

Appendix 4

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

| 1. Title | |
|--|--|
| Equality Analysis title: Council Plan Update | |
| Date of Equality Analysis (EA): 20 February 2023 and updated 22 March 2023 | |
| Directorate: Assistant Chief Executive | Service area: Policy, Performance and Intelligence |
| Lead Manager: Simon Dennis | Contact: simon.dennis@rotherham.gov.uk |
| Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other | |
| If other, please specify | |

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

| Name | Organisation | Role (eg service user, managers, service specialist) |
|----------------|--|---|
| Tanya Lound | Rotherham Metropolitan Borough Council | Corporate Improvement and Risk Officer |
| Simon Dennis | Rotherham Metropolitan Borough Council | Corporate Improvement and Risk Manager |
| Steve Eling | Rotherham Metropolitan Borough Council | Policy and Equalities Manager |
| Levi Karigambe | Rotherham Metropolitan Borough Council | Policy Officer |
| Michael Homes | Rotherham Metropolitan Borough Council | Partnership Officer |
| Leonie Wieser | Rotherham Metropolitan Borough Council | Policy Officer |
| Florence Drew | Rotherham Metropolitan Borough Council | Corporate Improvement Officer |

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The Council Plan is a key document which sets out the Council's vision for the borough and priorities for serving residents and communities. This plan provides the medium-term basis for targeting resources, informing the budget-setting process and planning cycles, and ensuring that residents can hold the Council to account for delivery.

The Year Ahead Delivery Plan sits alongside the Council Plan. To ensure delivery of the Council Plan, the annual Year Ahead Delivery Plan will run until March 2023 and will be reviewed and updated each year thereafter. This is the fourth quarterly progress report to Cabinet.

The report focuses on progress made in delivering the 92 priority actions/milestones contained within the Year Ahead Delivery Plan and the 66 headline performance measures that best demonstrate progress in achieving the 26 key outcomes. It also brings together wider information, key facts and intelligence to explain how the Council is working and performing, including timelines and case studies to demonstrate our impact.

To ensure the Council remains focussed on working towards the outcomes and commitments set out in the Council Plan, a review of the Council Plan performance measures has been conducted and a new Year Ahead Delivery Plan developed for 2023-24. 22 performance targets have been updated in total and the new Year Ahead Delivery includes one hundred actions/activities to be delivered during the new financial year (April 2023-March 2024).

Through directorate and service-level business plans the Council carries out wider work to measure performance and quality. This report is intended to provide an overview of the contribution that the Council makes across all its activities to improving Rotherham as a place to live, work and spend time.

What equality information is available? (Include any engagement undertaken)

A mix of contextual equalities information, such as the census, and consultation on the Council Plan is provided here.

Population

- Population estimates indicate that the borough is becoming increasingly diverse with significant international migration, mainly from other EU countries. Based on the 2021 census, the proportion of residents from ethnic minority communities increased from 8.1% in 2011 to 8.9% in 2021. Ethnic diversity is most evident amongst young people illustrated by the 15.2% of school age pupils who were from ethnic minority groups in 2021. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3.8% of residents in 2021 and 6.1% of school aged pupils in 2021.
- Rotherham's ethnic minority population is very concentrated in the inner areas of the town (Boston Castle/Rotherham East and Rotherham West wards) whilst the outer areas were 95.3% White British in 2021. 42% of residents from ethnic minorities live in areas that are amongst the 10% most deprived in the country and for some groups the figure is higher. This compares with the Borough average of 19.5%.
- The population is ageing; Rotherham has 52,228 people aged 65 years or over or 19.6% of the population, above the national average of 18.4%. The population aged over 65 is projected to increase to over 21% by 2026, with the largest increase being in the number of people aged over 75.

Economy

- Rotherham has a polarised geography of deprivation and affluence with the most deprived communities concentrated in the central area whilst the most affluent areas are to the south, although the overall pattern is complex.
- Rotherham is one of the 20% most deprived areas in England with 12,667 children living in "absolute poverty" 2018/19.
- The inequality in the pay gap between men and women is substantial. According to the 2022 ONS Annual Survey of Hours and Earnings full-time male workers in Rotherham earn £10,583 more than full-time female workers, on average (median gross annual pay). This means women's pay in Rotherham is only 65% of men's pay, compared with 68% nationally.
- In the consultation for the Council Plan, 45% of respondents stated there were not enough job opportunities in their area, as opposed to 19% who stated there were enough. Those with no disabilities were more likely to state there were enough job opportunities in their area (21%) than those with disabilities (15%), with female respondents more likely to be unsure about the opportunities (37%), than men (32%).

Health and wellbeing

- Rotherham had 56,177 people with a limiting long-term health problem or disability in 2021, with 9.8% saying this limits their activity a lot, compared with the average of 7.3% in England. Although there have been health improvements, health inequalities remain and in some cases are widening.
- Health inequalities are also significant, both between the borough and the national average and between the most and least deprived communities in Rotherham. In addition to these factors, the COVID-19 pandemic has exacerbated existing inequalities, with the most disadvantaged communities being hit the hardest.
- In the Council Plan consultation, in response to the question on what would have the biggest positive impact on wellbeing and quality of life, men (30%) and those without a disability (27%) were more likely to state environmental improvements (23% overall), while more women and those with a disability stated 'More things to do in the community' (16% women, 22% with disability, 13% overall). Male respondents (14%) and those with a

disability (12%) were also more likely to state 'improved working conditions' as factors (8% overall).

Neighbourhoods

- In the survey consultation on the Council Plan, men were more likely to say they used parks daily (46%) than women (28%), while women were more likely to never use parks at all (7%), than men (1.2%).
- With regards to crime and community safety, tackling anti-social behaviour (79%), tackling crime such as car crime (67%), and protecting vulnerable older people (62%) emerged as respondents' top priorities, over preventing harassment and violence against women and girls (42%), and preventing hate crime (includes disability/ racial/ religious/ homophobic/ transphobic crimes) (35%) – which might partly be due to the age profile and the overrepresentation of older age groups, as well as the underrepresentation of religious and ethnic minorities.

The statistics above have been updated to reflect the 2021 Census data.

Resident Satisfaction Survey

The Council Plan includes eight performance measures from the Resident Satisfaction Survey. The 2022 results included:

- **Satisfaction with Local Area as a Place to Live** – 76% of respondents in reported feeling 'very satisfied' or 'fairly satisfied' which is just below the average recorded level across all waves. Adults aged 45-54 were the *least* likely to report being 'satisfied' (68%). People aged 55-64 years and aged 65+ are the *most* likely to be satisfied with their local area (87% and 83% respectively).
- **Satisfaction with Rotherham as a Place to Live** – 57% of respondents said that, overall, they were satisfied. This was below the average across all of the previous surveys. Respondents aged 65+ were most likely to feel satisfied with Rotherham as a place to live, with 65 per cent satisfied. Respondents aged 45-54 had the lowest level of satisfaction with Rotherham as a place to live, with only 41% satisfied. Dissatisfaction with Rotherham as a place to live was highest amongst people aged 18-24.
- **Feelings of Safety** – 87% of respondents in Rotherham said they felt 'very safe' or 'fairly safe' during the day when outside in their local area (lower than the figures observed nationally at 95%). 56% reported the same feelings of safety after dark, significantly lower than the figures observed nationally (76%). This is lower than the average for the previous seven surveys (59%). There was a significant difference between men and women's feelings of safety in the Rotherham survey, with 64% of men reporting feeling 'very safe' or 'fairly safe' compared to only 47% of women. People aged 25-34 are most likely to feel safe after dark and those aged 45-54 least likely to feel safe. People with low skilled manual occupational backgrounds are least likely to feel safe.
- **Feelings of Optimism** – 51% of respondents reported feeling 'very optimistic' or 'fairly optimistic' about the future of Rotherham as a place to live, the lowest recorded level across all surveys. Young people aged 18-24 were the most likely to be optimistic about the future of Rotherham as a place to live (70%) and men were more optimistic than women overall. Fewer respondents felt as positive about the future of Rotherham town centre (27% felt 'very optimistic' or 'fairly optimistic') as they did about the future of the wider borough. This is above the average of 22% across all eight surveys, and the highest result since the question was first asked in June 2017. Young people aged 18-24 years were the most optimistic about the future of Rotherham town centre, whereas older people (aged 55 and over) were most likely to not be optimistic. Low skilled workers were more optimistic than professional and managerial workers.
- **Keeping Residents Informed** – 48% of Rotherham respondents said that RMBC keeps residents 'very well' or 'fairly well' informed about the services and benefits it provides. This

is below the most recent national result (57%) and just below the average percentage across all Rotherham surveys (51%). Younger respondents (aged 18-34) were more likely than older people to think that the Council keeps residents well informed.

- **Responsiveness of Rotherham MBC** – 42% of respondents in Rotherham answered positively when asked about the extent to which RMBC acts on the concerns of residents (i.e. 'a great deal' or 'a fair amount'). This is lower than the national result (52%). Respondents aged 35-44 were most likely to think that the Council acts on the concerns of local residents whilst those aged 25-34 were least likely to have this view.

Council Plan data Quarter 3

- The Council Plan includes three performance measures which aim to create a diverse workforce and quarter 3 data includes within the report states:
 - Overall proportion of disabled employees – 9.6% against a year-end target of 9%
 - Overall proportion of Black, Asian and Minority Ethnic employees – 4.5% against a year-end target of 6.3%
 - Proportion of the workforce under 25 – 2.9% against a year-end target of 4.6%.

The targets are designed to drive the Council towards having a workforce that better reflects the diversity of the Borough.

Are there any gaps in the information that you are aware of?

Promoting equality, celebrate diversity and ensuring fairness for everyone runs throughout all the themes in the Council Plan and Year Ahead Delivery Plan, however some updates are lacking information regarding equalities and equalities data, and it is therefore unclear what data is being collected and used and how outcomes for different communities and protected characteristic groups are being improved.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Progress updates on the Council Plan Year Ahead Delivery Plan are produced on a quarterly basis. These updates are reviewed by both SLT, Cabinet and Scrutiny and are publicly available online. The update reports include progress in relation to actions within the Year Ahead Delivery Plan, as well as performance relating to a suite of key performance measures.

In addition, as the Year Ahead Delivery Plan activities are implemented, services are required to complete an equality screening and/or analysis to ensure due regard has been given and that there is an understanding of the effects of a strategy, policy, service or function on those from a protected characteristic group, where this is applicable to do so.

Finally, for each action in the new Year Ahead Delivery Plan for 2023-24, directorates have been required to set out, for internal monitoring purposes, what actions they are taking to ensure there is consideration of equalities, diversity and inclusion, including timescales for delivery. When completing directorates were asked to consider:

- Actions to improve outcomes for different communities and protected characteristic groups; to break down barriers some communities face
- Plans to gain a better understanding of communities, what opportunities there are to listen to and engage with residents
- Proposals to ensure accessibility for all
- When an Equality Analysis will be conducted
- What equality data is needed to inform activity.

| | |
|--|---|
| <p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p> | <p>To help inform the priorities and actions in the Council Plan, various consultation exercises took place between August and September 2021. There were over 1,300 interactions across all engagement methods. The consultation was part of an ongoing dialogue between the Council and members of the public.</p> <p>Customers are consulted and engaged in different ways by services when delivering the Year Ahead Delivery Plan activities.</p> <p>The performance measures monitored include resident satisfaction and a resident satisfaction survey is conducted annually in June. Between 9th June and 4th July 2022, a statistically representative random sample of 501 Rotherham residents (aged 18 or over) was polled mainly by landline telephone using quotas set by age and gender. The data was further weighted to reflect the age, gender, and social grade profile of Rotherham. This ensures that the sample is as representative of adults in the borough as possible as there is often a bias in the profile of people who respond to any survey. See results from 2022 survey above.</p> <p>Some performance measures are also based on customer perceptions in relation to the quality of the service received.</p> |
| <p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p> | <p>Engagement with staff was undertaken through directorates contributing to writing the report informing us of progress made on actions/milestones that applied to them. Staff also provided performance data and contributed to the gathering of case studies used in this report.</p> <p>Furthermore, the revised Council Plan targets and new Year Ahead Delivery Plan for 2023-24 has been developed in consultation with Cabinet Members and directorates.</p> |

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Equalities is cross cutting throughout the Council Plan and Year Ahead Delivery Plan. Of the five guiding principles, two in particular aim to meet residents' and communities' differentiated needs:

- Expanding opportunities for all
- Working with our communities

Expanding opportunities encompasses the Council's essential priority to tackle inequality striving to ensure that the health and life chances of the most disadvantaged communities are improving the fastest. To complement this approach, 'working with our communities' ensures that to achieve

the best outcomes for local people, local residents are involved in the things that matter to them and services are designed based on input from those who use them. This will enable service users to take an active role in improving access to services, highlighting any barriers for those sharing protected characteristics in designs and services, making sure that specific needs are met.

There is also an outcome focussed on addressing inequalities and leaving no one behind within the 'people are safe, health and live well' theme. This will involve providing support to our communities at a level that is proportionate to the degree of need – taking a universal approach where appropriate whilst also providing targeted support to those who most need it.

Furthermore, the underlying 'One Council' theme encompasses two specific areas, which ensure different needs are met:

- All customers at the heart of everything we do
- Engaged, diverse and skilled workforce who feel empowered to adopt new ways of working to meet the needs of all customers.

The Council's commitment to place all customers at the heart of service delivery includes a strengthened approach to equalities and being inclusive. This will involve working with services and partners to promote equality, celebrate diversity and ensure fairness for everyone. The commitment to an engaged, diverse and skilled workforce is expected to improve the council's response to diverse customer needs, by bringing a more differentiated understanding of equality and diversity considerations and barriers.

The quarterly reports capture progress in relation to all activities within the Year Ahead Delivery Plan and a suite of key performance measures.

Within **five themes of the Council Plan**, a series of universal offers are aimed at all of Rotherham's residents, while several actions are specifically aimed at tackling inequalities and issues of access. The following provides examples of the activities conducted to date:

Every neighbourhood thriving

Activities in this area are aimed at meeting the needs of all residents and ensure they benefit from thriving neighbourhoods. The priorities of making neighbourhoods welcoming and safe, local people having access to libraries, cultural activities, parks and green spaces, improved local town and village centres, reducing crime and anti-social behaviour and improving street safety are for the benefit of all residents regardless of protected characteristics. Residents, organisations and businesses are encouraged and enabled to use their skills and resources to help others.

Individual services, such as parks, libraries, cultural offers and neighbourhood working will each undertake an equality analysis, where required to do so, to identify gaps, making sure that any physical, cultural, language or other access barriers are identified, and all residents have offers meeting their needs.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- 25 Ward Plans produced and published - Borough-wide and local VCS organisations and groups representing communities with protected characteristics invited to contribute the priorities. Census data and other equalities data also used to inform the priorities
- The Ward Bulletin and Rotherham Round-up newsletters contain a facility to open in browser and translate into various languages
- Evaluation of the Controlling Migration Fund Programme completed and submitted to the Department for Levelling Up, Housing and Communities end April 2022. The programme

delivered various interventions aimed at making a long-term positive impact on community cohesion with tangible improvements for individuals

- During July 2022 a range of cultural events took place across the town to celebrate the Women's Euros, alongside the four matches and Women of the World Festival. The WOW festival tackled subjects that matter most to women, girls and non-binary people, and was open for everyone to attend. The event also had a British Sign Language Interpreter for the talks
- In September 2022 Rotherham Show welcomed more than 60,000 residents and visitors back to Clifton Park, a free event for everyone to enjoy
- The Summer Reading Challenge has been completed by 740 children and a total of 60 schools engaged in the challenge (face to face or digitally). Celebration event attended by 1,255 children/family members
- Fun Palace Ambassador campaign has provided opportunities for people to showcase their skills and interests. The campaign included a Fun Palace for people with disabilities and events attracted over 800 people
- Projects to reduce hate crime and improve community safety by tackling harmful narratives via Remedi, including 'who is your neighbour', 'Step Up, Beat Hate', and restorative hate crime
- Three Towns and Villages Fund schemes completed, many of which improve accessibility, including:
 - Dalton and Thrybergh included new dropped kerbs around the site and a level access into a new community garden
 - Laburnum Parade installed a new crossing point between the bus stop and shops
 - Greasbrough created a wider, level access route between Greasbrough Park and Recreation Ground.

People are safe, healthy and live well

Actions in this area are aimed at protecting everyone's physical and mental health, while focusing on the most vulnerable. Within actions to ensure that people have good mental health and physical wellbeing, programmes to tackle loneliness and isolation will have particular benefits to older people and those living with disabilities. Within the priority for children, families and adults to feel empowered, safe and live independently for as long as possible, actions focus on children in care, people with learning disabilities, independent living and adult social care ensure that the needs of these vulnerable groups are prioritised. Actions further include for everyone to have access to affordable, decent housing.

One specific priority within this area focuses on addressing inequalities, ensuring nobody is left behind. This includes the confidence to understand inequalities, and actions in particular tackle financial exclusion, homelessness and domestic abuse.

Ongoing monitoring and improvement of these services contributing to this theme is key, as the most vulnerable often face the most barriers. Monitoring should identify and address gaps in provision, and in particular ensure that individuals sharing several protected characteristics, and thus potentially facing multiple barriers, can access the support they need.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Prevention and health inequalities strategy and action plan completed and agreed
- The refresh of the partnership Loneliness Action Plan was agreed by the Health and Wellbeing Board in November 2022 and implementation has commenced
- An evaluation report was completed for a cultural programme for residents aged 55+. 60% of participants said their wellbeing had improved as a result of attending, 55% of participants said that they were thinking more clearly and 45% of participants said that they were more physically active

- Promoted bespoke promotional messages to specific groups to encourage people to receive the Covid-19 vaccine
- Consultation on the build of a new in-house day service for people with learning disabilities is complete. The design and build programme will commence November 2022 with the new service expected to be operational from winter 2024/25.
- The new Carers Strategy, “The Borough that Cares”, was launched in June 2022 to coincide with National Carers Week
- New pathway for accessing domestic abuse support, commenced on 1 October 2022 to provide complex support. Commissioned services are also in place to provide refuge service, homelessness support, counselling services and support for young people
- Work to address inequalities and ensure nobody is left behind includes - Review of the current RotherCard scheme was completed in June 2022 and Cabinet approved the review January 2023
- Delivered a programme of work to support the provision of social supermarkets, a preventative approach to help people avoid food crisis, and there are now four in the borough
- Council Tax support for those eligible, free school meals and hardship grants
- Housing Growth Programme continues to be delivered, which includes a range of homes designed in consideration of the needs of those with disabilities and/or in need of carer support.

Every child able to fulfil their potential

Actions under this theme are aimed at children having the best start in life, children and young people having a voice and feeling listened to, young people empowered to succeed and achieve their aspirations, and children and young people having fun things to do and safe places to go. Activities in the early years aim to address educational inequalities, collaborative working with schools to give children the opportunity to fulfil their potential, regardless of ability, including vulnerable and disadvantaged children, and reconnect those disengaged from education to opportunities and training.

Services contributing to this theme, again, will carry out equality analyses where appropriate and monitor equality data.

Progress made which links to improving equality, diversity and inclusion outcomes include:

- Online mental health service Kooth has been available to all children and young people aged 11-25 in Rotherham since November 2021 and will be in place until August 2024.. 97% of young people said they would recommend KOOTH to a friend.
- The Best Start and Beyond Framework was approved in September 2022 to enable key health and other services for children (such as the 0-19s Public Health Nursing service) to work more cohesively together
- Disadvantaged Pupils Making the Difference project working with targeted schools
- Inclusion Pathway is fully implemented to support pupils’ mental health and well-being, increase attendance, and reduce suspensions and permanent exclusions
- Universal training on early reading offered to all schools
- 63 young people provided with a Kickstart placement
- Children’s Capital of Culture launched in February 2022 with a high-profile Festival and a new exhibition and a wide range of free activities. The programme will continue to work with children and young people to co-design the next phase of development.
- Council and SYICB awarded Standout Partnership Award from DFN Project Search. This recognised the provision of supported internships for young people with an EHCP in Rotherham

- New universal Youth Offer agreed, enabling all children and young people to find out about fun activities to do in Rotherham, supported by the new website 'Places to Go and Things to Do' that went live in November 2022
- Elements Academy officially opened in January 2022, providing new provision for children with special educational needs and disabilities.

Expanding economic opportunity

Aims for this theme include growing the economy to provide decent jobs and chances to progress; rejuvenating places through regeneration schemes across the borough; giving people the chance to learn, develop skills and fulfil their potential; working with partners and suppliers to create more local jobs paid at the living wage or above and more apprenticeships; and increasing digital access through infrastructure enhancements and skills development.

Contributing to these aims are projects supporting residents to gain skills and enhance their employment prospects, a range of regeneration programmes across the borough, action around social value and local labour policies, and the development of a digital inclusion strategy.

Equality analysis and monitoring will be carried out where appropriate to ensure vulnerable residents sharing protected characteristics benefit from this support. Given the gender pay gap in Rotherham is substantial and above the national average, activities in this area will need to be monitored closely to ensure they do not widen the gap.

Activity that links to improving equality, diversity and inclusion outcomes includes:

- The Council is actively promoting the living wage accreditation
- A range of initiatives are supporting residents to improve their skills and enhance their employment prospects, including the Pathways project which helps unemployed people into work or training, job seeker support sessions in libraries, and the Advance project, which helps people in work to gain skills and further their careers
- Local labour clauses are being applied to major planning permissions, increasing the chances for local people to access jobs
- Regeneration project designs are developed in consultation with Rotherham residents, including consideration of accessibility
- Consultation with residents to help establish Rotherham's digital inclusion baseline and identify actions to reduce digital exclusion.

It will be important to assess and monitor the extent to which these activities are directly addressing the inequalities identified in section 3, for example the gender pay gap and geographical disparities.

A cleaner, greener local environment

The priorities of making neighbourhoods cleaner and greener are for the benefit of all residents regardless of protected characteristics.

This theme encompasses reductions in carbon emissions, working towards net zero targets, better transport systems for future generations, reduced risks of flooding and other environmental emergencies. There are no immediate equality implications in this area, although any direct impacts on residents, such as through actions in housing, transport and in work with community organisations, will be monitored.

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| <p>Progress made which links to improving equality, diversity and inclusion outcomes include:</p> <ul style="list-style-type: none"> • Delivering bus, tram and cycle improvements through the Transforming Cities Fund (TCF) programme • Local flood risk management strategy has been updated, incorporating objectives relevant to community resilience and a communication strategy is being developed to support the underlying plan. |
| <p>Does your Policy/Service present any problems or barriers to communities or Groups?</p> <p>No problems or barriers have been identified or flagged as part of the quarterly reporting process.</p> <p>The new Plan for 2023-24 does not make specific reference to any protected characteristics, and ongoing monitoring as detailed above will be key to ensure any barriers are identified and addressed.</p> |
| <p>Does the Service/Policy provide any positive impact/s including improvements or remove barriers?</p> <p>Yes as detailed above.</p> |
| <p>What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)</p> <p>No negative impacts expected – any targeted activities are based on known needs and vulnerabilities.</p> |

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

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| Title of analysis: Council Plan Update |
| Directorate and service area: Assistant Chief Executive, Policy, Performance and Intelligence |
| Lead Manager: Simon Dennis |
| Summary of findings: |
| The Year Ahead Delivery Plan addresses inequalities in several of its key themes, including the overarching theme 'One Council' and guiding principles, with the aim to reduce inequalities and for the council's services to deliver for all residents. Equality and access data will need to be monitored closely, especially in the 'People are safe, healthy and well' and 'Everyone has economic opportunities' themes, as these are areas of considerable existing inequalities, which will make it more difficult for some individuals and groups to access opportunities and services. |

| Action/Target | State Protected Characteristics as listed below | Target date (MM/YY) |
|---|---|--|
| Provide quarterly update reports to Cabinet, including consideration of the equality implications. | All | Quarterly and bi-annually during 2023-24 |
| All services to undertake equality analyses where applicable and monitor. | All | Ongoing |
| Continue to obtain updates from directorates, regarding what has been done to consider equalities when delivering the Year Ahead Delivery Plan actions/activities. For completed actions, this will involve directorates providing specific examples of what has been done and the impact this had on delivery. | All | Quarterly |

*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

| 6. Governance, ownership and approval | | |
|--|---------------------------|---------------|
| Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member. | | |
| Name | Job title | Date |
| Jo Brown | Assistant Chief Executive | February 2023 |
| Cllr Chris Read | Leader | March 2023 |

| 7. Publishing | |
|---|---|
| The Equality Analysis will act as evidence that due regard to equality and diversity has been given. | |
| If this Equality Analysis relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision a copy of the completed document should be attached as an appendix and published alongside the relevant report. | |
| A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page. | |
| Date Equality Analysis completed | 20 February 2023 and updated 22 March 2023 |
| Report title and date | Council Plan 2022-2025 (Quarter 3 data) and Year Ahead Delivery Plan Progress report and new targets/Year Ahead Delivery Plan for 2023-24 |
| Date report sent for publication | 29 March 2023 |
| Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk | 28 February 2023 and 29 March 2023 |

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