how we are delivering on these.

Section 1 of this report details information on the changing population of Sheffield and covers released data from the 2021 Census. Knowing who lives in Sheffield and who our customers are, is fundamental to how we plan and deliver services. This relates to Equality Objective 1 - Strengthen knowledge and understanding of our communities.

Section 2 details examples of how we are meeting our Public Sector Equality Duty commitments through our processes such as carrying out Equality Impact Assessments and information about our commitment at leadership with our Strategic Equality and Inclusion Board.

Section 3 shows examples of how we are meeting our Equality Objectives and where we need to improve with our priorities for 2022/23.

Section 4 covers some reflections from the pandemic from an equality perspective, including how we responded in an accessible and inclusive way to support the wellbeing of our city. This work is integral to Equality Objective 4 – Break the cycle of inequality and improve life chances.

Section 5 sets out some next steps with regards to looking ahead into the next year.

Appendices to this report includes Member equality monitoring, a report on AccessAble and the largest report is our Workforce Equality Report. This sets out in more detail work on Objective 2 - Ensuring the diversity of our workforce reflects the people that we serve. This also includes additional information as part of the Public Sector Equality Duty. We recognise we have some big challenges ahead and that we need to continue to learn and embed equality into everything that we do for our residents, visitors, and workforce.

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 Terry Fox



Chief Executive
Kate Joseph

Section 1: Sheffield and our Residents

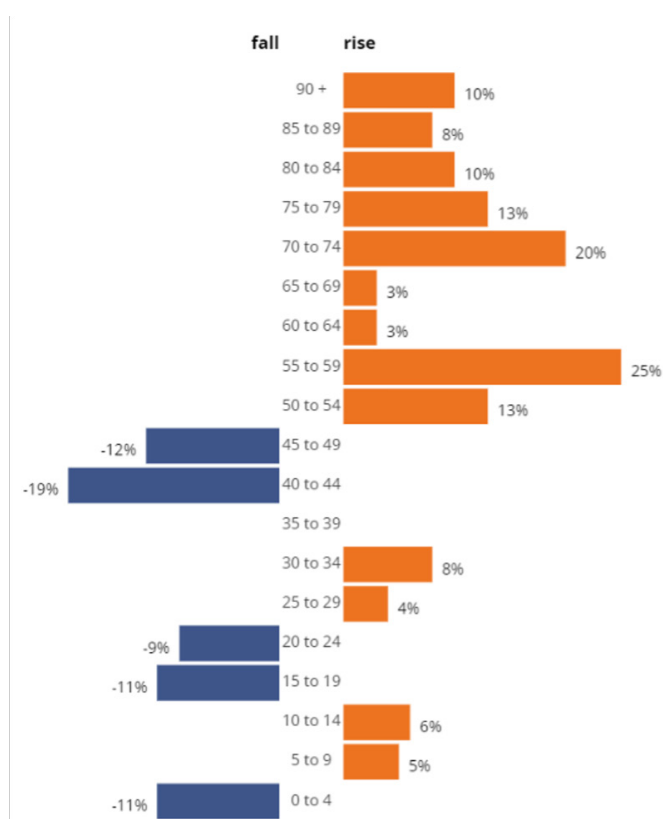
The release of data from the Census 2021 will be invaluable as we develop our services for the future. This is vital to the work we undertake to achieve Objective 1, Strengthen knowledge and understanding of Our Communities. The new data will help us to know more about the people of Sheffield and this is a key opportunity to use the data to support service planning, service redesign and respond to different needs. We will also use this data in key 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, 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 as set in our Equality Act 2010. 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 that are accessible and inclusive.

Demographic

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 across 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.

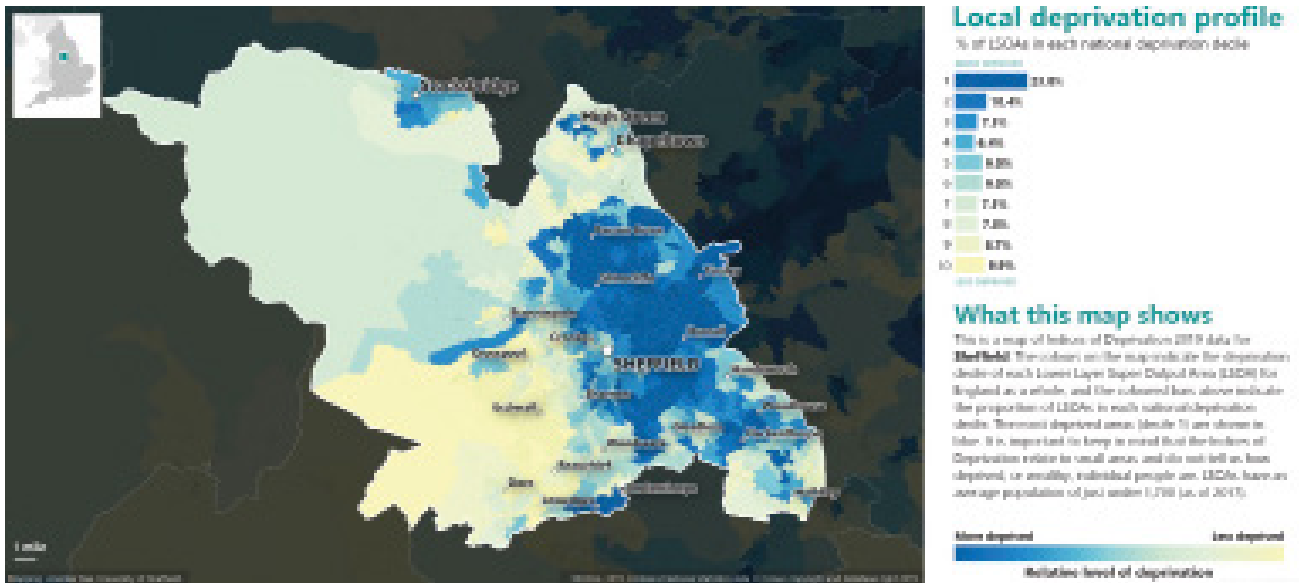
There was a fall in the number of children aged 0-4, indicative of a fall in the birth rate in recent years.

It is possible that the fall 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.

This fall in this age group, especially in the student age range may not be accurate and we will need to assess this further.

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.

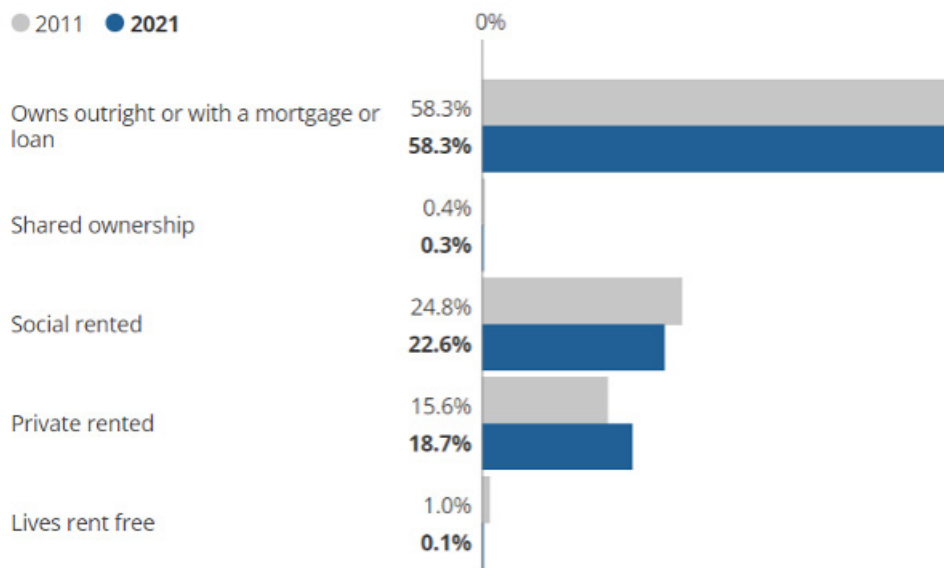


Housing

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 fall, 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%.

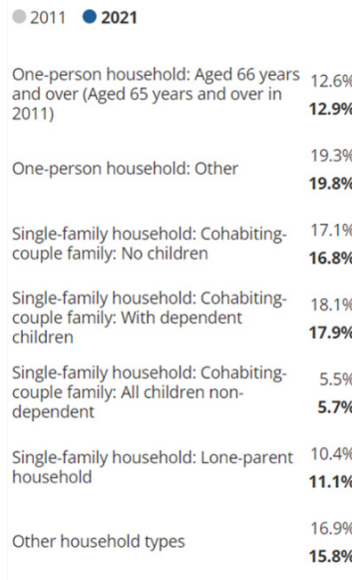
Percentage of Households by Housing Tenure



Family

Of Sheffield households, 16.8% included couples but no children in 2021, down from 17.1% in 2011. In 2021, just over one in six households (17.9%) included couples with dependent children, compared with 18.1% in 2011. The percentage of single-family households including couples living with only non-dependent children increased from 5.5% to 5.7%.

Percentage of households by household composition type



The fall in the percentage of households including couples 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%.

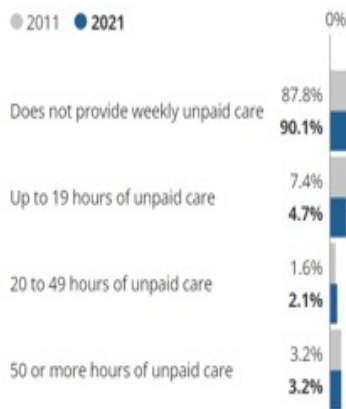
Health

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 Carers

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 also 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%).

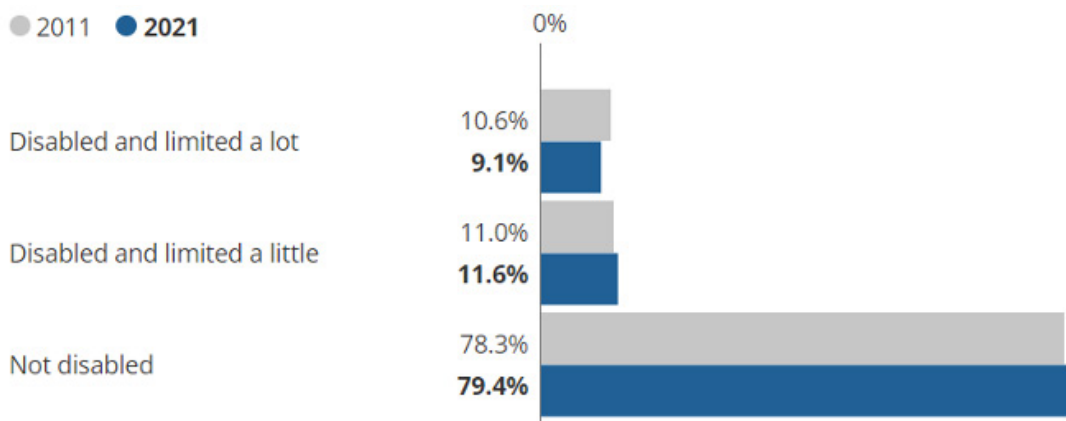
In 2021, just over 1 in 40 people (2.8%) said they were unemployed, compared with 4.3% in 2011. The percentage of retired Sheffield residents fell from 20.2% to 20.1%.

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



Religion

In 2021, 43.4% of Sheffield residents reported having “No religion”, making it the most common response (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.

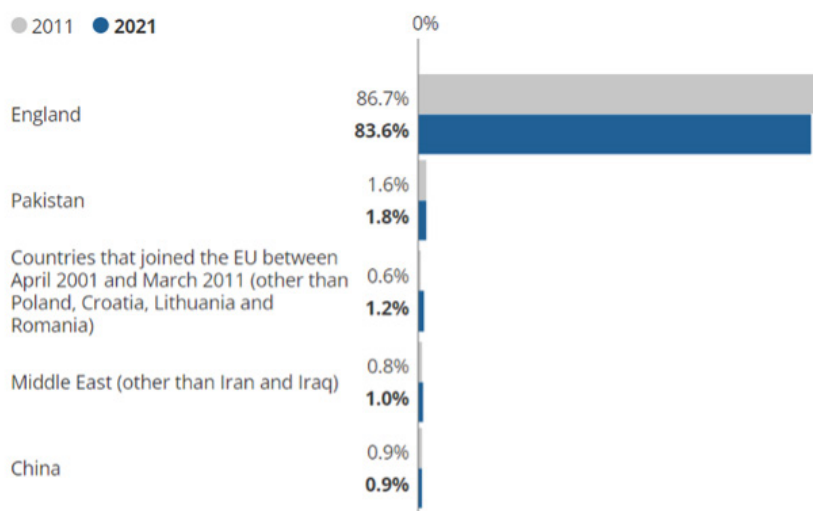
Country of Birth

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.

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 the 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 Group

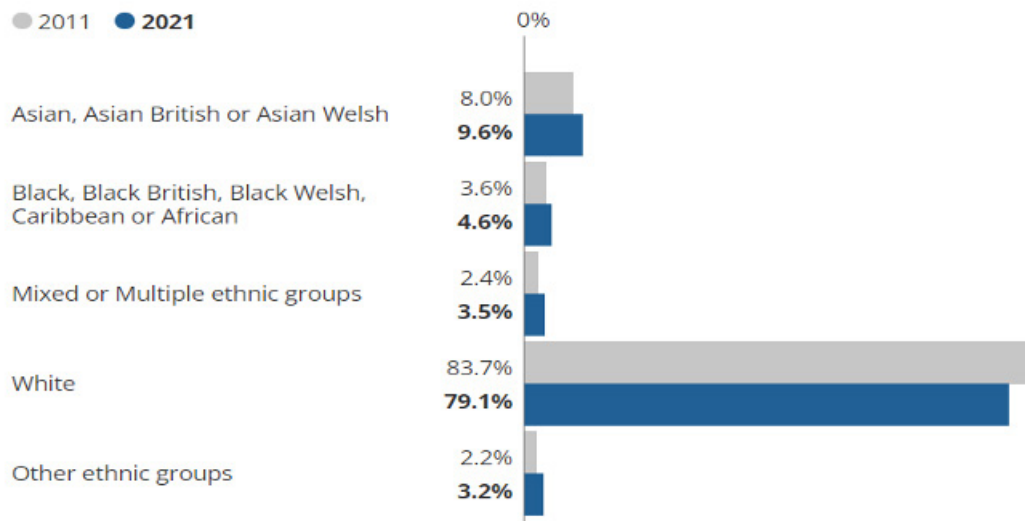
In 2021, 79.1% of people in Sheffield identified their ethnic group within the “White” category (compared with 83.7% in 2011).

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

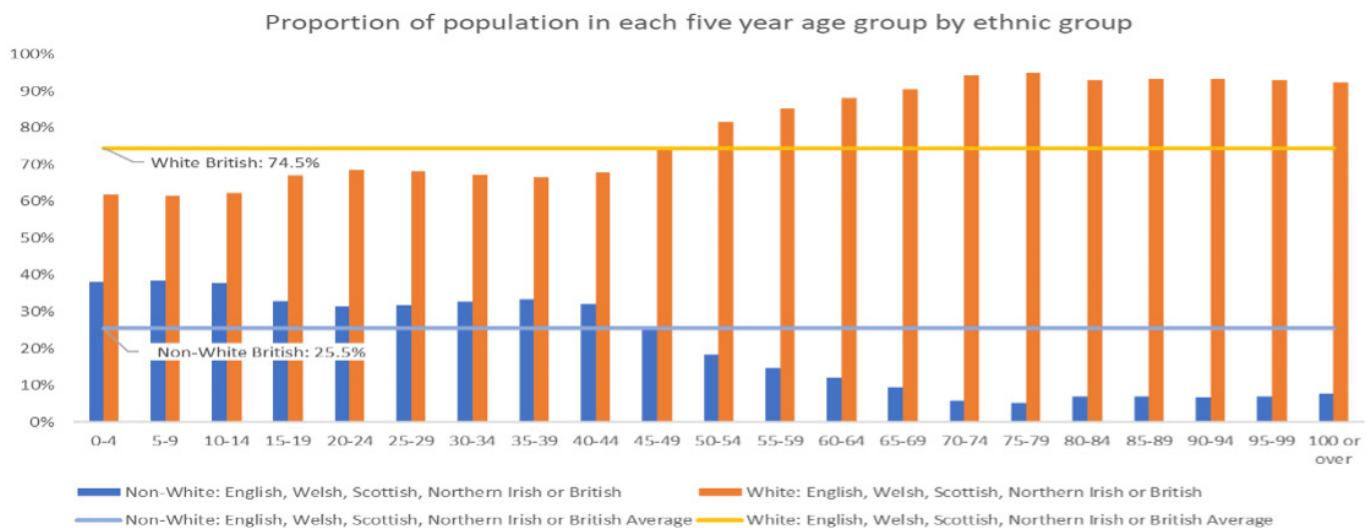
9.6% of Sheffield residents identified their ethnic group within the “Asian, Asian British or Asian Welsh” category, up from 8.0% in 2011. The 1.6 percentage-point change was the largest increase among high-level ethnic groups.

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.

Percentage of usual residents by ethnic group



The chart below 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 (Black, Asian and/or minoritized ethnic). The non-White British groups 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.

Marriage and Civil Partnership

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%.

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 predefined options, or to define as something else. Note this is self-identity, 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 Hetrosexual	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 the 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 will again help us when planning and commissioning services as well as our workforce representation.

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 Women	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		

Section 2: Our Commitment to the Public Sector Equality Duty (PSED)

A local authority or those who exercise public functions (e.g. our contracted partners who deliver our services) must, in the exercise of its functions, have due regard to:

- Eliminate discrimination, harassment, victimisation.
- Advance equality of opportunity.
- Foster good relations.

This means we need to understand the effect of our policies and practices on equality. This will involve looking at evidence, engaging with people, staff, service users and others and considering the effect of what we do on the whole community. Having due regard to the need to advance equality of opportunity involves:

- Removing or minimising disadvantages suffered by persons.
- Taking steps to meet the needs of persons that are different from others.
- Encouraging people to participate in public life or other activity in which participation is disproportionately low.

Having due regard to the need to foster good relations involve the need to, tackle prejudice and promote understanding. The steps involved in meeting the needs of disabled persons, in particular taking account of disabled persons' disabilities (reasonable adjustments) and compliance with the duties may involve treating some persons more favourably than others.

The relevant protected characteristics (PCs) are Age, Disability, Race (includes ethnic or national origins, colour, or nationality), Religion or belief (or no religious belief), Gender Reassignment Pregnancy and Maternity (employment only), Sex, Sexual orientation and Marriage and Civil Partnership (only in relation to eliminating discrimination).

In essence, the Act protects everyone against unfair treatment. Understanding intersectionality is an important part of practicing inclusion, promoting equality and reducing discrimination.

The Specific Duties are to publish:

- Equality objectives every four years.
- Information annually to demonstrate compliance with the General Duty.
- Information relating to employees who share a protected characteristic and others affected by our policies and practices (such as service users).
- Information in a way that is accessible to the public.
- Gender Pay Gap information annually.

Sheffield City Council carries out 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 Equality Duty. These should be always 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 that are not protected characteristics. These include the voluntary community and faith sector (VCF), poverty, carers, armed forces and health and wellbeing. This gives us our 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.

An example on measuring the equality impact can be shown using the introduction of Local Area Committees and the Committees System (Leader and Cabinet Model pre-April 2022). Our EIA was informed by feedback from groups, and this informed an EDI plan of action for the setup of these Committees.

We take a proportionate approach to carrying out EIAs, focussing 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. 245 EIAs were created over the reporting period. All EIAs are also available on request. Due to this being an area for improvement in practice, we have developed a new online reporting function that will launch in 2023 and should be able to help us to improve our performance in this area.

Strategic Equality and Inclusion Board (SEIB) is the Council Board with oversight of Equality, Diversity and Inclusion (EDI). Meeting approximately every 2 months chaired by the Chief Executive with an Executive Officer acting as Deputy Chair, the Board is attended by Members, directors, officers and trade unions. Providing strategic leadership, it aims to manage performance by:

- Ensuring we meet our Statutory Equality Duties and Consultation Duties.
- Providing oversight on our progress against the Equality Objectives.
- Championing and developing opportunities to be a Leader for EDI.
- Ensuring EDI and engagement are integral to SCC priorities.
- Ensuring joined up consistent approach to EDI, working with partners to deliver outcomes.
- Ensuring our commissioned or procured services promote and champion EDI and engagement.
- Oversee our action plans to address the Race Equality Commission recommendations and our Disability Confident and Age Friendly City ambitions.

In 2021/22 reports taken to Board included the following areas: equality monitoring, apprenticeships, workforce data and the annual report, support for deaf customers, the National Disability Strategy, AccessAble work, Race Equality Commission, engagement work, reviewing the SEIB, staff engagement/networks and awareness days/events.

Member Equality Training - We are currently working to review, refresh and update the Equalities and Consultation training for Members with an offer of delivery for all Members each year. Induction for new Members was delivered in May followed by training for the Licensing Committee in June. A knowledge awareness session on the PSED and Consultation was delivered in July.

We have also set up an anonymous Member equality monitoring survey which run annually to monitor trends in the diversity of Members. 69% of Members responded and the results are in Appendix A.

Section 3: Our Objectives Progress and Challenges

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. By law, we are required to set our Equality Objectives 2019 - 2023 every four years and we have 3 aims under each broad objective. We will demonstrate how we are meeting these aims below through some relevant examples.

Where our examples show that little progress has been made, we will work with services further to strengthen this commitment. Sometimes progress is slow despite carrying out a large amount of work and can be impacted by external factors such as government policies or events outside of our control, such as the Pandemic. We are refreshing and updating the Objectives in 2023.

Objective 1: Strengthen knowledge and understanding of our communities.

Aim 1: We will 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.

Equality Monitoring information helps us to understand the diversity of our customers ensuring that we are reaching the people requiring our services and to identify where we are not. We developed an equality monitoring form to capture information about the people using online services, but we know that collecting this data is inconsistent across services. By piloting the new form in some services such as corporate complaints and self-isolation payments, we now know that completion rates are about 10%. We are planning to integrate equality monitoring into our new customer relationship management system. This area was also highlighted as an issue in the Race Equality Commission response and in a report to the Strategic Equality and Inclusion Board. We will monitor and evaluate progress to inform future decisions. We know we need to improve our practice as it is currently too inconsistent.

Raising awareness on the importance of capturing equality monitoring information is needed and targeted work is required. This is also a priority under the Race Equality Commission recommendations. A new equality monitoring toolkit for staff has been produced to help raise awareness of the importance of this and encourage standard practice across services. We are keen to embed effective monitoring across all areas of the council, through working closely with services and our staff networks.

Good practice in capturing equality information can be seen in some of our services. We are still learning and will reflect on how we can ensure equality in all we do and reflecting on areas where we do this well. Business Sheffield has been making continuous improvements in its inclusivity and accessibility over the last two years in response to the pandemic and learning from the Race Equality Commission findings and Employment and Business hearing.

The service continues to learn and to embed this within service delivery and design. They support individuals to assess if our business idea is viable, and to support indigenous small to medium size enterprises from all sectors to remain viable, succeed and grow. This is through business advice and access to productivity, digital adoption, and carbon reduction measures in the business.

Ethnicity data of businesses accessing Business Sheffield helps us to understand how accessible the service is and whether this is reflective of the business population in Sheffield. Business Sheffield Customer Relationship Management includes data collection from individuals and businesses, including ethnicity information. Between 1st April 2021 to 31st July 2022, Business Sheffield recorded working with 1070 businesses and individuals at pre-start stage, of which 21% identified themselves as Black, Asian or Minoritised Ethnic. *Please note 247 of the respondents, 23% chose not to disclose their ethnicity.

Ethnic Group	Number	%
White / British	647	79%
Mixed multiple ethnic groups	12	1.5%
Asian / Asian British	44	5.5%
Black / African / Caribbean / Black British	68	8%
Other ethnic groups	52	6%
	833	100%

Business Sheffield has expanded significantly and worked with 10 times more businesses. Temporary Business Information Officers have been recruited to engage with more businesses. Opening to a larger business base and expanding our team and delivery model has allowed us to better understand the needs of businesses and positive impacts in Sheffield. During this period, we provided clear accessible communications and resources to a wider and diverse business base. This included guidance on restrictions and opening safely and information of how to apply for financial support available for businesses to survive. We coordinated with other teams including Business Sheffield, Health Protection Teams, Licensing, City Centre Management and Business Rates and Local Community Response Teams to produce accessible information in a variety of different ways such as:

- Using social media, radio, digital promotion of surveys, direct mails to accountancy services and grants flowcharts
- Engaging with Black, Asian or Minoritized Ethnic businesses using video business case studies with a specific focus on BAME business owners, community newsletters, local newspapers and community radio.
- Business checklists and posters produced in nine different community languages were available on- line and distributed to businesses by the Business Information Officer Team.

Aim 2: We will 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.

Census Data included in Section 1 will provide us with up-to-date information about our diverse population to support us to inform Equality Impact Assessments, service planning, and the commissioning of further services.

Equality Impact Assessments (EIAs) are attached to all budget proposals. We also ensure we provide an overview EIA considering all proposals and cumulative impact. These are monitored and reviewed each year to inform decision-making and the achievement of financial savings. See PSED Section 2 for EIAs and see the annual budget report in [February 2022](#). Although we undertake this we have identified that in practice these could be improved both in terms of consistency and the quality of analysis.

Aim 3: We will 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.

The Sheffield Equality Partnership (SEP) supports us to meeting Equality Duties, with a specific focus on individuals and communities with protected characteristics which 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. The organisations in the partnership are:

- Together Women
- Carers Centre
- Disability Sheffield
- Faith Star /Diversity
- LGBT Sheffield
- Age UK and SCC youth service (formerly Sheffield Futures)

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 creating a fairer society for all.

In 2021/22, the partnerships examples of work included supporting the BAME public health groups, feeding into COVID recovery work and into the equality considerations of various projects such as setup of Local Area Committees and the Committee System and awareness raising such as Holocaust Memorial Day and Pinknic events.

Local Area Committees (LACs) have been created to promote the involvement of local people in the democratic process and to bring decision making closer to local people. The 7 locally based Committees are fundamental connecting points with communities, with community-led plans and have devolved powers and resources. In setting these up, we aimed for these workforce teams to reflect the diversity of the city, however we do recognise more work needs to be done.

We worked with colleagues to develop Equality Impact Assessments (EIAs) for each LAC and also on the Committee system and we supported the [LAC survey](#) and their engagement plan. In the reporting period, 28 public meetings have been held in accessible community settings bringing together residents and partners to share their voice on local issues, meet their local councillors and engage in interactive discussions to help shape the Community Plan. Other activities held by the Local Area Committees have included Local Jobs Fairs, International Women's Day, Community Fun Days, Youth activities and Cultural Awareness Days.

Policy Committees - In the setup of the LACs and Policy Committees, we ran an equality subgroup to better understand the equality concerns in relation to committees in general, such as accessibility of venues and meetings. We developed an action plan and worked closely with our partners such as Disability Sheffield.

Sheffield's City Partnership Board (SCPB) aims are "working together to build a Sheffield that works for everyone". The partnership is committed to effective collaboration, bringing together key partners from the private, voluntary and public sector. There is a shared focus on driving down inequality to make the Sheffield economy work better for its people.

Over the past year, the Board has focussed on shaping and supporting Sheffield's recovery from Covid-19, the impact of VCS in Sheffield during the pandemic and beyond, as well as improving voice and representation on the Board and engagement around equalities.

Digital engagement - Citizenspace allows us to host a large variety of consultations through surveys. 297 surveys were carried out gathering 240,730 responses in the reporting period.

7,000 Sheffielders took part in our local area survey in autumn 2021. We had 4612 online surveys and 2700 paper surveys, and this feedback has shaped community plans in each area. These were agreed at public meetings in March 2022, focusing on local priorities such as the environment, communities and neighbourhoods, crime and community safety, transport and highways, and employment. Other surveys carried out were on topics such as Grass Verge Management and Parking, Introductory Tenancies and the Sheffield Sport and Leisure Strategy.

Through Citizenspace, we can monitor respondents' protected characteristics and other equality data for individual surveys. However, it doesn't allow us to 'aggregate' data to gain an overview across all activity. We will seek to address this in the next tender for a digital engagement platform in 2022-23.

Objective 1: Overview and Priorities for Improvement 2023

Although we have completed a lot of activity regarding Objective 1, there is still a long way to go to comprehensively meet the standards we aspire to. Our practice is inconsistent in several areas but especially the collection of equality monitoring information. Some services collect and use information to enhance services well, such as grant reporting but others in areas we do not. We recognised the need for improvement in digital engagement last year, and we have procured a new platform.

- As outlined in the Race Equality Commission recommendations we need to improve equality monitoring data on who uses our services and make this consistent across the Council and across characteristics.
- We will work to assess the changes in the diversity of Sheffield following the 2021 Census so we can build services that are fit for the future, are fair, accessible, and inclusive.
- We need to continue to strengthen our relationship with our communities and partners, so we have better information to deliver joined up services for the big challenges ahead.
- We will develop the new engagement platform to open up engagement opportunities, to hear a variety of the voices at all levels, so we are confident in our engagement activity.
- We will ensure EIAs are carried out for all Council decisions and within these have accessible and meaningful data and attach these to all relevant decision-making documents that are published. e.g., meetings of the Councils Policy Committees

Objective 2: Ensure our workforce reflects the people that we serve. (See the Workforce Data Report in Appendix C to demonstrate how we are meeting this Objective)

Aim 1: We will 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.

Disability Confident is about creating a movement of change and has encouraged us to think differently about disability and take action to improve how we support, recruit, retain and develop disabled people. This opportunity will help us to lead the way in Sheffield in providing accessible services. As a Level 2 organisation, we know that our practices are inconsistent, and we need to do better. We need to assess ourselves annually and be in a good position before we make a submission for Level 3 Leader status.

Our staff-led Disability Confident Working Group supports us on this journey and will continue to ask for necessary feedback on issues as low morale, recruitment, progression, development, and workplace adjustments. The group acts as an influential voice on disability issues for customers as well as staff.

Workplace Adjustments for disabled people are part of specific legal rights, the Equality Act 2010 refers to these as reasonable adjustments. Our Workplace Adjustments passport supports staff to request adjustments including the right to request flexible working. We will monitor requests being made and approval rates to identify issues in this process and improve this practice further.

Access to work training has been delivered to more than 100 staff by the Department of Work and Pensions Advocacy Team and Able Futures which included Mental Health support.

Employee Opinion Surveys are important as these help us to gain insight from employees of satisfaction and morale levels in the workforce. We are also aware that experiences differ, and the results and analysis of the data helps us to understand possible causes and issues we must address. We carried out an employee survey in 2020 which focused on the impact of Covid and hybrid working had on our workforce.

Coming out of the COVID-19 restrictions in 2021, the priority was for employee communications and therefore a satisfaction general survey didn't take place. We have identified a need to review our approach to employee engagement and an independent review was commissioned and carried out in 2022. Recommendations were considered and we are working on a revised employee opinion survey, which we aim to launch in 2023.

Aim 2: We will work to increase the diversity of top earners from the following groups, BAME (Black Asian Minoritised Ethnic), women, disabled people and LGB+ and trans people; based on Chief Officer grade and equivalent.

Workforce diversity has increased amongst our top earning employees. Over the past year there has been a small increase to 10.5% from 9.9% for BAME employees. LGB+ employees at these grades have increased from 3.3% to 6%. Disabled employees have increased from 4.5% to 8.4% and unpaid carers have increased to 17.9% from 10.7%. The data set is too small to measure to diversity of smaller groups such as those who identify as trans or diversity within protected characteristics. Women remain underrepresented at Chief Officer grades although it has risen.

Recruitment and selection training has been refreshed with mandatory requirements for those on recruitment panels. This is to help develop knowledge of accessible and inclusive recruitment practices and the need to remove biases. Excellent feedback from those who have completed the training has been received. Recruitment processes and systems have been updated allowing for the increased anonymisation of applicants to remove potential bias and identifying information in the shortlisting process.

Inclusive language in job adverts, job descriptions and person specifications has been encouraged. There is also encouragement to use fewer essential criteria, have more than one assessment process and to consider reasonable adjustments at all stages of recruitment. We promote comprehensive feedback be offered to all applicants.

Positive Action when advertising vacancies is being encouraged to attract a diverse pool of applicants. We are looking at internal career progression and talent management opportunities.

Our “Putting People First” Leadership conference supported senior managers to lead teams with confidence, clarity and strengthened capability to build a fair, inclusive organisation that reflects the diversity of the city we serve and tackle discrimination and prejudice. Some highlights included:

- Why and how we need to talk about race.
- What does equality mean and being a good ally.
- The importance of inclusive culture in the workplace and what we can achieve together.
- Employee lived experiences and facilitated reflection.
- Coaching workshop on Increasing Inclusion.
- What does good looks like: Our practice as leaders within the organisation.
- What does good looks like: Our aspiration to be a Council ‘in and of our communities’, empowering and engaging the people we serve across the city.

Some delegates feedback as follows:

“The content was thought provoking and very relevant and made you stop and think as to your own practice, relationships and how you influence or not. The working environment from an anti-racist perspective was well thought out and I took away challenges to enable a working environment that is reflective of my working community and community at large”

“The conference focused on setting out the challenge that we face in becoming an anti-racist organisation and the reasons why we must face. For me, that objective was achieved very well”.

“I really wanted more opportunity to have more time to think and reflect and discuss with colleagues. I think it would have been valuable to spend more time discussing and exploring the issues”.

Service specific work continues, for example, the Streetscene and Regulations service surveyed their staff in January 22 to gain a useful insight into knowledge and awareness of EDI and to hear their experiences. Following this, the Director shared clear expectations and commitments with the whole service.



Equality, Diversity, and Inclusion training has been reviewed and we commissioned the online training provider Skillboosters to provide this. During 2021/22, 58% of our workforce completed this mandatory training. Over 600 employees extended their learning further engaging in other EDI topics such as Disabled Adventures in Customer Services, Sexual Orientation training, and the Effective Bystander. To support our workforce who are digitally excluded and often out in the communities, we also delivered in person EDI training, and we offered tailored training for our Customer Services staff.

Staff Equality and Inclusion Networks are groups of employees interested and striving to promote equality, diversity and inclusion. These groups help us to influence inclusion and accessibility across the council and is part of our employee engagement. These continued to develop in portfolios and as well as groups covering specific interests, for example race, disability, menopause, LGB+ and carers. The Staff Race Equality Network has also developed over this period meeting every 2 weeks with a particular focus on Race Equality. All groups have access to an on-line sharing forum via Microsoft Teams.

	%
City Futures	66.10%
Operational Services	46.84%
People	60.76%
Resources and PPC	94.82%
Other	71.43%
Customer Services*	59.01%
Total	58.96%

The Staff Equality Newsletter is now shared via email, monthly, to the workforce highlighting equality related information. Originally introduced in our Resources and PPC portfolio, we aim to share positive inclusion and equality messages with our workforce. It aims to be a learning tool highlighting current conversations and themes. We have also used the newsletter to share events that we have supported and arranged in partnering with others. Previous editions have included information on personal pronouns and destigmatising discussions around the menopause.

Our Menopause Café supports our workforce as we know that over 50% of our female workforce are aged 46+. After meeting some female employees and listening to their concerns and issues, we encouraged male managers to support us and understand more about the Menopause and how this may affect some of their colleagues. Over 20 well-attended sessions were held. The café conversations have developed and are so important to attendees as these not only support their menopause journey, but it also gives them advice and confidence to speak out and share their experiences. We continue to build awareness to break the cycle of the Menopause being a “taboo” subject. We have in depth information and support channels available on the intranet to support our employees.

Aim 3: We will 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.

Our Staff Carers’ group helps us to understand how our employees who are unpaid carers are supported at work. This is also an opportunity to hear carers’ experience of our paid carers leave scheme and flexible working requests as part of the Workplace Adjustment Passport.

Paid Carers’ leave we introduced this since we set the objectives and it continues. We communicate this regularly alongside other forms of leave such as the new Foster Care Leave.

Carers’ week was promoted with a wide range of supportive information, internally and externally, including our employees who are unpaid carers sharing their personal stories and lived experiences.

Objective 2: Overview and Priorities for Improvement 2023

Although we have again completed a lot of activity regarding Objective 2, there is still a long way to go to comprehensively meet the standards we aspire to. We have met the aims in relation to carers that we outlined as noted above, but we now also need to focus on some key areas such as race and disability. We very recently have had the new Census information that we are now analysing to better inform our activity. We have not undertaken a comprehensive staff survey since the start of the pandemic, we need to do this to better understand the needs of our diverse staff groups.

Our practice is inconsistent across several areas such as utilizing EIAs fully when we are reviewing or developing policies or activity this will help us debias our processes as for example we know there is disproportion in application of procedures, we must take a deeper look to improve outcomes.

We aim to retain our Disability Confident accreditation but feel our practice is inconsistent. We have brought in the new workforce passport, and we will use the staff survey and staff networks to learn more about where we need to improve.

- To improve help outcomes, we will take a deeper look at data relating to recruitment and selection, learning and development, new starter and leaver information and HR casework etc
- We will take findings from the new City Census and workforce data to look at appropriate benchmarking with other Councils and Core Cities and will aim to use this to build a workforce that is reflective of our city and the customers we serve for future years.
- We will carry out a staff survey with equality monitoring in place so we can assess satisfaction levels of different groups of employees. We will engage in other activities and opportunities for employees to feedback to learn from their lived experiences and how, as an organisation, we can make the Council a more inclusive place to work.
- We will develop evidence based positive action in recruitment further so working towards having a workforce reflective of our city and the customers we serve. This includes at all levels and all career progression routes.
- We need to ensure there are robust equality, diversity and inclusion (EDI) controls and processes in place that removes any form of bias.
- We need to look at our apprenticeship offer in our workforce and manage this activity further to mitigate disadvantage.
- We will look at improving staff engagement including staff networks, so they are fit for purpose and offer valuable engagement opportunities.
- We will invest and improve the offer of EDI training and development for all employees including prioritising senior level and service specific training.
- We will assess our current work on Disability Confident employer and hope to retain this accreditation. This will include working with disabled colleagues, disability organisations in the city and those who are seeking to employment with the Council.

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

Aim 1: We will 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.

We continue to seek and understand differences, even within the same communities as such cultural norms and customs, language, gestures and body language, health issues, dress, food, religion, belief systems and customs. This helps us to engage with all residents of Sheffield effectively and efficiently. As a city we need to understand, embrace, and celebrate cultural differences.

We continued to promote, celebrate, and raise awareness support campaigns such as IDAHOBiT, Trans Day of Remembrance and Disability History Month through the Manager Bulletin, the Chief Executive's weekly blog, and internally and externally via social media. We are developing an annual awareness day calendar that will be shared in 2023. Further examples of joint work are:



To commemorate [Holocaust Memorial Day](#) an online vigil took place again in January 2022 where a diverse range of speakers were present who positively contributed to its success. The theme this year was One Day and the speakers included, the Lord Mayor and Council Leader, Sheffield Jewish Orthodox Community, Sheffield Jewish Reform Community, Disability Sheffield, SAYIT, Youth Cabinet Members and Sheffield Cathedral. We also included work from local school children and Roma young people.

October - [Black History Month](#) We supported the [African Caribbean Markets](#) with Adira and partners which took place during October half term (25th – 30th October) alongside a full month of art and performances in the Moor Market from the 4th of October 2021.

National Windrush Day and the Windrush Day Grant Scheme is part of Department for Levelling Up, Housing and Communities work to create more resilient communities. Different religions, cultures and opinions are celebrated, underpinned by a shared set of values that champion the Windrush Generation and the contributions and legacies they have introduced to society. In March 2022, we were successful in securing £14k as part of a consortium bid to fund various projects across the city to spread the work and raise awareness of the Windrush Generation. In 2021 this included a Dementia Project, Community Sports Day, community days and projects, Jamaica Independence Day celebrations, a screening of the film 'Passing the Baton' and a project run by a nursery to educate younger children about their ancestors' history.

The launch of Windrush activities in June at [at SADACCA Twitter Photos](#) centre where we held performances, a Caribbean lunch, a screening of the Sheffield produced short film [Passing the Baton film on Youtube](#). Links to pictures - click [on google drive are here](#). Also on the 25th, a Windrush Picnic was held which was a family fun day in Mount Pleasant Park organised by The Independent Caribbean Collective. Pictures are [available on google drive](#).

Eid Fest – 16th and 17th celebrated 2 festivals to mark Eid in Norfolk Park and in the U-Mix Centre.

Remembering George Floyd is in May, and we supported a community event to raise the profile of this event and keep a focus on anti-racist work that is happening across the city of Sheffield.

Remembering Srebrenica - We worked in partnership with Remembering Srebrenica to host a commemoration in the Peace Gardens in July for the Bosnian men and boys who were murdered in the genocide at Srebrenica in 1995. Local faith leaders, the Lord Mayor, residents and speakers came to share their thoughts, prayers and hopes for those involved and future generations.

Gypsy, Roma and Traveller History Month - has been held in June since 2008, celebrating with people from across the UK. Through celebration, education and raising awareness, Gypsy, Roma and Traveller History Month helps to tackle prejudice, challenge myths and to amplify the voices of Gypsies, Roma and Travellers in wider society. We supported and funded local community organisations to produce 'Hidden Histories' by co-creating an exhibition on the Roma Holocaust with young Roma and local families at the Millennium Gallery.

International Women's Day – 8th March 2022 - the theme last year was #Breakthebias. We supported the Together Women event and community celebration in Darnall at the Starworks community centre. In collaboration with the communications team, we launched a social media campaign that spotlights women that have broken the bias and continue to do so by sharing their personal stories. A Lunchtime Learning session for employees was also held.

Interfaith Week - 14th-21st November - We supported an interfaith trail with the Sheffield Religion and Belief Equality Partnership. This aimed to educate, improve cohesion, share and experience different ways of life through visiting different places of worship, observing a service, listening to the key values/fundamental pillars of a particular religion whilst also having the opportunity to ask questions. There was also an interfaith event which looked at the fantastic work undertaken by faith communities in the pandemic; there was an excellent video to accompany this.

Pinknic Does Pride - 16th July 2022 we supported a family fun day with information stalls, activities for children, face painting and performances to celebrate and raise awareness of our LGBT+ Communities here in Sheffield.

[Pinknic does Pride Google Photos](#)
[Sheffield Council Instagram for Pinknic](#)

We also supported other events like **Trans Day of Remembrance** in Nov and **IDAHOBiT** in May.

Aim 2: We will 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.

The Cost-of-Living crisis is disproportionately impacting vulnerable groups, such as children and families, older people, disabled people and those with health issues. Rising energy costs and wider inflation is resulting in difficulties in managing day-to-day living costs, such as food and energy for residents. The COVID Response Hub service transitioned to support the cost-of-living crisis. The service includes a team of project staff to assist in scoping and developing support, as well as staff from the COVID Community Helpline, to provide continued direct support and signposting to residents in need, via a dedicated telephone line. Through the Helpline team and

ongoing access to the Household Support Fund, we have been able to continue to provide one-off hardship support payments for vulnerable households for essential needs, such as food and energy.

Access to the Household Support Fund helps us to deliver proactive support for families with children and pension age households, who are disproportionately likely to be affected by cost-of-living increases.

Food vouchers continued in the school holidays for approximately 32,000 families in receipt of free school meals, or early years support and for care leavers. As part of the Sheffield Healthy Holiday scheme, free holiday activities also continued.

One-off payments of £100 have also been agreed for approximately 17,000 vulnerable pension-age households, identified as in need via receipt of Pension Credit or Council Tax Support.

The Income Management & Financial Inclusion Team (IMFIT) work to tackle poverty and social justice for our tenants. In the reporting period we have:

- Awarded more than £621,000 Discretionary Housing payments.
- Helped tenants claim more than £800,000 as part of Yorkshire Water's Support scheme.
- Supported 3,951 tenants to be part of the low premium insurance scheme with accidental damage cover also included.
- Offered budgeting accounts for tenants with Sheffield Credit Union.
- Funded a dedicated Debt Support Worker at the Citizens Advice bureau, to ensure independent and expert advice to those with the most challenging financial problems.
- Worked with foodbanks to provide support and advice for those in financial hardship, including being present on their sites, ensuring tenants have direct access to their service.
- Provide direct support to tenants in local communities by attending Tenants and Residents Associations meetings, LAC meetings as well as many other events organised by local groups.
- Tailored support to vulnerable groups such as older tenants in sheltered schemes, gypsy and travellers, tenants in temporary accommodation facing potential homelessness and Housing First tenants.

We will continue to support our most vulnerable tenants with:

- Additional hardship funding - agreed by Members for 23/24.
- Pre-tenancy chats with all prospective new tenants, to ensure they understand the financial responsibilities of taking on a tenancy, therefore setting them up to succeed.
- Early contact and budgeting advice support for all new Universal Credit claimants.
- Setting up agreed payment methods such as direct debit, advance payments from the DWP and support with managing rent increases.
- Advice and support to claim funds and benefits, such as Discretionary Housing Payments, Council Tax Support, Yorkshire Water Support, Universal Credit and Housing Benefit, as well as other eligible funds such as the Household Support Fund.
- Support for those in temporary/ interim accommodation helping them to claim housing benefit and other associated costs and to manage rent increases.

We are also working with the Government, and a small number of other large authorities, to identify ways to improve the take up of household insurance for social housing tenants. We continue to promote preventative measures to avoid legal recovery action wherever possible. This includes most tenants having the opportunity, prior to legal action commencing, to have a pre-legal appointment with a member of our Court Team, to try and avoid legal action wherever possible. This approach saw the number of tenants evicted in 21/22 continue to fall and represents the lowest levels of tenant evictions for rent arrears for over 20 years.

We have improved the balance and payment options for tenants, including online and text options and alerts now available, making it easier to identify arrears or payments due, helping tenants to better understand and manage their rent account.

Ethical Procurement policy - we work with our partners, services, and providers to promote the Council's commitment to pay the Foundation Living Wage (FLW). All Council tenders issued include a link to the Ethical Procurement policy which supports organisations to pay the Foundation Living Wage. This will need further work to enhance equality diversity and inclusion within the framework. Procurement was an area highlighted by the REC recommendations report as an area for improvement.

Aim 3: We will 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.

[AccessAble](#) is an online site to access information of venues across the UK. We contracted with them to publish access information for 344 venues in Sheffield including Council buildings, leisure venues, restaurants, and shops. Last year 21,593 people viewed this site and there were 38,783 page views of pages relating to Sheffield City Council venues. We have also requested regular venues used for public meetings are surveyed to ensure all Council public meetings are accessible. See Appendix B for further information.

The Access Liaison Group (ALG) is supported by a Council Access officer and by Councillor and officer involvement. Independently chaired, it works on accessibility issues across Sheffield either with new projects or in how we deliver our services.

Changing Places grant funding is part of the Department for Levelling up. We worked together to submit a bid and secured £100,000 in Housing and Communities Changing Places grant funding. With the support of our partners Disability Sheffield, we chose Hillsborough Park as the proposed location for the new Changing Places facility, improving overall access to the park complementing the refurbishment of the Coach House by Age UK and improving the Park's facilities use for the disability group Cycling 4 All. We have been successful again in late 2022 for additional venues which we will report on next year.

Hate Crime in Sheffield is one of the priorities of Safer Sheffield, the city's Community Safety Partnership. Partner responses to hate crime are coordinated by a dedicated Partner Theme Group reporting progress back to Safer Sheffield. The Theme Group closely monitors levels of hate crime across the city, and targets resources to specific issues and areas of the city. This includes supporting voluntary and community groups to prevent and tackle issues. As well as preventing incidents, encouraging individuals and groups to report hate crime is a major driver for Safer Sheffield.

In Sheffield, this work has included the introduction of 'third party reporting centres' where members of the public can safely report incidents and receive support. Referrals can be made

from these centres into agencies and organisations who provide tailored support. Training programmes have been introduced to increase the knowledge of staff from statutory organisations, universities, charitable organisations, and schools. These programmes empower staff to be able to better spot the signs of hate crime, support individuals involved and increase confidence around reporting. Hate crime will remain a key priority for Safer Sheffield in 2023/4, with an expansion in work to prevent incidents occurring and maintain support for victims and perpetrators.

Objective 3: Overview and Priorities for Improvement 2023

Again, we have completed a large amount of activity relating to this Objective especially in promoting awareness days and events but there is still a long way to go to comprehensively meet the standards we aspire to, with regard to being an accessible city for all.

Disabled people still face daily barriers getting about the city and enjoying all what it offers people, this can be on transport, in shops and leisure activities etc. We will continue to work with partners such as the Access Liaison Group, AccessAble and the Disability Partnership to improve as we develop the city. Issues around translation, interpretation including BSL and easy read are emerging issues which will need follow up.

For the last couple of years the Equality Partnership organisations have focused on responding to the pandemic, but we will work with them to ensure we listen more to the diverse range of communities within the city, both larger and smaller. We will provide a further report on activity in the next report.

The cost-of-living increases have impacted massively on people in 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 will develop and refocus the Equality Partnership and the new engagement platform to help ensure we hear a variety of voices both online and in person in the most effective way for people
- We will work together with our partners on, relevant duties, standards and awareness events to ensure sharing good practice and learning through others.
- We will work with services to ensure our commissioning and procurement processes are fair and inclusive, enhancing EDI within the Ethical Procurement Policy.
- We will work with services to ensure the effectiveness of taking poverty measures are fair and inclusive for those that need support.
- We will look at further at developing the usage of Sheffield City Council's accessibility guides.
- We will also need to address issues of accessibility in relation to translation, interpretation including British Sign Language and easy read.

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

Aim 1: We will 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.

Health inequalities will also be a key focus of our revised Health and Wellbeing Strategy. We will join up and improve health and social care services to provide high quality and accessible care.

The new adult social care strategy builds on citywide commitments for the next 10 years and aims to ensure everyone, regardless of the support they need, is entitled to: “live in the place we call home with the people and things that we love, in communities where we look out for one another, doing things that matter to us”. Not enough people in Sheffield who need support in their daily lives are able to live the life they want to live. We need to act now to deliver a better future for everyone in Sheffield. We will report on this further in next year’s report.

Sheffield’s Joint Health & Wellbeing Board is a committee of the council partnering with the NHS, and a range of partners in the city, the Board aims to deliver a single approach to improving the health & wellbeing of Sheffield residents and to reduce health inequalities. It also runs a small number of conferences and engagement events on specific topics. The Joint Health & Wellbeing Strategy underpins the work, ensuring it is fit for purpose.

Recent changes to the Board’s membership, aimed in part at making it more representative of the city, is underway, resulting in new places to be recruited to at the start of 2023. The Board has also received a range of items addressing health inequalities in Sheffield with lessons for making services more accessible in general, to longer term work to address infant mortality, which has seen Sheffield’s rate improve to be better than the national average.

People Keeping Well Community Partnerships is about ‘making every contact count’ and connecting people to a range of local non-medical services to improve health and wellbeing. The partnerships meet regularly to consider how they can work together to support the community to live well and tackle local issues. Each partnership is led by a local voluntary sector organisation which works with a wide range of people who live or work in that community. Here are some of their work, and the contributions they have made to residents.

Parson Cross Initiatives/ Projects, Sheffield and Rotherham Wildlife Trust

Staff/volunteer’s comments: It has been wonderful to see confidence increase so much over the last few months and to hear about all the amazing things she is getting involved in now. Her help and advice with the pocket garden project have been invaluable. I can’t wait to see what’s next for her!

Group member’s comments: I now have a purpose I have found skills and information that I didn’t know I had, they just needed encouragement to come out, and working with Anna and other well-being coaches has teased the skills out. I’m living my best life and feel that things are only gonna get better my get up and go has come home to roost.

Community Dementia Support offers more than 40 different Dementia-specific and Dementia-friendly groups across the city for people with Young Onset Dementia aged Under 65, and for 65+ including:

- Memory Cafés - activities, entertainment, and information
- Accessible Dementia carers groups
- Singing groups and choirs
- Allotment, gardening and farming sessions
- Chairobics, bowling and exercise classes
- Social dining and coffee morning
- Sporting memories
- Culturally sensitive groups for men and groups for women.

Group member's letter of thanks

I came to the Dementia sessions on the Allotment with my granddaughter. Not sure about this as it had been ages since we had gone out and about. It seemed a long way to go, but when I arrived, I was met with the most beautiful group of people; so caring, so understanding that I may have forgotten that I have told you things more than once. The welcome is second to none. The care and hospitality to be seen to be believed. The lovely link worker looks after everyone! Even my granddaughter got something out of this for herself.

We so look forward to coming – and do you know what? I have even found my love of drawing again. My family have brought me an art set so I can continue drawing. It doesn't matter which of these groups I go to I feel truly loved and cared for – like I have never known other than at home.



Group Member's daughter & carer comments:

“As primary carer I am constantly on my guard to protect my beautiful Mum. On a recent visit to the Dementia group Mum started to present a particular trait which the team picked up on, and instantly intervened to bring Mum back to a happy safe place mindfully. Knowing she is with a trusted caring team who truly understand Mum's (and my) needs gave me respite while watching Mum laugh and dance. I simply cannot thank the team enough for such treasured times.

Dementia Café - Volunteer's comments:

“A gentleman came to the Dementia Café, who appeared very bewildered and with great difficulty finding words. But gradually it was possible to communicate by writing words down for him to read; and to use images, our memory of places and Sheffield life to piece together his stories of using the lido at Longley Park, the paddling pools up the Rivelin valley, and his part in erecting the steel framework that supports the Cole Brothers building. And he came to life and said: 'I'd rather go here than anywhere else'.

SHINDIG (Sheffield Dementia Involvement Group)

Gives an opportunity for people with Dementia and their carers to share opinions and experiences of living with Dementia and using the services. It had been meeting online but has returned to face-to-face meetings. In 2021 the SHINDIG members wrote a poem about what SHINDIG means to them, and how it feels when they are involved.

We are the SHINDIG crew, get your oar in the groove,
If we all pull together, we can make things move!
SHINDIG is the anchor that keeps us all together,
Sailing through all kinds of weather
This is a place, a safe space.
To come together, be involved
To share our voice, share our views.
Alongside others sitting in the same boat.
This is a place. It is our safe space.
To tell our story, share with others.
Our voice is strong and better together,
Make a difference for influence and change.
So, let's take today and celebrate, our past, present, and future.
Let's gather Laugh and chat, have some fun!
After all, with this party atmosphere this really is a party.

Comment from the Young Onset Dementia Day Service

“Before attending our Dementia Day Activities service for Under 65s, one of our clients who lives alone with Young Onset Dementia was suffering from isolation and anxiety, feeling cut off from their community, their confidence and mental acuity were suffering. They were worried that they were losing their cognitive abilities and felt closed off and depressed. They also felt afraid in their own home. The service gave this person a place where they could socialise with others and take part in activities which helped them regain their confidence and practice skills to help maintain their cognitive abilities. They now come up with and lead some of their own activities and feel much less isolated. They say they feel safe at the centre, the staff are pleasant, and they feel like they are approachable.

Aim 2: We will 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).

Lifelong Learning and Skills delivers across the breadth of age groups to provide pathways across the whole family. Family Learning works in conjunction with primary schools, community groups, and Family Centres; it has a particular focus on Early Years with the rollout of the 50 things to do before you are 5.

The settling of Ukrainian refugees in 2021 enabled the service to get involved with classes to support adults with English skills and family cohesion for those with young children settling into school.

The wider Family Learning offers curriculum for parents to support their children at Key Stage 1 and KS2 with focus on English, maths, science and digital – including elements of basic coding.

Sheaf Training has grown its offer for SEND and High Needs up to age 25, with a 120% increase of its intake prior to 2021. The offer is supportive and effective in preparing young people with the skills for life, working and independence. In addition, pilot work with disengaged 15-year-olds has proven effective in their transition to post 16 and supporting the reduction of not in education or training. This is now a 'first choice' destination for young people in Sheffield. The service works in partnership with schools, specialist deliverers of SEND provision, the Sheffield College as well as with parents and carers.

Start for Life Sheffield will be part of a new early year's strategy for 2023 and we know that our parent/carer voice is key to shaping future services, so we have asked Sheffield Parent/carer forum to help us with this engagement. This strategy will be integral to Sheffield's wider health priority of enabling good health and wellbeing throughout life.

Pathways and progressions focuses on Careers Education, Information, Advice and Guidance in schools. This includes key partnerships and funding with the Mayoral Authority and the Careers Enterprise Company, reinforcing the modernised approach to high quality and impartial careers guidance in schools. The business alliance relationships supporting the 'See It, Be It' offer is critical and have been successfully developed, including the projects delivered to enhance knowledge around the world of work with the Sheffield Company of Cutlers in Hallamshire and key business sector leaders.

FACES, the adult learning team, works with those aged 19+ to deliver the adult education budget across the city utilising key partnerships that can target the most vulnerable or marginalised groups. There is a strong and adaptable English for Speakers of Other Languages (ESOL) offer, as well as basic skills and employment skills. The ESOL provision is pivotal in supporting new arrivals in the city with their resettlement, working in partnership with wider partners in Housing, Voluntary Action Sheffield (VAS) partners, Migration South Yorkshire, DWP/ JCP, College and the wider adult training sector.

The service has successfully transitioned to working effectively with the South Yorkshire Mayoral Combined Authority (SYMCA) now that funding in this area is devolved. The service works collaboratively with the wider South Yorkshire Authority Officer's group to explore the skills and education agendas and secure funding for Sheffield residents.

Opportunity Sheffield is our employment and skills service and works in close partnership with the Voluntary, Community and Faith organisations in Sheffield targeting employment support for people facing barriers to employment. Working closely with our partners, Opportunity Sheffield was successful in securing European Social Fund money to deliver the ESF Pathways Programme. The programme in its 3rd year, comprising the Ambition and Pathways to Success projects, is designed to support under-represented residents of Sheffield into or closer to employment. It addresses barriers to work and mitigation of the deterioration in skills and employability that takes place during extended periods of worklessness. Programme outcomes includes support for re-engagement with the labour market, progression into sustained paid employment, education or training and tailored in-work support.

Targeted keyworker contracts commissioned during 2021-22, delivered by community partners, offered bespoke employment support for people from ethnic minorities, people with mental health spectrum, people with learning, physical and hidden disabilities including those on the autism spectrum, ex-offenders, care leavers, homeless people, refugees and asylum seekers, 18-24s and parents and/or carers returning to the workplace.

The table below represents delivery from 2021 to 2022:

2021 - 2021 Pathways Adult Programme Outputs			
Indicator	Ambition	P2S	Total
Total Participants	799	1282	2081
Unemployed, including long-term	212	813	1025
Economically inactive	587	469	1056
Participants who are from Ethnic Minorities	352	516	868
Participants with disabilities	179	525	704
Participants over 50 years of age	141	247	388
Positive outcomes (active / employment / training)	309	635	944

During 2021-22, we also delivered the Sector Routeways Programme, part-funded by the European Social Fund, providing bootcamp-style training and work experience for economically inactive and unemployed people in growth industries, such as construction, care, digital, engineering & manufacturing and hospitality. This is designed to help job-ready out-of-work people access new opportunities in sectors with many vacancies. Information, Advice and Guidance (IAG) Officers lead on engagement, and our Job-brokers work closely with local employers in the relevant industries to generate work placement opportunities. The table below represents delivery from 2021 to 2022:

Indicator	Sector Routeways
Total Participants	284
Unemployed, including long-term	233
Economically inactive	51
Participants who are from Ethnic Minorities	118
Participants with disabilities	38
Participants over 50 years of age	37
Positive outcomes (active / employment / training)	86

Aim 3: We will 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 communities needs.

Sexual Abuse and violence against women and girls have been high profile nationally. In Sheffield, Councillors passed a motion at full Council in November 2021 committing the Council to do everything it can to end male violence against women; noting the work of White Ribbon UK in raising awareness and campaigning on this issue, with their particular focus on the need to engage with men and boys and a commitment to mark this day annually. In 2022 we received the White Ribbon Status.



Concerns around violence against women and girls in the night-time economy led also to the re-launch of the Ask for Angela scheme.

We also supported the Anti-spiking partnership in response to the rise in spiking reports, along with both universities and students' unions, Sheffield Business Improvement District (BID), and South Yorkshire Police.

We are also undertaking a lot of work in the Night-Time Economy with other regulatory partners and the licensed trade / businesses. This has seen the launch of the Sheffield Women & Girls Night-Time Safety Charter and work commencing on creating a charter around the Get Me Home Safely Campaign.

Sheffield retained its Purple Flag accreditation, to achieve this town and city centres must be welcoming to everyone, offer safe ways for visitors to travel home, provide a good mix of venues and attractions and be appealing not just at night but also during the day too. People deserve a safe and enjoyable night out and want to know where is good to visit, the Purple Flag is an award that gives people that assurance. The application team from SCC and Sheffield Business Improvement District together worked alongside partners such as Sheffield City Trust, Sheffield Theatres, Sheffield DACT, Council Development Team, City Centre Residents Groups, and the Licensed Trade and several licensed venues.

We are also working towards launching a Sheffield at Night Partnership that will provide a strategic overview and management of the night-time economy. We will shortly be launching Best Bar None and Licence (Pub) Watch in the city-centre. All three of these initiatives will have the reduction of violence against women and girls at the heart of their vision and criteria for the city's night-time economy.

The Domestic Abuse Act 2021 saw the introduction of a new statutory duty for local authorities to provide support in safe accommodation for survivors of domestic abuse and their children. We published the new strategy outlining the prevalence of domestic abuse in Sheffield, the need for safe accommodation and our plans to support victims/ survivors and their children to be safer and recover from abuse. With funding we have commissioned more provision including counselling for survivors living in safe accommodation from Sheffield Mind, counselling for children through Door 43 at Sheffield Futures and support with debt and finance issues via Sheffield Citizens Advice Bureau (CAB).

Objective 4 - Overview and Priorities for Improvement 2023

We recognise that these are large complex inequalities that we knew when we were setting them, would not be completed within the 4-year period. The impact of the pandemic on health inequalities within groups already experiencing poorer outcomes has been significant however we have taken action to try and reduce these. Section 5 outlines some of our activity in more detail during the pandemic to demonstrate this. We do however have to improve how we measure and monitor the impact on our activity in all of our Objectives and Aims.

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.

- We will work with services to report on decent, inclusive, and accessible housing that promotes wellbeing for all via the new Housing Strategy.
- We will focus on how we are reducing health inequalities especially for groups of people who share characteristics that experience poorer outcomes.
- We will support work further on our Early Year's strategy enabling good health and wellbeing.
- We will work with services to ensure service plans reflect the aims in the equality objectives and will monitor progress in the next Annual Equality report.

Objective 5 - Becoming an Anti-Racist Organisation and City

The Race Equality Commission was established in 2020. Its aim was to make a non-partisan strategic assessment of the nature, extent, causes and impact of race inequality in the city and to make recommendations for tackling them. The Commission had an Independent Chair Professor Emeritus Kevin Hylton and 24 Commissioners however the Council managed and supported the Commission and provided officers to manage the project and fund the work.

It had 6 themes, Health, Education, Civic Life and Communities, Business and Employment, Sport and Culture and Crime and Justice. All the themes held 2 all day public hearings which were by zoom in 2020/21. There were several private hearings requested. All of the hearings and evidence are on the SCC website.

The [Full REC Report](#) and [REC Executive Summary are on the council website](#) were launched on July 14th 2022 at the [Millennium Galleries and the opening is on Sheffield News](#). Since the launch, we have developed an internal action plan and discussions have taken place with key anchor organisations across the city to set up the Legacy Group. The Council's initial response went to the Strategy and Resources Committee in August 2022 and the more detailed action plan was agreed by the [cross-party Committee in December 2022](#).

The most common feedback we received was about inconsistency across the council in relation to what we do, from the way HR processes are managed, data collection, application of EIAs, training undertaken, support for staff and especially understanding on EDI and race. This feedback challenged the effectiveness of policies and training we have in place. We must reduce and eliminate these inconsistencies if we are to succeed in our ambitions. The three-year improvement journey being embarked on is vital in ensuring that the Council meets its remit of being an anti-racist employer and service provider for the diverse communities it serves within the city of Sheffield.

We agreed in our response to the Commission that we would add Becoming an Anti-Racist Organisation and City as the Council's fifth Equality Objective and therefore added to this report.

An example relating to how we are currently supporting Black, Asian, and Minoritised Ethnic business, and enterprise is as follows.

Business Sheffield supports the United Women's Affiliation and its entrepreneurial members. Business Advisor Christina Lima Trindade met Dr Hawa Yatera in July 2021 and supported her to set up the charity United Women's Affiliation. The group has grown from 22 members to 76. Members are from Senegal, Gambia, Congo, central and republic, Rwanda, Tanzania, Kenya, Botswana, Zimbabwe, Sao Tome and Principe and Ghana. Some of the women are fleeing from often traumatic experiences.

Through one-to-one meetings, we advised Dr Hawa on building the organisation and have supported individual members of the group on starting up a business in the UK. Many of women have run businesses before they came to the UK. Start-up workshops and ongoing one to one

support has been provided by the Business Sheffield team including Start Up Advisors, and Esther Morrison, the High Street Business Information Officer, hospitality and BAME business expert.

Christina introduced the group to local entrepreneur Hawa Talbot of Fula Flavour who talked to the group about her experiences of arriving at age 17 in Sheffield from Guinea, fleeing difficulties and then facing significant challenges in the UK, learning the language, experiencing levels of discrimination that included not been allowed to work “out front”, attending college then university, and setting up her own business - to make and see authentic chilli sauces that were “just like home”. Through identifying learning needs and knowing these businesses’ ambitions, colleagues in Opportunity Sheffield were introduced.

The group are now exploring training including English lessons, financial literacy, therapy, and counselling training. Hawa has ambitions to find a permanent home for the group, a community launderette, commercial kitchen to provide meals for older members of the community, training and childcare facilities. All will support members in their business ambitions. We continue to offer support including looking at suitable premises to suit their needs. Pippa Proctor and Asima Zahir from Opportunity Sheffield helped people to access training, skills, and employment opportunities During the session, the women were able to talk about their ambitions and their skills and training needs. The charity is still only 2 years old!



Objective 5 - Overview and Priorities for Improvement 2023

We have only just set this Objective so we will report on this more fully next time however we will also report updates in year to the Strategic Equality and Inclusion Board.

We will focus on the 3 key areas which underpin the other areas:

1. Building a more inclusive culture via learning, development, and awareness

Aim 1: Our ambition is to build an inclusive, anti-racist culture so that Sheffield City Council is fair, open, welcoming, and great place to work, and that staff feel empowered to be their authentic selves and are enabled to make the best contribution they can to the organisation.

That staff at all levels undertake appropriate and regular training to enable them to provide appropriate and effective services to the diverse communities of Sheffield. Cultural competence and cultural humility need to be addressed hand in hand when thinking about how best to meet the recommendations.

Our actions will include:

- Developing learning opportunities for staff, managers, senior leaders, Members and Trade Unions in EDI, anti-racism and cultural competencies, and to encourage our workforce to have conversations about race.
- Continue organisational EDI development which began with our senior leader and middle manager conferences in Autumn 2021, both of which focused on race, sharing lived experience, coaching for inclusion and other learning.
- Offer further informal learning sessions around race and cultural competency.
- Consult on the new employee values, with EDI being an essential and embedded element.

2. De-biasing our systems and processes to reduce barriers and inequalities

Aim 2: Equality Impact Assessments (EIA) are already embedded into decision making within the Council. However, our ambition is to ensure that they are used as an effective tool and are consistently applied so we can ensure that our systems and processes are fair and transparent both internally for staff and externally for customers. We are also carrying out actions to debias workforce policies and processes.

Our actions will include to:

- Develop and launch a new EIA platform, guidance and training.
- Ensure processes are followed so EIAs are carried out for all proposals, projects and processes at the beginning, so to inform the decision making, and ensure EIA auditing.
- Produce a specific ethnicity focused report in addition to the overall workforce equality report with relevant actions to enable transparency and support all managers to know and understand their services' data and ethnicity profile issues.
- Analyse ethnicity pay data to identify any pay gap and use it to shape ongoing equality measures and interventions.
- Improve HR processes, such as anonymising job applications to remove potential bias, requiring more EDI learning from recruitment panels and planning a review of workforce policies.
- Review HR policies (including Dignity & Respect, Recruitment and Grievance), identifying where better policy or improved application of policy will support the objective to become an anti-racist organisation, including assessment against our organisational values and our commitments to EDI.

3. Improving data collection, sharing and analysis

Aim 3: There is a lack of consistency and therefore we need to ensure the better collection, analysis and use of data on equality across our organisation. This is to ensure that we are proactive and can identify barriers to customers early to help ensure that they receive the services they are entitled to and are not disadvantaged or discriminated against in the services they access/receive.

Also that our managers have access to the equality information they need so they are enabled to address disparities in the services they are providing or commissioning to ensure effective performance.

Our actions will include to:

- Develop a new data warehouse and ensure equality information, related to the Public Sector Equality Duty, is embedded.
- Undertake baseline assessment of the data we collect, understand where we collect EDI data on customers/service users and identify gaps.

- Utilise Customer Services' equalities monitoring pilot to offer practical ways for services to develop how we ask for, monitor and respond to people's equalities data and information.
- Bring datasets that we have together to identify inconsistencies in service delivery and outcome.

The other areas identified within our internal response which will be worked on include:

- Improving our workforce diversity, recruitment, and progression
- Improving diversity of city leadership, governance, and accountability
- Improving community engagement to help build trust.
- Reviewing our commissioning and funding arrangements and distribution
- Reviewing our Housing Strategy
- Educating future generations and building leadership in education
- Supporting Black, Asian, and Minoritised Ethnic business, and enterprise
- Building inclusive and healthy communities and reducing health inequalities

Section 4: Reflections from the Pandemic

Sheffield's response to Covid demonstrated the true meaning of commitment and togetherness in challenging times. We would like to share how we responded in an accessible and inclusive way to support the wellbeing of our city. However, we are still learning and will reflect on this further. In the detail we demonstrate our work in meeting Aim 1 of the 4th Objective - We will focus on improving health and wellbeing in the city, especially for groups that experience poorer outcomes.

Over 10,000 additional vaccinations were administered during the reporting period and resulted in Sheffield having the highest uptake of Covid vaccination of all the Core Cities.

COVID-related Public Health information specific to Sheffield was regularly updated and made available and accessible across different platforms during 2021 and the early months of 2022. A wide range of groups in the voluntary and community sector, helped us to ensure that communications messages were helpful and accessible for all.

An accessible weekly [YouTube BSL video from March 2022](#) continued outlining Sheffield's weekly position with the latest epidemiology figures, time specific updates, guidance and addressed frequent questions. Public safety information was made available to communities, supplied in various languages and formats. Public Health intelligence and surveillance helped us to target support in geographical communities where there were high number of cases.

Multiple 'Deep Dive' workshops ran during 2021-2022, attended by local community representatives alongside staff from Public Health and the COVID Response Hub. This enabled us to gather local intelligence on contributing factors and how we needed to tailor our support in our diverse communities.

We shared data and intelligence on vaccination uptake and barriers to uptake, as well as what communities told us. This helped with identifying the best places for vaccination sites and pop-up vaccination clinics, supporting communities to access clinics and to ask questions.

BAME Communities Public Health group, co-chaired by Faithstar and Public Health brought together representatives from more than 25 different culturally diverse organisations to attend and represent the following communities in broad terms: African, Caribbean, Somali, Pakistani, Bangladeshi and Chinese, Yemeni and Roma Slovak. We also worked with our health partners across the city to support a racial equality strategic group. This group helped us steer our response to and to meet the needs via grants to them to work with the communities above.

COVID Community Champions were established across the city to share up-to-date information helping us to reach and support everyone and building trust within communities. This included gathering and responding to intelligence on vaccine hesitancy to develop and promote targeted pop-up vaccination clinics.

COVID Testing & Vaccination Sites were situated in communities with high number of cases and low levels of car ownership. We advocated for walk-in appointments to be available so that those who were digitally excluded or struggled to understand were able to get tested and worked with community representatives to promote these locations.

Our Community COVID Bus service enabled us to provide information on testing, vaccination and isolation support and LFD tests in the community, with information and support available in different community languages. We worked in partnership with the NHS to use the Community COVID Bus to deliver and support pop-up community vaccination clinics, in areas of most need

The Community COVID support site at the Moor market, has been a particular success. A comfortable and accessible venue provided vaccinations, test kits, as well as further signposting.

Test, Trace and Isolate and targeted support for vulnerable households continued in 2021-2022, alongside our COVID Community Helpline. The co-location of support enabled the team to identify individuals who needed to self-isolate that were vulnerable and provide support or signposting around issues such as accessing food, medicine, or financial support. The service provided a single point of contact for COVID-related enquiries with translation support available.

The Household Support Fund scheme enabled us to provide other targeted support for people in hardship during the pandemic, offering a route to apply for support with food, energy and other essential costs. Working in partnership with voluntary and community organisations such as Sheffield Young Carers, Citizens Advice and Shelter, we were able to publicise the scheme to those who needed it most. Rapid-referral routes were also put in place.

Memorial Activity in Sheffield

Sheffield City Council is committed to ensuring individual voices and the experience of communities are central to the city's Covid-19 memorial activity. Part of the 'Compassionate Sheffield' movement, the project consists of three phases – Stories from the Pandemic, community grant fund, and a centralised memorial.

Stories from the Pandemic – From April 2022, we gathered stories from people across the city via online self-submissions, facilitated community workshops, and video interviews. We routinely analysed our data to ensure we had a representative sample of community voices, taking positive action to identify and address gaps.

All stories received will be stored in the city archives, and some will be curated into an exhibition at the city's millennium art gallery during Spring 2023. The exhibition featured books in braille, audio, and subtitled media. People also had the opportunity to share their stories in community languages via postcards and a section of the exhibition was dedicated to stories in Swahili language. A handful of the stories gathered were made into a short film screened in community settings across the city, creating safe spaces for collective healing and community involvement.

Community grant fund - To enable communities to conduct memorial activity meaningful to them, we created the Covid-19 Community Memorial Fund. This was for community groups and organisations to apply for funds of up to £2,000 to run their own memorial activities. We received 63 applications from across the city, and bringing together a diverse panel of community representatives, awarded 53 grants. Anticipating the likelihood of gaps in diverse groups applying for a grant, we also carried out targeted engagement with communities we thought may not be represented through the application process. This resulted in a further 10 projects taking place to address gaps in geography and communities of interest.



Central memorial - The brief for a memorial monument emphasised the importance of community involvement and the need to reflect the voices of Sheffield's residents.

The city centre memorial is a steel willow tree, the branches representing an individual or community, and when these branches wind together they form a strong central trunk.

Branches are inscribed with stories, and members of the community were invited to hang ribbons from the willow tree which was on the National Day of Reflection, 23rd March 2023.

At the base of the tree, the words 'Everyone has a story' are written in English, Polish, Urdu, Simplified Chinese and Arabic, capturing the sentiment of the phrase in Sheffield's most used community languages.

Section 5: Looking Ahead

Following the Our Sheffield – One Year Plan in 2021 which outlined the Council’s commitment to the people and communities of Sheffield, in July 2022 Elected Members outlined their 6 strategic goals for the city. These will become the basis for the Council’s future planning, alongside an underlying aim to be a good Council and deliver high quality services for all and Equality runs through each theme.

- Fair, inclusive and empowered communities
- Strong and connected neighbourhoods which people are happy to call home
- Tackling inequalities and supporting people through the cost-of-living crisis
- Healthy lives and wellbeing for all
- Clean economic growth
- Happy young people who have the start they need for the future they want

In 2022 SCC developed a Delivery Plan which identifies urgent performance challenges that the Council will prioritise and intensively focus on in the coming year, we will focus on Race and underrepresented minority groups. We know from the findings of the Race Equality Commission report and work from this report that currently, communities in Sheffield don’t feel the city is fair or inclusive. There are major differences in outcomes for people who live in different parts of the city, come from different backgrounds, or who share different characteristics, such as being disabled, on almost every indicator imaginable from health to education to employment to access to leisure or green space. Those inequalities hold everyone and every part of the city back because it means that people aren’t able to fulfil their potential.

We will therefore focus on race and other groups who experience poorer outcomes such as disabled people. We will report on developments here in our next Annual Equality Report as they are fundamental to our Equality Objectives.

Our new Values help to guide our behaviour at work each day – individually and together. The Values encourages 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 values 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.

Next Steps

We will refresh the Equality Objectives in 2023 ensuring they align with SCC plans and strategies such as the Delivery Plan and City Goals. We will report on key areas below to ensure we are meeting our Equality Objectives and the Public Sector Equality Duty. We have listed recommendations for 2022/23 under each equality objective and these cover 6 key areas of focus in the next year.

These being:

1. Better data collection, analysis and use of service equality monitoring information.
2. Work with services to ensure service plans reflect equality goals and commitments.
3. Utilise EIAs more effectively and robustly, ensuring they are undertaken at the right time with good evidence and in a proportionate way.
4. Strengthen relationships with and understanding of the diverse communities within the city both online and in person across all characteristics.
5. Carry out staff surveys to assess the morale of the workforce including assessing satisfaction levels of different groups of employees.
6. Develop a more inclusive culture within the Council including via learning & development for staff and Members.

Appendix A

Sheffield City Council Member Equality Monitoring 2022

The survey was completed in 2022 and we had 58 responses making this 69% of total responses. We have not been able to report on Gender Identity due to low response rates.

Age – There were 55 responses and 3 Prefer not to say (PNTS)

Option	%
19 - 34	12%
35 - 54	29%
55 - 64	24%
65+	35%

Ethnicity - There were 57 responses to this part of the question and 1 PNTS

Option	%
White British	83%
Black Asian or Minority Ethnic	17%

Sex - There were 58 responses to this part of the question and no PNTS

Option	%
Female	38%
Male	62%

Sexual Orientation - There were 56 answered and 2 PNTS

Option	%
LGB +	7%
Hetrosexual / straight	93%

Caring Responsibilities - There were 56 responses and 2 PNTS

Option	%
No	68%
Yes	32%

Disability - There were 58 responses and no PNTS

Option	%
Yes	31%
No	69%

Religion / Belief – There were 57 responses and 1 PNTS

Option	%
No religion	47%
Buddhist	0%
Christian (all denominations)	38%
Jewish	0%
Hindu	2%
Muslim	9%
Sikh	0%
Another (please state below)	4%

Appendix B

AccessAble Statistics Report Sheffield City Council 2022

The Sheffield City Council Accessibility Guide consists of 344 Detailed 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 and launched the Accessibility Guide in 2015.

November 2020 - October 2021 Statistics

Between November 2020 and September 2021, the Sheffield City Council Accessibility Guide had **21,593** Users and **38,783** page views.

This breaks down to a monthly average of **1,799** Users and **3,231** page views.

November 2021 - October 2022 Statistics

Between November 2021 and October 2022, the Sheffield City Council Accessibility Guide had **37,588** Users and **61,291** page views.

This breaks down to a monthly average of **3,132** Users and **5,107** 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. Crystal Peaks First Point ([Click to view Access Guide](#))
4. Sheffield Family Hearing Centre ([Click to view Access Guide](#))
5. Cutlery Works ([Click to view Access Guide](#))
6. Shortbrook Family Centre ([Click to view Access Guide](#))
7. Graves Health and Sport Centre ([Click to view Access Guide](#))
8. FlyDSA Arena ([Click to view Access Guide](#))
9. Sheffield Train Station ([Click to view Access Guide](#))
10. Endcliffe Park ([Click to view Access Guide](#))

Sources show how people have found the Accessibility Guides. AccessAble works to improve how much organic and direct traffic is generated. Part of our partnership involves ensuring referral links are added to the relevant websites within the remit of the council. In the last 12 months, the traffic sources have been – Organic - 89% Referral - 9% and Direct- 2%

The main referral traffic came through from the following website: Sheffield.gov.uk

Recommendations

- There are several recommendations 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 should be higher. A key priority should be integrating referral links into the following websites.

- [Link to Homepage Sheffield City Council](#)
- [Welcome to Sheffield Website](#)
- [Sheffield Directory Website](#)

Appendix C: Workforce Data Report

[The report is on the Council website.](#)

This document can be supplied in alternative formats,
please contact **0114 273 5861**

Sheffield City Council
www.sheffield.gov.uk

