

OVERVIEW AND SCRUTINY MANAGEMENT BOARD

Date and Time: - Wednesday 16 June 2021 at 11.00 a.m.
Venue: - Rotherham Town Hall, Moorgate Street, Rotherham.
Membership: - Councillors Clark (Chair), Barley (Vice-Chair), Baker-Rogers, Baum-Dixon, Burnett, A Carter, Cooksey, Elliott, Hoddinott, Pitchley, Wyatt and Yasseen.

This meeting will be webcast live and will be available to view [via the Council's website](#). The items which will be discussed are described on the agenda below and there are reports attached which give more details.

Rotherham Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair or Governance Advisor of their intentions prior to the meeting.

AGENDA

1. Apologies for Absence

To receive the apologies of any Member who is unable to attend the meeting.

2. Minutes of the previous meetings held on 17 and 18 March 2021 (Pages 5 - 27)

To consider the minutes of the meetings of the Overview and Scrutiny Management Board held on 17 and 18 March 2021 and to approve them as a true and correct record of the proceedings.

3. Declarations of Interest

To receive declarations of interest from Members in respect of items listed on the agenda.

4. Questions from Members of the Public and the Press

To receive questions relating to items of business on the agenda from members of the public or press who are present at the meeting.

5. Exclusion of the Press and Public

To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.

Items for Pre-Decision Scrutiny

In accordance with the outcome of the Governance Review in 2016, the following items are submitted for pre-scrutiny ahead of the Cabinet meeting on 21 June 2021. Members of the Overview and Scrutiny Management Board are invited to comment and make recommendations on the proposals contained within the report.

6. Year Ahead Plan - Quarterly update and proposal to extend the Plan (Pages 28 - 103)

Cabinet Portfolio: - Leader

Strategic Directorate: - Assistant Chief Executive

7. Equality Annual Report (Pages 104 - 140)

Cabinet Portfolio: - Corporate Services, Community Safety and Finance

Strategic Directorate: - Assistant Chief Executive

8. Finance Update (Pages 141 - 164)

Cabinet Portfolio: - Corporate Services, Community Safety and Finance

Strategic Director: - Finance and Customer Services

9. Town Centre Master plan Implementation (Pages 165 - 197)

Cabinet Portfolio: Jobs and the Local Economy

Strategic Directorate: - Regeneration and Environment

For Discussion/Decision: -

10. Work Programme (Pages 198 - 216)

To consider the Board's Work Programme.

For Information/Monitoring: -

11. Forward Plan of Key Decisions (Pages 217 - 224)

To review and identify items for pre-decision scrutiny from the Forward Plan of Key Decisions covering the period 1 June to 31 August 2021.

12. Call-in Issues

To consider any issues referred for call-in from recent Cabinet meetings.

13. Urgent Business

To determine any item which the Chair is of the opinion should be considered as a matter of urgency.

14. Date and time of next meeting

The next meeting of the Overview and Scrutiny Management Board will be held on Wednesday 14 July at 11am at Rotherham Town Hall.

A handwritten signature in black ink that reads "Sharon Kemp". The signature is written in a cursive, flowing style.

SHARON KEMP,
Chief Executive.

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www.rotherham.gov.uk/coronavirus

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
Wednesday 17 March 2021

Present:- Councillor Steele (in the Chair); Councillors R. Elliott, Jarvis, Jepson, Mallinder, Napper, Taylor, Walsh and Wyatt.

Apologies for absence:- Apologies were received from Councillors Cusworth and Keenan.

The webcast of the Council Meeting can be viewed at: -
<https://rotherham.public-i.tv/core/portal/home>

323. MINUTES OF THE PREVIOUS MEETINGS HELD ON 10 AND 24 FEBRUARY 2021

Resolved: - That the Minutes of the meetings of the Overview and Scrutiny Management Board, held on 10 and 24 February 2021, be approved as a correct record of proceedings.

324. DECLARATIONS OF INTEREST

There were no declarations of interest.

325. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

There were no questions from members of the public or press.

326. EXCLUSION OF THE PRESS AND PUBLIC

There were no items requiring the exclusion of the public or press.

327. UPDATE ON THE COUNCIL'S RESPONSE TO COVID-19

Consideration was given to a report that was submitted for pre-decision scrutiny ahead of the Cabinet meeting scheduled for 22 March 2021 that provided an update on how the Council was currently responding to the COVID-19 pandemic and also sought approval for the allocation of an additional £350,218 allocation of COVID Winter Grant in accordance with the priorities agreed by Cabinet in December 2020. The Leader of the Council and the Chief Executive attended the meeting to present the report.

The Chair advised that due to the need for Cabinet to make a decision on the report as soon as possible, that in accordance with the procedures set out in the Council's Constitution that the decision was being taken using the "General Exception" procedures as it had not been practicable for 28 days' notice of the intention to take the decision to be given.

The Chair also advised that due to the urgency of the decision, that in

accordance with the procedures set out in the Council's Constitution surrounding call-in, that he as the Chair of the Overview and Scrutiny Management Board, in consultation with Councillor Cowles, as Leader of the Opposition had agreed that the decision should be exempt from the Council's call-in processes.

In introducing the report the Leader advised that as part of the Government's COVID roadmap, the COVID Winter Grant Scheme had been extended up to 16 April, and that this would provide an additional £59.1 million across England of extra targeted financial support for those in need during the pandemic, with Rotherham having been allocated an additional £350,218 of funding. The Leader advised that in order to ensure that the additional grant was spent within the permitted timeframe and for the benefits to be realised by Rotherham families, proposals had been developed to allocate the grant in accordance with the priorities previously agreed by Cabinet through extending and enhancing the established provision.

It was proposed that the additional funding would be used as follows:

- £315,000 to provide food vouchers for the Easter school holidays, and support for school uniforms, to children eligible for free school meals. The food vouchers were to be to the value of £15 per week for each eligible child. Support for school uniforms would be £20 per eligible child.
- £35,218 to increase the funding available to support families struggling with utility costs / debt.

The Chief Executive provided a summary of how the Council was currently responding to the COVID-19 pandemic and on the current situation Rotherham including:

- Latest infection levels in Rotherham.
- The roll-out of the vaccination programme.
- Testing sites and the introduction of workplace testing.
- The provision of laptops for children.
- Financial support for businesses.
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The report provided a full narrative of how the Council was currently responding to the pandemic.

Members asked whether the effectiveness of local contact tracing being

carried out by the public health team had been impacted by poor quality data being received from the national contact tracing service. The Chief Executive advised that there had been problems with the quality of data that had been received but assured members that activity was continuing that would address these problems.

Members asked whether the problems that had impacted on the effectiveness of local contact tracing would impact on the delivery of any surge testing for variants of Covid-19 that may be required in Rotherham in the future. The Chief Executive advised that the processes for surge testing were separate from the standard contact tracing processes, and as such would not be impacted as surge testing involved offering tests to every resident in a defined geographical area.

Members welcomed the activity that had been carried out to ensure that children across the Borough that had not had access to IT equipment or the internet had been assisted throughout the pandemic, but noted that ideally this support should have been provided directly by the Government. Members asked for information on the number of laptops that had been provided in Rotherham. The Chief Executive advised that exact information on numbers would be circulated to members of the Board. The Leader advised that around 2,000 devices had been provided, with the information on those children and young people in need being provided by schools.

The Chair thanked the Leader and the Chief Executive for attending the meeting and for answering member questions.

Resolved: -

That Cabinet be advised that the recommendations be supported.

328. THE YEAR AHEAD PLAN – PROGRESS REPORT

Consideration was given to a report that was submitted for pre-decision scrutiny ahead of the Cabinet meeting scheduled for 22 March 2021 that provided a report on the on progress made in delivering the key activities as set out in the Council's Year Ahead Plan in the plan. The Leader of the Council, the Chief Executive, the Assistant Chief Executive and the Head of Policy, Performance and Intelligence attended the meeting to present the report.

The report noted that the Year Ahead Plan was the Council's plan for operating in and recovering from the COVID-19 pandemic and that it set out key activities for the Council for the period September 2020 to May 2021. The report stated that the plan detailed in the key activities that would be undertaken in order for the Council to support residents, communities and businesses through the ongoing challenges and uncertainties of the pandemic and also direct the Council's ambitious plans for Rotherham's future.

The Leader noted that of all the activities contained in the Year Ahead Plan:

- 26% (20) of the activities outlined within the Year Ahead Plan had been completed
- 54% (41) were on track
- 16% (12) were behind schedule
- 4% (3) were off track.

The Leader advised that the three activities that had been delayed had been impacted by the restrictions surrounding the pandemic.

The Leader provided further information surrounding the activity that had been taking place to deliver on the actions detailed in the Year Ahead Plan. The Leader also noted the activity that had been carried out regarding the cross-cutting objectives contained in the plan regarding climate change and equalities.

A document that outlined progress against all of the actions contained within the Year Ahead Plan was attached as an appendix to the officer's report.

Members acknowledged the impact of the pandemic on the delivery of some of the actions contained in the plan but noted that the reasons for the activity of "£425,000 of investment in the borough's other business centres" being off track appeared to be around problems with the allocated budget being insufficient and asked for further information about this. The Head of Policy, Performance and Intelligence advised that she would look into the reasons for this activity being off track and circulate the information the members of the Board.

Members welcomed the increase in the number of residents who had subscribed for ward information email updates from the Council and asked what type of information they had subscribed to receive. The Leader advised that the majority of the increase in subscribers for email updates were related to information on the pandemic. The Chair asked that further information on the number of email subscribers, broken down by ward, be circulated to members of the Board. Members noted the importance of promoting this facility as widely as possible.

Members noted the work that had been carried out by Parish Councils to support the development of their websites to enable them to share Borough Council information with residents. The Cabinet Member for Cleaner, Greener Communities, who was in attendance at the meeting noted the key role that Parish Councils played in information sharing and advised the additional work that had been carried out to provide them with briefings on numerous local issues that had included the pandemic and flooding.

The Chair thanked the Leader of the Council, the Chief Executive, the Assistant Chief Executive and the Head of Policy, Performance and Intelligence for attending the meeting and answering member questions.

Resolved: -

That Cabinet be advised the recommendations be supported.

329. CLIMATE EMERGENCY ANNUAL REPORT

Consideration was given to a report that was submitted for pre-decision scrutiny ahead of the Cabinet meeting scheduled for 22 March 2021 that provided an update on the progress made during 2020 around, and detailed a framework for action for 2021 regarding the Council's response to the Climate Change Emergency. The Cabinet Member for Cleaner, Greener Communities and the Head of Policy, Performance and Intelligence attended the meeting to present the report.

In introducing the report, the Cabinet Member for Cleaner, Greener Communities noted that the report was the first Annual Report on the Council's response to Climate Change since the Council had declared a Climate Emergency in October 2019. The Cabinet Member advised that subsequently on 23 March 2020 Cabinet had approved two overarching goals for the Council that were for the Council's carbon emissions to be at net zero by 2030 (NZ30) and for Rotherham-wide carbon emissions to be at net zero by 2040 (NZ40). It was noted that an action plan, based around the themes of Energy, Transport, Housing, Waste, Built and natural environment, Influence and Engagement would provide a framework for action for each year would be used to manage the activities required to the meet the NZ30 and NZ40 targets.

A summary of progress and updates for each of the key themes was detailed in the officer's report. The action plan for 2021/22 was attached as an appendix to the report.

The Cabinet Member noted the plans that had been included in the Council Budget for 2021/22 would contribute to the delivery of the objectives contained in the action plan including £253,000 for a managed tree planting scheme across the Borough. The Head of Policy, Performance and Intelligence noted that even though the approval of the NZ30 and NZ40 targets had coincided with the first Covid-19 lockdown and a diversion of resources towards managing the Council's response to the pandemic, significant activity and progress on the action plan had been made in many areas. The Cabinet Member noted that a new Climate Change research officer post would ensure that the Council had sound baseline data and information on which to build future activity.

Members welcomed the report and the data that showed reduction in the amount of carbon produced by the Council in recent years. Members asked how much off this reduction was long term, and how much could be

attributed to the very different way that people had been living and working during the pandemic, with less travel and increased numbers of people working at home. The Cabinet Member advised that the Council was keen to capture the impacts of the last year and work would be done to see which changes would continue to have a lasting effect on the environmental impact created by both the Council and in the wider Borough.

Members asked whether the NZ30 and NZ40 targets for net zero carbon were realistic. The Cabinet Member advised that the targets were achievable and that in setting the targets previous performance had been analysed to see what was achievable. The Cabinet advised however that it was essential to note that these targets could not be met by Council activity alone and that the Council would need to work hard to influence positive behaviour amongst the public, partners and businesses.

Members asked for further information about the tree planting scheme and how this linked into the national DEFRA scheme. The Cabinet Member noted that plans were well advanced on how the Council could link into the DEFRA scheme and advised that the possibility of a coordinated approach to the scheme with the Parish and Town councils would be looked at.

The Chair thanked the Cabinet Member for Cleaner, Greener Communities and the Head of Policy and Performance for attending the meeting and answering member questions.

Resolved: -

That Cabinet be advised that the recommendations be supported.

330. ANNUAL HOUSING DEVELOPMENT REPORT

Consideration was given to a report that was submitted for pre-decision scrutiny ahead of the Cabinet meeting scheduled for 22 March 2021 regarding the Annual Housing Development Report – 2021/22. The Cabinet Member for Housing and the Head of Strategic Housing Development attended the meeting to present the report.

It was noted that the report was the second annual housing development report that had been produced under the new reporting arrangements that had been agreed by Cabinet on 21 September 2020. The report set out housing growth progress made in 2020/21 and proposed the housing projects for delivery in 2021/22 that were aligned with the Housing Revenue Account Business Plan.

In introducing the report, the Cabinet Member for Housing advised that the recommended option for the housing development programme for 2021/22 would be a blended approach that combined direct Council direct build, strategic acquisitions, and housing association delivery. The

Cabinet Member noted that this proposal would enable there to be a balanced approach of capital outlay and risk that would also deliver a significant number of new homes and enable an agile and responsive approach to be taken to deliver across a wide range of development sites.

The Head of Strategic Housing Development noted that the majority the homes that would be built would be on small, or former garage sites but that there were two larger scale sites included in the proposed plan. The Head of Strategic Housing Development advised that strategic acquisitions would continue to be an important part of the housing delivery programme as they offered a more efficient and better value for money option to replacing Council homes that had been lost through Right to Buy sales, compared to homes built directly by the Council. The report detailed the proposed delegations to the officer that would be in place for one year that would enable the Council to take an agile approach to the programme of strategic acquisitions.

Members welcomed the proposed plan and delivery method for housing development for 202/22 but asked that while the proposed option of a blended approach had many advantages, it was the most complex approach, and as such did the Council have the resources to manage its delivery. The Cabinet Member agreed that it would be a challenging programme to deliver but that he was confident that the programme was deliverable. The Head of Strategic Housing Development assured members that staffing restructures in the directorate had created the extra capacity needed to successfully deliver the proposed development programme, and that this would be supported by strong processes and good relationships with local developers.

Members noted the importance of engaging with ward members where developments or strategic acquisitions were planned for their ward. The Cabinet Member noted his commitment to engaging with ward members as fully and as widely as possible.

Members noted that many garage and garage site tenants may not be able to afford to empty their garage, or to safely clear their garage off the garage plot if the site had been identified for housing development and stated that in these circumstances the Council should offer financial assistance, as required to enable tenants to clear their garage plot.

Members asked how the Council was performing in ensuring that new developments had the required amount of affordable housing included. The Head of Strategic Housing Development advised that the Planning Service had an excellent record in negotiating with developers on affordable housing and that the Planning and Housing Development teams worked closely together on this issue.

The Chair thanked the Cabinet Member for Housing and the Head of Strategic Housing Development for attending the meeting and answering member questions.

Resolved: -

1. That Cabinet be advised the recommendations be supported.
2. That for the programme of strategic acquisition opportunities that relevant ward members be made formal consultees in the process.
3. That consideration be given to the provision of financial support to enable vulnerable tenants to empty their garage/clear their garage plot when a garage site is being developed for housing.

331. SHEFFIELD CITY COUNCIL/ROTHERHAM METROPOLITAN BOROUGH COUNCIL CLEAN AIR ZONE PROGRAMME - APPROVAL TO DELIVER ROTHERHAM'S AIR QUALITY MEASURES PROJECTS

Consideration was given to a report that was submitted for pre-decision scrutiny ahead of the Cabinet meeting scheduled for 22 March 2021 regarding the Sheffield City Council/Rotherham Metropolitan Borough Council Clean Air Zone Programme that sought approval for the delivery Rotherham's Air Quality Measures Projects. The Cabinet Member for Waste, Roads and Community Safety and the Interim Head of Transport Infrastructure attended the meeting to present the report.

The report stated that the Department for Environment, Food and Rural Affairs had published its National Air Quality Plan in July 2017 that had detailed how compliance with the European Union Ambient Air Quality Directive would be delivered in the UK by improving air quality in a number of Local Authority areas. The Local Authorities in areas that were found not to be compliant with the Directive had subsequently been identified through national air quality modelling, with 28 Local Authorities, including Rotherham MBC and Sheffield City Council being identified as areas requiring improvement. Consequently, Sheffield City Council and Rotherham MBC had been jointly mandated to take action on the basis that the Parkway in both Sheffield and Rotherham had been identified as being non-compliant with the required air quality standards.

The report stated that the delivery of the full business case to the Government on the actions required to deliver the required improvements to air quality was now underway. However, an initial funding allocation had been confirmed by Government at the outline business case stage that was sufficient for the Council to deliver three key projects that would support the delivery of the targets to reduce NO₂ levels. The report detailed these proposals and sought approval to proceed with the three schemes, noting that they would be delivered within the 2021-22 Capital Programme.

The three projects that were proposed to be delivered were:

- Sheffield Parkway 50mph Speed limit (to be delivered as part of

Parkway Widening)

- Wortley Road Weight Restriction TRO
- Rawmarsh Hill Bus priority and routing changes

It was noted that the value for delivery of the projects was estimated to be £2.885million, with the projects being funded by Government grants.

In introducing the report the Cabinet Member for Waste, Roads and Community Safety noted the impact of the pandemic on the activity around the delivery of the proposed schemes, as well how the long term impact of the pandemic on how people travelled had meant that some of the proposals in the original business case could need be reassessed. The Cabinet Member advised however that the three schemes being proposed for implementation would still make a positive impact on improving air quality, even with reduced levels of traffic. The Cabinet Member noted further that there would be further consultation on the proposed changes related to the Rawmarsh Hill Bus priority and routing changes.

The Chair noted the ongoing role that the Improving Places Select Commission had played throughout the processes that had led to the recommendations being proposed and that this had enabled effective scrutiny to take place throughout the development of the proposals.

The Chair thanked the Cabinet Member for Waste, Roads and Community Safety and the Interim Head of Transport Infrastructure for attending the meeting and presenting the report.

Resolved: -

That Cabinet be advised that the recommendations be supported.

332. ROTHERHAM CYCLING STRATEGY 2021

Consideration was given to a report that was submitted for pre-decision scrutiny ahead of the Cabinet meeting scheduled for 22 March 2021 regarding the proposed Rotherham Cycling Strategy 2021. The Assistant Director - Planning, Regeneration and Transport and the Interim Head of Transport Infrastructure attended the meeting to present the report.

The Assistant Director – Planning, Regeneration and Transport in introducing the report stated that the report set out the development of a Cycling Strategy that built on the Council's ambition to promote cycling and active travel in the Borough. The Assistant Director advised that increased levels of cycling would have a positive impact on health and well-being, the economy and the environment. The Assistant Director noted that the proposed strategy would not only deliver improvements to the Council's existing cycle network but also set out the Council's ambitions and objectives for investing in and expanding Rotherham's

cycling provision. The Interim Head of Transport Infrastructure noted that a wide-ranging consultation process would take place on the draft strategy.

The draft strategy that was proposed for consultation was attached as appendix to the officer's report.

Members noted the problem of parked vehicles obstructing cycle lanes and how this behaviour both made using them difficult and also discouraged people from using them. Members noted with concern how many cycle lanes across the Borough ended abruptly and then forced cyclists to re-join the main road with little prior warning and asked whether there were plans to make cycle lanes continuous wherever was possible. The Interim Head of Transport assured members that it was the ambition of the Council to make cycle lane infrastructure continuous and fully integrated as possible and that the activity that would be driven by the strategy would help to achieve this objective. The Interim Head of Transport noted however that this ambitious objective would take time to be fully realised.

Members asked whether work had been done to assess how well used the existing cycle lanes in the Borough were. The Interim Head of Transport noted that there was currently little monitoring activity on the usage of cycle infrastructure in the Borough but advised that it was planned to introduce technological solutions on some cycle lanes and paths in the future that would monitor usage. The Interim Head of Transport noted that the number of cycle journeys completed in Rotherham was below the national average and that the strategy would focus activity that would increase the number of cycle journeys completed. Members asked for further information on the activity that was currently carried out regarding cycling safety and promoting cycling with young people. The Interim Head of Transport advised that this activity was carried out and that plans for its continuation and development were included in the draft strategy.

Members noted that the overall objectives of the strategy were slightly vague and asked whether these would be developed as part of the planned consultation process. The Interim Head of Transport advised that the consultation would feed into the further development of the strategy and its main objective of increasing the number of people cycling.

Members noted the detailed discussions on developing cycling in Rotherham that had taken place at the Improving Places Select Commission and requested that schemes be looked at to get more people cycling such as discounts and offers on bikes and safety equipment.

The Chair thanked the Assistant Director - Planning, Regeneration and Transport and the Interim Head of Transport Infrastructure for attending the meeting and answering member questions.

Resolved: -

1. That Cabinet be advised the recommendations be supported.
2. That further consideration be given to how council staff and elected members can be supported and encouraged cycle more.
3. That the Improving Places Select Commission continues to monitor the development of the Cycling Strategy and the development of cycling uptake infrastructure in Rotherham.

333. WORK PROGRAMME

The Board considered its Work Programme.

Resolved: - That the Work Programme be approved.

334. CALL-IN ISSUES

There were no call-in issues.

335. URGENT BUSINESS

There were no urgent items of business.

336. DATE AND TIME OF NEXT MEETING

Resolved: - That the next meeting of the Overview and Scrutiny Management Board will be held at 2pm on Thursday 18 March 2021 as a Microsoft Teams meeting.

OVERVIEW AND SCRUTINY MANAGEMENT BOARD
Thursday 18 March 2021

Present:- Councillor Steele (in the Chair); Councillors Cusworth, R. Elliott, Jarvis, Jepson, Keenan, Mallinder, Napper, Taylor, Walsh and Wyatt.

Apologies for absence:- There were no apologies for absence.

The webcast of the Council Meeting can be viewed at:-

<https://rotherham.public-i.tv/core/portal/home>

337. DECLARATIONS OF INTEREST

There were no declarations of interest.

338. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS

- 1) Councillor Jones noted the difficulties that the operation of the site was causing due to the large lorries using the access road and stated that residents were being harassed for parking legally near the site on land not owned by the operator. Councillor Jones asked what action the Council was taking in regard to these concerns. The Chair requested that the Assistant Director – Community Safety and Streetscene responded to the question.

In response the Assistant Director Community Safety and Streetscene stated that the operator had no right to prevent access to the green space adjacent to the site, or to stop others using the road used to access the site and advised that the operator had been reminded of this. The Assistant Director advised that while the operator was able to take measures to ensure that they had access to the site, they were not allowed to prevent access to the road or adjacent green space. The Assistant Director advised that issue of weight and other restrictions on the surrounding roads was being looked at, but noted that the enforcement of weight limits and other restrictions would be the responsibility of the police, and as such the public should report any related concerns to the police.

As a supplementary question Councillor Jones asked who had been responsible for consulting with local residents and Millmoor Juniors regarding the use of the road and about the inactivity of the Health and Safety Executive (HSE), in carrying out their role in ensuring vehicles accessed the site safely, as local residents had advised that they had not received any contact about this matter.

In response the Cabinet Member for Waste, Roads and Community Safety advised that the Assistant Director – Streetscene and Community Safety had been in regular contact with the HSE and

that the Assistant Director as well as other officers had been in contact with Millmoor Juniors.

The Assistant Director noted that he had been working since operations at the site had recommenced in February with those responsible for safety at the site and advised that he had expressed concerns to the HSE regarding how vehicles were accessing the site. The Assistant Director confirmed that the HSE had spoken to the operator regarding road safety at the site and as a result, vehicles had ceased reversing into the site.

The Assistant Director noted that the operator had committed to the HSE to discuss areas of concern with Millmoor Juniors, but as this discussion had not yet taken place this non-compliance with an agreed action had been raised with the HSE. The Assistant Director advised he had an upcoming meeting with the Board of Millmoor Juniors to discuss their concerns. The Assistant Director concluded in noting that ultimately it was the responsibility of the HSE to ensure the safe operation of the site.

- 2) Mr Steve McKenna asked why the Council had misled the residents of Kimberworth regarding the communication with the Secretary of State regarding the Council's ability to issue a discontinuation order.

The Chair requested that the Cabinet Member for Waste, Roads and Community Safety and the officers present responded to the question.

In response the Cabinet Member for Waste, Roads and Community Safety stated it was very difficult to respond to such a vague accusation and noted that local residents had been kept informed on activity surrounding the site with the Council was having ongoing discussions with the Government on the matter. The Cabinet Member noted that the latest position regarding the site was detailed in the report that had been included in the agenda for the meeting.

The Chair asked Mr McKenna to clarify his question.

Mr McKenna stated that he and the Droppingwell Action Group had been told by Councillors that up until January 2021 there had been no response from the Secretary of State regarding a discontinuation order, however an FOI request that they had submitted had shown that responses had been received in July and December 2020. Mr McKenna stated that the Council had not made it known that the ability to issue a discontinuation order was theirs, and not the responsibility of the Secretary of State.

In response the Cabinet Member noted that the responses to

Council correspondence with the Secretary of State were freely available. The Cabinet Member stated that the Council was not concealing anything, and that work was continuing to reach a solution for a very complex and unique problem.

As a supplementary question Mr McKenna asked why the Council had further misled the residents of Kimberworth by declaring at a meeting of Full Council in 2017 that no waste from Rotherham would end up at the landfill site, for waste from a Council development on Westgate to be subsequently dumped at the site.

In response the Cabinet Member noted her disappointment at the accusations of the Council misleading residents and covering up activity regarding the landfill site. The Cabinet Member advised that she had been infuriated when a contractor working for the Council had dumped one load of waste, on one day at the Grange landfill site and that the Assistant Director had subsequently taken the appropriate action to stop any further waste being dumped. The Cabinet Member stated that contractors must work to and uphold Council policies and stated that the incident should not have happened and would not happen again.

The Assistant Director detailed the actions that had been taken to resolve the matter and assured the meeting that such an incident would not happen again. The Assistant Director advised that a full investigation into the incident would take place.

339. EXCLUSION OF THE PRESS AND PUBLIC

There were no items that required the exclusion of the press and public.

340. LOCAL GOVERNMENT ASSOCIATION PEER REVIEW OF LICENSING

The Chair of the Licensing Board and the Assistant Director - Community Safety and Streetscene attended the meeting to present a report on the outcomes of the Local Government Association Peer Review of the operation of the Licensing Board Sub-Committee and Licensing Sub-Committee that had taken place in October 2020.

In introducing the report, the Chair of the Licensing Board noted that following Government intervention, the Council's Licensing policies and functions had been completely overhauled, with new Taxi Licensing, Licensing and Gambling Act and Sex Establishment Policies in place, with the Licensing and Gambling Act Policies having been subject to further review in March 2020. The Chair of the Licensing Board advised that the Peer Review had taken place as part of the desire to make constant improvements to services. The Chair of the Licensing Board noted that The Peer Review recommendations had been considered and accepted by the Licensing Board.

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The Assistant Director - Community Safety and Streetscene advised that the recommendations that had arisen from the review, as well as the action plan for their implementation would be shared with stakeholders and that the recommendations would be implemented in the new municipal year.

The report set out the recommendations of the feedback report from the review and detailed the next steps in taking the recommendations forward. The full Peer Review report was attached as an appendix to the officer's report.

Members noted that the report and its recommendations had identified areas for improvement in how Licensing Board Sub-Committees and Licensing Sub-Committees operated regarding the adversarial and inaccessible in way in which they conducted their business. Members noted that this appeared to show that the methods of operation had gone from not being strong enough to being overregulated and process led. Members advised that it would be more transparent and accountable if the consideration by members, and the implementation of the recommendations contained in the report took place after the election of the new Council in May 2021.

The Chair of the Licensing Board assured members that the committees had not been operating in an over-regulated way, but with the Council having licensing policies that were viewed as demonstrating best practice it had now been the time to look more broadly at how other licensing activity was carried out at the Council.

The Chair asked what would happen next regarding the recommendations that had been made. The Assistant Director advised that a full action plan would be delivered by the licensing service alongside the Licensing Board.

The Chair thanked the of Chair of the Licensing Board and the Assistant Director - Assistant Director Community Safety and Streetscene for attending the meeting and answering member questions.

Resolved: -

That the report be noted.

341. GRANGE LANDFILL SITE UPDATE

The Cabinet Member for Waste, Roads and Community Safety, the Assistant Director - Community Safety and Streetscene, Head of Legal Services and the Head of Planning and Building Control attended the meeting to provide a progress report on activity regarding the Grange Landfill Site.

The report noted that on 30 October 2019 the Council had received a

petition from the Droppingwell Action Group calling on the Authority to take enforcement action in respect of the Grange Landfill Site. As the petition had met the threshold for consideration by the Overview and Scrutiny Management Board a meeting had been held on 28 January 2020 to consider the petition. At that meeting the Overview and Scrutiny Management Board made eleven recommendations (Minute No.113) that were subsequently accepted by Cabinet on 23 March 2020 (Cabinet Minute No.140).

The reports stated that all but one of the recommendations that had been made had now been completed in full. The one outstanding action “that an update report on the site and ongoing work with the Droppingwell Action Group be provided to Improving Places Select Commission in six months’ time” had not been completed due to the impact of the pandemic, that had meant that activity at the site had ceased and Council resources had been re-prioritised to deal with the work related to the pandemic.

In introducing the report, the Cabinet Member for Waste, Roads and Community Safety advised that the report provided a progress report on the site and the ongoing work with the Droppingwell Action Group that had been requested at the meeting of the Overview and Scrutiny Management Board on 28 January 2020.

The report noted that tipping on the Grange Landfill site was believed to have started in 1929, however formal Planning Permission had not been granted until 1958. The planning permission had given consent for the tipping of waste on the site in two phases, with tipping of the first phase taking place from the start of the permission until around 1996. In August 2019 the Council had been informed by the Environment Agency that works to deliver the pre-operational conditions set out in the Environmental Permit that had been issued by the Environment Agency would commence on 4 September 2019, but activities having started were subsequently suspended due to poor ground conditions. Due to the pandemic no further activity at the site had taken place until operations recommenced in October 2020 before being suspended again on 3 December 2020 and finally recommencing in February 2021.

The Cabinet Member emphasised that the operation of the site was regulated by the Environment Agency through an Environmental Permit, and as such the Council had no regulatory powers in relation to the Permit. The Cabinet Member advised that the Council had explored the legal options in order to challenge the validity or operation of the Environmental Permit and had sought legal advice on the matter. The Cabinet Member advised that the latest legal advice obtained by the Council had concluded that *“The prospects of any challenge to the continuation of the permit are very poor (below 20%).”* The full Executive Summary of the legal advice that had been received was attached as an appendix to the officer’s report.

The Cabinet Member reaffirmed the Council’s desire for all activity at the

landfill site to be stopped by the use of a discontinuation order but advised that this would require the Council to pay compensation to the operator of the site that would be substantial. The Cabinet Member advised the level of compensation, estimated to be at least £20million, was neither affordable, nor an appropriate use of public money for the Council to consider as the Council would not be able to justify the proportionality of spending such an amount of local public money on a single planning issue without contravention of value for money and financial fiduciary requirements.

The Cabinet Member advised that Council had made multiple written representations to the Secretary of State on the matter, and whilst responses had been received, there was no current intention by the Secretary of State to intervene in the matter. The Cabinet Member noted that on 26 February 2021 the Council had written to the Secretary of State to ask them to use their powers under the Town and Country Planning Act 1990 to revoke or discontinue the planning permission and to fund any compensation claims from the Government purse, however to date the Council had not received a response to this request.

The Head of Legal Services advised that legal services had been working with the Assistant Director - Community Safety and Streetscene in exploring every possible option to stop the operation of the landfill site and that this work would continue.

The Assistant Director advised that the Council had raised a number of concerns relating to groundwater monitoring at the site and that the Environment Agency had undertaken an investigation into those concerns that had concluded in showing that they had found no evidence of falsification of groundwater sampling data. The Assistant Director advised that the operator must now make a formal request to the Council to access Council land and to undertake the work necessary to reinstate the borehole, however no formal request had, to date been received by the Council.

Members asked how the latest legal advice received by the Council differed to earlier legal advice that had been received which members noted had indicated that a judicial review regarding the use of the site was possible. Members also asked how much the legal advice received had cost the Council. The Head of Legal Services noted the earlier advice that had been received, but advised that the current advice, that also drew on previous considerations, was based on the situation regarding the landfill site as it currently was and had been provided by the same QC who had provided the earlier advice. The Head of Legal Services advised that the previous advice had not stated that there was a clear case for the Council to request a judicial review of the use of the site. The Head of Legal Services advised that the cost of the legal advice received would be calculated and circulated to members in confidence.

Members asked if there were any similar landfill sites elsewhere in the

country that could be looked at that may have set a precedent for the type of action that could be taken. The Cabinet Member noted that there were many old landfill sites across the country that were becoming problematic with regard to planning and regulation but noted that the situation with the Grange landfill site was unique. The Head of Planning and Building Control advised that old planning permissions with few conditions were causing problems at sites nationally, but that the significant length of time where the site had been dormant had added to the complexity of the issue. the Head of Planning advised that requests to update legislation in relation to old planning permissions had been rejected by Government.

Members asked whether if the bore hole was reinstated whether the operator would continue to manage the sampling process. The Assistant Director reaffirmed that the borehole was not currently in operation and that the Council had not received a request for its reinstatement. The Assistant Director advised that it was normal practice for operators of sites to manage their own water sampling processes with the Environment Agency checking procedures periodically.

Members asked how the figure of £20million in compensation for the operator had been worked out if a discontinuation order was to be served. The Assistant Director advised that this was an estimated figure based on the value of the land and its value of a landfill site. The Assistant Director noted that the figures used were based on local land values and the value of similar sites elsewhere, and as such were widely accessible.

The Chair thanked the Cabinet Member for Waste, Roads and Community Safety, the Assistant Director - Community Safety and Streetscene, Head of Legal Services and the Head of Planning and Building Control for attending the meeting and answering member questions.

Resolved: -

- 1) That the report be noted.
- 2) That a further report on the latest situation surrounding the Grange Landfill be presented to the Overview and Scrutiny Management Board in three months' time.
- 3) That the Council continues to lobby the Secretary of State regarding the ongoing concerns about the operation of the Grange Landfill site.
- 4) That the Council requests that Rotherham's MP continues to lobby the Secretary of State regarding the ongoing concerns about the operation of the Grange Landfill site.
- 5) That the Chair and Vice-Chair of the Overview and Scrutiny Management Board are provided with a report regarding the Council's work with the different agencies involved in regulating the

operation of the Grange Landfill site.

- 6) That the Council continues to explore all the available options for stopping activity at the Grange Landfill site.

342. PEDESTRIAN CROSSING ASSESSMENT OVERVIEW

The Cabinet Member for Waste, Roads and Community Safety, the Assistant Director for Planning, Regeneration and Transport, the Interim Head of Transport Infrastructure and the Senior Engineer - Road Safety attended the meeting to present a report in response to a request made at the 16 December meeting of the Overview and Scrutiny Management Board. At that meeting it has been resolved that the Cabinet Member for Waste, Roads and Community Safety gave consideration to the actions that could be taken to ensure that pedestrian crossings and other road infrastructure across the Borough fully took into account the needs of vulnerable road users (Minute No.278).

In introducing the report, the Cabinet Member for Waste, Roads and Community Safety advised that the report provided the further detail on how the needs of vulnerable road users were taken into consideration in the design of crossing infrastructure and also on the processes used for the determination of crossing “wait times” that had been noted as a concern by members.

The Interim Head of Transport Infrastructure advised that a key part of the design considerations for signalised crossings was the configuration of both pedestrian and road traffic “wait times” and that this issue was considered in great detail in order to ensure the optimum highway usage was attained to enable the effective and safe use of the crossing for pedestrians and other non-motorised road users whilst also maintaining effective traffic flow. The report stated that Rotherham’s pedestrian crossing installations were configured using “wait time” parameters detailed in government guidance note “LTN 2/95 the Design of Pedestrian Crossings”.

The Interim Head of Transport Infrastructure advised that issues relating to vulnerable road users were taken into account throughout the design processes associated with new highway projects and that these were also evaluated during the road safety audit process, with particular attention taken at sites where it was known that there were vulnerable road users, such as outside schools or in areas of with large numbers of pedestrians and cyclists.

The report provided a detailed explanation of the processes surrounding pedestrian crossings and how pedestrian “wait times” were calculated. A list of infrastructure measures that could be used to support vulnerable road users when crossing the road was attached as an appendix to the officer’s report.

The Interim Head of Transport Infrastructure noted that even with the most careful planning of road crossings, roads were dangerous places and that all road users, including pedestrians needed to behave safely when using and crossing roads.

Members asked how ward members were engaged with regarding proposals for pedestrian crossings and other road infrastructure developments in their wards. The Interim Head of Transport Infrastructure advised that as the design of such infrastructure needed to follow national guidance that there was limited scope for member consultation on design, but assured members that ward members would always be consulted with to gain insight on local needs and concerns. The Interim Head of Transport Infrastructure noted that any aspect of a design that could be implemented in different ways would always be consulted on. Members noted that engagement with ward members was essential and asked that if an aspect of a road crossing, for example, could not be changed or had to be built in a certain way, officers should explain to ward members the reasons for this so that they in turn could share this information with residents.

Members asked for further information on the processes involved in the changing of speed limits on roads. The Senior Engineer - Road Safety detailed the processes involved but noted that the speed limit on a road needed to be reasonable in relation to each individual road, for example a 30mph limit on a country road would not be reasonable and the speed limit would be unenforceable. The Senior Engineer advised that the adherence to any speed limit required road users to accept any speed limit as a reasonable one. The Senior Engineer stated that if members had any particular concerns about speed limits that may need looking due to increased traffic or new residential developments, then these could be looked at.

Members agreed that safety of all road users should be the main consideration when setting any speed limit and that that any speed limit on a road should always be enforced. The Senior Engineer assured members that speeding in any form was not condoned but advised that a view was always taken, in consultation with the police when setting a speed limit on a road regarding its individual circumstances to what a realistic and reasonable expectation of drivers would be for the speed of that road.

The Senior Engineer advised that if a speed limit was lowered on a road then additional road infrastructure would also need to be installed in order to make the new speed limit a realistic one for that road. The Senior Engineer noted that this requirement added extra costs for lowering speed limits on roads, and as such made some proposals to reduce speed limits unviable as reducing speed limits without the accompanying changes to road infrastructure being made could make the reduction in the speed limit ineffective.

Members noted examples of effective collaborative working with officers regarding road safety issues in their wards. The Cabinet Member noted the procedures for consultation with ward members that were in place and that the records of delegated decisions taken by officers, along with the accompanying reports when changes to road infrastructure had been made were available on the Council website.

The Chair thanked the Cabinet Member for Waste, Roads and Community Safety, the Assistant Director for Planning, Regeneration and Transport, the Interim Head of Transport Infrastructure and the Senior Engineer - Road Safety for attending the meeting and answering member questions.

Resolved: -

- 1) That the report be noted
- 2) That ward members are always consulted during the planning stages of any new pedestrian crossing, changes to road infrastructure or road safety measures in their ward.
- 3) That ward members should actively engage with officers when they are notified of changes to road infrastructure in their ward.
- 4) That, if required, officers prepare briefing notes for ward members that explain the reasons why a particular change has been made regarding new pedestrian crossings or changes to road infrastructure or road safety measures in their ward.

343. OUTCOMES FROM SCRUTINY WORKING GROUP - HOUSING HUBS

The Chair of the Improving Places Select Commission presented a report that detailed the recommendations that had arisen from of a review that that that had been carried out by a sub-group of the Improving Places Select Commission regarding Housing Hubs.

The Chair thanked the Chair of the Improving Places Select Commission and the members who had taken part in the review for their work in conducting the review.

Resolved: -

- 1) That the briefing be noted, and the following recommendations be submitted to Cabinet for approval: -
 - a) That training and guidance be provided as part of Member Induction to ensure that new Members have a working knowledge of how Ward Housing Hubs link with Neighbourhoods.
 - b) That provision be made to enable more joint-ward funding

and collaboration across ward boundaries where there is mutual agreement and benefit.

- c) That Members be provided with clear, reader-friendly criteria for HRA funding and guidance around other sources of funding if HRA funds do not apply; and that the guidance include an explanation of the 'roll over' facility for unallocated spend, from one year to the next, within the four year cycle.
- d) That projects be procured and delivered through an appropriate and timely procurement process with a view to demonstrating value for money.
- e) That provision be made for approval of projects earlier in the municipal year to maximise the time available to deliver approved projects.
- f) That processes be developed to enable decision-making where there are only two Ward Members, for example, in the event of a dispute or quoracy issue.
- g) That a range of methods be adopted to promote Ward Housing Hubs and to enable residents to engage actively in a way which suits their needs and preferences.
- h) That the Council's Employment Solutions Team liaise with RotherFed to promote the Pathways Employment Scheme across all the wards.

- 2) That the next update be presented to Improving Places Select Commission in 12 months' time.

344. CALL-IN ISSUES

There were no call-in issues.

345. URGENT BUSINESS

There were no items of urgent business.

346. DATE AND TIME OF NEXT MEETING

The Chair thanked members for their work during a very challenging year and thanked officers for their efforts in supporting the work of the Overview and Scrutiny Management Board.

Resolved: - That the next meeting of the Overview and Scrutiny Management Board will be held at 11am on Wednesday 16 June 2021.

Committee Name and Date of Committee Meeting

Cabinet – 21 June 2021

Report Title

The Year Ahead Plan – progress report

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Jo Brown, Assistant Chief Executive

Report Author(s)

Jackie Mould

Head of Policy, Performance & Intelligence

Assistant Chief Executive's Directorate

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Ward(s) Affected

Borough-Wide

Report Summary

The Year Ahead Plan, approved by Cabinet on 21 September 2020, is the Council's plan for operating in and recovering from the COVID-19 pandemic.

The purpose of the plan is to support residents, communities and businesses through the challenges and uncertainty of the pandemic, helping to build resilience whilst also continuing to drive our ambitious plans for Rotherham.

The plan sets out the headline themes and corresponding outcomes and key actions for September 2020 through to May 2021.

Formal quarterly progress reports are presented in public at Cabinet meetings, with an opportunity for Scrutiny consideration if required. The first public report was presented to Cabinet on 21st December 2020 and the second public report was presented to Cabinet on 22nd March 2021.

This is the third quarterly progress report to Cabinet, focusing on the progress made since September 2020.

In addition, the report includes the proposal to extend the plan to November 2021 in order to provide time to develop a longer-term Council Plan.

Recommendations

1. To note the progress made with the Year Ahead activities.
2. To agree the proposal to extend the Year Ahead Plan to November 2021.
3. To note that the Year Ahead Plan extension will be replaced by a new medium-term Council Plan, to be recommended by Cabinet for adoption by the full Council in January 2022.

List of Appendices Included

Appendix 1 - Year Ahead Plan milestone tracker
Appendix 2 - Case studies
Appendix 3 - Timeline
Appendix 4 – Year Ahead Plan Extension
Appendix 5 – Equality Screening and Analysis
Appendix 6 – Climate Change Impact Assessment

Background Papers

The Year Ahead Plan – report to Cabinet on 21 September 2020
The Year Ahead Plan progress report to Cabinet on 21 December 2020 and 22nd March 2021

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Overview and Scrutiny Management Board – 16 December 2020

Council Approval Required

No

Exempt from the Press and Public

No

The Year Ahead Plan – progress update March 2021

The Year Ahead Plan – progress report

1. Background

1.1 The Year Ahead Plan is the Council's plan for operating in and recovering from the COVID-19 pandemic. The purpose of the plan is to support residents, communities and businesses through the challenges and uncertainty of the pandemic, helping to build resilience whilst also continuing to drive our ambitious plans for Rotherham. It sets out the headline themes and corresponding outcomes and key actions for September 2020 through to May 2021.

1.2 The key aims of the Year Ahead Plan are to continue to:

- Work with our residents and stakeholders, supporting them and adapting with them to meet current needs in light of the pandemic
- Manage the ongoing effects of the pandemic, including the local outbreak control plan
- Drive our ambitious plans for the borough wherever possible
- Develop and embed new ways of working.

1.3 The Year Ahead Plan replaces the Council Plan for 2020/21 and was approved by Cabinet on 21 September 2020.

1.4 The plan is framed around 5 themes:

- Thriving Neighbourhoods
- Better Health and Wellbeing
- Economic Recovery
- New Ways of Working
- Hope and Confidence in Rotherham.

The plan also includes the following cross-cutting strands, which are integral to each theme:

- Equalities and Social Justice
- Climate Impact.

1.5 In delivering against these themes, the plan outlines a total of 77 actions.

2. Key Issues

2.1 Year Ahead Plan extension and Council Plan refresh

2.2 The current Year Ahead Plan runs to June 2021. In light of the ongoing COVID-19 pandemic and the need for a continued focus on recovery, it is suggested that the existing Year Ahead Plan is extended until November 2021 through the identification of actions for two additional quarters. This will also allow time to engage with members and Cabinet post-election on

priorities that will inform a new longer-term Council Plan from 2022. A draft of the extended Year Ahead Plan is included at Appendix 4.

- 2.3 The Year Ahead extension takes the Council through to when the new Council Plan is approved.
- 2.4 The new Council Plan will establish medium-term priorities and actions. This will follow direction from Cabinet and engagement and consultation with members, partners, communities, and stakeholders over the summer to early autumn. The Plan will build on and take forward commitments made by members to the Rotherham community. Cabinet will agree the draft new Council Plan and recommend it for adoption at the full Council meeting in January 2022.
- 2.5 The themes within the extended Year Ahead Plan remain the same, with a minor change made to the outcome relating to children and young people (Better Health and Wellbeing theme). New actions through to November have been identified by liaising with current activity leads across directorates. The national roadmap for easing lockdown restrictions, announced by the Prime Minister on 22 February 2020, has been factored into the new actions identified.
- 2.6 **Progress update**
- 2.7 This is the third quarterly progress report to Cabinet, focusing on the progress made since September 2020. The Year Ahead Plan milestone tracker (Appendix 1) outlines progress against all the actions within the Year Ahead Plan. Each action has been rated as follows:

Action fully complete
Action started and on track to be delivered by the deadline originally set
Action has some risk/delay to delivery or is behind the original schedule – deadline may not be met
Action will not be met within the original timeframe or the deadline has been missed
Action not yet scheduled to start and status is not relevant

- 2.8 As of 17th May:
- 36% (27) of the activities outlined within the Year Ahead Plan have been completed to date
 - 47% (36) are on track
 - 13% (10) are behind schedule
 - 4% (3) are off track.

In addition to the above, there is a specific action in the plan to ensure that 'Initiatives and activities across all themes are on track.'

2.9 A small number of activities within the plan have been delayed. This has been in the context of delivering the ongoing response to the COVID-19 pandemic.

2.10 **Thriving Neighbourhoods**

2.11 The Thriving Neighbourhoods theme is focused on building and supporting community resilience. This includes working with local people and the voluntary and community sector to deliver the Thriving Neighbourhoods Strategy and provide effective support to those affected by COVID-19, particularly the most vulnerable residents.

2.12 Within this theme, the Council is focused on the following outcomes:

- Putting communities at the heart of everything we do
- Democratic arrangements are open, transparent and accountable
- Vulnerable residents affected by COVID-19 are supported by the Council
- Rotherham residents, VCS organisations and businesses use their skills and assets to help others.

Key areas of progress to deliver on these outcomes are outlined below.

2.13 To build on the Rotherham Heroes programme and strengthen relationships with the voluntary and community sector, a range of activity has taken place. Volunteer coordinators for the north, south and central area were recruited in December 2020. Since they have been in post, they have engaged and built up relationships with individual Rotherham Heroes volunteers and reviewed and refined the Rotherham Hero volunteer process through the Community Hub.

2.14 Additionally, the Staff Volunteering Policy is on track to be considered for approval by the end of June and is set to go to Staffing Committee after Annual Council, whilst the new service level agreement for voluntary and community sector infrastructure support is now completed and is operational from 1 April 2021 for three years.

2.15 Neighbourhood working continues to be a key priority, allowing Elected Members to drive local activity. Streetpride zonal managers have attended ward briefings over the last few months and worked with both Members and the Neighbourhoods Team to agree local priorities and target resources. As a result of these discussions, 'Community Days' have now been delivered for each ward in the borough, with Streetpride officers undertaking street cleaning work in areas identified by Members as a priority. These have been well-received by local people and have made a positive impact in improving the targeted areas.

- 2.16 Ward budgets and Ward Housing Hub budgets were agreed in April 2020. As at end of March 2021, all ward budgets have been fully allocated to projects and activities that address ward priorities. In relation to the Housing Hub budget, this was also fully spent with the exception of £318 relating to projects which could not be delivered in time for the financial year end.
- 2.17 The Library Strategy for 2021-26 was approved by Council in November. Key aspects of this strategy include improvements to library buildings in neighbourhoods, making libraries more accessible, and increasing community involvement in the delivery of library services. The capital programme of works to improve libraries is well underway, with the majority of works set to be completed in 2021/22. The capital IT programme for all libraries was completed in December 2020.
- 2.18 Youth work has continued throughout the borough during the pandemic, and work is now taking place to enhance the Council's youth work offer as lockdown restrictions ease. Recruitment for three additional youth work posts is underway and once commenced in post, the new coordinators will work to produce and publish a youth work summer programme which will comprise more places to go and things to do for Rotherham's young people. The new programme will include indoor youth work and trips and residentials outside the borough. This will be in addition to the targeted youth work offer already in place, working with and supporting the most vulnerable adolescents across the borough.
- 2.19 Details of the Member Induction programme for 2021/22 were finalised and the programme began following elections in May. The content of the programme focuses on ensuring councillors have the skills and knowledge to fulfil their roles and provide effective community leadership, including sessions on key topics such as governance and decision-making, roles and responsibilities, neighbourhood working and safeguarding. The sessions are being delivered virtually and are recorded and uploaded to the Elected Member Portal shortly after taking place.
- 2.20 As part of supporting vulnerable residents across Rotherham, government hardship funding continues to be utilised to increase crisis resources and provide food and other essentials to vulnerable residents. The Hardship Grant from MHCLG has been used for council tax reduction, while the Local Authority Emergency Assistance Grant for Food and Essential Supplies provided by DEFRA was used to provide a range of support, including providing non-food stock to supplement crisis food, grants to VCS organisations, school uniforms, household goods and enhanced advice services. Additionally, the COVID Winter Grant and Covid Winter Grant Extension provided by DWP was used for support for utility costs, vouchers in lieu of free school meals, school uniforms and grants to VCS organisations to provide food parcels. Finally, the COVID Local Support Grant provided by DWP is being used to provide vouchers in lieu of free school meals and

school uniforms and must be spent by 20th June.

- 2.21 Further support to people requiring advice across the borough will be provided through the new service level agreement for the provision of advice services, which is now operational and in place for three years from 1 April 2021.
- 2.22 Additionally, the recommissioning of both the refuge and support services for those affected by domestic abuse is proceeding as planned. The refuge has been out to tender for interested parties to prepare submissions, which are currently being evaluated. The new contract will mobilise towards the end of September 2021, with the current level of provision seeking to be retained as a minimum. In relation to the support service offer, market engagement and co-production is being conducted in order to ensure the service meets the needs of victims and survivors. The engagement programme was launched at the end of March via a live webinar made available across the provider sector – this was well attended and generated a good level of engagement.
- 2.21 One action within the Thriving Neighbourhoods theme around supporting vulnerable people, 'commission new services to prevent financial exploitation', is rated as off track. This is due to the intended delivery partner, West Yorkshire Financial Exploitation and Abuse Team, being unable to go ahead until the autumn. Other options are being explored. In the meantime, process mapping to understand how concerns of financial exploitation are currently reported is complete and the Financial Exploitation Toolkit is awaiting final feedback before finalisation.
- 2.22 **Better health and wellbeing**
- 2.23 The better health and wellbeing theme is about taking steps to address the health impacts of the pandemic, including managing any future outbreaks, assessing the effect the pandemic has had on health inequalities and building on positive behavioural changes such as increased physical activity.
- 2.24 Within this theme, the Council is focussed on the following outcomes:
- Local incidents and outbreaks are managed effectively
 - Health inequalities are understood and responded to
 - Vulnerable adults are protected and adult social care is able to adapt to the changing conditions
 - Children and young people are protected, safeguarded and able to achieve their potential
 - Active travel is accessible, and local people reap the associated health and environmental benefits.

Key areas of progress to deliver on these outcomes are outlined below.

- 2.25 The Rotherham 7-day infection rate (all ages) was 27.9 per 100,00 (for 7 days to 14th May), compared with the UK rate of 22 per 100,000. This is a

much improved position with respect to Rotherham's rate just prior to the Easter break (when it reached 170), and is also improved in respect of Rotherham's ranking when compared to other England lower tier local authorities. The rate amongst the over 60s age group for the same week was 7.3 per 100,000, which equates to just 5 cases in that age group over the week.

- 2.26 Delivery of the Communications Strategy is integral to the work around outbreak control. Since the national roadmap was announced, the key messages have remained the same. These are:
- Following 'hands, face, space' guidelines.
 - Encouraging people to get tested regularly. Every adult is now entitled to get tested twice a week for free.
 - Ensuring that if residents do test positive, they respond by self-isolating. This includes promoting services that are still available to support self-isolation.
- 2.27 The Communications Strategy is also now focussing on recovery and how the Council can support residents to move into recovery safely as restrictions start to ease. A COVID-19 roadmap is in development for Rotherham to show when services will reopen. The 'Let's Get Rotherham Moving' campaign has also been launched to boost residents' confidence to get back out, explore the borough and support local businesses. Additionally, the COVID-19 email bulletin that has been in place since the start of the pandemic will be repurposed into a 'recovery bulletin.'
- 2.28 PCR testing sites continue to run 7 days a week in Rotherham, including the drive-through testing site at the Midland Road old bus depot and the walk-through sites at Herringthorpe Stadium, Dinnington and Maltby.
- 2.29 The roll-out of the Community Testing Programme (CTP) commenced in January 2021 and is operating from Riverside House Café. Informed by engagement with communities, a walk-in testing site at the Unity Centre opened in April and is currently operating two days per week. The use of lateral flow tests has also been implemented in care homes, to enhance existing COVID-safe visiting policies and practice. More recently, the Council has also approved 'community collect' for LFD home testing kits. The intention is for this to operate out of customer service venues and libraries with Council staff being supported to access testing. Currently, the CTP is set to run until 30th June, with options being considered whilst awaiting an update from government.
- 2.30 The Council is playing a proactive role in supporting the NHS to roll-out vaccinations. For example, the Council continues to use existing channels to communicate key messages, particularly to groups that may be considered harder to reach.
- 2.31 Work has been ongoing to co-produce a refreshed Carers Strategy with partners and Rotherham carers. Resources and capacity challenges within

partner organisations have impacted on the timescales for developing the strategy. However, activity is on track to have phase 1 of the Carers Strategy, which will be focussed on COVID recovery and stabilisation, in place by June 2021. Work will then continue to develop phases 2 and 3; phase 2 will be focussed on improvement work and creating communities of support for carers, and phase 3 will be focussed on transformation and ensuring that support for carers is everyone's business.

- 2.32 The Council continues to work closely with education providers to empower all children to fulfil their potential. An Education Recovery cell has now been developed, which is focused on supporting all areas of education to have a proactive approach to challenges across the final part of the academic year. Key areas of focus include additional support for vulnerable groups, education recovery curriculum, school attendance and maximising the use of central government investment in 'catch-up' premium.

- 2.33 Elective Home Education (EHE) numbers remain higher than in a typical year, with the primary reason given by those opting for EHE being fears around COVID-19 and contraction of the virus in schools. Work has continued to address the increase in EHE cases across this term, including a series of multi-agency EHE summits looking at support and oversight to make sure this cohort are visible and supported. The EHE multi-agency governance group has remained a robust mechanism to make sure a strong level of support is available for students/families who have elected to home educate.

- 2.34 Schools have shared the positive support that has been put in place in response to findings from the children and young people's mental health surveys, including a full recovery curriculum delivered through PSHCE (Personal Social Health and Citizenship Education), targeted work with specific year groups and producing both student and parental wellbeing newsletters. A third survey is currently open and will capture the response of children and young people following the second period of limited school opening and the subsequent return to school/relaxation of lockdown. The Education Recovery cell will retain oversight of this agenda.

- 2.35 The implementation of the LAC Sufficiency Strategy and development of local residential provision continues to progress. The implementation of the strategy remains on track (the second home is now operational with plans to open the third home by Sept 2021). The opening of emergency accommodation in March 2021 is behind schedule. The home is complete and ready to be registered with Ofsted, however recruiting high quality staff has been challenging. Very recent recruitment activity has been successful and registering the provision will progress alongside staff taking up posts.

- 2.36 Work is ongoing to enable active travel and improve air quality in Rotherham. A draft cycling strategy has been completed with approval from Cabinet on 22nd March to go to public consultation. The online mapping facility is now in its final stages with the prototype released for internal comment. As well as the online mapping feature, the webpages contain a range of information to supplement key corporate messages around sustainable travel. Work has

also started on construction of Sheffield Road Cycleways and the scheme is expected to reach completion in quarter 1 of 2021/22.

2.37 Five of the actions within the Better health and wellbeing theme are rated as 'behind schedule' because they are at risk of not being delivered within the original timescales. The reasons include the recruitment of staff and partner capacity. One action is also 'off track' due to Herringthorpe Stadium being used as a COVID test centre.

2.38 **Economic recovery**

2.39 Within this theme, the Council is taking action to provide immediate help to local people and businesses affected by the pandemic, whilst maintaining progress on longer-term priority regeneration schemes. This combined focus on recovery and renewal is critical and the Council is working with local partners, Sheffield city region (SCR) and national government to ensure Rotherham gets the investment it needs to support and build its economy for the future.

2.40 The theme is focussed on the following outcomes:

- The Rotherham economy can adapt and start to recover from the pandemic
- The vision for the regeneration of the borough rejuvenates communities and businesses
- Social value is maximised to create more local jobs, apprenticeships and benefits in communities.

Progress updates are set out below.

2.41 Support to local businesses affected by the pandemic continues. From the outset of the tiered restrictions, government introduced the Local Restrictions Support Grant (LRSG) and then from 1st April the Restart Grant (RG) schemes, through which over 1,700 businesses have received further support, with a total value of £30.3m. Further support has also been provided via Sheffield City Region, through the Additional Restrictions Grant (ARG), with over 1,600 businesses supported for a total grant value of £6.3m. These grants are in addition to the business grant support provided during the first national lockdown, meaning a total grant value of £83.7m has been awarded to over 5,000 local businesses since the start of the pandemic.

2.42 In January, the Council launched a local scheme offering financial assistance to people who fell outside the national criteria for self-isolation support payments. The intention was that anyone who needed to self-isolate and who would otherwise lose income as a result, was entitled to cash support. Payments have been made on the local scheme to 236 claimants at a cost of £59,000, whilst claims to the government scheme have been made to 1,176 claimants at a cost of £588,000.

2.43 Work coaches from both the Council's Pathways Employment Solutions project and Coalfields Regeneration Trust are operating across the borough

to support people into employment and training. Discussions to locate Department for Work and Pensions work coaches in local libraries will restart after lockdown.

- 2.44 Major regeneration schemes are continuing, with good progress being made on all three town centre housing developments. Wellgate Place (54 homes) is on track for the first completions in October 2021. Construction of superstructures is underway at both Westgate Riverside (72 homes) and Millfold Rise (45 homes), which are on course for completion in spring and summer 2022 respectively.
- 2.45 On the Forge Island site, essential infrastructure work to pave the way for the new development remains on track. The Arc Cinema has signed a long-term lease with national urban regenerator, Muse Developments, to operate the cinema, and discussions with a hotel are at an advanced stage. Construction work is expected to begin later in 2021.
- 2.46 The Towns Fund bid was submitted to government in January, seeking investment of £35 million. A decision is expected shortly. Demolition work has been completed at the Primark site, which is to be transformed into a pocket park as part of the Towns Fund accelerator programme.
- 2.47 Funding of £12.6 million has been offered from the government's Future High Streets Fund, representing 69% of the submitted bid. The Council has allocated its own resources to address the shortfall and made minor amendments to the design. In addition, public realm schemes across the town centre are underway, with work completed on Bridgegate.
- 2.48 Finally, good progress has been made on social value. £1.5m of social value commitments have been secured through Council procurement, and online events have been held for local businesses and partners to raise awareness and explore further opportunities.
- 2.49 Three of the actions within the Economic Recovery theme are rated as 'behind schedule', all of which are physical schemes that have been unavoidably delayed. One action, relating to investment in the borough's business centres, is 'off track' due to the need to seek additional funding as tenders have come in over budget.
- 2.50 **New ways of working**
- 2.51 In response to the pandemic, the Council rapidly adapted and embraced new ways of working and continues to develop new digital processes. This theme will see further steps taken to support staff and improve outcomes for local residents; utilising technology, acting on feedback and continuing to evolve to meet current and future challenges.
- 2.52 Within this theme, the Council is focussed on the following outcomes:
- High quality customer services which are efficient and accessible
 - Staff are supported to work flexibly, building on recent experiences of

home working

- An empowered and agile workforce, feeling valued and embracing new ways of working.

Progress updates are set out below.

- 2.53 New online processes have been developed, which will make it easier for customers and businesses to contact the Council to get the help they need during the pandemic.
- 2.54 Work has continued to develop new and existing digital processes to make it easier for customers and communities to access the services they need. Recent examples of the progress made are provided below:
- In April 2021, the Kickstart application process was launched online. Kickstart is a 6-month government funded placement scheme for young people aged 16-24 who are currently on Universal Credit and at risk of long-term unemployment.
 - Customers are now able to request a £5 refund for the six-week Covid-related disruption to the garden waste collection service in spring 2020
 - Rotherham residents experiencing fuel debt or poverty as a result of Covid-19 were able to apply for a winter grant online whilst the scheme was operating.
 - On 30th April 2021, voluntary and community sector organisations were invited to bid online to provide holiday activities for disadvantaged families less likely to access organised out-of-school activities, more likely to experience 'unhealthy holidays' in terms of nutrition and physical health, and more likely to experience social isolation.
 - Parents and guardians who are not legally required to self-isolate, but who need to take time off work to look after a child or young person who is self-isolating, can now apply online for support via the track and trace support payment scheme.

Enhancements have also been made to the online Covid support application process to ensure the Council continues to respond to local needs. Work is also continuing to improve the bulky waste collection process to enable customers to book a date for collection online. To support this development the waste management software is being upgraded and is estimated to go live in September 2021.

- 2.55 Between January and March 2021, the Council website was visited 685,000 times by 401,000 customers and there were 68,000 online transactions. This is a considerable increase from January–March 2020, where the website was visited 550,000 times by 325,000 customers. The increase demonstrates how the Council is embracing new ways of working.
- 2.56 Online videos have been used since the start of the pandemic to communicate key messages and provide customers with online self-help. To

date, 48 videos have been added to the Council's YouTube channel over the past 12 months. This includes Covid-19 related broadcast messages such as information about test and trace, restrictions and staying safe, and pandemic life experiences. The online public self-help videos also remain popular (lateral flow testing, housing repairs, taxi vehicle application) with work continuing to develop similar tutorials for other services. The videos have attracted a total of 14,000 views. In terms of video tutorials, there were 520 views of the lateral flow testing video, 489 views of taxi licensing and 1,628 views of housing repair videos.

- 2.57 Face to face services are now available via a pre-booked appointment for vulnerable customers at one of five sites convenient to the customer (Aston, Maltby, Rawmarsh, Swinton, Dinnington). This service will also be available from Riverside House (date to be confirmed but not expected to be earlier than July). All libraries can provide support for customers who wish to self-serve digitally.

- 2.58 The Council continues to operate flexible working, including staff working from home, to ensure services are delivered in a Covid-safe way and in line with national guidance. New hybrid working guiding principles and policy are currently out for staff and trade union consultation. Further engagement will take place during June with colleagues across the Council and with elected members prior to being presented to the staffing committee in July for approval.

- 2.59 A new wellbeing programme was agreed in November 2020 and will run until June 2021. The programme sets out the wellbeing support and initiatives that are available for all staff. The wellbeing initiatives have been developed based on the feedback from the July staff wellbeing survey and will continue to evolve considering the feedback from future surveys and staff engagement activities.

- 2.60 A total of 838 members of staff attended 24 wellbeing sessions between January and March 2021. Work is currently taking place on a microsite, accessible for non-IT enabled staff, which will be launched in June 2021. Directorates are continuing to drive forward actions based on the results of the second staff wellbeing survey conducted in December 2020.

- 2.61 Organisational development staff workshops also took place between January and March 2021 to gather staff feedback and build a narrative which can be used to promote desired behaviours and ways of working; as well as identifying gaps in learning and development within the Council. The feedback is currently being analysed and will be used to develop a new workforce strategy for the Council. The new strategy will be aligned to the extended Year Ahead Plan and the new Council Plan.

- 2.62 One of the actions within the New Ways of Working theme, 'continue to develop and implement effective flexible working practices', is rated as 'behind schedule'. This is because details of the new hybrid working model are still being consulted and plans will need to take account of government guidance which is due to be updated prior to 21st Jun, as per paragraph 2.58

above.

2.63 **Hope and confidence in Rotherham**

2.64 Through this theme, the Council aims to foster a sense of optimism within Rotherham. This will be achieved by delivering on the commitments set out across the themes in this plan, by engaging with local people and seeking feedback, by keeping streets and public places clean and welcoming, and by providing a range of activities that aim to inspire joy and hope.

2.65 Within this theme, the Council is focussed on the following outcomes:

- People trust the Council to deliver on its commitments
- Communication messages are clear along with opportunities to engage and provide feedback
- Local people feel more connected to their community by engaging in positive activities: getting active, creative and outdoors more often
- Places are clean, welcoming and well-maintained.

Key areas of progress to deliver on these outcomes are outlined below.

2.66 A communications strategy was put in place at the start of the COVID-19 crisis. Its aim is to provide a reliable source of information to all audiences, including residents, businesses, elected members, staff and all partners. This has been achieved by delivering coordinated, frequent and clear public messaging in weekly electronic briefings, COVID-19 specific web pages, printed leaflets for members and households, and by targeting specific groups. As a result of the efforts to improve communications, the following progress has been made:

- 23.8% increase in email subscriptions (94,249 subscribers compared to 76,149 for the same period last year) as of April 2021
- Content continues to be posted online using the hashtag #HopeandConfidence linked back to the Year Ahead Plan and promoting Rotherham as a place. Recent examples have included 'Beat the Street', a fun, free initiative to see how far people can cycle, run, scoot and roll in just 6 weeks, the launch of Hope Fields at Thrybergh Country Park and the 'GetRidReyt' campaign urging residents to identify fly tippers and take pride in their neighbourhood.
- Short videos produced for social media channels (as mentioned in paragraph 2.56 above) focussed on the Covid response and positive messaging.

2.67 The Rotherham Together programme, a creative programme of events, activities and workshops built around the three core themes of Joy, Gratitude and Hope, came to an end in March 2021. There were an estimated 400,000 'hits' across the range of activities over the seven-month programme. The programme launched on 4th September to coincide with what would have been Rotherham Show, delivered the Wildflower Park land art installation at Clifton Park, a demonstration of thanks in the town centre and the Life in

Lockdown exhibition at the museum. Other events have included Black History Month, Christmas activities, and Chinese New Year celebrations. No Leotard Necessary, a programme of outdoor activity aimed at supporting continued physical exercise during lockdown, has also been running across all monthly programmes and Sparks of Joy, a series of pop-up performances in care home settings, ran throughout March.

- 2.68 All four leisure centres (Wath, Central, Maltby and Aston) and nine libraries reopened on 12th April and the 'order and collect' service will remain available until the end of June. Clifton Park museum reopened on 17th May and the café has remained open for takeaway service. It is anticipated that the Civic Theatre will reopen from September with a refurbished front of house.
- 2.69 The new memorial garden at Thrybergh opened on Saturday 27th March incorporating a memorial for key workers, an area for personal tributes, play sculptures and natural habitats. The 'Flock' art installation which details stories of life in lockdown will also be on loan from Wentworth Woodhouse.
- 2.70 A call has gone out through the press, social media, partner organisations and community groups to ask Rotherham residents to share what's helped them stay strong through the past year in a bid to inspire people to continue with good habits. The Council will use residents' ideas to create The Great Big Rotherham To-Do List – a free pocket guide full of inspiration to find everyday moments of calm, interest, health and fun based on the 'Five Ways to Wellbeing'.
- 2.71 Progress is underway to carry out a range of environmental improvements around the borough. Progress includes:
 - Successful delivery of the first year of the 2024 roads programme. Despite significant challenges, 201 roads covering a length of 29.8miles or 47.8km have been repaired. The number of actionable defects (potholes) required to be repaired across the network have continued to fall from 34,000 in 2014/15 to 24,751 in 2019/20 and 16,386 in 2020/21, a significant reduction.
 - Programme developed for delivery of gateway cleansing; areas identified as requiring immediate attention are being addressed and delivery is ongoing. Three zonal teams established and have been completing the removal of weed growth.
 - Litter bin programme tender stage now complete and formal contracts signed. Now progressing to delivery stage. 2-3 year delivery programme now in development and to be agreed by Cabinet Member.
 - New campaign launched #getridreyt on 1st March to make the public aware of their duty of care as a householder when disposing of their waste, but also to appeal for information on offenders who the Council are keen to speak to in relation to fly tipping offences caught on CCTV. (see case study in Appendix 2).
 - Additional funding to support the 'pollinator-friendly' places initiative, which includes the engagement of an ecologist to support the

development of this programme, has been agreed and the commissioning of this work will now proceed.

- Seven-day night-time anti-social behaviour and noise nuisance response service launched in March 2020 continues to be promoted on the Council's website and through social media. Currently reviewing demand to inform future communications activity.
- Household waste sites open seven days a week since 1 November 2020.
- Street cleaning service commenced weekend working arrangements from Saturday 4 October 2020.

2.72 One action within the Hope and Confidence theme is rated as 'behind schedule' due to the current national lockdown and capacity issues.

2.72 **Cross-cutting strands**

2.73 The Year Ahead Plan also includes the following cross-cutting strands, which are integral to all themes:

- Equalities and Social Justice
- Climate Impact.

2.74 In delivery of the equalities and social justice strand, Cabinet approved the proposal to undertake an equalities review at its meeting in November 2020, setting out the goal of attaining "Excellent" accreditation under the Equality Framework for Local Government by the end of 2022.

2.75 Work is underway to assess and prioritise the actions that are required to strengthen the Council's approach, working towards "Excellent" accreditation. The is based around the four key lines of enquiry within the Equality Framework for Local Government, which are:

- Understanding and working with your communities.
- Leadership and organisational commitment.
- Responsive services and customer care.
- Diverse and engaged workforce.

2.76 Engagement with directorates across the Council and with external organisations is in progress, embedding ownership of the review work and making equalities everyone's business.

2.77 In addition, the Council published its first Climate Emergency Annual Report in March 2021. This report included both a Carbon Action Plan for 2021/22, which outlined actions to be undertaken over the subsequent year to reduce emissions, and a progress review of actions carried out/in progress so far.

2.78 **Measuring our impact**

2.79 Continuing to measure impact against the Year Ahead Plan will be crucial to ensure that the Council is focussed on the right things for Rotherham's

residents. This will include monitoring the Resident Satisfaction Survey, as well as other key indicators, such as the total funding dispersed to businesses affected by Covid restrictions and the increased social value from Council spend.

- 2.80 The key indicators that the Council will focus on are outlined in the table below.

Themes	Measures
Thriving neighbourhoods	Satisfaction with local area (Resident Satisfaction Survey)
Better health and wellbeing	Council's response to the Coronavirus crisis (Resident Satisfaction Survey)
Economic recovery	Number of grants and total funding dispersed to businesses affected by Covid restrictions Increased social value from Council spend
New ways of working	Satisfaction with how the Council runs things (Resident Satisfaction Survey)
Hope and confidence	Trust in the Council (Resident Satisfaction Survey)

3. Options considered and recommended proposal

- 3.1 The recommendations of this report are for Cabinet:

1. To note the progress made with the Year Ahead activities.
2. To agree the proposal to extend the Year Ahead Plan to November 2021.
3. To note that the Year Ahead Plan extension will be replaced by a new medium-term Council Plan, to be recommended by Cabinet for adoption by the full Council in January 2022.

4. Consultation on proposal

- 4.1 A series of workshop sessions took place in August with elected members around the themes within the Year Ahead Plan. Through these seminars, councillors have had the opportunity to influence the development of the plan.
- 4.2 The Year Ahead Plan was approved by Cabinet on 21 September 2020.
- 4.3 Partners were also engaged as part of the development of the plan. The themes were presented and discussed at the Rotherham Together Partnership and several actions identified within the plan will involve close working with partners.
- 4.4 As part of the delivery of the Year Ahead Plan, engagement with the public will be an ongoing priority.
- 4.5 Each of the action leads have been involved in providing the progress

updates included within Appendix 1 and these have been shared and discussed with assistant and strategic directors and Cabinet members.

5. Timetable and Accountability for Implementing this Decision

- 5.1 This is the third quarterly performance report relating to The Year Ahead Plan. Subsequent performance reports will be considered by SLT and Cabinet on a quarterly basis.

6. Financial and Procurement Advice and Implications

- 6.1 There are no direct financial implications arising from the report, but the plan's delivery will require close financial management to ensure that financial implications are within budget and longer-term implications that may be generated by the plan are factored into the Council's medium term financial strategy. As indicated in the Finance Update Report on this cabinet agenda the Council has delivered a balanced financial outturn as expected. This is after taking account of the financial impacts of Covid 19 and after taking account of the emergency COVID-19 funding provided by Government for 2020/21.
- 6.2 The financial impact of delivery of the Year Ahead Plan will therefore need to be monitored as part of the Council's financial management arrangements and considered alongside the ongoing financial impact of COVID and the Council's overall financial position.
- 6.3 Aside from the project specific updates detailed in the report, there are no direct procurement implications as a result of the recommendations detailed in this report. However, any identified need to procure goods, services or works in relation to achieving the Year Ahead Plan objectives should be referred to the Corporate Procurement Service. This will ensure all projects are procured in line with both the relevant internal financial and procurement procedure rules and the Public Contract Regulations 2015 (as amended), and that social value commitments are secured.

7. Legal Advice and Implications

- 7.1 There are no direct legal implications arising from the plan itself; however the delivery of the plan in achieving the identified outcomes will require ongoing legal input to assess the legal implications relevant to each theme and support individual services in the delivery process.
- 7.2 In the delivery of the plan, the Council will need to continually consider its statutory and non-statutory duties to ensure that these are identified and met at all stages, in order to minimise the risk of legal challenge. Certain duties, such as the Public Sector Equality Duty and the requirements placed on the Council through the Clean Air Directive, have already been identified and clearly addressed through the identification of the cross-cutting strands in the plan.
- 7.3 The law is continually changing and even more so due to the impact of the

pandemic. It is vital that all relevant legislation and any changes are fully considered at all stages in the implementation of the plan to ensure that all decisions are made in accordance with the most up to date legislation.

8. Human Resources Advice and Implications

- 8.1 The human resources aspects of the plan are set out within the New Ways of Working theme, including delivering high quality customer services which are efficient and accessible, ensuring staff are supported to work flexibly, building on recent experiences of home working, and ensuring that the Council builds on the response to the pandemic, using the learning to shape organisational development and how the Council will work in the future.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 Underpinning the delivery of the Year Ahead Plan is a cross-cutting strand relating to equalities and social justice. This includes considering the impact of the pandemic on vulnerable groups, including children and young people and vulnerable adults.
- 9.2 The Better Health and Wellbeing theme has a focus on supporting children and young people and vulnerable adults. Specific outcomes include ensuring that vulnerable adults are protected and adult social care is able to adapt to the changing conditions, and that children and young people are protected, safeguarded and able to achieve their potential.
- 9.3 Protecting the most vulnerable residents is also a key component of the Thriving Neighbourhoods theme.

10. Equalities and Human Rights Advice and Implications

- 10.1 COVID-19 impacts on everyone in the borough, with those who are older, with pre-existing health conditions, disabled people and BAME communities particularly at risk. In addition to the direct impacts of infection, the indirect effects of the pandemic are also likely to disproportionately impact on disadvantaged groups. An equality analysis was produced alongside the Local Outbreak Control Plan, which outlined the implications of the pandemic for protected characteristic groups in further detail.
- 10.2 In recognition of these implications, equalities and social justice has been included as a cross-cutting strand within the Year Ahead Plan. This means that consideration of issues relating to equalities and social justice has fed into the development of each theme.
- 10.3 As agreed at the November Cabinet meeting, the Council is also delivering on the equalities review, which will help build an understanding of the issues in Rotherham and identify how the Council can make a measurable difference to furthering equality. This will be framed around the four key lines of enquiry within the Equality Framework for Local Government:
- Understanding and working with your communities.

- Leadership and organisational commitment.
- Responsive services and customer care.
- Diverse and engaged workforce.

10.4 Different leads and directorates will be responsible for equalities within their themes and ongoing analysis of data and intelligence with regards to equalities will continue to take place. Any Cabinet decisions linked to the themes within the Year Ahead Plan will include an equality screening to assess the equality impacts. An equality screening assessment is attached to this report (Appendix 5).

11. Implications for Ward Priorities

- 11.1 The Year Ahead Plan is a borough-wide plan, so has implications for all wards.
- 11.2 Building and supporting community resilience is a key part of the Thriving Neighbourhoods theme. This will include working with local councillors and residents on ward priorities and plans.

12. Implications for Partners

- 12.1 Working with partners will be integral to the delivery of the Year Ahead Plan. Partners have therefore been engaged and consulted as part of the plan's development.
- 12.2 A complementary partnership year ahead plan has been developed and was agreed by Rotherham Together Partnership in September 2020. This focuses on key milestones relating to the five "game changers" within the Rotherham Plan:
- Building stronger communities
 - Integrated health and social care
 - Skills and employment
 - Town centre
 - A place to be proud of

13. Risks and Mitigation

- 13.1. There are significant and serious risks associated with the COVID-19 crisis. Each workstream has undertaken a risk assessment including mitigating actions to be taken. The risks are captured in the threat and risk assessment and are reviewed regularly by workstream leads. This is fed up to the Gold and Tactical groups.
- 13.2 The risks and issues flagged in Appendix 1 have been shared with Directorate Risk Champions to ensure directorate risk registers are updated/amended where required.

14. Accountable Officers

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Approvals obtained on behalf of Statutory Officers:

	Named Officer	Date
Chief Executive	Sharon Kemp	07/12/20
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	01/06/21
Head of Legal Services (Monitoring Officer)	Stuart Fletcher	02/06/21

Report Author:

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This report is published on the Council's [website](#).

Appendix 1 – Year Ahead Plan Milestone Tracker

Note - The shaded cells within this document refer to the original timescales set out in the Year Ahead Plan, rather than progress.

THRIVING NEIGHBOURHOODS							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
Communities are at the heart of everything we do	Members drive local activity through revised ward plans						
	Revised ward plans and budgets agreed.	Completed	All 21 ward plans and budgets agreed and published.				
	Ward budgets, Community Leadership Funds, and Ward Housing Hub funds allocated in every ward.	Completed	Funding for 2020/21 has been fully allocated.				
	All ward members to meet virtually with Streetpride locality staff and jointly agree local priorities.	On track	Streetpride zonal managers have attended all ward briefings and using these have delivered Community Days in all wards across the borough.				
	Deliver additional youth work in every community in the borough, as committed in our 2020/21 budget.	On track	Youth work offer to vulnerable young people remains in place, and a new programme of summer youth work as lockdown restrictions ease is being planned.				
	Agree the finalised Rotherham Library Strategy and deliver the capital investment set out in the 2020/21 budget, to improve these facilities across Rotherham.	On track	Library Strategy approved by Council in November and capital programme of works well underway.				
Democratic arrangements are open, transparent and accountable	2020/21 member development programme						
	Review working arrangements to ensure members are able to carry out their roles effectively and safely and deliver the member development programme.	On track	Delivery of the Member Induction and Development programme began following the May elections.				
	Further develop the 'Your Neighbourhood' section of the council website						
	Continue to enhance content and develop separate web page for each ward.	Completed	All ward pages now live as of 7 December 2020.				

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Note - The shaded cells within this document refer to the original timescales set out in the Year Ahead Plan, rather than progress.

THRIVING NEIGHBOURHOODS							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
Vulnerable residents affected by Covid-19 are supported by the Council	Continue to work with partners to provide crisis food and other essentials for vulnerable residents						
	Government hardship funding utilised to increase crisis resources.	On track	As part of supporting vulnerable residents across Rotherham, government hardship funding continues to be utilised to increase crisis resources and provide food and other essentials to vulnerable residents.				
	Help those who are at risk of homelessness						
	Rough Sleeper initiative team in post.	Completed	Rough Sleeper Team now in post and supporting local people.				
	Recommission financial advice services to support the single advice model.	Completed	The advice services service level agreement is now operational from 1 April 2021 for three years.				
	Recommission domestic abuse support services.	On track	The recommissioning of both the refuge and support services for those affected by domestic abuse is proceeding as planned.				
Rotherham residents, VCS organisations and businesses use their skills and	Commission new services to prevent financial exploitation.	Off track	Intended delivery partner was unable to go ahead until autumn. Other options are being explored.				
	Volunteer coordinators recruited for north/south/central Rotherham.	Completed	Volunteer Coordinators commenced in post in December 2020.				
	Approve the staff volunteering policy.	On track	The Staff Volunteering Policy has been approved by SLT				

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Note - The shaded cells within this document refer to the original timescales set out in the Year Ahead Plan, rather than progress.

THRIVING NEIGHBOURHOODS							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
assets to help others			and will go to Staffing Committee in June.				
	A new service level agreement is in place for VCS infrastructure support.	Complete	The new service level agreement is operational from 1 April 2021 for three years.				

Appendix 1 – Year Ahead Plan Milestone Tracker

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BETTER HEALTH AND WELLBEING							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
Local incidents and outbreaks are managed effectively	Deliver the Local Outbreak Control Plan (LOCP)						
	Deliver the LOCP's Communications and Engagement Plan, taking action based on the equality analysis to ensure messages are reaching all of our communities	On track	Promoting latest messaging to all communities continues to play a central role in the delivery of the Local Outbreak Engagement Plan.				
	Delivering the national testing strategy	On track	The Council continues to deliver on our duties around testing as a local authority.				
Vulnerable adults are protected and adult social care is able to adapt to the changing conditions	Ensure that adult social care is able to adapt to the changing conditions						
	Deliver the Adult Social Care Recovery and Reset Plan – giving priority to My Front Door activity and statutory social care services	On track	Development of the plan is complete and My Front Door Programme brought back online in August 2020. My Front Door continues to work with individuals to assess their needs and aspirations, ensuring new solutions are in place in line with the national roadmap.				
	Work with health partners to make best use of available funding to support the Winter Plan	Completed	The winter plan was fully signed off by the A&E Delivery Board in September 2020 and all actions are now complete to deliver against this plan.				
	Ensure support is in place for carers						
	Refresh and co-produce the Carers Strategy	Behind schedule	Resources and capacity challenges within partner organisations, combined with limitations of remote working has impacted on the programme timelines. However, phase 1 of the				

Appendix 1 – Year Ahead Plan Milestone Tracker

Note - The shaded cells within this document refer to the original timescales set out in the Year Ahead Plan, rather than progress.

BETTER HEALTH AND WELLBEING							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
			Carers Strategy will be in place by June 2021.				
Children and young people are protected, safeguarded and able to achieve their potential	Protect vulnerable families and empower all children and young people to fulfil their potential						
	Work closely with education providers to ensure the safe return of children to education settings	Completed	All schools reopened safely in September and March.				
	Ensure plans are in place for school reopening regarding transport, cleaning, catering, school crossing patrols etc.	Completed	All schools supported to reopen safely in September 2020 and March 2021.				
	Agree actions to support the emotional health and wellbeing of children and young people based on a borough-wide survey	Completed	The second survey was conducted as planned in October and findings have been shared. Further resources are now being provided to schools.				
	Continue implementation of the residential strategy, with additional emergency accommodation operational by March 2021	Behind schedule	The overall implementation of the strategy remains on track, but the specific milestone of opening emergency accommodation in March 2021 has not been met. This is due to the challenges of recruiting high quality staff.				
Health inequalities are understood and responded to	Review health inequalities led by the Health and Wellbeing Board						
	Refreshing the Health and Wellbeing Board priorities with support from the LGA	Completed	Refreshed priorities were agreed in November.				
	Assess the impact of Covid-19 on different communities and take appropriate action.	On track	This work will be an iterative and ongoing process. A new Health and Wellbeing Strategy action plan was agreed in November to take forward action relating to health inequalities.				
Rotherham is a	Deliver a range of schemes to improve air quality and increase physical activity						

Appendix 1 – Year Ahead Plan Milestone Tracker

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BETTER HEALTH AND WELLBEING							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
place where active travel is accessible, and local people reap the associated health and environmental benefits	Clean air zone: start construction of highway works scheme.	Behind schedule	These schemes will be delivered in the 2021-22 & 22-23 financial years. Though some aspects such as the Parkway Speed Limit are temporarily in place, practical works are not expected to commence until Q2 or Q3 at the earliest on the other schemes.				
	Complete phase 1 of Sheffield Road cycleways.	Behind schedule	Construction is now on site and the scheme is expected to reach completion in Q1 of 2021/22.				
	Moor Road, Manvers cycleway construction.	Behind schedule	The Outline Business Case has been submitted to SCR and been approved by SCR in March 2021; the current programme indicates commencement in Q2 2021/22.				
	Provide online mapping of the borough's cycle routes and agree a cycling strategy.	On track	A draft cycling strategy has been completed for Q4 with approval from Cabinet on 22 nd March to go to public consultation.				
	Deliver £250k investment in Herringthorpe Stadium.	Off track	Site is currently hosting COVID-19 testing				

Appendix 1 – Year Ahead Plan Milestone Tracker

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ECONOMIC RECOVERY							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
The Rotherham economy can adapt and recover from the pandemic	Work proactively with the Sheffield City Region (SCR) to ensure that the Economic Recovery Plan addresses local skills and business priorities						
	Agree the SCR Region Renewal Action Plan, and secure Rotherham’s share of additional devolution and associated funding to support the local economy.	On track	SCR RAP agreed; discussions ongoing to agree specific projects and programmes and secure funding.				
	Work with partners including DWP, colleges and providers to deploy new job coaches into local communities.	On track	Work Coaches from RMBC’s Pathways Employment Solutions and Coalfields Regeneration Trust are operating across the borough to support people into employment and training. Discussions to locate work coaches in libraries will restart after lockdown.				
	Start construction of new Century business centre at Manvers.	Behind schedule	Design of the workspace amended to reflect impact of Covid-19 on work patterns and practices. New financial model to be agreed and now aim to start on site by Sept 2021				
	£425k of investment in the borough’s other business centres.	Off track	Tender prices received are over budget and additional funding is being sought.				
The vision for the regeneration of the borough rejuvenates communities and businesses	Plans are underway for economic regeneration within the borough, including Forge Island development, Town Deal and Future High Streets programme						
	Complete essential infrastructure and enabling works on Forge Island, including the demolition of Riverside Precinct.	On track	Flood mitigation works completed Nov 2020. Works to demolish Riverside precinct and site preparation progressing as programmed.				
	Secure agreements to allow the construction phase of the Forge Island scheme to begin.	On track	Acquisition of Riverside Precinct complete. Pre-let signed with cinema; hotel at advanced stage.				

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ECONOMIC RECOVERY							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
	Co-design Towns Fund proposals with local businesses and communities, and submit to government a vision and strategy for the town.	Completed	The Towns Fund bid has been submitted to government, seeking investment of £35 million.				
	Develop a business case, secure funding and commence construction of a Towns Fund accelerated delivery scheme in the town centre.	On track	Funding received and former Primark site purchased for the preferred accelerated scheme. Structural demolition has now been completed.				
	Secure funding to support redevelopment of the markets and central library.	On track	Future High Streets Fund bid successful with 69% of funding requested offered in principle. Additional Council resource identified and allocated to address shortfall and revised scheme presented back to government with minor amendments.				
The vision for the regeneration of the borough rejuvenates communities and businesses	Begin a major programme of public realm improvements to transform the appearance of the town centre						
	Work begins on College Street.	On track	Work began in April, following an online public information event, and is due to be completed in September.				
	Work begins on Frederick Street.	Behind schedule	Final designs completed and approved and online public information event held. Funding bid submitted and works due to commence in quarter 2 2021/22.				
	Work completed on Bridgegate.	Completed	Improvement works, including replacement paving in the central carriageway and new cycle racks, were completed in April.				
	Breathe new life into the town centre by progressing construction of 171 homes across three sites, with a variety of property types						

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ECONOMIC RECOVERY							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
	Millfold House demolition.	Completed	Demolition complete, making way for 31 apartments for rent and 14 houses for sale at Millfold Rise.				
	Ground remediation complete on all three Council led town centre residential sites.	Completed	Remediation is complete on all three sites in the town centre housing development programme.				
	Deliver additional key schemes across the borough						
	Greasbrough roundabout upgrade.	Behind schedule	The contract has now been awarded and works commenced with completion expected in spring 2022.				
	Parkway widening scheme begins.	On track	Scheme underway and remains on schedule for completion in late 2022. Current works are the removal of the central reservation to create additional temporary work space prior to work on the later phases for eastbound, westbound and J33 improvements.				
Social value is maximised throughout the council's procurement and commissioning activity.	Continue to implement the social value policy, delivering tangible benefits to local people						
	Launch the partnership social value charter, encouraging anchor organisations to build social value into their commissioning and procurement activity.	Completed	Charter launched via social media in February 2021. Conference for businesses in March and workshop with partners in May further explored opportunities relating to social value and anchor networks.				
	Identify opportunities for social value through procurement and regeneration programmes to ensure additional local jobs and apprenticeships are secured, and monitor progress.	On track	£1.5m of social value commitments secured – monitored via the social value portal.				
	Centre for Local Economic Strategies report on supply chains and market analysis completed.	Completed	The report was completed with a series of recommendations that were reported to Cabinet and are				

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ECONOMIC RECOVERY							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
			informing the next phase of work.				

NEW WAYS OF WORKING							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
High quality customer services which are efficient and accessible	Focus on accessibility, enabling as many people as possible to self-serve online whilst continuing to provide assisted access for vulnerable customers and those who are unable to access services digitally						
	Increase the number of services available through online, including reporting housing repairs and booking and paying for bulky waste collection.	On track	This is an ongoing action. Continuous development of new digital processes. Customers able to request housing repairs and can pay for a bulky waste collection online. Work is also continuing to enhance online services.				
	Introduce more online videos to visually help, guide and inform our customers about the things they need to know.	On track	This is an ongoing action. Online videos continue to communicate key messages and provide self-help. Since the start of the Covid-19 crisis, 48 videos added to the Council's You Tube channel.				
	Explore provision of more face to face customer services provision on an appointment basis in local libraries.	Completed	Appointment booking process rolled out from 17th May with a phased reopening across sites.				
	Review and refresh the flexible working strategy to improve work-life balance and productivity						
	Continue to develop and implement effective flexible working practices.	Behind schedule	Delayed due to national lockdown. Currently consulting on new hybrid working guiding principles and policy. To be agreed by Staffing Committee in July.				
	Bring forward proposals relating to the return to and	Completed	Planning complete and agreed in				

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NEW WAYS OF WORKING							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
	use of Council buildings.		principle. To be implemented once safe to do so.				
An empowered and agile workforce, feeling valued and embracing new ways of working	Learning from the Covid-19 response is used to shape organisational development						
	Informed by staff feedback, implement initiatives relating to workforce engagement, support and development.	On track	Organisational development staff workshops took place between January – March 2021. Work underway to analyse feedback, and this will be used to develop a new workforce strategy for the Council.				
	A sustainable well-being programme is established and accessible to the whole workforce.	On track	Between January – March 2021 24 staff wellbeing and engagement sessions held, attended by 838 people. Directorates continuing to drive forward actions based on the results of the staff wellbeing survey in December 2020.				

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HOPE AND CONFIDENCE							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
Communication messages are clear along with opportunities to engage and provide feedback	Continue to broaden the reach of communications messages and engage with local people						
	Produce short monthly videos on key themes for social media channels.	On track	Videos produced regularly to promote key messages and help people self-serve.				
	Expand the council’s email subscription base and develop a campaign strategy to maximise it.	On track	Communications Strategy in place. 94,249 subscribers compared to 76,149 this time last year (23.8% increase).				
	Develop content for all channels, but primarily digital, which celebrates Rotherham as a place, in support of the Year Ahead themes and strands.	On track	Specific content continues to be developed for this purpose, alongside other positive coverage.				
Local people are engaged in creative activities and feel connected to their community: getting active, creative and outdoors more often	Deliver Rotherham Together: a celebration of community, creativity and recovery through a seven-month programme of events and activities (an alternative to the Rotherham Show)						
	Sustain online activities and deliver targeted events such as, No Leotard Required and Sparks of Joy.	Completed	The programme launched in September came to an end in March 2021. Around 4000,000 people engaged.				
	Roll out the safe re-opening of libraries, cultural and leisure centres.	On track	Leisure centres and nine libraries reopened on 12th April and the order and collect service will remain available until end June. Clifton park museum reopened on 17 th May.				
	Creating a memorial garden at Thrybergh country park.	Completed	Memorial garden opened on Saturday 27th March incorporating a memorial for key workers, an area for personal tributes, play sculptures and natural habitats.				
	Deliver Land Artwork in Clifton Park and Life in Lockdown	Completed	Artwork installed from 5th-19th				

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HOPE AND CONFIDENCE							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
	exhibition at Clifton Park Museum.		September and Life in Lockdown exhibition delivered. Over 3,500 people enjoyed the work over a 3-week period and positive response received.				
	Launch the Rotherham Recovery Toolkit – a downloadable pack of crowd-sourced ideas for creative and active ways to encourage good mental health.	Behind schedule	Project was on hold due to national lockdown but has now commenced with engagement with local people. Rotherham Council will use resident's ideas and suggestions to create The Great Big Rotherham To-Do List. Work is on track for this to be ready for the summer.				
	Promote a series of videos as part of a virtual Community Achievement awards celebration.	Completed	Worked with Voluntary Action Rotherham. VAR received footage from various groups and Rotherham college. Volunteers video produced to share positive examples of people supporting each other during lockdown.				
Places are clean, welcoming and well-maintained	Carry out a range of environmental improvements around the Borough						
	Begin delivery of the '£24 million to 2024' Roads Programme.	On track	Successfully delivered the first year of the 2024 Roads Programme. The Council is investing £24m in the repair of estate roads over the next 4 years.				
	Increase cleaning resources on 'gateway' routes into the borough, and respond to local weed growths that may have accumulated	Completed	Programme developed for delivery of gateway cleansing, areas identified as requiring immediate attention are being addressed and delivery is				

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HOPE AND CONFIDENCE							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
			ongoing. Three zonal teams established and have been completing the removal of local weed growth.				
	Develop our approach to delivering more “pollinator-friendly” places.	On track	Funding to support this initiative, now agreed. The commissioning of this work will now proceed.				
	Improve the quality and location of street litter bins across the borough by investing in additional equipment.	On track	Tender stage complete and formal contracts signed. Now progressing to delivery stage. 2-3 year delivery programme now in development and to be agreed by Cabinet Member.				
	Improve our approach to dealing with fly-tipping and environmental crime, including publicity about littering and enforcement activity to deter others.	On track	Active use of social media to publicise successes. Signage installed and action plan on place to improve joint working. “GetRidReyt” campaign launched.				
	Promote the new seven-day night-time anti-social behaviour and noise nuisance response service to support improvements across the borough.	On track	Service launched in March and promoted through social media and Council website. Demand primarily focussed on Covid related enquiries, alongside noise. Figures currently being collated to inform future communications activity.				
	Open household waste recycling centres seven days a week.	Completed	Household waste sites open seven days a week (since 1 November 2020).				
	Recruit to posts to create a responsive weekend street cleaning service.	Completed	Service commenced weekend working arrangements from Saturday 4th October 2020.				

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CROSS CUTTING STRANDS							
Outcomes	Activity	Status	Rationale for status	Original target			
				Q2	Q3	Q4	Q1
A borough based on social justice where all residents have a good quality of life and are able to achieve their potential	Carry out a comprehensive review of equalities and social justice to understand the issues in Rotherham and identify how the council can make a measurable difference						
	Embed actions to address equalities and social justice into all aspects of the year ahead plan.	On track	Progress made to assess and prioritise the actions that are required to move towards “Excellent” accreditation.				
Carbon emissions for the Council and the borough are reduced	Embed consideration of the climate impact into all themes						
	Restart and review the Carbon Reduction Plan.	On Track	Carbon Action Plan for 2021/22 produced, which outlined actions to be undertaken over the subsequent year to reduce emissions, and progress review of actions carried out.				

THRIVING NEIGHBOURHOODS

Community Days delivered for each ward in the borough

Over the past few months, service managers in the Council's Cleaning and Grounds Maintenance Service have been attending ward meetings across Rotherham, working with Elected Members and the Neighbourhoods Team to discuss and agree local priorities and the use of local resources. These discussions gave Members an opportunity to influence and drive activity in their local area.

Ward Members were invited to highlight locations or activities within their own wards where greater focus would be helpful to local people, using both their own local knowledge and information they have received from their residents. This included planning a 'Community Day' for each ward – a dedicated day on which Cleaning and Grounds Maintenance operatives would visit the areas chosen and undertake targeted cleansing and grounds maintenance activity to uplift the local area.



After attending all ward briefings, the service managers consolidated the information received and established a programme of dates for the Community Days. In total, 21 Community Days were delivered across all wards in Rotherham between February and March 2021.

Cleaning and Grounds Maintenance operatives worked hard throughout the day in each ward to leave the chosen areas clean and tidy, carrying out a range of activities including litter-picking, tidying up vegetation, clearing weeds and removing fly-tipped rubbish.

The before and after photos captured by the Cleaning and Grounds Maintenance team show some of the fantastic differences made in the chosen areas.

THRIVING NEIGHBOURHOODS

**Keppel Community Day, 19 February 2021:
Bray Walk and Studmoor Road area, before and after**



**Valley Community Day, 18 March 2021:
Lady Oak Road, East Herringthorpe, before and after**



75 Community Days are to take place per year, with three being delivered in each of Rotherham's wards. In the future, it is hoped the easing of COVID-19 restrictions will mean that the Cleaning and Grounds Maintenance Service can work with the Neighbourhoods Team to encourage members of the local community to get involved in the ward Community Days.

THRIVING NEIGHBOURHOODS

Refurbishing the Kiveton Park Library and Neighbourhood Hub

Consultation and engagement with local people found that Rotherham's libraries are deeply loved, and that people want libraries to be the social hub of the community. The Council also acknowledges that closing local libraries can have far-reaching implications beyond the loss of books and that they have an important role to play in harnessing community spirit and supporting local people to access services. In light of this, the Council has committed to the Libraries Capital Improvement Programme, to invest in every library across the borough, ensuring that all facilities are modern, relevant and accessible.

One site which has benefitted from the programme is Kiveton Park Library, whereby the library has been co-located with the Children and Young People's Early Help services to form a community hub. By co-locating with Early Help services, the Library and Neighbourhood Hub will be able to offer extended opportunity for members of the community to improve their life skills and learn.

The redesigned layout has incorporated flexible meeting spaces for new community groups to be formed and a new catering kitchen to deliver food hygiene courses, which will allow more opportunities to bring communities together.



The interior of the library has been modernised to better meet the needs of local people, which includes new IT equipment, library furniture, carpets and shelving, as well as a disabled toilet to enhance the accessibility of the library. Improvements have also been made to the exterior of the building, such as new windows, doors and signage, to ensure that the library has a welcoming feel.

Including the work at Kiveton Park, the Council has refurbished a total of seven libraries during the COVID-19 pandemic, including Mowbray Gardens, Wickersley, Greasbrough, Dinnington, Kimberworth and Thorpe Hesley.

Work will continue to deliver on the programme, with plans in place for all sites across the borough. This will help to ensure that all libraries in Rotherham are modern and welcoming spaces, at the heart of community life.



ECONOMIC RECOVERY

Economic Recovery theme – public realm scheme on Bridgegate



The town centre masterplan comprises a package of interventions, including public realm improvements, across several key strategic areas, to help improve the function, aesthetics and linkages into and across the core of Rotherham town centre.

The masterplan emphasises the critical importance of public realm enhancements to encourage and improve movement and connectivity, particularly between Forge Island and the wider town centre, and to improve the physical environment and experience within the town centre.

In December 2019, Bridgegate was identified as the first section of public realm to be delivered as part of phase one.

The aim of the scheme was to remove clutter and the outdated street scene and create a welcoming, safe and vibrant environment to encourage footfall. With the Forge Island leisure development on the horizon, works need to be completed to bring the whole town together with a cohesive approach to public spaces.

The street can now accommodate markets stalls and events, and be more readily linked into events taking place across the wider town centre.

Bridgegate is a key gateway into the town from the interchange and railway station, which now encourages and entices visitors, with beautiful views of the minster and access to Minster Gardens and All Saints Square.

ECONOMIC RECOVERY



The space has received numerous positive comments from businesses and users alike, who state the street is bright and vibrant, with the addition of the new planters bringing a homely garden feel to the street.

Works have also started on the next stage of the public realm redevelopments on College Street, with Frederick Street to follow in September 2021.

Rotherham Council's Cabinet Member for Jobs and the Local Economy, Cllr Denise Lelliott, said: "The improvements are all part of the town centre masterplan and will complement the new housing developments and leisure scheme at Forge Island, which are starting to taking shape.

"We are committed to public realm works and improving the streets in the town centre, which will help to ignite the regeneration of the town centre and we're determined to make sure the area doesn't just survive but thrives."



HOPE AND CONFIDENCE

GetRidReyt

Rotherham Council's Community Safety and Street Scene Team asked for a communications plan to be put together to remind Rotherham residents that they have a duty of care regarding their rubbish. It is a homeowner's responsibility to make sure that anyone they pay to dispose of rubbish is a registered waste carrier. The team also asked for the campaign to include a deterrent to fly-tippers, using images of fly-tipped rubbish from around the borough.

The Communications Team put together a plan which included social media cards and videos.

Phase One

Phase one of the **#GetRidReyt** campaign focussed on informing the public that they have a duty of care regarding their rubbish.

Cards (see below) were shared on social media, showing images of fly-tipped rubbish and containing the hashtag **#GetRidReyt**.

A video of a convicted fly-tipper dumping rubbish was also shared on social media (see right). It centred around the conviction of two members of the same family in December 2019 following Rotherham Council's longest running investigation into fly-tipping. You can view the video **here**.



Phase Two

Phase two of the campaign looked to create a deterrent to fly-tippers using images of fly tipped rubbish from around the borough. Using CCTV footage of offenders, a number of videos have been created and shared on social media asking the public to help identify any of the people filmed fly-tipping.

All the videos can be viewed on the Council website at **www.rotherham.gov.uk/getridreyt**



Next Steps

Plans are in place to continue to produce videos of offenders dumping rubbish across the borough as it highlights the work that the team is doing to combat the issue. The Communications Team is also looking to work with other areas of the Regeneration and Environment Directorate to use **#GetRidReyt** with other projects such as litter picking.

TIMELINE OF KEY ACHIEVEMENTS AND ACTIVITIES

January to April 2021

KEY

Government Announcements

Thriving Neighbourhoods

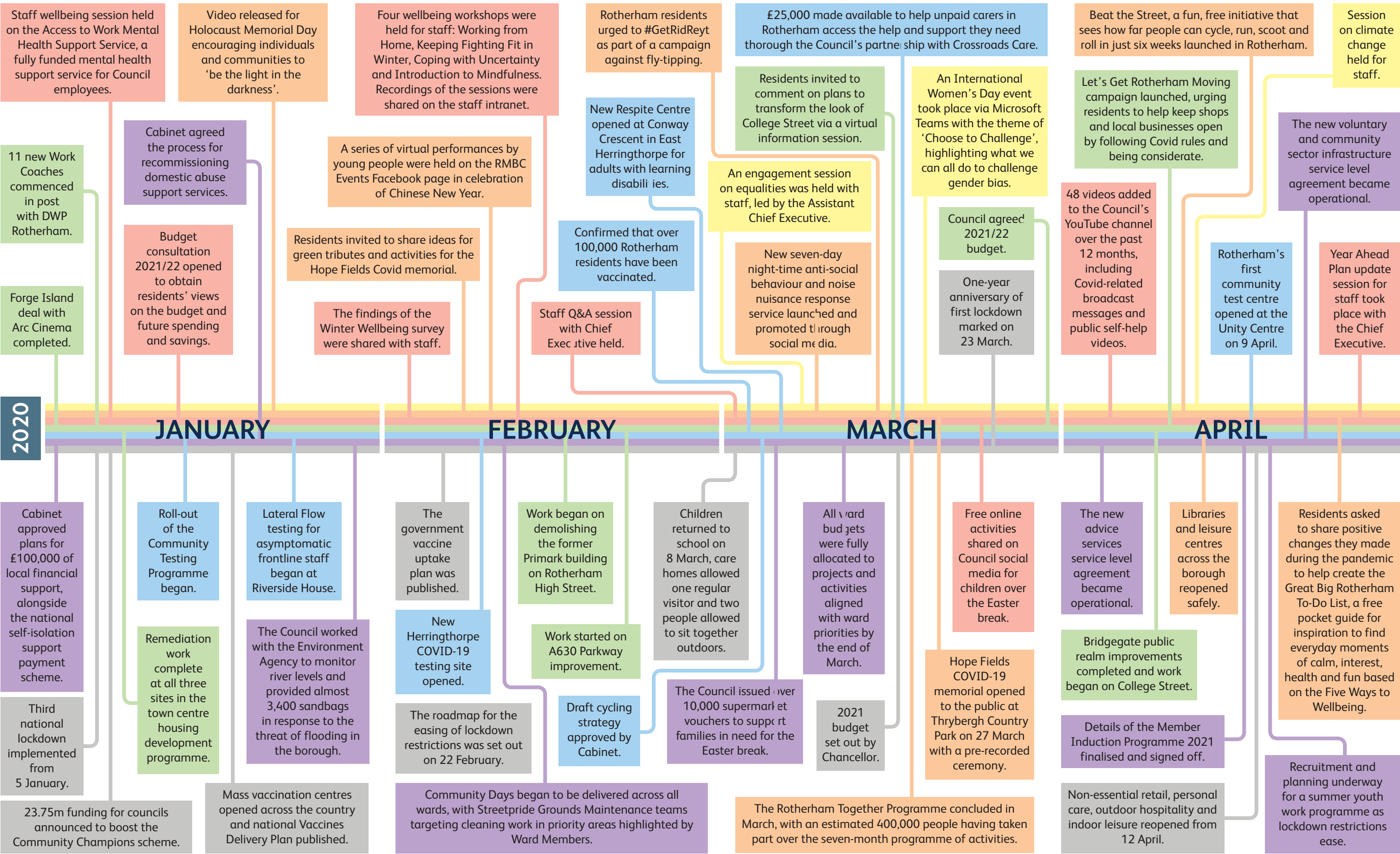
Better Health and Wellbeing

Economic Recovery

New Ways of Working

Hope and Confidence

Cross-cutting



Year Ahead Plan extension – up to November 2021

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
Thriving Neighbourhoods							
1.1	Putting communities at the heart of everything we do	Deliver libraries investment programme					
1.2		Complete refurbishments at Wath library as part of the libraries refurbishment programme.	Zoe Oxley	Regeneration and Environment	August 2021	Evolution of action featured in previous plan	Councillor Sheppard
1.3		Members drive local activity through revised ward plans					
1.4		2021/22 ward plans (x25) agreed and published, including member led consultation and engagement in each ward.	Martin Hughes	Assistant Chief Executive's Directorate	July – September 2021	Featured in previous plan (reworded for new ward plans)	Councillor Allen
1.5		All ward members to meet Cleaning and Grounds Maintenance staff to deliver on locally agreed priorities.	Martin Hughes and Tom Smith	Assistant Chief Executives and Regeneration and Environment	July – November 2021 (Ongoing)	Featured in previous plan, reworded slightly	Councillor Allen and Councillor Beck
1.6		Commence spend of ward members' budgets to address local priorities	Martin Hughes	Assistant Chief Executive's Directorate	Ongoing	Featured in previous plan (new wording)	Councillor Allen
1.7		Ward based partnerships and networks realigned with new wards.	Martin Hughes	Assistant Chief Executive's Directorate	July 2021	New action	Councillor Allen
1.8		Joint Working Agreement	Martin	Assistant	July 2021	New action	Councillor Allen

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		with Parish Councils finalised.	Hughes	Chief Executive's Directorate			
1.9	Democratic arrangements are open, transparent and accountable	Member Development Programme 2021					
1.10		Implementation of the revised Member Development Plan, including induction and support for new members	Craig Tyler	Assistant Chief Executive's Directorate	June 2021 – November 2021	New action	Councillor Allen
1.11		Further develop the "Your Neighbourhood" section of the council website					
1.12		Your Neighbourhood webpages – 25 new ward pages launched.	Martin Hughes / Aidan Melville	Assistant Chief Executive's Directorate	June 2021	Featured in previous plan (refreshed for updated ward pages)	Councillor Allen
1.13	Vulnerable residents affected by Covid-19 are supported by the Council	Continue to work with partners to provide crisis food, support and other essentials for vulnerable residents					
1.14		Deliver on £100k budget allocation to develop social supermarkets, food pantries, food clubs and other measures as part of a preventative approach to help people avoid food crisis.	Steve Eling	Assistant Chief Executive's Directorate	Timescales to be agreed with partners by end of June.	New action	Councillor Sheppard
1.15		Undertake a range of initiatives to tackle loneliness and isolation including carrying out befriending calls via the tenant federation provider,	Paul Walsh	Adult Care, Housing and Public Health	Ongoing-November 2021	New action	Councillor Brookes and Councillor Roche

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		delivering social activities within Neighbourhood Centres following re-opening in June and empowering community groups to provide support within their communities through the tenant federation contract, within the context and framework of the Health and Wellbeing Board loneliness strategic plan.					
1.16		Deliver the European Social Fund Pathways to Success employment support programme to meet the funding agreement targets for vulnerable residents into training and work.	Paul Elliott	Adult Care, Housing and Public Health	September 2020 – November 2021 (ongoing to March 2022)	New action	Councillor Lelliott, Councillor Sheppard and Councillor Brookes
1.17		Help those who are at risk of abuse and homelessness					
1.18		Recommission domestic abuse support services.	Sam Barstow	Regeneration and Environment	July 2021 – November 2021 (ongoing to Oct 2022)	Featured in the previous plan	Councillor Alam and Councillor Cusworth
1.19		Increase the availability of move-on accommodation for rough sleepers by	Sandra Tolley	Adult Care, Housing and Public Health	June-November 2021	New action	Councillor Brookes and Councillor

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		submitting a funding application to Government and working with the Community Voluntary Sector and Housing Association partners to support delivery.					Sheppard
1.20	Rotherham residents, VCS organisations and businesses use their skills and assets to help others	Strengthen and adapt existing strategic relationships with the voluntary and community sector (VCS).					
1.21		Implementation of staff volunteering policy.	Martin Hughes	Assistant Chief Executive's Directorate	July – November 2021	New action	Councillor Allen and Councillor Alam
1.22		Identify volunteering opportunities and engage with Rotherham Heroes volunteers.	Martin Hughes	Assistant Chief Executive's Directorate	July – November 2021	New action	Councillor Allen
	Better Health and Wellbeing						
2.1	Local incidents and outbreaks are managed effectively	Publish and deliver the Local Outbreak Management Plan (LOMP)					
2.2		Meet national Contact Tracing weekly target of 89% contacts completed successfully.	Nathan Atkinson/ Ben Anderson	Cross-Directorate	March 2021- Ongoing	New action	Councillor Roche
2.3		Regular and timely review of all clusters of cases in complex settings (care, schools and workplaces) for requirements to hold an Incident Management Team meeting (IMT).	Nathan Atkinson/ Ben Anderson	Cross-Directorate	Ongoing to November 2021	New action	Councillor Roche
2.4		Targeted engagement with	Nathan	Cross-	Ongoing	Featured in	Councillor

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		communities to promote vaccination take up and dispel myths and fake news.	Atkinson/ Ben Anderson	Directorate		previous plan (reworded)	Roche
2.5	Health inequalities are understood and responded to	Strengthen the approach to tackling health inequalities					
2.6		Promote and continue to develop the JSNA, including incorporating further needs assessments for the 0-19 and the drug and alcohol services.	Ben Anderson	Public Health	Ongoing (Specific datasets included by August 2021)	New action	Councillor Roche
2.7		Develop the new Health and Wellbeing Board action plan, based on the findings of the JSNA.	Ben Anderson	Public Health	July- September 2021	New action	Councillor Roche
2.8	Vulnerable adults are protected and adult social care is able to adapt to the changing conditions	Ensure that adult social care is able to adapt to the changing conditions					
2.9		Monitor the impact of the COVID pandemic on the demand for Adult Social Care through the Performance Framework, in line with the recovery and reset plan.	Ian Spicer	Adult Social Care, Housing and Public Health	June 2021- August 2021	New action	Councillor Roche
2.10		Deliver the Learning Disability Transformation programme focusing on strength-based assessments and the community options	Ian Spicer	Adult Social Care, Housing and Public Health	Ongoing (March 2022)	New action	Councillor Roche

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		programme.					
2.11		Work with health partners to manage the flow of people with social care needs in and out of the hospital, making best use of available resources.	Scott Matthewman/ Nathan Atkinson	Adult Social Care, Housing and Public Health	August-November	Featured in previous plan (reworded)	Councillor Roche
2.12		Ensure support is in place for carers					
2.13		Ensure a carers network is in place to support implementation of Phase 1 of the Carers Strategy.	Scott Matthewman/ Nathan Atkinson	Adult Social Care, Housing and Public Health	November 2021	New action	Councillor Roche
2.14	Children, young people and families are safe, resilient and successful	Support children, young people and families to remain resilient.					
2.15		Submit a targeted prevention and promotion funding bid to Public Health England (PHE Prevention and Promotion Fund for Better Mental Health 2021/22) to develop a team around the school model of working.	Justin Harker-Daniels	Children and Young People's Services/ Public Health	July 2021 (outcome of bid known, implementation from Autumn term)	Featured in previous plan (reworded)	Councillor Cusworth
2.16		Support the education recovery from the Covid-19 pandemic, including a strong focus on enhanced support for disadvantaged learners.					
2.17		Support and promote the use of catch up premium, any educational recovery opportunities, holidays activity and food, and	Nathan Heath	Children and Young People's Services	Easter 2021-August 2021	New action	Councillor Cusworth

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		summer school activity.					
2.18		Deliver a series of multi-agency summits focussed on those who have elected to home educate to support collaborative safeguarding practice.	Nathan Heath	Children and Young People's Services	June 2021-September 2021	New action	Councillor Cusworth
2.19		Keep children and young people safe and protect the most vulnerable.					
2.20		Open the next home as part of the delivery of the residential strategy.	Justin Harker-Daniels/ William Shaw	Children and Young People's Services	October 2021	Continuation of action featured in previous plan	Councillor Cusworth
2.21		Ensure emergency accommodation is operational by the end of 2021.	Justin Harker-Daniels/ William Shaw	Children and Young People's Services	December 2021	Continuation of action featured in previous plan	Councillor Cusworth
2.22	Rotherham is a place where active travel is accessible, and local people reap the associated health and environmental benefits	Deliver a range of schemes to improve air quality and increase physical activity					
2.23		Complete public consultation on the draft Cycling Strategy and present the final draft for approval.	Andrew Moss	Regeneration and Environment	October 2021	Continuation of action featured in previous plan	Councillor Beck
2.24		Start construction for Sheffield Parkway 50mph speed limit (to be delivered as part of parkway widening.)	Andrew Moss	Regeneration and Environment	March 2021	Continuation of action featured in previous plan	Councillor Beck
2.25		Start construction for Wortley Road Weight	Andrew Moss	Regeneration and	March 2021	Continuation of action featured	Councillor Beck

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		Restriction TRO.		Environment		in previous plan	
2.26		Start construction for Rawmarsh Hill bus priority and routing changes.	Andrew Moss	Regeneration and Environment	March 2021	Continuation of action featured in previous plan	Councillor Beck
2.27		Complete phase 1 of Sheffield Road cycleways.	Andrew Moss	Regeneration and Environment	September 2021	Featured in previous plan, reworded	Councillor Beck
2.28		Commence Moor Road, Manvers cycleway construction.	Andrew Moss	Regeneration and Environment	December 2021	Featured in previous plan, reworded	Councillor Beck
2.29		Deliver a 'Beat the Street' summer programme of activity (including activities delivered by the Council and partners and some one-off BtS trails in parks) to encourage people to continue getting out during summer holidays, with prizes as incentives.	Ben Anderson	Public Health/ Regeneration and Environment	July-August 2021	New action	Councillor Roche
2.30		Deliver £250k investment works in Herringthorpe Stadium (including completion of flood lighting, refurbishment of internal and external pavilion (including track	Chris Siddall	Regeneration and Environment	November 2021	Featured in previous plan, reworded	Councillor Sheppard

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		and hammer cage).					
Economic recovery							
3.1	The Rotherham economy can adapt and start to recover from the pandemic	ESF Advance project up and running.	Simon Moss	Regeneration and Environment	August 2021	New action	Councillor Lelliott
3.2		Start construction of new Century business centre at Manvers.	Simon Moss	Regeneration and Environment	December 2021	Featured in previous plan	Councillor Lelliott
3.3	The vision for the regeneration of the borough rejuvenates communities and businesses	Complete enabling and preparatory works ready for construction to commence on the Forge Island development.	Simon Moss	Regeneration and Environment	November 2021	Continuation of action featured in previous plan	Councillor Lelliott
3.4		If government approve the submission, start to develop full business cases for Towns Fund schemes.	Simon Moss	Regeneration and Environment	12 months from government approval	Continuation of action featured in previous plan	Councillor Lelliott
3.5		Complete construction of 'pocket part' scheme in the town centre.	Simon Moss	Regeneration and Environment	September 2021	Continuation of action featured in previous plan	Councillor Lelliott
3.6		Complete the public realm scheme on College Street and begin work on Frederick Street.	Simon Moss	Regeneration and Environment	September 2021	Continuation of action featured in previous plan	Councillor Lelliott
3.7		Develop and submit bids for the Community Renewal Fund.	Simon Moss	Regeneration and Environment	June 2021	New action	Councillor Lelliott
3.8		Develop and submit bids for the Levelling Up Fund.	Simon Moss	Regeneration and	June 2021	New action	Councillor Lelliott

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
				Environment			
3.9		Complete detailed design for market and library schemes.	Simon Moss	Regeneration and Environment	November 2021	New action	Councillor Lelliott
3.10		Town centre housing sales and marketing campaign launched.	Paul Walsh	Adult Care, Housing and Public Health	May 2021	New action	Councillor Brookes
3.11		First town centre homes completed at Wellgate Place by December 2021, with all 54 homes completed by January 2022.	Paul Walsh	Adult Care, Housing and Public Health	October 2021 / January 2022	Continuation of action featured in previous plan	Councillor Brookes
3.12	Social value is maximised to create more local jobs, apprenticeships and benefits in communities	Create a best practice guide based on the Council's social value work so far.	Jackie Mould	Assistant Chief Executive's	November 2021	New action	Councillor Read and Councillor Alam
3.13		Submit application to become an accredited Real Living Wage employer.	Jackie Mould	Assistant Chief Executive's	August 2021	New action	Councillor Read and Councillor Alam
3.14		Identify a partnership project to drive forward the social value agenda.	Jackie Mould	Assistant Chief Executive's	November 2021	New action	Councillor Read and Councillor Alam
	New ways of working						
4.1	High quality customer services which are efficient and accessible	Focus on accessibility, enabling as many people as possible to self-serve online whilst continuing to provide assisted access for vulnerable customers and those who are unable to access services digitally					
4.2		Enable customers to choose a collection date when requesting a bulky	Helen Barker	Finance & Customer Services	September 2021	Featured in previous plan, reworded	Councillor Read and Councillor Beck

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		waste collection online.					
4.3		Enable customers to use location services or pin a location from a map when reporting an issue, such as reporting a faulty streetlight.	Helen Barker	Finance & Customer Services	July 2021	New	Councillor Read
4.4		Appointment based face to face customer service to re-open.	Helen Barker	Finance & Customer Services	May – July 2021	Featured in previous plan, reworded	Councillor Read
4.5		Deliver Rotherham Digital Inclusion Strategy Phase 1, supported by a £50k budget investment in libraries and outreach work.	Helen Barker	Finance & Customer Services	September 2021	New	Councillor Read and Councillor Sheppard
4.6		Implement new housing case management system.	Paul Elliott	ASC, Housing and PH	October 2021	New	Councillor Brookes
4.7	Staff are supported to work flexibly, building on recent experiences of home working	Implement new Agile Working Policy to improve work-life balance and productivity					
4.8		Safe return to Riverside House and other Council buildings and implementation of new Hybrid Working Policy (dependant on national guidance).	Lee Mann	Assistant Chief Executive's	July (subject to government guidance and local decisions)	Featured in previous plan, reworded	Councillor Read and Councillor Alam
4.9	An empowered and agile workforce,	Learning from the Covid-19 response, use to shape organisational development					
4.10		Informed by staff	Lee Mann	Assistant	Ongoing June	Featured in	Councillor Read

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
	feeling valued and embracing new ways of working	feedback, implement initiatives relating to workforce engagement, support and development.		Chief Executive's	– November 2021	previous plan	and Councillor Alam
4.11		Continue to deliver a sustainable wellbeing programme to the whole workforce	Lee Mann	Assistant Chief Executive's	Ongoing June – November 2021	Featured in previous plan	Councillor Read and Councillor Alam
4.12		Maximise employment opportunities for young people during 2021 through the Kickstart Scheme, by providing up to 89 placements, with up to £100K additional Council investment.	Lee Mann	Assistant Chief Executive's	November 2021	New action	Councillor Alam
	Hope and confidence in Rotherham						
5.1	People trust the Council to deliver on its commitments	Initiatives and activities across all themes are on track.	N/A	All	Ongoing June – November 2021	Featured in previous plan.	
5.2	Communication messages are clear along with opportunities to engage and provide feedback	Continue to broaden the reach of communications messages and engage with local people					
5.3		Establish new process for sending out general news updates 'Rotherham Round-up' and expand the distribution list to maximise it.	Chris Burton	Assistant Chief Executive's	Ongoing June – November 2021	Featured in previous plan, wording for action rephrased.	Councillor Read

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
5.4	Local people feel more connected to their community by engaging in positive activities: getting active, creative and outdoors more often	Delivery events and activities for Rotherham residents					
5.5		Deliver the Rotherham Show in line with national guidance	Leanne Buchan	Regeneration and Environment	September 2021	New	Councillor Sheppard
5.6		Reopening of the Civic Theatre	Leanne Buchan	Regeneration and Environment	September 2021	Links to action in old plan - Roll out the safe re-opening of libraries, cultural and leisure centres.	Councillor Sheppard
5.7		Restoration of Rotherham's heritage sites					
5.8		Begin work on the restoration of Keppel's Column	Leanne Buchan	Regeneration and Environment	July 2021	New	Councillor Sheppard
5.9	Places are clean, welcoming and well-maintained	Carry out a range of environmental improvements around the Borough					
5.10		Delivery of the '£24 million to 2024' Roads Programme to repair approximately 150 roads and footpaths by November	Colin Knight/Tom Smith	Regeneration and Environment	July-November 2021	Featured in previous plan, reworded slightly	Councillor Beck
5.11		Deliver on £489k	Martin	Regeneration	July-November	Featured in	Councillor Beck

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		investment in four additional zonal cleansing teams to further enhance the cleansing regimes in high footfall areas and on main routes and cycleways.	Raper/Tom Smith	and Environment	2021	previous plan, reworded	
5.12		Develop the strategic approach to support the future delivery of a 'pollinator friendly' borough.	Tom Smith	Regeneration and Environment	July-November 2021	Featured in previous plan, reworded slightly	Councillor Beck
5.13		Delivery of the 3-year litter bin programme to improve the quality and location of street litter bins across the borough by investing in additional equipment, including installing 98 solar power bins by November.	Tom Smith	Regeneration and Environment	July-November 2021	Featured in previous plan, reworded slightly	Councillor Beck
5.14		Increase the number of successful outcomes from fly-tipping investigations and non-payment of FPNs and publicise this more widely.	Sam Barstow/Tom Smith	Regeneration and Environment	July-November 2021	Featured in previous plan	Councillor Beck
5.15		Promote the seven day Out of Hours Service,	Sam Barstow/Tom	Regeneration and	July-November 2021	Featured in previous plan,	Councillor Beck

Ref	Outcome	Activity	Lead officer	Lead directorate	Timescales for delivery (from and to)	New action or featured in previous plan?	Lead Cabinet Member
		increasing access for noise and anti-social behaviour complainants.	Smith	Environment		reworded	
Cross cutting							
6.1	A borough based on social justice where all residents have a good quality of life and are able to achieve their potential	Develop and deliver an action plan to support the Council on the ambition to get to excellent on the Equalities Framework for Local Government.	Jackie Mould/ Steve Eling	Assistant Chief Executive's Directorate	June-November 2021	New action	Councillor Alam
6.2	Carbon emissions for the Council and the borough are reduced	Develop a proactive tree planting strategy, using an investment of £50k for a dedicated engagement officer to lead activity.	Leanne Buchan	Regeneration and Environment	November 2021	New	Councillor Lelliott and Councillor Sheppard
6.3		Develop a Council-building decarbonisation plan.	Jonathon Marriott	Regeneration and Environment	November 2021	New	Councillor Beck
6.4		Implement Community Energy Support Scheme post restriction communication and support plan to reduce Rotherham residents' energy costs, reduce fuel poverty and reduce domestic emissions.	Jonathon Marriott	Regeneration and Environment	November 2021	New	Councillor Brookes and Councillor Sheppard

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: Year Ahead Plan extension	
Date of Equality Analysis (EA): 28 th May 2021	
Directorate: Assistant Chief Executive's Directorate	Service area: Policy, Performance and Intelligence
Lead Manager: Jackie Mould	Contact: jackie.mould@rotherham.gov.uk
<p>Is this a:</p> <p> <input checked="checked" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other </p> <p>If other, please specify</p>	

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 (e.g. service user, managers, service specialist)
Jo Brown	Rotherham Metropolitan Borough Council	Assistant Chief Executive
Jackie Mould	Rotherham Metropolitan Borough Council	Head of Policy, Performance and Intelligence
Michael Holmes	Rotherham Metropolitan Borough Council	Partnership Officer
Becky Woolley	Rotherham Metropolitan Borough Council	Policy 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.)

Covid-19 has had a fundamental effect on the way the Council works and will continue to affect how it operates in the short, medium and long term. The Year Ahead Plan sets out how the Council will work with all Rotherham communities, residents and businesses in these uncertain times; providing ongoing support to those who continue to be affected by the pandemic and helping to build resilience as we all adapt to the challenges ahead.

The key aims of the Year Ahead Plan are to:

- Continue to work with our residents and stakeholders, supporting them and adapting with them to meet current needs in light of the pandemic.
- Continue to manage the ongoing effects of the pandemic, including the local outbreak control plan.
- Continue to drive our ambitious plans for the borough wherever possible.
- Continue to develop and embed new ways of working.

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

Some contextual equalities information relating to Rotherham as a borough is outlined below. It should be noted that much of this data is drawn from Census information which is becoming increasingly dated; full data sets will be reviewed next year when information is available from the 2021 Census, providing a new reliable set of baselines.

- Population estimates indicate that the borough is becoming increasingly diverse with significant international migration, mainly from other EU countries. Based on

the 2011 census, the proportion of residents from Black and Minority Ethnic (BAME) communities increased from 4.1% in 2001 to 8.1% in 2011. The Pakistani community is the second largest ethnic group in Rotherham after White British, with 3% of residents in 2011 and 6.8% of school pupils in 2018.

- Rotherham's BAME population is very concentrated in the inner areas of the town whilst the outer areas were 96% White British in 2011. 42% of BAME residents 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 52,299 people aged 65 years or over or 21.2% of the population, above the national average of 18.4% (2019). The population aged over 65 is projected to increase to 58,074 people by 2026, with the largest increase being in the number of people aged over 75.
- Rotherham had 56,588 people with a limiting long-term health problem or disability in 2011, with 11.3% saying this limits their activity a lot, compared with the average of 8.3% nationally. Although there have been health improvements, health inequalities remain and in some cases are widening.
- 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, whereby male workers in Rotherham earn £13,409 more than female workers, on average (median gross annual pay). This means women's pay in Rotherham is only 54.6% of men's pay, compared with 64.5% nationally.
- 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.

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

Local data is not currently available for the LGBT+ population but should become available in the future. At the national level, estimates from 2017 based on survey work show 2% of the 16 and over population identifying as LGB with 4.2% in the 16 to 24 age group. In the absence of local data, the use of national data is appropriate.

The longer-term impacts of the COVID-19 pandemic, beyond immediate health concerns, are not currently known. The Council will continue to monitor this, including the impact of protected characteristic groups, as the borough moves into recovery.

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

Equality and social inclusion is a cross-cutting theme within the plan, and an update on equalities forms part of the quarterly updates on the plan. These updates are reviewed by both SLT and Cabinet and are publicly available online.

<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>As the plan has been developed as a response to COVID-19, an overarching engagement process was not feasible. However, engagement has taken place around individual projects, which has informed the actions that have been agreed as part of this plan and extension. Some examples include:</p> <ul style="list-style-type: none"> • Engagement with communities around the new Town Centre housing development. • Engagement with Rotherham Heroes, voluntary sector organisations and shielded/vulnerable individuals through the Rotherham Community Hub. • Engagement with local people in support of the delivery of the Local Outbreak Management Plan (and formerly, the Local Outbreak Control Plan.) <p>As part of the new Council Plan, which is being developed in the latter part of 2021, a comprehensive consultation and engagement programme will be carried out.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Multiple surveys have been undertaken with staff throughout the pandemic. The findings of these surveys have informed the development of the 'new ways of working' theme.</p> <p>One of the key equality implications of the COVID-19 pandemic has been around workforce wellbeing, acknowledging that some staff groups, including those with protected characteristics have experienced the last 12 months differently.</p> <p>Examples of action being taken to support the wellbeing of staff include that:</p> <ul style="list-style-type: none"> • The Council has produced wellbeing guides for staff. • A revised approach was taken to the PDR process for 2020-21 to ensure that the focus of the meetings was around the individual's wellbeing and any required reasonable adjustments that needed to be made. This approach will continue in 2021-22 with the focus firmly on support and wellbeing of each individual member of the workforce. • Staff receive regular communications through employee briefings, newsletters and team

meetings.

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)

Where required, individual actions within this plan have undertaken an equality assessment and/or full equality analysis when they were taken through the Cabinet decision process. This equality analysis is focussed on the plan as a whole, considering the equality impacts relating to the broad themes. Individual equality analyses have been drawn from to complete this section.

Equalities and social inclusion is a crosscutting theme within the Year Ahead Plan. Examples of how this has fed into the actions agreed for the extension of the Year Ahead Plan are outlined below.

Thriving neighbourhoods

Work will continue to take place through various actions within this theme to engage with protected characteristic groups. Examples include:

- The Staff Volunteering Policy, where reasonable adjustments will be made to ensure that opportunities for staff to volunteer are open to all, including those with disabilities or caring responsibilities.
- Targeted campaigns (with partners) to increase the number of volunteering opportunities / volunteers from communities with protected characteristics through the Rotherham Heroes programme.
- The recruitment of a Community Organiser working to engage tenants from underrepresented groups (i.e. BAME, young, disabled, rural, working).
- Consultation with seldom-heard communities to develop the ward plans.

As well as engagement and outreach to protected characteristic groups, equalities data continues to be monitored in a number of areas, including through homelessness assessments, crisis food provision and the allocation of ward budgets.

Moreover, the refresh of the ward webpages will be made as accessible as possible and will be able to be read by accessibility software.

Better health and wellbeing

The better health and wellbeing theme includes activity around outbreak control. A full EA was completed around the Local Outbreak Management Plan, which outlined mitigating

actions that would be taken. One of the areas that will be monitored and fed through to the Year Ahead Plan is the ongoing work to communicate and engage with protected characteristic groups. Whilst this will be responsive to the evolving situation, it will build on positive work that has already taken place. Examples include:

- Distributing borough-wide leaflets to ensure that key information about restrictions and support available reaches those who are digitally excluded, which is more likely to be older people or people living in areas of high deprivation.
- Translating communications materials into the six most highly spoken languages within the borough after English. This has also included providing a toolkit of resources for community groups and faith leaders to share.
- Providing guidance documents for faith leaders, funeral directors and general public on safe conduct at funerals.

Actions to support both older and younger people are also included within this section of the plan, with a focus on supporting the disadvantaged. This theme also covers actions relevant to disability, such as My Front Door Activity. This programme seeks to provide support to adults with learning disabilities and autism to live a full and rich life.

In addition to these aspects of the plan, a central focus of the better health and wellbeing theme will be work around health inequalities, which has implications for nearly all protected characteristic groups.

Economic recovery

Addressing inequality is being considered through key actions within the economic recovery theme, such as the bids to be submitted to the Levelling up Fund. For all of these bids, consideration of the impacts on protected characteristic groups will be built into the proposals.

Moreover, engagement with local people, including protected characteristic groups has directly informed the development of local regeneration schemes. For instance, engagement with local people has informed the development of the Town Centre house build programme. Additionally, targeted engagement with underserved communities in Eastwood and Templeborough has shaped the Town Investment Plan.

This theme also includes an action to deliver on library schemes. The Library Strategy was agreed in October and aims to improve the accessibility of libraries, meaning this is likely to have a positive impact on protected characteristic groups, including those with disabilities.

The economic recovery theme also captures ongoing activity to deliver the Council's commitment to social value. The approach to social value directly inter-relates with equality objectives through addressing socio-economic inequalities, building local economic resilience to the benefit of the local community. The inclusion of "Living Wage Foundation" living wage accreditation will help to tackle economic inequalities.

New ways of working

A focus on the accessibility of customer services has been incorporated into the Year Ahead Plan, including promoting self-serve and continuing to assist those who are unable to access services digitally. Additionally, one of the key actions included in the plan relates to the delivery of the Rotherham Place Digital Inclusion Strategy. This has significant equalities implications, as national data finds that digital exclusion is more prevalent amongst the elderly, disabled, and individuals from BAME and socially deprived communities.

The other main equality aspect of the new ways of working theme relates to staff, and particularly workforce wellbeing. Engagement with staff has highlighted that some groups have experienced the last 12 months in a different way to others; therefore, a more tailored approach to engaging and supporting specific staff groups is now being undertaken. Activity to support the wellbeing of the workforce has been incorporated into the plan.

Hope and confidence

A full equality analysis was completed in relation to the strategic management and maintenance of Rotherham highways. This EA provides detail as to how the Council has engaged with local people regarding the Highway Works Programme to ensure disadvantaged groups have equal opportunity to access all aspects of the network. The indicative Highway Works Programme includes a substantial schedule of works to improve access to the footway network. These measures provide visually impaired and wheelchairs user's equal access to the network.

Does your Policy/Service present any problems or barriers to communities or Groups?

Barriers and problems to access for individual activities are being addressed through specific equality impact assessments where necessary.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The Year Ahead Plan aims to achieve positive impacts on all resident across the borough. However, across the plan, there is a focus on supporting specific groups of residents who have been disproportionately affected by COVID-19. In particular, the outcomes and activities strive for specific positive impacts for:

- Homeless individuals and rough sleepers.
- Those affected by domestic abuse.
- Residents affected by food poverty.
- Unemployed residents/those who are facing financial hardship.
- Residents who have felt lonely and isolated during the pandemic.
- Children and young people who have been most affected by disruptions to education.
- Older people and adults with learning disabilities.

- The digitally excluded.

What effect 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)

The Year Ahead Plan aims to foster good relations between communities, particularly through the thriving neighbourhoods theme. This theme aims to ensure Rotherham residents, VCS organisations and businesses use their skills and assets to help others and the Council is putting communities at the heart of everything we do. As such, activities strive to have a positive impact on community relations by empowering communities to work together for the good of the borough, and by enhancing the Council's understanding of it communities and any potential for community tensions.

The plan also aims to foster good relations between local people and the Council, through delivery on the following outcome within the hope and confidence theme: "People trust the Council to deliver on its commitments."

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

Title of analysis: Year Ahead Plan Extension
Directorate and service area: Assistant Chief Executive's Directorate
Lead Manager: Jackie Mould, Head of Policy, Performance and Intelligence
Summary of findings:
Equalities and social inclusion is a crosscutting theme within the Year Ahead Plan, so has been considered as part of the development of the extension.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor the ongoing equality implications of the Year Ahead Plan.	All	Ongoing
Provide quarterly update reports to Cabinet, including consideration of the equality implications.	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	28/05/2021
Jackie Mould	Head of Policy, Performance and Intelligence	28/05/2021

7. Publishing	
<p>The Equality Analysis will act as evidence that due regard to equality and diversity has been given.</p> <p>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.</p> <p>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.</p>	
Date Equality Analysis completed	28/05/2021
Report title and date	Year Ahead Plan
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	28/05/2021

User guidance:

- The first section of this form guides users through considering major areas where emissions are likely to occur. If emissions are impacted in a way not covered by these categories, please identify this at the bottom of the section
- The first section should be filled as such:
 - **Impact:** identify, in relation to each area, whether the decision of the proposal does the following: *reduces emissions*, *increases emissions*, or has *no impact on emissions*. If it is uncertain this section can be labelled *impact unknown*
 - If **no impact on emissions** is identified: no further detail is needed for this area, but can be added if relevant (e.g. if efforts have been made to mitigate emissions in this area.)
 - **Describe impacts or potential impacts on emissions:** two sections deal respectively with emissions from the Council (including those of contractors), and emissions across Rotherham as a whole. In both sections please explain any factors that are likely to reduce or increase emissions. If **impact unknown** has been selected, then identify the area of uncertainty and outline known variables that may affect impacts.
 - In most cases there is no need to quantify the emission impact of an area after outlining the factors that may reduce or increase emissions. In some cases, however, this may be desirable if factors can be reduced to a small number of known variables (e.g. if an emission impact is attached to a known or estimated quantity of fuel consumed).
 - **Describe any measures to mitigate emission impact:** regardless of the emission impact, in many cases steps should be taken in order to reduce mitigate all emissions associated with each area as far as possible; these steps can be outlined here (For example: if a proposal is likely to increase emissions but practices or materials have been adopted in order to reduce this overall impact, this would be described here).
 - **Outline any monitoring of emission impacts that will be carried out:** in this section outline any steps taken to monitor emission levels, or steps taken to monitor the factors that are expected to increase or reduce emission levels (for example, if waste or transport levels are being monitored this would be described here)
- A **summary paragraph** outlining the likely overall impacts of the proposal/decision on emissions should then be completed - this is not required if the proposal/decision has no impact across all areas.
- The supporting information section should be filled as followed:
 - Author/completing officer
 - **Research, data, or information** may refer to datasets, background documents, literature, consultations, or other data-gathering exercise. These should also be added to the **supporting documents** section of the cabinet report

-
- Carbon Impact Assessments are to be appended to the associated cabinet reports
 - Prior to publishing reports, Carbon Impact Assessments should be sent to climate@rotherham.gov.uk for feedback
 - Report authors may also use the above email address to direct any further queries or to access further support regarding completing the assessment

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	Increases emissions	<ul style="list-style-type: none"> Return to Riverside House and other Council buildings as part of plan resulting in potential increase in emissions due to increased energy use – Reopening of Council premises as part of plan such as the Civic Theatre, libraries, cultural and leisure centres resulting in potential increase in emissions due to increased energy use. 	<ul style="list-style-type: none"> Potential increase emissions across Rotherham as a whole resulting from increased number/use of operational buildings. 	<ul style="list-style-type: none"> Planned and ongoing actions to mitigate carbon impacts include detailed site surveys to identify interactions to decarbonise operational buildings, implementation of energy awareness training for the Council workforce and continuing to support the private sector led development of Templeborough biomass heat network. Implementation of a Hybrid Working Policy may result in mitigation of emissions from return to Council buildings, compared to a complete return 	<ul style="list-style-type: none"> Planned and ongoing actions to monitor carbon impacts include improving the monitoring and data capture processes currently in place, especially for energy generation both internally and throughout the borough.

Emissions from transport?	Unknown impact on emissions	<ul style="list-style-type: none"> • Potential increase in emissions associated with increased zonal cleansing on main routes and cycleways as part of plan. • Return to Riverside House and other Council buildings resulting in potential increase in emissions as staff previously working from home commute to work. • Potential increase in emissions through fleet emissions associated with delivery of Year Ahead actions, including, for example, grounds maintenance and construction works. 	<ul style="list-style-type: none"> • Potential decrease in long term of carbon emissions across the borough as a result of schemes to improve air quality and increase physical activity in the extended Year Ahead Plan, including works on the Clean Air Zone, the new Cycling Strategy and cycleway construction projects, and Beat the Street sustain plan. • So far there is not sufficient data to determine to what extent the above reductions will offset increases implied and whether there will be a net increase or decrease in emissions. 	<ul style="list-style-type: none"> • A vehicle replacement programme is being developed to consider alternative fuel vehicles, and a potential reduction of fleet emissions will also be achieved by the planned rollout of Telematics. • The Cycling Strategy in development is estimated to reduce overall emissions from transport by ~2% across the borough. • All residential developments, and all developments providing five or more parking spaces, are now expected to provide charging infrastructure, with 20% of parking spaces at non-residential developments required to have charging points and cable routes provided to ultimately serve all parking spaces. • Expansion of EV charging infrastructure. 	<ul style="list-style-type: none"> • Planned rollout of Telematics for fleet vehicles to monitor driver compliance will fuel efficiency.
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Emissions from waste, or the quantity of waste itself?	Impact unknown (reduced emissions per household but this is likely to be countered by the increased number of households, developments, and economic renewal)	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • Potential reduced emissions through Year Ahead actions to encourage recycling and responsible waste disposal, including a three-year litter bin programme, a campaign against fly-tipping and a new system of booking a date for bulky waste collection online. 	<ul style="list-style-type: none"> • Planned recycling improvement and contamination reduction through engagement activities, including a behaviour-focused campaign to reduce waste and contamination. • Plan to work with BDR PFI contractor to continue landfill waste reduction. • Plan to set out and deliver plans to introduce recycling to the Council's commercial waste offer, in order to support schools and businesses to recycle more. • Implementation framework under the Barnsley, Doncaster and Rotherham Joint Waste Plan. 	
Emissions from housing and domestic buildings?	Increases emissions	<ul style="list-style-type: none"> • Potential increase in emissions from new Council properties. 	<ul style="list-style-type: none"> • Potential increase in emissions across the borough as a result of emissions from new homes constructed at Wellgate Place and town centre housing developments. 	<ul style="list-style-type: none"> • All residential developments are now expected to provide charging infrastructure, with 20% of parking spaces at non-residential developments required to have 	<ul style="list-style-type: none"> • Planned work to establish housing stock emission baselines, including establishing these for Council stock and working to

				<p>charging points and cable routes provided to ultimately serve all parking spaces.</p> <ul style="list-style-type: none"> • The new properties have a B grade EPC rating and an energy rating of 83. • Houses on the town centre developments will incorporate electric vehicle charging points and a financial contribution of £88,500 towards Sustainable Transport will help encourage the switch to lower carbon vehicles. • Planned roadmap to zero carbon for Council housing. • Planned establishment of energy specifications for new Council homes in line with planned regulation changes. • Community Energy Support Scheme launched on 1st March 2021 to provide support for Rotherham residents to reduce energy costs, improve energy 	<p>consolidate available evidence on private housing stock.</p>
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				efficiency and support with potential Government grants.	
Emissions from construction and/or development?	Increases emissions	<p>Increase in emissions from construction and development projects associated with actions in the current and extended Year Ahead Plan, including:</p> <ul style="list-style-type: none"> • The libraries refurbishment programme and construction of a new library at Thurcroft • Construction of new cycleways • Investment works at Herringthorpe Stadium • Construction of a new business centre at Manvers • Forge Island development works • Town Centre development works, including public realm scheme and 'pocket park' • Construction of new homes at Wellgate Place • '£24 million to 2024' Roads Programme 	<ul style="list-style-type: none"> • Potential increase in emissions across the borough resulting from construction and future use of new developments. 	<ul style="list-style-type: none"> • All developments providing five or more parking spaces, are now expected to provide charging infrastructure, with 20% of parking spaces at non-residential developments required to have charging points and cable routes provided to ultimately serve all parking spaces. • Construction of new cycleways will have a potential long-term impact of reducing borough-wide emissions. • Implementation of energy awareness training for the Council workforce. 	<ul style="list-style-type: none"> • Planned and ongoing actions to monitor carbon impacts include improving the monitoring and data capture processes currently in place, especially for energy generation both internally and throughout the borough. This data should be publicly available.

		<ul style="list-style-type: none"> • Greasbrough roundabout upgrade • Parkway widening scheme. 			
Carbon capture (e.g. through trees)?	Reduces emissions	N/A	<ul style="list-style-type: none"> • Potential long-term reduction in emissions through carbon capture associated with proactive tree planting strategy. 	<ul style="list-style-type: none"> • Appointment of the Trees and Woodlands Engagement Officer. • Update to Local Plan Core Strategy. • Adoption of the Tree Management Policy. 	N/A

Identify any emission impacts associated with this decision that have not been covered by the above fields:

The Year Ahead Plan contains Climate Impact as a cross-cutting strand. The Council published its first Climate Emergency Annual Report in March 2021. This report included both a Carbon Action Plan for 2021/22, which outlined actions to be undertaken over the subsequent year to reduce emissions, and a progress review of actions carried out/in progress so far.

Please provide a summary of all impacts and mitigation/monitoring measures:

The Year Ahead Plan, approved by Cabinet on 21 September 2020, is the Council's plan for operating in and recovering from the COVID-19 pandemic. The purpose of the plan is to support residents, communities and businesses through the challenges and uncertainty of the pandemic, helping to build resilience whilst also continuing to drive our ambitious plans for Rotherham.

The plan sets out the headline themes and corresponding outcomes and key actions for September 2020 through to May 2021, with the extension to the plan covering the period until November 2021. This captures a variety of activities across all Council directorates.

Climate Impact is one of two cross-cutting themes within the plan and is integral to the delivery of actions under the plan. For all themes, it is considered how actions can contribute towards the Council's carbon reduction target and improved environmental outcomes. All themes under the plan contain aspects which include climate impact considerations, and climate change is particularly relevant to the Economic Recovery theme since carbon emissions are overwhelmingly linked to economic activity, either through consumption, production, or distribution. Embedding this cross-cutting strand across themes also acknowledges the multi-faceted nature of this issue and the need to pool expertise and knowledge from across the Council, as well as collaborating with partners, stakeholders, and communities.

In line with this cross-cutting theme, the Council's first Climate Emergency Annual Report was published in March 2021, and included a progress review of actions which have been completed or are ongoing, as well as a Carbon Action Plan for 2021/22, which outlined actions to

be undertaken over the subsequent year to reduce emissions. This Action Plan captures planned and ongoing activity in areas which are linked to the delivery of many actions under The Year Ahead Plan (as identified above), including:

- Energy: reducing the energy used in Council operations and raising awareness within the workforce and across the borough;
- Transport: reducing emissions from the Council's fleet and from public and private transport usage across the borough;
- Housing: reducing emissions associated with domestic energy usage; and
- Waste: exploring the sustainable processing and reduction of waste working with partners.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Laura Stapleton, National Management Trainee, PPI, ACEx
Please outline any research, data, or information used to complete this [form].	
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	
Tracking [to be completed by Policy Support / Climate Champions]	Sam Blakeborough, Policy Officer, PPI, ACEx Lisbeth Baxter, BDR Manager, R&E

Committee Name and Date of Committee Meeting

Cabinet – 21 June 2021

Report Title

Equalities Annual Report – 2020/21

Is this a Key Decision and has it been included on the Forward Plan?

No, but it has been included on the Forward Plan

Strategic Director Approving Submission of the Report

Jo Brown, Assistant Chief Executive

Report Author(s)

Jackie Mould, Head of Policy, Performance and Intelligence

Jackie.mould@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

Publishing an annual equalities report is part of the Council's Public Sector Equality Duty. The purpose of the report is to highlight the progress made over the past 12 months towards the equalities agenda, as well as outlining some next steps. The report covers key achievements and case studies from across the Council.

Recommendations

1. Note the progress made over the past 12 months towards the equalities agenda.
2. Note the next steps outlined within the Equalities Annual Report.

List of Appendices Included

Appendix 1 Equalities Annual Report – 2021/22

Appendix 2 Equalities Annual Report – Initial Equality Screening Assessment

Appendix 3 Equalities Annual Report – Carbon Impact Assessment

Background Papers

None.

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Overview and Scrutiny Management Board – 30 June 2018

Council Approval Required

No

Exempt from the Press and Public

No

Equalities Annual Report – 2020/21

1. Background

- 1.1 Publishing an annual equalities report is part of the Council's Public Sector Equality Duty. The purpose of the report attached in Appendix 1 is to highlight the progress made over the past 12 months towards the equalities agenda, as well as outlining some next steps. The report covers key achievements and case studies from across the Council.
- 1.2 It has been an exceptional year, with the Council's focus being on responding to and starting to recover from COVID-19. The pandemic has exacerbated existing inequalities, with the most disadvantaged communities being hit the hardest, and has also uncovered latent vulnerability within our communities. Throughout the response to the pandemic, equalities has remained an important priority for the Council, and this will continue to be a priority as the borough moves into recovery.
- 1.3 Equalities is an integral part of the Council's Year Ahead Plan which will continue to identify the interventions and activities needed to address inequality in the economy, health and community development. Equalities also remains an important part of the Council's outbreak management plan, ensuring that the Council's response is targeted to take account of different needs.
- 1.4 The Council has made a commitment to reach 'Excellent' within the LGA's Equality Framework by 2022. Work toward accreditation is underway and the council will seek to build on current good practice and to develop its approach further through engagement with elected members, Council officers, partners, and local communities. This will be linked to engagement around the new Council Plan.

2. Key Issues

- 2.1 The annual report is structured around four themes:
 - Understanding and working with our communities. This includes information on the Council's approach to collecting and analysing equalities data, as well as engaging with local people, fostering good relations within communities, and supporting local people to participate in public life.
 - Leadership and organisational commitment. This covers how the Council has approached equality and diversity in decision-making, communications, partnership working, priority setting and policy development.
 - Responsive services and customer care. This focusses on how equalities considerations have factored into the planning and delivery of in-house Council services, as well as commissioning and procurement.

- Diverse and engaged workforce. This includes information on how the Council's workforce has been supported over the past year, in terms of inclusive working practices, health and wellbeing support and learning and development around equalities.

2.2 In addition to reflecting on the key areas of progress against these themes over the past year, the report also outlines some of the next steps that will be priority areas of action to support the equalities agenda in 2021/22.

3. Options considered and recommended proposal

- 3.1 That Cabinet:
- a) Note the progress made over the past 12 months towards the equalities agenda.
 - b) Note the next steps outlined within the Equalities Annual Report.

4. Consultation on proposal

4.1 This report is for information and therefore, no decision is required, and no consultation needed.

5. Timetable and Accountability for Implementing this Decision

5.1 Not applicable. This report is for information and no decision is required.

6. Financial and Procurement Advice and Implications

6.1 This report is to highlight the progress made over the past 12 months towards the equalities agenda, as well as outlining some next steps. It is an update report and as such there are no direct financial implications as a result of the recommendations of this report.

6.2 Procurement will continue to support the work around equalities when undertaking procurement projects and through the activity being undertaken in line with the Council's Social Value Policy and commitments.

7. Legal Advice and Implications

7.1 The Council is required to comply with the Public Sector Equality Duty as set out within the Equality Act 2010 in carrying out their functions and must have regard to the need to achieve the objectives set out under Section 149 of the Equality Act 2010 to:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- 7.2 In accordance with Equality Act 2010 (Specific Duties) Regulations 2011, the Council is required to publish information to demonstrate their compliance with the public sector equality duty every 12 months. This report is drafted in compliance with that legal obligation.

8. Human Resources Advice and Implications

- 8.1 Activity relevant to the workforce is set out under the 'diverse and engaged' workforce section of the report.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 Throughout the report, there are numerous examples of key achievements where the Council has worked with children and young people and vulnerable adults to support the equalities agenda.

10. Equalities and Human Rights Advice and Implications

- 10.1 This report is focussed on how the Council has worked to progress the equalities agenda over the past 12 months. As outlined above, publishing an annual report is part of the Council's Public Sector Equality Duty.
- 10.2 The report also sets out some of the key next steps that will be taken to advance the equality agenda. Where required, full equality analyses will be undertaken.

11. Implications for CO2 Emissions and Climate Change

- 11.1 This report has no significant implications for CO2 emissions and climate change. However, certain protected characteristic groups, such as older or younger people or those with physical disabilities, are likely to be more vulnerable to the effects of climate change. These agendas are therefore, closely linked.

12. Implications for Partners

- 12.1. Engagement with partners is integral to tackling inequalities and deprivation. Several examples included within this report refer to partnership initiatives, where the Council has worked with local partners towards the equalities agenda.

13. Risks and Mitigation

- 13.1 No substantial risks have been identified in connection with this annual report.

14. Accountable Officers

Jo Brown, Assistant Chief Executive

Jackie Mould, Head of Policy, Performance, and Intelligence

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp	07/06/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	28/05/21
Head of Legal Services (Monitoring Officer)	Stuart Fletcher	02/06/21

Report Author: Jackie Mould, Head of Policy, Performance and Intelligence
Jackie.mould@rotherham.gov.uk

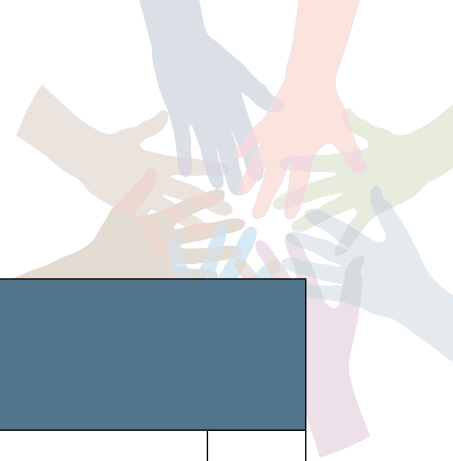
This report is published on the Council's [website](#).

EQUALITIES

ANNUAL REPORT 2020/21



www.rotherham.gov.uk



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FOREWORD

Rotherham Council is committed to achieving equality for all and a cohesive society built on tolerance and mutual respect, where no-one is left behind. Our approach to agreeing policy priorities is underpinned by this, with a focus on tackling inequalities running through everything that we do.

I am proud that equalities considerations have been integral to the partnership response to the COVID-19 pandemic in Rotherham. As reflected in this report, engagement with diverse communities has directly influenced our approach, and we have continued to work closely with the voluntary, community and faith sectors to mitigate the worst inequality impacts from the pandemic.

Of particular note has been the work of the Rotherham Community Hub, supporting our clinically vulnerable residents, along with securing crisis food provision for residents experiencing financial hardship. Additionally, the Bereavement and Registration Service has engaged extensively with faith communities. This work has been vital to support our communities at a time of great need.

I am pleased that our strategic approach and commitment to equalities has developed too. Our resolution about “Black Lives Matter” confirms our determination to tackle discrimination and make Rotherham an anti-racist town. Moreover, the commitment made by Cabinet in November 2020 to achieve “Excellent” under the Equality Framework for Local Government sets the ambition for Rotherham to be among the best in the country in our approach to equalities. This will be a major milestone for the Council and will help to drive better outcomes for local people.

The past year has been a challenging time for our public services, our communities and those involved in driving our economy. We also know that the COVID-19 pandemic has had a disproportionate impact on certain groups, especially those who are already impacted by inequalities or with protected characteristics. Whilst the long-term impacts of the pandemic are not yet known, continuing to put equality at the centre will be key to our approach to COVID recovery.

I invite everyone to join us in celebrating our successes to date and in our positive agenda for equalities. As we prepare our new Council Plan and work on the recovery from the COVID-19 pandemic, now is a critical moment for us all to come together to work for the benefit of all communities.



Councillor Alam

Cabinet Member for Corporate Services, Community Safety and Finance

INTRODUCTION

The Council wants to see a borough based on social justice where all residents have a good quality of life and can achieve their potential. This is underpinned by the recognition that individuals, families and communities do not all have the same starting point or access to the same opportunities.

It has been an exceptional year, with the Council's focus being on responding to and starting to recover from COVID-19. The pandemic has exacerbated existing inequalities, with the most disadvantaged communities being hit the hardest, and has also uncovered latent vulnerability within our communities. Throughout the response to the pandemic, equalities has remained an important priority for the Council, and this will continue to be a priority as the borough moves into recovery.

Publishing an annual equality report is part of the Council's Public Sector Equality Duty. The purpose of this report is to highlight the progress made over the past 12 months towards the equalities agenda, as well as outlining some next steps. The report covers key achievements and case studies from every Directorate within the Council.

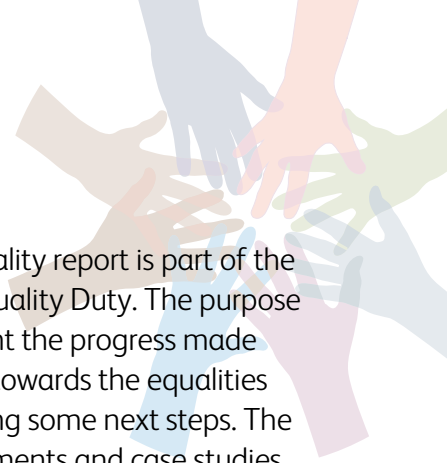
The report focusses on four key themes:

Understanding and working with our communities.

Leadership and organisational commitment.

Responsive services and customer care.

Diverse and engaged workforce.



ROTHERHAM CONTEXT

Rotherham is one of four metropolitan boroughs in South Yorkshire and lies at the centre of the Sheffield City Region. The borough is divided into 25 wards covering a wide diversity of urban, suburban and rural areas. Rotherham developed as a major industrial centre of coal mining and steel making which have shaped the Borough's character. Following the decline of traditional industries, regeneration has brought new opportunities to the area including advanced manufacturing.

Rotherham is also proud of its environment where 70 % is open countryside; there are 3 country parks and other parks including the award-winning Clifton Park. The large stately home of Wentworth Woodhouse boasts the longest façade in Europe and is surrounded by a 15,000 acre estate.

Rotherham's population has grown from 247,000 in 2000 to 265,411 in mid-2019. Population growth has resulted from natural increase (more births than deaths), net inward migration and longer life expectancy.

General demographic and socio-economic trends have included a growing and increasingly diverse population, with significant international migration, mainly from other EU countries. The population is ageing which not only means more older people but also more disabled people. Inequalities persist for workless, disabled and low paid people, who have been adversely affected by welfare reform since 2012. Health inequalities are also significant in Rotherham, where healthy life expectancy is well below average.

The data available and population estimates indicate that the Borough is becoming increasingly diverse. However, much of the data is now becoming increasingly dated. The full data sets will be reviewed next year when information is available from the 2021 Census, providing a new reliable set of baselines.

Rotherham is a diverse borough and the ethnic profile continues to change. Based on the 2011 census, the proportion of residents from Black and Minority Ethnic (BAME) communities increased from 4.1 % in 2001 to 8.1 % in 2011. Ethnic diversity is most evident amongst young people. The Pakistani community is the second largest ethnic group in Rotherham after White British.

Rotherham's BAME population is very concentrated in the inner areas of the town whilst the outer areas were 96 % White British in 2011. 42 % of BAME residents 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 %.

Rotherham has 52,299 people aged 65 years or over or 21.2% of the population, above the national average of 18.4 % (2019). The population aged over 65 is projected to increase to 58,074 people by 2026, with the largest increase being in the number of people aged over 75.

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 and about 12,667 children were living in "absolute poverty" in 2018/19.

Local data is not currently available for LGBT+ but should become available in the future. At the national level, estimates from 2017 based on survey work show 2 % of the 16 and over population identifying as LGB with 4.2 % in the 16 to 24 age group. In the absence of local data, the use of national data is appropriate.

A continuing inequality is the pay gap between men and women, whereby male workers in Rotherham earn £13,409 more than female workers, on average (median gross annual pay). Women's pay in Rotherham is only 54.6 % of men's pay compared with 64.5 % nationally. The pay gap for full-time workers is smaller at £9,705

but women still only earn 69.9% of male earnings, again lower than the national average of 81.8%. Such differences in earnings also mean that pensions tend to be lower for women than men

Rotherham has comparatively low skills, particularly at degree level, and struggles both to retain and attract graduates. Only 34.2% of working age people in Rotherham are educated to degree level or above, compared with 43.1% nationally.

Rotherham had 56,588 people with a limiting long term health problem or disability in 2011, 22% of the population, with 11.3% saying this limits their activity a lot, compared with the

average of 8.3% nationally. Although there have been health improvements, health inequalities remain and in some cases are widening.

People in the most deprived parts of Rotherham experience poorer health and die earlier than people living in the least deprived areas. Life expectancy in the Borough is 77.9 years for males and 81.7 years for females, which is below the national averages. The gap between the most deprived 10% and least deprived 10% of Rotherham is 9.9 years for males and 9.5 years for females.



THE PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 places a general duty on the Council and others carrying out public functions to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other prohibited conduct;
- Advance equality of opportunity between people who share a relevant characteristic and those who do not; and
- Foster good relations between people

The Equality Act reminds us that there can be no fair society if some groups and communities remain disadvantaged because of their legally protected characteristic. The stated protected characteristics are:

- Age
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Disability
- Race – (this includes ethnic or national origins, colour or nationality)
- Religion and belief – (this includes lack of belief)
- Sex
- Sexual orientation

The Equality Duty requires us to take a pro-active approach to embedding equality into everything we do. The Council has a responsibility to ensure that suppliers also take a positive approach to equality. Furthermore, the Equality Duty encourages us to understand how different people will be affected by our decisions.



THE EQUALITY FOR ALL STRATEGY

The Equality for All Strategy sets out the Council's equality objectives and priorities, which are:

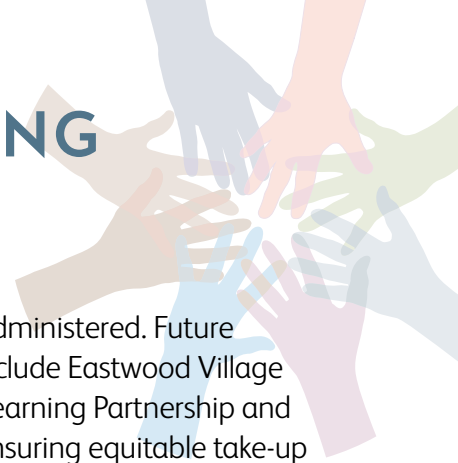
1. To provide strong leadership and build organisational knowledge and commitment
2. Evidence-based decision making to provide efficient, responsive services that meet the needs of local people, improving outcomes and customer satisfaction
3. To know Rotherham's local communities and understand their needs
4. To bring residents closer to the decision making process so that they help to shape and improve service delivery
5. To encourage a diverse workforce and an inclusive and supportive workplace

As it has been an exceptional year since the country went into lockdown in March, a review of these objectives did not take place as it would have in a typical year. Equalities has however, remained high on the agenda, and has formed an integral part of the Year Ahead Plan. The Council has also made a commitment to reach 'Excellent' within the LGA's Equality Framework by 2022.

In 2021, it will be a priority for the Council to refresh its equality objectives. The new objectives will take into account the impact of COVID-19 on local people, and will be developed through engagement with elected members, Council officers, partners, and local communities.



UNDERSTANDING AND WORKING WITH OUR COMMUNITIES



To reduce inequalities and challenge discrimination, it is essential that the Council understands the needs and priorities of our communities. This includes collecting and analysing equalities data, as well as engaging with local people, fostering good relations within communities, and supporting local people to participate in public life.

Key achievements in 2020/21 have included:

Launching the Rotherham Community Hub and mobilising the Rotherham Heroes volunteer programme in response to the COVID-19 pandemic.

The Hub was established rapidly towards the end of March 2020 to provide support to any Rotherham resident affected by COVID-19 who was self-isolating or experiencing hardship. Through the Hub, vulnerable residents can request various kinds of support, including help with food shopping, prescription collections, loneliness, and emergency food parcels. A large portion of the residents supported through the Hub have been older residents or those with long-term conditions.

As of 11th April 2021, the Hub has responded to over 6,000 requests for support and delivered 6,033 emergency food parcels. The response has been a truly collaborative effort between the Council, local voluntary and community organisations, businesses and hundreds of 'Rotherham Heroes' volunteers. This has helped to foster good relations within communities, as well as with the Council. Example case studies from Rotherham Hero volunteers are included on page 11.

Holding vaccination 'pop-ups' in key communities.

Vaccination pop-ups have been held in communities where residents may face barriers to vaccination up-take, including language barriers and vaccination hesitancy. Across two vaccination pop-up sites in Ferham and Eastwood,

120 vaccinations were administered. Future sites being considered include Eastwood Village Primary School, Clifton Learning Partnership and Russell Street Mosque. Ensuring equitable take-up across communities is important to address health inequalities in the transmission of COVID-19.

Updating the Joint Strategic Needs Assessment (JSNA) or 'Rotherham Data Hub'.

The Rotherham Data Hub is an openly accessible website which brings together information and data relevant to Rotherham. To reflect the significant challenges over the last year, this has now been updated, with a greater focus on health inequalities and data around the impact of COVID-19. The type of data incorporated in this website has also been expanded, to give a broader view of the issues facing local people.

This data will be used to inform commissioning decisions and strategy development. In particular, the findings of the updated JSNA will inform the refresh of Health and Wellbeing Board priorities and the strategic approach to tackling health inequalities.

Bringing communities together and celebrating diversity in a COVID-secure way through the Rotherham Together programme.

Over 200,000 people have engaged in online activities and targeted events as part of the Rotherham Together creative programme, which was developed to respond to and support recovery from COVID-19. This programme focusses on three themes: Joy, Gratitude and Hope and provides innovative and COVID-secure ways to foster connectedness.

A key part of the programme has been celebrating the diversity of Rotherham's communities. This has included working in partnership with Women of the World to run an online discussion with inspiring women as part of Black History Month and holding virtual events to mark International Women's Day.

Involving communities in the development of the Town Investment Plan to ensure that regeneration activities meet the needs of local people.

Targeted engagement activities, including virtual exhibitions and work with local community groups took place with diverse communities in Templeborough and Eastwood on the Town Investment Plan. The findings of this engagement work have directly informed the development of the plan; for instance, the Council has revised and refocussed interventions in Eastwood with more funding now directed towards housing provision, based on the feedback from local communities. The consultation to date has been invaluable to ensure the projects proposed for the Town Deal meet the needs of local people and help to renew their sense of pride in Rotherham.

Building community intelligence around the impact of the pandemic on protected characteristic groups.

For example, Children and Young People's services have worked with schools to run several surveys relating to the mental health impacts of the pandemic amongst young people. Based on these findings, action has been taken to support schools with the mental health needs of their students, including a full recovery curriculum delivered through PSHCE, targeted work with specific year groups and producing both student and parental wellbeing newsletters.

Encouraging BAME communities and those on low incomes to get physically active.

Grants of almost £40,000 from Sports England were awarded to organisations supporting access to physical activity and sport for BME and people on low incomes, in partnership with Yorkshire Sport Foundation. These projects were focussed on addressing health inequalities and improving health outcomes for disadvantaged communities.

Gearing up for the Women's Euro Football Tournament.

Rotherham is to host 4 matches as part of the Women's Euro Football Tournament throughout July 2022. An important part of the success of the tournament is the legacy it leaves.

It is widely recognised that female participation in sport, physical activity and positions of leadership and management is lower than in the male population. Rotherham's aim is not only to deliver a high-quality tournament, but to utilise the platform of such a high-profile event to:

- Deliver a range of programmes to welcome women and girls into football, focusing on under-represented groups.
- Use football to encourage more women and girls to adopt and maintain a healthier lifestyle.
- Develop leadership opportunities to help women and girls grow the game.

To that end, a number of working groups have been established to deliver a wide range of projects and initiatives relating to female involvement in sport and physical activity. A range of community organisations sit as part of the Euro'22 partnership, including VAR, REMA and Rotherham United Community Sports Trust.

Next Steps:

- Establishing a consistent approach to data collection is an integral part of understanding our communities, so developing clear guidance on this and ensuring that equalities monitoring is embedded as part of Council systems will be an important next step.
- The coronavirus pandemic has exacerbated existing inequalities, as well as uncovering latent vulnerability within our communities. It is likely that the impacts of the pandemic will be felt within our communities for some time, so considering equality will be a key part of recovery planning.
- During the pandemic there have been numerous examples of communities coming together to support each other. As identified in the evaluation of the Rotherham Heroes programme, there is now an opportunity to build on the successful engagement of volunteers and the approach of the Rotherham Community Hub.

CASE STUDIES:

SUPPORTING LOCAL PEOPLE THROUGH THE ROTHERHAM HEROES PROGRAMME.

Rotherham's residents have made an unprecedented offer of support to vulnerable residents in their communities through the community hub and Rotherham Heroes programme. Some examples of the work of the Rotherham Heroes is included below.

JIM AND SARAH* – SCHOOL BUS DRIVERS

Jim and Sarah have been married for 30 years and are both school bus drivers for special needs children and young people. They were furloughed following lockdown. As they were both DBS checked, they knew the volunteering process would be easy and desired to help locally. They both signed up to be Rotherham Heroes.

The Rotherham Community Hub identified their unique skills in helping special needs people and assigned them to food shop for a couple with learning difficulties and two elderly residents. The couple built a strong relationship with one elderly lady who lost her husband to a brain tumour during the pandemic, who wasn't able to see her family often. Jim provided assurance that the couple was here for her and she could call them anytime. This assurance allowed her to build trust, leading to a friendship being formed which the couple hope will continue. The couple found supporting the same people regularly beneficial, as it allowed trust and genuine friendships to form.

CAROL – HOTEL MANAGER

Hotel manager, Carol, was recently furloughed and wanted to give back to her local community by volunteering. Carol gradually built confidence to take on more cases from one food shop a week to now supporting four residents including one weekly prescription collection. Volunteering had a positive impact on Carol's life as she's now reassessing her work life balance seeking ways to volunteer on a part-time basis. Having moved to Rotherham 14 years ago, Carol credits volunteering for building relationships with neighbours and the wider community who she'd had little interaction with since her initial move. Volunteering was a positive experience for Carol, making her feel valued and appreciated, with the weekly volunteer newsletter keeping her in the loop and feeling like an active member of the wider RCH family.

CASE STUDY:

CELEBRATING THE WORK OF OUR TENANTS TO SUPPORT VULNERABLE PEOPLE DURING THE COVID-19 PANDEMIC



In March, the Council held the first virtual Tenant's Open Day. The event focussed on the response to COVID-19, looking back at some of the key achievements from 2020 and recognising the community groups who have gone the extra mile during this particularly tough year. Whilst it was not possible to bring tenants together in person, it was still important to hold this event, to celebrate the role that local people have played in supporting vulnerable people in their communities.

The impact of the pandemic has not been equal, and older people and those with long-term conditions and disabilities have been at a particular risk for loneliness and social isolation, due to rules and guidelines around shielding. Luckily, there are many examples where local tenants have reached out to the most vulnerable within their communities.

One example is Peter – a local 'Fish n Chip' champion. Peter knew that the majority of residents living in his community were older people who lived on their own and who may not have much social contact. He therefore decided to deliver fish and chips to people in his community on Fridays, to connect with local people and lift their spirits. Peter says that this has helped bring the community together and that now "everyone is talking more."

RotherFed have been undertaking weekly befriending calls and have made calls to over 300 individuals to date who are feeling lonely and isolated. 45 active volunteers are currently making calls to 160 residents involved at present. The calls are resulting in many positive outcomes for residents including improved mental wellbeing, reduced loneliness and confidence for employment and training.

An example is Christine, who became a befriending champion. Every week, Christine calls vulnerable people who are at risk of loneliness and social isolation, to have a chat and connect. Christine says "Volunteering has just given me something to reward myself. It's nice to know that I'm helping others what may not have close family or friends like myself."

Another main focus of the event was the Social Housing White Paper, which was released in November 2020, to help listen to tenants' voices, and hold landlords accountable after the Grenfell fire tragedy.

The event was well-attended, and all material is now available to view under the tenant involvement section of the Council website.

CASE STUDY:

YOUNG PEOPLE WORKING TOGETHER TO TACKLE HATE CRIME.



Rotherham Youth Cabinet are a group of young people aged 11 to 18 from across Rotherham, who work to represent the young people in Rotherham to create positive change on issues which are important to them.

Every year, they take part in 'Make Your Mark' which is a national consultation to find out what the main issues are for children and young people. Make your Mark 2019 highlighted hate crime as being the top issue for Rotherham's young people.

In light of this, Youth Cabinet included hate crime as one of the four key aims in their 2020 Manifesto. The aim was:

"We want to ensure people understand what Hate Crime is, know how to report it and encourage reporting of hate crime incidents. We also want people to understand the impact hate crime has on victims and the potential consequences."

As part of their work, the group took over a Council Overview and Scrutiny Management Board meeting and held a review of hate crime within Rotherham. They worked with elected members to question relevant professionals so they could find out what was already happening and what further action could be taken.

From that meeting, young people made ten recommendations which were approved at a full Rotherham Council meeting.

Youth Cabinet members have continued to work on their own projects to try to reduce hate. This has included:

- Making films focussing on racism and disability
- Using social media to share awareness of hate and how to report it
- Working with other young people across the Yorkshire and Humber region to develop learning workshops and delivering these to young people's groups
- Working with Public Transport operators and gaining agreement from them to share links to resources, films and publicity messages through their social media and within transport interchanges.

Most recently, the group have been collaborating with the Community Safety Team on a Hate Incident Charter and Pledge for primary and secondary schools and colleges. The aim is that all schools sign up to this Charter to show that they are committed to tackling hate incidents and to help achieve a consistent approach to hate across Rotherham. The Charter includes eleven statements which schools will pledge towards achieving. All schools who sign up can then display the pledge to show their commitment to tackling hate. Building on this, Youth Cabinet are also currently working on a Charter for younger children.

LEADERSHIP AND ORGANISATIONAL COMMITMENT



The Council has a vital role to play as a local leader in promoting equality across the borough. This means consider equality and diversity in decision-making, communications, partnership working, priority setting and policy development.

Key achievements in 2020/21 have included:

Ensuring that reducing inequality features as an integral part of strategic plans and policies.

This has included incorporating an explicit focus on equalities within the Year Ahead Plan and the Local Outbreak Control Plan. Additionally, in November Cabinet publicly endorsed the ambition to work towards the 'Excellent' accreditation within the Local Government Association Equalities Framework.

Working in partnership to stand against violence and sexual harassment.

The Safer Rotherham Partnership has promoted several campaigns and events with the aim of protecting local people against violence and sexual harassment. This has included the 'Know the Line' campaign, which aims to raise public awareness in Sheffield and South Yorkshire around sexual harassment and violence against women and girls in public places.

The partnership also organised a virtual version of the 'Reclaim the Night' event, which is an annual women's march against rape and male violence. This year, the event focussed on the achievements of successful women in Rotherham, including Councillor Jenny Andrews, BBC newsreader Becky Lancashire and BBC Radio Leeds on air psychotherapist Catherine Asta Labatt.

Additionally, in June 2020, the 'Ask for Angela' campaign, which encourages people to 'Ask for Angela' if they are under threat, was expanded to small local shops. This aimed to reach vulnerable people who have been particularly isolated during lockdown.

Embedding equalities into the member induction and development programme.

Member development is a priority, as Councillors, in their role as decision-makers and community champions, are well-placed to advocate for the equality of all protected characteristic groups within their wards and the borough as a whole.

In preparation for all-out elections taking place in May 2021, the Council has designed the induction programme for elected members. This programme includes a focus on equality and diversity, including the Council's statutory equality duties and the integral role of elected members in supporting the equalities agenda.

Establishing a network of equality champions to build leadership capacity across the Council.

Advantage has been taken of new "virtual" working methods to provide an overarching resource for equalities using Microsoft Teams. This enables the Council to bring everything "equalities" together in one place as a corporate resource and engage services and staff to network, access documents and other resources, share learning and provide peer support.

Using "Teams" means that network members can be alerted when there are new developments posted, including new documents or issues for staff to engage in. This equalities network is an important mechanism to build leadership on equalities across directorates and support the embedding of equalities into all services.

Committing to making Rotherham an anti-racist town.

At its meeting in July, the Council passed a motion committing to making Rotherham an anti-racist town and to stand in solidarity with black and minority ethnic communities. This also included a commitment to work with local communities to understand racism, strengthen the anti-racism

approach of the Council and ensure all staff participate in activity/training that supports them to address prejudice and bias.

Strengthening the role of equalities in decision-making.

All reports for Cabinet and OSMB require an initial screening to be undertaken to determine whether a full equality analysis needs to be conducted. A guide for staff is in place to support this process and to provide key information regarding the equality analysis process. This has strengthened the role of equalities in decision-making and improved oversight for elected members.

Next Steps:

- The Council will engage with elected members, senior officers, the workforce and communities to refresh its equality objectives. These refreshed objectives will take into account the impact of the COVID-19 pandemic.
- Building on improvements that have been made to embed equality impact assessments into decision-making, the workforce will be engaged to review the guidance available, to ensure that staff have the tools they need to produce robust equality analyses.
- It will also be a priority to work with OSMB to ensure effective scrutiny and oversight of the equalities agenda.



CASE STUDY:

ENGAGING WITH THOSE LIVING IN THE CENTRAL WARDS, PARTICULARLY BAME COMMUNITIES AROUND COVID-19.



Certain groups have faced higher risks of contracting coronavirus, including people working in certain occupations, those living in socioeconomically deprived areas and BAME communities. In February 2021, local data in Rotherham showed an overall stalling of the rate but increases for working age adults. It was considered that this was likely to be connected with factors relating to deprivation and the type of employment in Rotherham, particularly the large proportion of people who are not able to work from home.

Based on these factors, a lot of the people who live and work in the Central wards, particularly Eastwood face an increased risk of exposure. Informed by data around the rate of transmissions, it was agreed to take a focussed and targeted approach within the Central wards in Rotherham. There was a four-week campaign to reduce case rates, increase testing and vaccination uptake and ensure isolation compliance. Within this campaign, there was a focus on reaching Eastern European and South Asian communities. This was a truly collaborative effort, including the Council, voluntary and community partners and South Yorkshire Police.

To ensure the messages reached vulnerable communities, including the digitally excluded, there was a big focus on physical communications materials. Thousands of leaflets were distributed in Central wards and were made available in six different languages for community groups to share. Banners and posters were also displayed in visible locations, and the Digi-van was stationed in key communities and areas of high footfall.

Other aspects of the engagement included:

- Targeted work with taxi drivers as a high-risk occupational group. This included sharing information on self-isolation support available, as well as information on testing.
- Regularly meeting with faith and community groups online to co-produce messages and method of delivery.
- Launching the Community Champions campaign to encourage local communities to work together and to keep each other safe.

Following this targeted engagement, testing rates increased in these areas and were generally comparable with the Rotherham average, despite higher levels of deprivation and higher proportion of individuals who are typically considered to be 'underserved.'

This engagement was also key in terms of building vital community intelligence around issues, including testing and vaccination hesitancy. This has informed decision-making, such as the establishment of a drop-in testing facility at the Unity Centre. This is both a practical and a trusted location to many residents living in the local area.

CASE STUDY:

SUPPORTING THE LGBTQ COMMUNITY IN FOSTERING.

“I would say that there are children and young people that need loving homes, and that it just takes a human being to make a family. Love has no barriers, it transcends above any hurdles.”

Dave, Foster Carer

The LGBTQ community still faces discrimination and stigma, including when it comes to parenting. The Council wanted to take a stand against this and spread the message that the Council welcomes LGBTQ foster carers.

In 2018, a new fostering information pack was produced with very clear messages around the inclusivity of the recruitment process:

“Foster carers can be married, unmarried, be living together, single, straight, gay and if they have pink hair and wear odd socks, we don’t mind one bit as long as they are able to work with us to achieve the required standards to be an approved foster carer.”

The Fostering Team has continued to promote this message over the past year. This has included:

- Launching the myth-busting campaign on social media, to challenge perceptions around fostering within the LGBTQ community.
- Holding a virtual drop-in during LGBTQ Fostering Week. This included one of our LGBTQ foster carers answering questions on their experiences.
- Recruiting more same-sex couples to become foster carers; out of 22 new fostering households recruited last year, two were same-sex couples.

As well as promoting the message that LGBTQ foster carers are welcome, the Council is also a member of New Family Social which is the only national LGBTQ charity in the UK with a focus on providing support, improving the treatment of LGBTQ people in the fostering process and encouraging inclusion. New Family Social provides social networks, events and forum, and helps to ensure that LGBTQ foster carers get the support that they need through the fostering process.

In the next financial year, the Council will aim to have a presence at Rotherham Pride again, and continue to hold online events, involving foster carers in promoting fostering for the LGBTQ community. The Council will continue to assess the impact of these campaigns and engage with the LGBTQ community around fostering.

To find out more about fostering in Rotherham, please visit: www.fosteringrotherham.com

RESPONSIVE SERVICES AND CUSTOMER CARE



Ensuring that services are accessible to customers and residents, including those with protected characteristics, is a core part of the Council's equality duty. Equalities and inclusivity is a key part of the planning and delivery of Council services, as well as commissioning and procurement.

Key achievements in 2020/21 have included:

Working to improve the accessibility of domestic abuse services for LGBTQ+ people.

A new project has recently been funded through a joint bid to central government by the four South Yorkshire councils. This will be an innovative project led by SAYiT aimed at improving access to domestic abuse services for LGBTQ+ people (Lesbian, Gay, Bi, Trans and other minority sexuality and/or genders) across South Yorkshire. A consultation is taking place to hear from those experiencing domestic abuse within LGBTQ+ relationships.

Delivering social value through commissioning and procurement.

The Council agreed a Social Value policy in October 2019. This policy made it a requirement to incorporate a social value requirement in tender specifications, procurement processes and the letting of contracts. In total, since this policy was agreed, over £1.4m in social value has been committed against the measures set out in the policy. This means that Council contracts are supporting the promotion of local skills and employment, the protection and improvement of the local environment, the capacity of the voluntary and community sector, and local spend in Rotherham. Some examples include that:

- For contracts let by the Council in 2020, at least 82 % of staff employed will be paid the "real living wage".
- 4.04 tonnes of CO2e will be saved.
- £14k of charitable donations will be made to local community organisations.

The approach to social value directly inter-relates with equality objectives through addressing socio-economic inequalities, building local economic resilience to the benefit of the local community. The inclusion of "Living Wage Foundation" living wage accreditation will help to tackle economic inequalities.

Securing funding to support Rotherham people facing digital exclusion.

Funding has been secured to support Rotherham people facing digital exclusion. The digital divide has been magnified during the pandemic, as services have moved online to minimise the spread of coronavirus. Certain protected characteristic groups, including older people, are more likely to be digitally excluded, so this has considerable equality implications.

Refreshing the Library Strategy with a focus on improving the accessibility of libraries.

The strategy was agreed in October and sets out plans to redesign and relocate several libraries to make them more accessible and offer ease of access for those with disabilities. This is a positive example of how equalities and inclusivity for protected characteristic groups has directly shaped service planning.

Next Steps:

- Refreshing the current service plan template and strengthening the link between equality analysis and service plan objectives are two key actions.
- There is an opportunity to add equality criteria into the social value portal system, enabling equality to be monitored and measured in contracts.

CASE STUDY:

OPENING A STATE-OF-THE-ART RESPITE FACILITY FOR ADULTS WITH LEARNING DISABILITY AND AUTISM.



The adult social care reset and recovery plan aims to ensure that adult social care is able to adapt to the changing conditions of the pandemic, and an integral part of this plan is the offer of respite facilities to support carers and service-users. On 4th January, the Council opened a new state of the art respite facility for adults with learning disabilities and autism in Conway Crescent.

Conway Crescent replaces two out of date properties at Maltby and Wath. The older

properties were not fully accessible and could not provide the services needed to meet peoples' range of complex needs.

Being purpose-built, Conway Crescent has lifts in both houses meaning all eight en-suite bedrooms are fully accessible. One house is fitted with ceiling hoists and the other provides an autism-friendly environment.

The decision to develop this new offer is part of the Council's wider plan to transform services for adults with learning disabilities, providing increased choice and opportunities for greater independence through the My Front Door programme.

Rotherham Council Cabinet member for Adult Social Care Cllr David Roche said: "The new houses at Conway Crescent will bring the Council's respite service right up to date with brand new facilities equipped to serve a wider range of people's needs.

"Our carers are there for their loved ones 24 hours a day, seven days a week. This new respite service will give more opportunities for carers to have a much-needed short break, in order to carry on their very important caring roles."

Conway Crescent has already welcomed a number people through its doors, who have started to benefit from the facilities at the centre. Early feedback has been extremely positive, and staff will continue to work with carers and service-users to support their independence and wellbeing.

For more information about Conway Crescent, please visit Rotherham Council's YouTube page.

CASE STUDY:

DELIVERING ACCESSIBLE CUSTOMER SERVICES DURING THE COVID-19 PANDEMIC.

The Council's Customer Access Strategy, which was agreed in 2018 includes a commitment to 'make sure everyone continues to have equal access to the information and help they need, regardless of their individual circumstances.' This includes a 'digital first' rather than 'digital by default' approach, in acknowledgement that some customers and communities are more likely to find it difficult to access services digitally. For example, national data finds that digital exclusion is more prevalent amongst the elderly, disabled, and individuals from BAME and socially deprived communities.

However, during the COVID-19 pandemic, it was necessary to step down face to face provision, to keep communities safe and prevent the spread of the virus. In light of this, Customer Services adapted the approach to ensure that all residents, including those who face digital exclusion, could continue to access our services.

One way that Customer Services have responded to the needs of digitally excluded residents is through providing assisted access over the telephone. From the beginning of April 2020 to the end of March 2021, Customer Services answered over £465k telephone calls across a wide and diverse range of topics. Moreover, between April 2020 and March 2021, the team has conducted 886 telephone appointments with customers who wanted to apply for a Blue Badge, but who did not have online access. Additionally, video tutorials have also been made available for key online processes to assist customers who find visual content more accessible. Providing this kind of support is integral to ensuring the service is responsive to the needs of all communities.

Ensuring that services are informed by the views and opinions of 'real' customers wherever possible is also a key component of delivering inclusive customer services. This has continued to be a priority throughout the pandemic. In the case of the vehicle licence application process (launched July 2020), a YouTube video was created and shared with the taxi community for feedback. Their comments and suggestions were acted upon to shape the final process, as well as the design and the order of questions.

It remains a priority to ensure all customers, regardless of circumstance continue to have equal access to the help and support they need. Work is taking place with partners through the Rotherham Place Digital Inclusion programme to address digital divides within the community, with a particular focus on the ability of residents in protected groups to access services.

DIVERSE AND ENGAGED WORKFORCE



The Council wants to have a diverse workforce at all levels, which is confident and competent in working together for equitable service delivery. This includes a commitment to supporting the workforce, in terms of inclusive working practices, health and wellbeing support and learning and development around equalities.

Key achievements in 2020/21 have included:

Supporting the health and wellbeing of our workforce.

In acknowledgement that the past year has been a challenging and uncertain time, significant work has taken place to support the health and wellbeing of Council staff. The Council has produced wellbeing guides and have undertaken two wellbeing surveys over the last 12 months. The surveys covered a range of topics including working arrangements and the support provided by the Council. The results of the survey have helped to shape the development of a wellbeing programme and have also highlighted how some staff groups have experienced the last 12 months in a different way to others; therefore a more tailored approach to engaging and supporting specific staff groups is now being undertaken. Topics covered in the wellbeing programme have included an introduction to mindfulness, coping with uncertainty and working from home.

In addition to the wellbeing guides, the Council took a revised approach to PDR for 2020-21 to ensure that the focus of the meetings was around the individual's wellbeing and any required reasonable adjustments that needed to be made. This approach will continue in 2021-22 with the focus firmly on support and wellbeing of each individual member of the workforce.

Wellbeing champions have also been established across the Council, to support the wellbeing agenda and raise awareness across Directorates.

Promoting leadership and development opportunities for women through the bespoke Rotherham Leader programme.

This programme supports current managers to grow their leadership skill set. Of the members of staff who have completed the programme, 82 % are women, with the aim that this will help to ensure that women continue to be represented in senior roles throughout the organisation.

Engaging the workforce with the equalities agenda.

Work has taken place to engage the wider workforce with equalities, including through a staff presentation led by the Assistant Chief Executive, which was attended by 82 participants. The presentation gave an overview and direction for the equalities work and how staff can get engaged. Details were also given about how staff can join the Council's Equalities Network.

Presentations have also been given in directorate leadership team meetings, covering the scope of the review, engagement of directorates and role of "champions" to embed equalities work and develop in-house peer support across services.

Next steps:

- Reviewing training and development opportunities across the Council, to ensure that staff needs around training on equality issues are met.
- Re-establishing staff groups representing protected characteristics will form an important part of staff engagement around the equalities agenda.

CASE STUDY:

CELEBRATING THE ACHIEVEMENTS OF FEMALE LEADERS.



As part of International Women's Day, a virtual event was held in March, which brought together over 100 attendees from across the organisation to celebrate the achievements of women within the Council and the wider partnership. This year's theme, 'Choose to challenge' was focussed on what

we can all do to challenge and call out gender bias.

Inspiring speakers included Sharon Kemp, Deborah Thomson, Beverly Rennie and Lynne Knox (South Yorkshire Police Superintendent for Rotherham) who discussed their experiences of overcoming barriers and achieving success in their careers.

Workshops also took place to explore the experience of working from home, including work/life balance and looking at how to celebrate the achievements of female colleagues whilst working in different ways. Ideas included:

- Going for a walk at lunchtime.
- Sticking to a routine.
- Checking in with colleagues.
- Sending thank you cards out to team members.
- Celebrating achievements via an internal webpage.

The findings of these workshops were fed back to participants, to share ideas on how colleagues can support their wellbeing whilst working from home.

CASE STUDY:

PARTICIPATING IN SCHEMES TO SUPPORT DISADVANTAGED GROUPS INTO WORK.

Kickstart



Since the start of the Covid-19 pandemic the number of people not in employment has risen sharply. Young people have been recognised to be more significantly impacted than people in other age groups. The Kickstart Scheme provides funding to employers who offer job placements for young people (age 16-24) who are on

Universal Credit and at risk of long-term unemployment. The overall aim of the scheme is to support young people to develop new skills and help them to move into sustained employment after they have completed their Kickstart placement.

In October 2020, the Council made the decision to participate in the Kickstart Scheme, offering placements across all directorates. A decision was taken that all placements would be paid at Band A which is above the national minimum wage that is reimbursed through the scheme.

The first placements were advertised and recruited to in April 2021 and recruitment for other placements will be ongoing throughout the year. In total, the Council will have offered 89 placements to young people by December 2021. Examples of some of placements are being offered include:

- Business support and administration
- Museum, art and heritage
- Green spaces
- Community Safety
- Digital services
- Social care
- HR & OD

The Council has taken a collaborative approach to participation in the scheme working closely with service managers, DWP and Pathways Employment Solutions (ACH&PH) to proactively identify and address any potential barriers that young people may face which would prevent them from applying for the placements on offer. This includes the development of pre and post-employment support plans by Pathways Employment Solutions and three days of employability and personal development for each kickstart placement holder. In addition, regular peer support sessions are scheduled throughout the year to help build relationships, support network and a safe space to share experiences amongst the kickstart placement holders.

The Council's scheme is still in the early stages but will be subject to evaluation over the next 12 months to formally identify successes and any areas for improvement.

CASE STUDY: CONTINUED

Sheffield Hallam Funded Internships



The Sheffield Hallam Internship Scheme has been designed to support students who are most in need of graduate level work experience in order to support and enhance their employability and job prospects in these challenging times. In April 2021 the council took the decision to participate in this scheme.

The internships are prioritised to the most disadvantaged students including:

- Students from geographical areas of low participation in higher education
- Students from a black, Asian or minority ethnic (BAME) background
- Mature students
- Students that are estranged or care leavers (been in care)
- Students with caring responsibilities
- Students with disabilities
- Students with refugee status
- Transgender students inclusive of non-binary genders

The Council has offered three internships for 100 hours fully funded and the placements offered are:

- CYPS – CYPS Business Support
- R&E – Tourism Research Assistant
- ACH&PH – Computer and Information Systems Support Officer

Currently the internships are open for applications with selection processes due to be undertaken in June and placements commence in July.

PART A - Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title

Title: Equalities Annual Report – 2020/2021

Directorate: Assistant Chief Executive's

Service area: Policy, Performance and Intelligence

Lead person: Jackie Mould

Contact:
jackie.mould@rotherham.gov.uk

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify
Update report

2. Please provide a brief description of what you are screening

The purpose of the Equalities Annual Report 2020/2021 is to highlight the progress made over the past 12 months towards the equalities agenda, as well as outlining some next steps. The report covers key achievements and case studies from across the Council. Publishing an annual equalities report is part of the Council's Public Sector Equality Duty.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about 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.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	X	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	X	
If you have answered no to all the questions above, please explain the reason		
N/A		

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- How have you considered equality and diversity?**

The report is explicitly focussed on equality and diversity and the progress made to deliver the equalities agenda. Therefore, the entire report includes a consideration of equality and diversity, and the way that the Council is meeting the needs of protected characteristic groups.

Publishing the report is also part of the Council's Public Sector Equality Duty.

- Key findings**

The 'Rotherham context' section outlines relevant equalities data in Rotherham. The four themed sections and the case studies also include detail of how the Council has worked towards the equalities agenda in 2020/2021.

- Actions**

Whilst this is not a decision report, there are number of proposed next steps, some of which will be subject to Cabinet decisions, e.g. the refresh of the equality objectives. For these decisions and next steps, full equality analyses will be completed where appropriate, to ensure that the impact on all protected characteristic groups has been considered in detail.

Date to scope and plan your Equality Analysis:	N/A – full EAs will be conducted for individual schemes and initiatives where appropriate
Date to complete your Equality Analysis:	N/A
Lead person for your Equality Analysis (Include name and job title):	Jackie Mould, Head of Policy, Performance and Intelligence

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
------	-----------	------

Jo Brown	Assistant Chief Executive	
Jackie Mould	Head of Policy, Performance and Intelligence	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed	25 th May 2021
Report title and date	Equalities Annual Report – 2020/21
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet – 21 st June 2021 Sent for publication – 7 th June 2021
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	27 th May 2021

User guidance:

- The first section of this form guides users through considering major areas where emissions are likely to occur. If emissions are impacted in a way not covered by these categories, please identify this at the bottom of the section
- The first section should be filled as such:
 - **Impact:** identify, in relation to each area, whether the decision of the proposal does the following: *reduces emissions*, *increases emissions*, or has *no impact on emissions*. If it is uncertain this section can be labelled *impact unknown*
 - If **no impact on emissions** is identified: no further detail is needed for this area, but can be added if relevant (e.g. if efforts have been made to mitigate emissions in this area.)
 - **Describe impacts or potential impacts on emissions:** two sections deal respectively with emissions from the Council (including those of contractors), and emissions across Rotherham as a whole. In both sections please explain any factors that are likely to reduce or increase emissions. If **impact unknown** has been selected, then identify the area of uncertainty and outline known variables that may affect impacts.
 - In most cases there is no need to quantify the emission impact of an area after outlining the factors that may reduce or increase emissions. In some cases, however, this may be desirable if factors can be reduced to a small number of known variables (e.g. if an emission impact is attached to a known or estimated quantity of fuel consumed).
 - **Describe any measures to mitigate emission impact:** regardless of the emission impact, in many cases steps should be taken in order to reduce mitigate all emissions associated with each area as far as possible; these steps can be outlined here (For example: if a proposal is likely to increase emissions but practices or materials have been adopted in order to reduce this overall impact, this would be described here).
 - **Outline any monitoring of emission impacts that will be carried out:** in this section outline any steps taken to monitor emission levels, or steps taken to monitor the factors that are expected to increase or reduce emission levels (for example, if waste or transport levels are being monitored this would be described here)
- A **summary paragraph** outlining the likely overall impacts of the proposal/decision on emissions should then be completed - this is not required if the proposal/decision has no impact across all areas.
- The supporting information section should be filled as followed:
 - Author/completing officer
 - **Research, data, or information** may refer to datasets, background documents, literature, consultations, or other data-gathering exercise. These should also be added to the **supporting documents** section of the cabinet report

-
- Carbon Impact Assessments are to be appended to the associated cabinet reports
 - Prior to publishing reports, Carbon Impact Assessments should be sent to climate@rotherham.gov.uk for feedback
 - Report authors may also use the above email address to direct any further queries or to access further support regarding completing the assessment

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	No impact on emissions	N/A	N/A	N/A	N/A
Emissions from transport?	No impact on emissions	N/A	N/A	N/A	N/A
Emissions from waste, or the quantity of waste itself?	No impact on emissions	N/A	N/A	N/A	N/A
Emissions from housing and domestic buildings?	No impact on emissions	N/A	N/A	N/A	N/A
Emissions from construction and/or development?	No impact on emissions	N/A	N/A	N/A	N/A
Carbon capture (e.g. through trees)?	No impact on emissions	N/A	N/A	N/A	N/A

Identify any emission impacts associated with this decision that have not been covered by the above fields:

None identified.

Please provide a summary of all impacts and mitigation/monitoring measures:

The equalities annual report is a report on progress, not a decision report. Therefore, there are no significant implications for emissions. As well as reflecting on progress, there are a number of next steps proposed within the report. Whilst at this stage, no emissions impacts have been identified, where appropriate, these next steps will come back to Cabinet for approval. At this stage, further CIAs will be completed to assess the emissions impacts.

Supporting information:

Completed by: (Name, title, and service area/directorate).	Jackie Mould Head of Policy, Performance, and Intelligence
Please outline any research, data, or information used to complete this [form].	N/A
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	N/A
Tracking [to be completed by Policy Support / Climate Champions]	

Committee Name and Date of Committee Meeting

Cabinet – 21 June 2021

Report Title

Finance Update

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Judith Badger, Strategic Director of Finance and Customer Services

Report Author(s)

Rob Mahon – Head of Corporate Finance

Rob.Mahon@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

This report provides an update to Cabinet on a number of financial matters, including those related to Covid-19. The report is provided as an interim update for Cabinet, following on from the approval of the Budget and Council Tax 2021/22 report at Council on 3 March 2021 and in advance of the Financial Outturn 2020/21 and Financial Monitoring 2021/22 reports to be submitted to Cabinet in July 2021.

Recommendations

1. That the update on the revenue budget financial outturn 2020/21 be noted.
2. That the Council's position on the delivery of the business support grants and Test and Trace support payments be noted.
3. That the Council's approach to the delivery of the Hardship Fund, in providing greater levels of Local Council Tax Support be noted.
4. That the government's main Covid-19 grant support streams as detailed in section 2.5 are noted, along with the continued approach for payment to suppliers as detailed in section 2.7.

5. That the approach taken with regards to Adult Social Care Contributions as detailed in section 2.6, be noted.
6. That the Local Self-Isolation Support scheme is brought to a close at the same time as the Government's Test and Trace Support Scheme.

List of Appendices Included

Appendix 1: Business Grants

Appendix 2: Carbon Impact Assessment

Appendix 3: Equality Screening

Background Papers

Budget and Council Tax Report 2020/21 to Council on 17 February 2020

December Financial Monitoring Report to Cabinet 15 February 2021

Budget and Council Tax Report 2021/22 to Council on 3 March 2021

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

Finance Update Finance Update

1. Background

- 1.1 This report is provided to update Cabinet on a number of financial and budget matters following on from the approval of the Budget and Council Tax 2021/22 report at Cabinet on 15 February 2021 and at Council on 3 March 2021.
- 1.2 The report is an interim update to Cabinet in advance of the more detailed Financial Outturn 2020/21 and Financial Monitoring 2021/22 reports which will be submitted to Cabinet on 19 July 2021.

2. Key Issues

2.1 Revenue Budget Financial Outturn 2020/21

- 2.1.1 The Financial Outturn 2020/21 report to Cabinet in July 2021 will set out the full details of expenditure against budget for 2020/21, revenue and capital, along with an updated analysis of revenue reserves and an updated position of the Capital Programme.
- 2.1.2 The Outturn report to July Cabinet will also set out the use of the various Government grants which have been provided to offset the cost impact of Covid, together with an analysis of the grant funding available to continue to support the additional costs due to Covid which continue to be incurred in 2021/22. The reserving of any Covid grant balances is in accordance with the following approval at Council in March 2021 “The transfer of any 2020/21 un-ringfenced Covid funding balances into the Council’s reserves to meet Covid related pressures and costs in 2021/22.”
- 2.1.3 The Financial Monitoring Report 2020/21 submitted to Cabinet on 15 February 2021 was based on the financial monitoring position as at December 2020, which outlined that the Council anticipated a balanced budget position for 2020/21 or a slight underspend. This forecast position was also outlined in the Budget and Council Tax 2021/22 report which was submitted to the same Cabinet meeting and also to Council on 3 March 2021.
- 2.1.4 Both reports set out the inter-relationship between the impact of Covid-19 on the Council’s level of spend and loss of income and the Government grant funding compensation for Covid impact, as known or anticipated at that time.
- 2.1.5 The reports also noted that the impacts on the Council of the latest lockdown, taking effect on 5 January 2021, were still to be fully defined.
- 2.1.6 There are two main factors contributing to an underspend which is higher than anticipated within the financial monitoring to Cabinet in February 2021 and which are detailed below.

- 2.1.7 Firstly, the Council has continued to maintain dialogue with Government on the costs to the Council arising from Operation Stovewood; costs which the Council is having to manage within its overall budget. On 30 March 2021, Government confirmed that a grant of £2m would be paid in 2020/21 towards the Council's Stovewood costs. As yet there is no commitment from Government for any further or ongoing support for Stovewood costs.

- 2.1.8 The second main factor relates to funding from the Government's Contain Outbreak Management Fund (COMF). The Council had received funding of £5.1m by December 2020 from a number of grants linked to COMF, including test and trace support funding, payments per head of population linked to national lockdown and payments per head of population linked to tiered restrictions.

- 2.1.9 The total cost of the measures that the Council had in place to address outbreak management during 2020/21 was in excess of the £5.1m grant received as at December 2020 and also required a significant amount of funding to be reserved to allow measures to continue across 2021/22.

- 2.1.10 Within the management of the overall budget and the forecast outturn for 2020/21, the Council therefore took a prudent approach to not anticipate any further funding for COMF and within the overall revenue budget for 2020/21 planned for the additional cost impact of the measures deployed and for an amount of grant to carry forward to 2021/22 to meet existing commitments and also further measures as may be required.

- 2.1.11 In the event, the Council received further COMF funding for 2020/21 between February and April totalling £3.49m and on 6 April 2021, Government confirmed a COMF allocation for the Council for 2021/22 of £2.1m.

- 2.1.12 These additional funding confirmations allowed the Council to reassess its COMF costs and funding and around £4m of COMF costs that would otherwise have been a charge to the revenue budget in 2020/21 were able to be appropriately funded from the grant. In addition, the Council is still carrying forward an amount of grant into 2021/22, which alongside the 2021/22 COMF funding will ensure that COMF measures can continue to be deployed as required across the new financial year.

- 2.1.13 In summary, the headlines of the Revenue Budget Financial Outturn for 2020/21 confirm that the Council has been able to manage the overall cost impact of Covid when Government grant support is taken into account. However, noting that there is currently no further commitment from Government to fund future Stovewood costs, it is planned to reserve £2m of funding for CYPS costs in 2021/22. This would leave an underspend balance of £6.1m to go into the Budget Contingency Reserve. Consideration of emerging demands on this reserve will be given in due course. The Financial Outturn report to July Cabinet will set out the full details of the budget variances and Covid impact.

2.2 Business Support Grants

- 2.2.1 Support to local businesses affected by the pandemic continues. During the first national lockdown, 3,946 businesses were supported with grants through the Small Business Rates Grant Fund (SBRGF) and Retail, Hospitality and Leisure Grant Fund (RHLGF), with a total grant value of £44.6m. Through the Councils discretionary grant allocation, a further £2.5m of business grants were provided to an additional 274 businesses.
- 2.2.2 From the outset of the tiered restrictions government introduced the Local Restrictions Support Grant (LRSRG) and then from the 1st April the Restart Grant (RG) schemes, through which, over 1,700 businesses have received further support, with a total value of £30.3m. Further support has also been provided via Sheffield City Region, through the Additional Restrictions Grant (ARG), with over 1,600 businesses supported with a total grant value of £6.3m. These grants mainly provide support to businesses not registered for business rates so cannot access LRSRG, businesses in the supply chain of those forced to close, licensed taxis and a discretionary scheme for small businesses.
- 2.2.3 In total, £83.7m of business support grants have been delivered by the Council to over 5,000 businesses (many businesses have been able to access support through multiple schemes). Appendix 1 sets out a detailed breakdown of each of the business support schemes.
- 2.2.4 The Council continues to deliver business support grants through the remaining live schemes, the Government's Restart Grant and newly developed schemes funded through Additional Restrictions Grant (ARG). These ARG schemes will provide additional support to businesses through the following schemes;
- Outdoor Hospitality Grant, between £1k and £3k available to support costs associated with setting up outdoor hospitality facilities.
 - Capital Investment Support, grants of up to £100k to support businesses with projects that will deliver demonstrable growth in the form of new jobs, increased turnover or productivity gains (within 6 months).
 - Productivity grants to businesses to fund projects to boost their performance.
 - Digital Innovation Grants to enable businesses to become more digitally efficient and robust.

2.3 Self-Isolation Payments

- 2.3.1 Since 28 September 2020 the Council has been administering the Test and Trace Support Payments scheme, providing a support payment of £500 to people meeting the following criteria;
- Told to stay at home and self-isolate by NHS Test and Trace, either because they have tested positive for coronavirus or have recently

been in close contact with someone who has tested positive. NHS unique ID is essential.

- Are employed or self-employed
- Are unable to work from home and will lose income as a result
- Are currently receiving or are the partner of someone living in the same house who is receiving at least one of the following benefits: Universal Credit, Working Tax Credit, income-based Employment and Support Allowance, income-based Jobseeker's Allowance, Income Support, Housing Benefit and/or Pension Credit.

To date the Council has awarded 915 payments to individuals, with a total value of £458k. The scheme is due to end on the 30th June 2021, based on the Government's current timeline. Ministers are due to review the continued effectiveness of the scheme, with a view to potentially extending the deadline, it is expected that a decision will be communicated in early June 2021.

2.3.2 In support of this scheme Government provided the Council with a discretionary fund to provide support to individuals who met all the base criteria, except for being on a benefit. In these cases the claimant would have to be considered to be in financial hardship, therefore, 'almost' qualifying for benefits. As approved at Cabinet on 25 January 2021, the Council's scheme would rely on the skill and experience of its housing benefits officers to assess financial hardship. Through this scheme a further 265 payments have been made, with a total value of £133k

2.3.3 To further support the Contain Strategy, to support and encourage self-isolation where required, Cabinet approved, on 25 January 2021, to introduce a local self-isolation support payment scheme. The scheme broadly follows the same principles of the Government's self-isolation support payment scheme, but it is not based on financial hardship. Applicants have to demonstrate a loss of income as a result of having to self-isolate but there is no requirement to demonstrate financial hardship. The aim of the scheme is to encourage and incentivise individuals to self-isolate if they are required to do so and have been unable to access the Government's self-isolation payments or the discretionary payments. The payments are £250 and will be funded from the Control Outbreak Management Fund (COMF). To date, 239 successful applications have been processed to the value of £60k.

2.3.4 The Council's Local Self-Isolation Support scheme, approved at Cabinet on 25th January 2021, was established to provide financial support to those people needing to self-isolate, that couldn't access the government schemes. Therefore, when the government scheme ends, the Council's Local Self-Isolation Support Scheme will also end. At present, this is expected to be the end of June 2021.

2.4 Hardship Fund

2.4.1 The provision of a Hardship Fund to local authorities to enable them to provide additional council tax relief during 2020/21 was first announced in

the Chancellor's Budget on 11 March 2020. The Council was subsequently advised of its Fund allocation of £2.864m for 2020/21.

- 2.4.2 A delegated officer decision on application of the Hardship Fund was taken on 2 April 2020 by the Strategic Director – Finance & Customer Services, in consultation with the Cabinet Member for Corporate Services & Finance and the Leader of the Council. The decision was to provide an additional award of £200 council tax support to working age claimants on the Council's local council tax support scheme. Where a claimant had a bill of less than £200, then the bill was reduced to zero. The application of the Fund was to be to all those becoming eligible up to and including 31st May 2020.
- 2.4.3 Following receipt of further Government guidance on use of the Hardship Fund, including clarification that the Fund was to be used to apply to all council tax support claimants throughout the financial year, a further delegated decision was taken on 29 May 2020, again in consultation, to operate the Council's scheme for the whole of the financial year 2020/21, whilst retaining the £200 level of award.
- 2.4.4 Use of the fund was kept under regular review, to ensure the fund could be maximised, to provide the greatest level of support to LCTS claimants. Consideration of the position on use of the Fund as at the end of November 2020 indicated that the Council would be able to top-up the amount of award from the £200 level, whilst still having enough funding to provide for new council tax support claimants for the rest of the financial year.
- 2.4.5 On that basis a third delegated decision was taken on 4 December 2021, in consultation, to continue to provide an award of £200 of support to new council tax support claimants and also that top-up payments to all claimants who still had some council tax to pay after the initial award, would be made before the end of the financial year at a level to be determined in February 2021. Following a review of the latest position on use of the Fund and modelling of various options of the value of top-up payments, the fourth and final delegated decision was taken on 17 February 2021, in consultation, which determined the top-up as £250. This meant that the maximum award from the Hardship Fund to a council tax support claimant was £450.
- 2.4.6 It was expected that this approach would lead to the grant being maximised but also a small overspend. With the exception of a handful of council tax support claims pending receipt of further information to validate the claims, the awards of the Hardship Fund are now completed and the (almost) final position is set out below :
 - Hardship Grant funding - £2,864,446
 - Value of additional council tax support awarded - £2,917,717
 - Excess of support awarded over grant - £53,271
- 2.4.7 In total, 17,875 council tax accounts have received hardship funding. That's not quite the same as 17,875 households, as when people move house they receive a new council tax account. Therefore, the total number of households will be a slightly lower figure. Taking this into account, summary

numbers of support provided through the Hardship Fund are :

- Around 15,000 council tax support claimants had their council tax bills reduced to zero in 2020/21, either for the whole year for those claimants out of the 15,000 who were in receipt of LCTS for the whole year (around 13,000 claimants), or for those claimants becoming eligible for LCTS during the year (the other 2,000 claimants) they had their remaining 2020/21 council tax liability reduced to zero from the date that they became entitled to LCTS.
- Over 2,000 other council tax support claimants received the full £450 hardship award, but still had some council tax to pay after that award was taken into account and deducted from their liability.

2.5 Covid Grants 2021/22

2.5.1 Should the Government's roadmap out of lockdown continue as planned, it is not anticipated that the Council will see the same level of financial support, through grants, during 2021/22 that it has during 2020/21. However, there have been a number of significant grant funding streams confirmed for 2021/22, a list of the most significant are shown below;

- Tranche 5 of Emergency Funding support provided to local authorities, un-ringfenced grant, £8.3m.
- The extension of the Sales, Fees & Charges Scheme, into the first three months of 2021-22, is expected to generate £1.2m.
- Local Council Tax Support (LCTS) grant will be provided to help Councils manage the financial impact on their budgets from continued increased levels of LCTS claimants during 2021/22, £2.8m.
- Control Outbreak Management Fund (COMF), final allocation of £2.1m.
- Government will provide Section 31 grants to cover the financial impact of the expanded retail discount 2021 to 2022. The reliefs will see businesses in the Retail, Hospitality and Leisure sectors continue to benefit from 100% rates relief from April 2021 to June 2021, reducing to 66% relief for the remainder of the financial year.

2.6 Adult Social Care Client Contributions

2.6.1 As a result of the COVID19 pandemic, interim NHS funding was introduced in March 2020 to facilitate timely discharges from hospital. The new process for hospital discharge (and associated funding) created additional work as not everyone discharged on these schemes would have required a full reassessment under normal circumstances. Due to the additional workload there have been delays in completing the required assessments and updating the social care system. The Council's Charging Policy is that client contributions are backdated in line with the start date for care. In this case this would mean backdating to the date of transition (assessment date) when NHS funding ceases and local funding arrangements resume.

2.6.2 At the point the NHS discharge funding ends, client contributions become payable if determined by an assessment. This could result in backdated charges arising. The Council's charging policy was designed for "business as usual" circumstances and does not account for the impact of a pandemic. Therefore, an officer executive decision was taken by the Strategic Director of Adult Care, Housing & Public Health on the 12th April 2021 to not charge during the period of delay, to ensure that people are treated fairly in the exceptional circumstances that have occurred.

2.6.3 The recommendations of the officer executive decision were:

- Anyone eligible for the interim NHS hospital discharge funding scheme that commenced in March 2020 will not be expected to make client care contribution costs until 12 April 2021.
- Anyone who has been already assessed and who has moved off the interim NHS funding, and has been making a financial contribution towards their care costs will be reimbursed their full client care contribution costs from the date they became eligible for the NHS funding until 11 April 2021 – inclusive.
- No back dated client contribution charges will be applied for anyone whose care services were incorrectly recorded as interim NHS funding codes but who were not eligible for the scheme.
- Anyone eligible to make a client contribution, and who still on the NHS funding scheme will become liable for their client care contribution cost from 12 April 2021.

2.7 Payment to Suppliers

2.7.1 At the outbreak of the Covid pandemic, the Cabinet Office released guidance through a Procurement Policy Note in relation to measures to be adopted to provide supplier relief with the aim of avoiding supply chain collapse or significant financial implications for suppliers.

2.7.2 The Council introduced a range of measures which included immediate payment to suppliers on receipts of goods, ensuring that any disputed invoices are resolved as a matter of urgency and encouraging increased frequency of supplier invoicing where that was helpful to suppliers' cashflow.

2.7.3 Further Cabinet Office guidance released later in the year proposed that supplier payment arrangements should return to normal by October 2020. However, the Council has maintained its arrangements in place to continue to support suppliers whilst the impact of the pandemic continues. This position will be reviewed further before the end of June 2021.

3. **Options considered and recommended proposal**

- 3.1 These are set out within the main body of the report

4. **Consultation on proposal**

- 4.1 Consultation with residents, business and partners was undertaken as part of the development of the 2021/22 budget.

5. **Timetable and Accountability for Implementing this Decision**

- 5.1 The report is mainly an update on a range of financial matters.

6. **Financial and Procurement Advice and Implications**

- 6.1 The financial implications are contained within the main body of the report.
- 6.2 There are no direct procurement implications other than those set out in the main body of the report regarding the payment of suppliers.

7. **Legal Advice and Implications**

- 7.1 No direct implications.

8. **Human Resources Advice and Implications**

- 8.1 No direct implications.

9. **Implications for Children and Young People and Vulnerable Adults**

- 9.1 The report includes reference to the cost pressures on both Children's and Adult Social care budget.

10. **Equalities and Human Rights Advice and Implications**

- 10.1 No direct implications.

11 **Implications for CO2 Emissions and Climate Change**

- 11.1 No direct implications.

12. **Implications for Partners**

- 12.1 The Council is maintaining close liaison and joint working with Partners on Covid matters, with particular regard to Health and Social Care.

13. **Risks and Mitigation**

- 13.1. Budget management and spending controls remain as set out within the Council's Financial and Procurement Procedure Rules. Financial Monitoring reports to Cabinet will include information on Covid related spend and financial risk and also outline how this spend and risk is being managed and

mitigated.

14. Accountable Officers

Rob Mahon – Head of Corporate Finance

Graham Saxton - Assistant Director, Financial Services

Approvals obtained on behalf of Statutory Officers:-

	Named Officer	Date
Chief Executive	Sharon Kemp	07/06/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	02/06/21
Head of Legal Services (Monitoring Officer)	Stuart Fletcher	02/06/21

*Report Author: Rob Mahon, Head of Corporate Finance
Rob.Mahon@rotherham.gov.uk*

This report is published on the Council's [website](#).

Covid-19 Business Support Grants

Position as at 20/5/21

Grant Scheme (LRSG schemes are mirrored by ARG)	Business Sectors	Rateable Values/Rental Values Supported and Payment Value Per Payment Period	Payment range based on days applicable to grant	Total Grant Paid	Number of grant payments made to businesses (some businesses will have been paid via multiple schemes)	Average payment value
Lockdown 1 Business Grant Support						
Small Business Rates Relief Grant Fund	All those in receipt of SBRR	£10k Grants (RV £1,000-15,000k)	£10,000	£33,530,000	3,353	£10,000
Retail, Hospitality and Leisure Grants	All those in receipt of RHL relief	£10k Grants (RV £1,000-15,000k)	£10,000	£2,520,000	252	£10,000
Retail, Hospitality and Leisure Grants	All those in receipt of RHL relief	£25k Grants (RV £15,001 to £51,000.	£25,000	£8,525,000	341	£25,000
RMBC Discretionary Grant	Small and micro enterprises, charities, childcare nurseries, and market traders	Range of values from grants equivalent to a years rent for market traders, average £2.2k, to grants of £25k for childcare providers with an RV of £15,001 to £51,000 to match governments scheme.	£2,200 to £25,000	£2,479,000	274	£9,047

Grant Scheme (LRSG schemes are mirrored by ARG)	Business Sectors	Rateable Values/Rental Values Supported and Payment Value Per Payment Period	Payment range based on days applicable to grant	Total Grant Paid	Number of grant payments made to businesses (some businesses will have been paid via multiple schemes)	Average payment value
Lockdown 2 & 3 Business Grant Support						
LRSG Open (October 14th to 4th November)	Hospitality, leisure and accommodation sector	<i>£0 to £1,500: £0 (Non-rate payers only)</i> £15,000 or under: £467 £15,001 to £50,999: £700 £51,000 or over: £1,050	£734-£1,650	£482,261	599	£805
LRSG Tier 3 forced Closure (24th October to 4th November)	Casinos Soft Play centres Adult gaming (amusement arcades) Pubs and bars not serving substantial meals Betting Shops From 2nd December until 4th January, it also included Hospitality and Accommodation	<i>£0 to £1,500: £0 (Non-rate payers only)</i> £1,500 to £3,000: £250 (Non-rate payers only) £15,000 or under: 667 £15,001 to £50,999: £1,000 £51,000 or over: £1,500	£214-1,286	£88,880	125	£711

Grant Scheme (LRSG schemes are mirrored by ARG)	Business Sectors	Rateable Values/Rental Values Supported and Payment Value Per Payment Period	Payment range based on days applicable to grant	Total Grant Paid	Number of grant payments made to businesses (some businesses will have been paid via multiple schemes)	Average payment value
National Lockdown 2 (5th November 1st December)	Hospitality Accommodation Entertainment venues Personal care facilities Community centres and halls Places of worship Non-essential retail	£0 to £1,500: £0 (Non-rate payers only) £1,500 to £3,000: £250 (Non-rate payers only) £15,000 or under: 667 £15,001 to £50,999: £1,000 £51,000 or over: £1,500	£500-£3,000	£2,584,762	1,726	£1,498
New Tier 3 open (2nd December to 4th Jan)	Leisure	£15,000 or under: 467 £15,001 to £50,999: £700 £51,000 or over: £1,050	£1,134-£2,300	£206,726	155	£1,334
New Tier 3 closed (2nd December to 4th Jan)	Casinos Soft Play centres Adult gaming (amusement arcades) Pubs and bars not serving substantial meals Betting Shops From 2nd December until 4th January, it also included Hospitality and Accommodation	£15,000 or under: 667 £15,001 to £50,999: £1,000 £51,000 or over: £1,500	£1,620-£3,643	£886,934	1,693	£524
Wet led Pubs (One off)	Wet led pubs	£1000 for all rateable values	£1,000	£101,000	114	£886

Grant Scheme (LRSG schemes are mirrored by ARG)	Business Sectors	Rateable Values/Rental Values Supported and Payment Value Per Payment Period	Payment range based on days applicable to grant	Total Grant Paid	Number of grant payments made to businesses (some businesses will have been paid via multiple schemes)	Average payment value
LRSG Top Up Payment	Hospitality Accommodation Entertainment venues Personal care facilities Community centres and halls Places of worship Non-essential retail	£0 to £1,500: £0 (Non-rate payers only) £1,500 to £3,000: £1,500 (Non-rate payers only) £15,000 or under: £4,000 £15,001 to £50,999: £6,000 £51,000 or over: £9,000	£1,500-£9,000	£7,807,000	1,741	£4,484
National Lockdown 3 (5th January to 31st March)	Hospitality Accommodation Entertainment venues Personal care facilities Community centres and halls Places of worship Non-essential retail	£0 to £1,500: £0 (Non-rate payers only) £1,500 to £3,000: £250 (Non-rate payers only) £15,000 or under: 667 £15,001 to £50,999: £1,000 £51,000 or over: £1,500	£1,536-£9,214	£7,951,756	1,741	£4,567

Grant Scheme (LRSG schemes are mirrored by ARG)	Business Sectors	Rateable Values/Rental Values Supported and Payment Value Per Payment Period	Payment range based on days applicable to grant	Total Grant Paid	Number of grant payments made to businesses (some businesses will have been paid via multiple schemes)	Average payment value
Restart Grants	Hospitality Accommodation Entertainment venues Personal care facilities Community centres and halls Places of worship Non-essential retail	£1 to £15,000: £2,667 to £8,000. £15,001 to £50,999: £4,000 to £12,000. £51,000 or over: £6,000 to £18,000	£2667 to £18,000	£11,970,151	1,675	£7,146
Additional Restrictions Grant Specific Schemes						
ARG Top up Payment	Hospitality, indoor entertainment venues, and accommodation	£15,000 or under: £4,000 £15,001 to £50,999: £8,000 £51,000 or over: £12,000	£4,000 - £12,000	£2,530,000	441	£5,737
Taxi Support (One off)	Rotherham licensed taxi drivers	£1,000	£1,000	£837,000	837	£1,000
Supply chain (One off)	Businesses in the supply chain of those forced to close due to the national lockdown	£3,000 to £15,000: £3,736 £15,001 to £50,999: £5,600 £51,000 or over: £8,400	£3,736-£8,400	£398,237	60	£6,637

Grant Scheme (LRSG schemes are mirrored by ARG)	Business Sectors	Rateable Values/Rental Values Supported and Payment Value Per Payment Period	Payment range based on days applicable to grant	Total Grant Paid	Number of grant payments made to businesses (some businesses will have been paid via multiple schemes)	Average payment value
Open Business Grant	These grants are being made to acknowledge loss of trade and costs associated with staying open at a time of lack of footfall on the High St and reduced consumer confidence in visiting businesses that can remain open to the public.	£1 to £15,000: £1,400 £15,001 to £50,999: £2,100 £51,000 or over: £3,150	£1,400 - £3,150	£92,400	59	£1,566
Hardship (One off)	Businesses suffering from a loss of trade and that have been unable to access any of the existing business grant schemes. These are expected to be primarily small and microenterprises, including businesses registered too recently to qualify for central government support.	£2,000 payment No maximum level set, though the scheme is aimed at small businesses / home based businesses / mobile businesses	£2,000	£676,000	339	£1,994
Total				£83,667,107	15,525	

* This is not 15,451 separate business, the Council has ensured each business has been paid for each scheme it is eligible for, based off 1 application. Therefore, a business will appear on multiple schemes, the total number of businesses supported is over 5,000.

User guidance:

- The first section of this form guides users through considering major areas where emissions are likely to occur. If emissions are impacted in a way not covered by these categories, please identify this at the bottom of the section
- The first section should be filled as such:
 - **Impact:** identify, in relation to each area, whether the decision of the proposal does the following: *reduces emissions*, *increases emissions*, or has *no impact on emissions*. If it is uncertain this section can be labelled *impact unknown*
 - If **no impact on emissions** is identified: no further detail is needed for this area, but can be added if relevant (e.g. if efforts have been made to mitigate emissions in this area.)
 - **Describe impacts or potential impacts on emissions:** two sections deal respectively with emissions from the Council (including those of contractors), and emissions across Rotherham as a whole. In both sections please explain any factors that are likely to reduce or increase emissions. If **impact unknown** has been selected, then identify the area of uncertainty and outline known variables that may affect impacts.
 - In most cases there is no need to quantify the emission impact of an area after outlining the factors that may reduce or increase emissions. In some cases, however, this may be desirable if factors can be reduced to a small number of known variables (e.g. if an emission impact is attached to a known or estimated quantity of fuel consumed).
 - **Describe any measures to mitigate emission impact:** regardless of the emission impact, in many cases steps should be taken in order to reduce mitigate all emissions associated with each area as far as possible; these steps can be outlined here (For example: if a proposal is likely to increase emissions but practices or materials have been adopted in order to reduce this overall impact, this would be described here).
 - **Outline any monitoring of emission impacts that will be carried out:** in this section outline any steps taken to monitor emission levels, or steps taken to monitor the factors that are expected to increase or reduce emission levels (for example, if waste or transport levels are being monitored this would be described here)
- A **summary paragraph** outlining the likely overall impacts of the proposal/decision on emissions should then be completed - this is not required if the proposal/decision has no impact across all areas.
- The supporting information section should be filled as followed:
 - Author/completing officer
 - **Research, data, or information** may refer to datasets, background documents, literature, consultations, or other data-gathering exercise. These should also be added to the **supporting documents** section of the cabinet report

-
- Carbon Impact Assessments are to be appended to the associated cabinet reports
 - Prior to publishing reports, Carbon Impact Assessments should be sent to climate@rotherham.gov.uk for feedback
 - Report authors may also use the above email address to direct any further queries or to access further support regarding completing the assessment

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	<i>no impact on emissions</i>	N/A	N/A	N/A	N/A
Emissions from transport?	<i>no impact on emissions</i>	N/A	N/A	N/A	N/A
Emissions from waste, or the quantity of waste itself?	<i>no impact on emissions</i>	N/A	N/A	N/A	N/A
Emissions from housing and domestic buildings?	<i>no impact on emissions</i>	N/A	N/A	N/A	N/A
Emissions from construction and/or development?	<i>no impact on emissions</i>	N/A	N/A	N/A	N/A
Carbon capture (e.g. through trees)?	<i>no impact</i>	N/A	N/A	N/A	N/A

Identify any emission impacts associated with this decision that have not been covered by the above fields:

None.

Please provide a summary of all impacts and mitigation/monitoring measures:

As this report is a financial update on previous events, updates on levels of funding moving forwards and doesn't approve anything directly to happen, it does not have any carbon implications.

Supporting information:

Completed by:
(Name, title, and service area/directorate).

Rob Mahon, Head of Corporate Finance, Finance and Customer Services.

Please outline any research, data, or information used to complete this [form].

If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.

Tracking [to be completed by Policy Support / Climate Champions]

Initial Equality Screening Assessment (Part A)

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an equality analysis.

Directorate: Finance and Customer Services	Service area: Finance
Lead person: Rob Mahon	Contact number: 01709 254518

1. Title:

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

2. Please provide a brief description of what you are screening

The Council has a framework of budgetary monitoring and reporting that ensures budget management is exercised within annual cash limits.

Each month the Budget Manager receives timely information on income and expenditure to enable them to fulfil their budgetary responsibilities. Following the review of the budget information, each budget manager provides a forecast of their projected outturn position on each service. The Strategic Director subsequently provides a consolidated forecast for their directorate to the Chief Finance Officer and relevant Cabinet Member.

A budget monitoring report, which includes an up-to-date outturn forecast, information about significant variances from approved budgets and proposals for dealing with them, is submitted to Cabinet at least 6 times a year, culminating with

the Councils Financial Outturn report.

Whilst the framework described above relates to revenue budgets, the capital programme is also similarly monitored and reported alongside the Council's revenue position.

The financial monitoring position report summarises the key variances for each directorate and considers the key financial pressures and risks.

This report is the penultimate financial report in the financial year, it sets out the Councils outturn position in brief as the full revenue outturn position is not presented to cabinet until July. The report also covers off any other key items to be noted at the time.

Given that the revenue and capital budgets have been approved by Council in February each year, when equality assessments would have been considered at that time in respect of the budget proposals, there are no further issues in respect of equality and diversity.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?		x
Could the proposal affect service users?		x
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		x
Have there been or likely to be any public concerns regarding the proposal?		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		x
Could the proposal affect the Council's workforce or employment practices?		x

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals prior to carrying out an **Equality Analysis**.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below and use the prompts for guidance.

- **How have you considered equality and diversity?**

n/a

- **Key findings**

n/a

- **Actions**

n/a

Date to scope and plan your Equality Analysis:

n/a

Date to complete your Equality Analysis:

n/a

Lead person for your Equality Analysis
(Include name and job title):

n/a

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Judith Badger	Strategic Director – Finance and Customer Services	21 May 2021

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed	21 May 2021
If relates to a Key Delegated Decision, Executive Board, Council or a Significant Operational Decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

Public Report with Exempt Appendices
Cabinet

Committee Name and Date of Committee Meeting

Cabinet – 21 June 2021

Report Title

Town Centre Masterplan Implementation Update

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Paul Woodcock, Strategic Director of Regeneration and Environment

Report Author(s)

Rory Battye, Economic & Initiatives Officer, RiDO

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Rory.battye@rotherham.go.uk

James Green, Senior Inward Investment, Programmes and Projects Officer, RiDO

01709 255837

James.green@rotherham.gov.uk

Ward(s) Affected

Boston Castle

Report Summary

This report provides an update on the delivery of the Town Centre Masterplan and in particular seeks Cabinet approval for the funding and implementation of phases 2, 3 and 4 of the public realm improvements contained in the Town Centre Masterplan.

Recommendations

1. Cabinet approves the implementation work of Town Centre public realm improvements on Effingham Street and Howard Street (Phase 2) and Upper Millgate and Forge Island Riverside Gardens (Phase 3) utilising secured grant funding as part of the Councils Future High Streets Fund bid.
2. Cabinet approves the design works for Market Square, Upper Howard Street, Drummond Street and Eastwood Lane (Phase 4) utilising secured grant funding as part of the Council Future High Street Fund bid as part of the overall Market Redevelopment Project.

List of Appendices Included

Appendix 1: Initial Equality Screening Assessment.
Appendix 2: Public realm detail
Appendix 3: Finance (Exempt Item)
Appendix 4: Carbon Impact Assessment

Background Papers

Phase Town Centre Masterplan Public Realm Improvements Phase 1 - December 2019

Forge Island Development Report - June 2018

Rotherham Town Centre Masterplan Report - July 2017

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

Yes or No? If yes, use text below.

Yes – Appendix 3

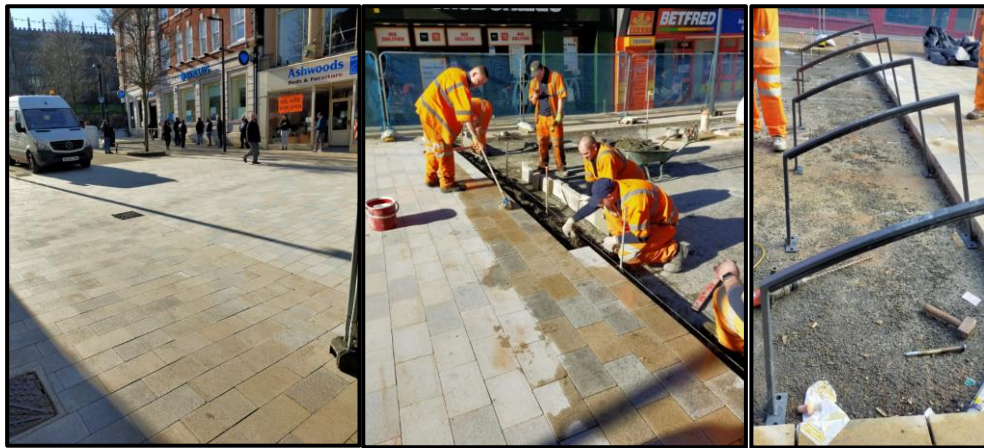
An exemption is sought for this Appendix under paragraph 3 (Information relating to the financial or business affairs of any particular person (including the authority holding that information)) of Part I of Schedule 12A of the Local Government Act 1972 is requested, as this report contains sensitive commercial information of letting a tender.

It is considered that the public interest in maintaining the exemption would outweigh the public interest in disclosing the information, as the Councils commercial interests could be prejudiced by disclosure of this commercial information.

Town Centre Masterplan Public Realm Improvements Phase 1

1. Background

- 1.1 At its meeting of 11th September 2017, Cabinet and Commissioners' Decision-Making Meeting resolved to approve the Town Centre Masterplan.
- 1.2 Significant progress has been made with several key projects included in the Town Centre Masterplan. The key site of Forge Island now has a development partner selected and planning permission was secured for the site in June 2020. A cinema operator has been secured for the site, with Arc Cinema signing up to a long lease early in 2021. The Council has delivered the first phase of flood works on the site and the second phase of works consisting of the canal barrier are due to commence in Summer 2021. Additional works have also commenced with the demolition of Riverside Precinct and Chantry Buildings due to complete in July 2021, opening up views of the Minster for the main island site and a key pedestrian link to the wider town centre.
- 1.3 The redevelopment of Rotherham Markets, including the relocation of the Central Library, has had concept designs prepared and funding has been secured via the Future High Street Fund, with works programmed to commence in 2022.
- 1.4 Good progress has also been made with one of the keys aims of the Town Centre Masterplan, reintroducing a resident population to the town centre. The Council is currently on site with three developments that form the area referred to as 'Riverside Residential' delivering high quality town centre living opportunities.
- 1.5 The Council is also on site with delivery of the 'Town Deal Accelerator' project. This includes the demolition of the former retail unit at 9-13 High Street which is nearing completion, alongside the delivery of a landscape led scheme to be followed by a residential led redevelopment in the future.
- 1.6 The masterplan also identified a package of public realm improvements, across key strategic areas, to help improve the function, aesthetics and linkages into and across the core of Rotherham town centre.
- 1.7 The Masterplan highlighted the critical importance of public realm enhancements to help encourage and improve movement and connectivity, particularly between Forge Island and the wider town centre, and to improve the physical environment and experience within the town centre.
- 1.8 Phase 1 of the scheme was approved in December 2019 which included the redevelopment of Bridgegate, Frederick Street and College Street which are currently either complete or are in progress.



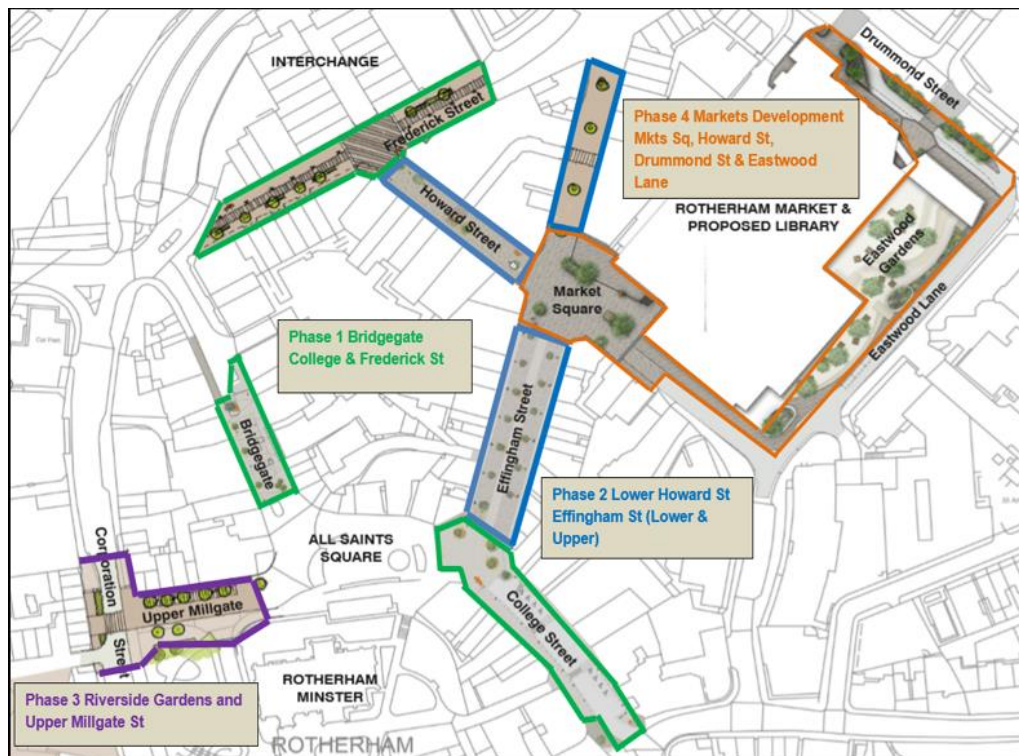
In progress pictures of Bridgegate

- 1.9 On the 1st April 2021, the Council was informed by the Secretary of State that the revised proposal, submitted in January, for £12.6m from the Future High Street Fund had been awarded. These funds are part of a programme worth £29.9m that will deliver Riverside Gardens Forge Island (Phase 3) Rotherham Markets, Library & Community Hub (Phase 4), the relocation of Grimm & Co as well as Public Realm improvements.

2. Key Issues

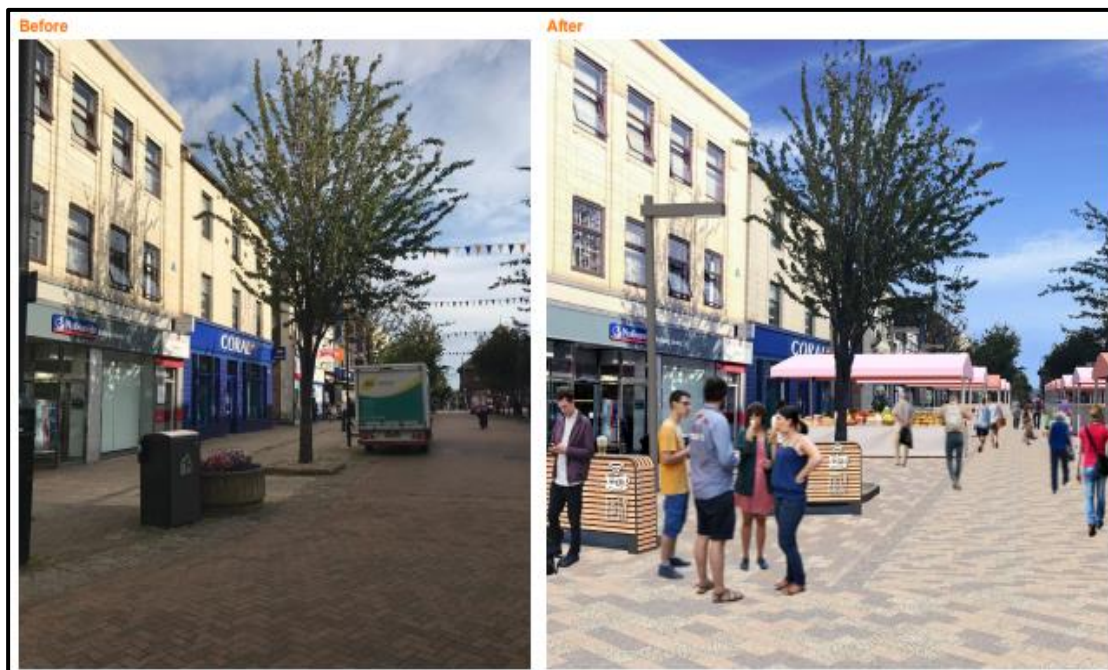
- 2.1 The locations proposed for improvement as part of the public realm Phase 2 scheme are detailed in Appendix 2. Phase 3 and 4 are identified in the map below, summarised as:

- Phase 2 - Howard Street (Frederick Street to Market Square), Effingham Street.
- Phase 3 – Forge Island Riverside Gardens and Upper Millgate.
- Phase 4 – The Markets Development, Market Square, Upper Howard Street, Drummond Street and Eastwood Lane.



- 2.2 Phase 2 will be designed and delivered by the Council's in-house teams utilising a procurement compliant framework that has been prepared.
- 2.3 A separate Cabinet Report on the Markets and Library redevelopment including Phase 4 of the Public Realm will be prepared and presented later this calendar year.
- 2.4 Works proposed as part of the scheme include:
- Replacement and upgrade of old and tired surface materials.
 - Improvements and upgrade to lighting to help improve safety.
 - Improved layout of market stalls along Effingham Street to provide additional space for traders and space to expand the offer to other street markets including continental food markets.
 - Infrastructure works to provide new power supplies for market stalls and events.
 - Feature lighting to add interest to the street scene.
 - Upgrading of street furniture and landscaping.
 - The Forge Island Riverside Garden design will utilise the riverside location and the change in levels to create a fun landscape for play and interaction.
 - A connection back into Minster Gardens and All Saints Square would be achieved via a scheme of works at Upper Millgate.
 - Enhancing the markets development, by creating a new Market Square, and Eastwood Gardens.
 - Improvements around the new Library on Drummond Street.

Effingham Street Concept Design



Howard Street Concept Design



3. Options considered and recommended proposal

3.1 Options considered are as follows:

Option A – do nothing. This would mean one of the key interventions of the Town Centre Masterplan would not be implemented and the works which have already commenced would not be completed to the full effect.

Option B – deliver elements of Phase 2 (Lower Howard Street & Effingham Street), 3 (Riverside Gardens & Upper Millgate) and 4 (Markets Redevelopment Public Realm). This would implement selected sections of public realm on an ad-hoc basis, which would not deliver all of the intended benefits of the works and would delay delivery.

Option C - implement Phases 2(Lower Howard Street & Effingham Street) and 3 (Riverside Gardens & Upper Millgate) and the design works for Phase 4 (Markets Redevelopment Public Realm) as outlined above and detailed in Appendix 2. This would deliver the remaining phases of public realm improvements and help achieve the benefits expected from the scheme as detailed in the adopted Masterplan. This is the recommended option.

3.2 It is therefore recommended that Option C is accepted and taken forward.

3.3 It is recommended that this project is added to the Council's approved Capital Programme, with funding taken from the approved Capital Programme Budget of the Town Centre Investment Fund and approved Grants. The estimated cost of this project is shown in the exempt Appendix 3.

4. **Consultation on proposal**

4.1 Consultation has and will continue to take place with a wide range of stakeholders and groups to ensure all users and stakeholders feedback is incorporated within the final designs.

4.2 At the outset on the 9 January 2019, an initial stakeholder meeting took place on the plans for the Town Centre public realm improvements. This included representatives from the voluntary sector, a member of the Business Growth Board town centre sub-group that represents town centre businesses, Ward Members, the Cabinet Member for Jobs and the Local Economy and Council officers.

4.3 Further consultation has taken place with Rotherham Older Peoples forum, the Business Growth Board town centre sub group, senior officers within Children's and Young People's service and external parties including Rotherham Open Arts Renaissance (ROAR). Consideration of the proposed scheme has also been given by the Rotherham Voice and Influence Partnership group on 3 March 2019, which is chaired and run by young people.

4.4 As part of the consultation process, meetings have taken place with South Yorkshire Police and this dialogue will continue. Consideration is to be given to "Secure by Design" standards; the police initiative which supports the principles of "designing out crime". This includes the layout of communal spaces, the use of lighting, removal of street furniture (which may cause issues of anti-social behaviour) and advising on any design decisions which could increase the risk of crime. Bollards were introduced following meetings with the counter terrorism team

4.5 The public realm proposals were discussed with Members as part of the

Transforming Cities funding workshop led by the Transportation Unit on 14 March 2019.

- 4.6 Regular project meetings have and continue to take place with the Project Team which includes officers from Highways, Transportation, Drainage and Landscape design.
- 4.7 A Members information seminar took place as part of a wider Masterplan Project seminar on 2 October 2019. The event updated and informed Council Members on the progress of the Town Centre Masterplan and offered Members the opportunity to give feedback on the proposed scheme. This initial feedback was positive and the designs were well received. Several suggestions were made, including emphasising the need to incorporate trees and green space and ensuring that the proposals are welcoming and accessible to all.
- 4.8 On 9 October 2019, a meeting took place with a selection of young people from the Barnardo's Young Carers Council.
- 4.9 On 17 and 18 October 2019, businesses were visited by Council officers to discuss the plans and provide feedback.
- 4.10 A public information event took place on 29 October 2019 on the Tuesday street market, to inform town centre users of the developments which are proposed as part of the delivery of the adopted masterplan.
- Feedback received from the public and users of the town was positive, including:
- Higher seats are needed in some places for those less able to get up and down.
 - Trees should be retained where possible.
- 4.11 Consultation with a student focus group at Rotherham College took place on 6 November 2019.
- 4.12 As part of the promotion of the works which are to take place, a press release will be produced to bring the proposed public realm improvements to the attention of the public. This will also incorporate the work which the Rotherham Advertiser is doing in relation to the "Standing Up for Sitting Down" campaign. This is a national initiative to improve access to local high streets by improving the seating available to those who need it; this will include upgrading benches which will be more user-friendly.
- 4.13 On 3rd March 2020, an on street Public Information event took place to inform the public of the up and coming public realm schemes in the Town Centre, this also included the detailed concept designs for Bridgegate. The feedback from the public was generally positive in relation to the designs, with feedback on the town centre as whole.
- 4.14 On the 18th November 2020, an online public information event took place

(due to COVID restrictions), which looked for feedback and opinions from the public on the final designs of the public realm scheme on Frederick Street. Feedback was positive with general comments around the condition of the town centre and lack of businesses.

- 4.15 On the 2nd March 2021, an online public information event took place (due to COVID restrictions), which looked for feedback from the public on the final designs of the Public realm scheme on College Street. Feedback was positive with general comments around the condition of the town centre and lack of businesses.

5. **Timetable and Accountability for Implementing this Decision**

5.1	Activity	Target Date
	Procurement exercise for a materials framework.	Apr – Jun 2021
	Detailed designs of Phase 2 to RIBA Stage 4.	Jan 2022
	Phase 2* works commence on site.	Mar 2022
	Phase 2 complete.	Mar 2023
	Detailed designs of Phase 3 to RIBA 4.	Jan 2022
	Phase 3** works commence on site.	Jun 2022
	Phase 3 complete.	Mar 2023
	Detailed designs of Phase 4 to RIBA 4.	Jan 2022
	Phase 4*** works commence on site.	May 2022
	Phase 4 complete.	Feb 2024

*Lower Howard Street & Effingham Street

** Riverside Gardens & Upper Millgate

***Markets Redevelopment Public Realm

- 5.2 Accountability for implementation of this decision lies with the Strategic Director, Regeneration and Environment.

6. **Financial and Procurement Advice and Implications (to be written by the relevant Head of Finance and the Head of Procurement on behalf of S151 Officer)**

- 6.1 The indicative costs of £6.9m for Phases 1-3 of the public realm works are contained within the exempt Appendix 3. This will deliver public realm works in Rotherham Town Centre on Frederick Street, Bridgegate, College Street, Effingham Street, Howard Street, Upper Millgate and Forge Island Riverside Gardens. The funding for the works can be contained within the already approved Capital budget for the Town Centre Investment Fund (TCIF) to deliver the Masterplan agreed for Phase 1 plus additional grant awarded to the Council specifically for public realm improvements. Appendix 3 details these funds. The design works for Phase 4, estimated at £225k, are funded from the Future High Street Fund allocation.

- 6.2 All works undertaken must be in compliance with the Public Contracts Regulations 2015 and the Council's own Financial and Procurement Procedure Rules. This includes planning effectively by working with the

procurement service to develop procurement business cases to consider and debate a range of issues and scenarios prior to the commencement of any tender and collectively agree on proposed solutions to be incorporated into the tender process or the resulting contractual agreement.

7. Legal Advice and Implications (to be written by Legal Officer on behalf of Assistant Director Legal Services)

7.1 There are no direct legal implications arising from the recommendations within this report.

8. Human Resources Advice and Implications

8.1 There are no direct HR implications arising from this report.

9. Implications for Children and Young People and Vulnerable Adults

9.1 Initial engagement with CYPS took place with senior officers on 31st January 2019 where consideration was given to how young people could be positively involved.

9.2 Public realm was considered by the Rotherham Voice and Influence partnership group, which is chaired, and run by young people on 3 March 2019. Feedback was positive and further discussions are to take place with the Voice and Influence Partnership who have identified a number of additional groups to engage with.

9.3 The Rotherham Voice of the Child Lifestyle Survey 2018 borough wide report has also been taken into consideration as part of the feedback from young people.

9.4 A meeting took place with a representative from Public Health in March 2019 to discuss the inclusion of reducing obesity promotion as part of the design and using the scheme to promote activity and exercise for users.

9.5 Consultation will continue to take place throughout the process. This will include further meetings with Barnardo's, a meeting with Rotherham Sight and Sound and a public information event.

10. Equalities and Human Rights Advice and Implications

10.1 The Initial Equality Screening form has been completed.

Consideration of accessibility and the needs of all will be reviewed and implemented as part of the design process, to ensure it adheres to current regulations.

11. Implications for CO₂ Emissions and Climate Change

11.1 It is envisaged that the impact of these works will be local in nature. The waste materials it is anticipated will be taken from site and recycled by the

Councils Highways Delivery Team as crushed aggregate. The contractors carrying out the works will be using heavy machinery, and the delivery/movement of materials will have an impact which is currently unknown. The power supply to the street market will be reviewed to remove the need for generators.

- 11.2 The public realm works are focused on improving the pedestrianised zones in the town centre and will encourage people to walk and cycle, with the inclusion of the cycle lane on Frederick Street and the link to the Riverside Walk. Dwell time will be encouraged in the improved and new green spaces, such as Riverside and Eastwood Gardens. New more efficient street lighting and catenary and LED feature lighting will add interest to the street scene.

Established trees in the town centre are to be protected and failed specimens will be replaced as part of these works.

12. Implications for Partners

- 12.1 The work in the town centre may cause temporary disruption within the specified project area(s). All business operators in the project area(s) will be consulted and notified of works within their vicinity in advance and will be kept informed of works and duration.

13. Risks and Mitigation

- 13.1 Funding not approved - All funding is either approved or imminent, Future High Street Fund has now had final sign off by MHCLG.
- 13.2 Defrayal of expenditure; Transforming Cities Fund and Building Back Fund must be deferred by 31st March 2022, Future High Street Fund must be deferred by 31st March 2024 - All grant funding will be frontloaded with the Councils contribution defrayed last.

14. Accountable Officers

James Green, Acting Investment and Economic Initiatives Manager, Investment & Economic Initiatives Team

Approvals obtained on behalf of Statutory Officers:-

	Named Officer	Date
Chief Executive	Sharon Kemp	07/06/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	03/06/21
Head of Legal Services (Monitoring Officer)	Stuart Fletcher	02/06/21

Report Author: *Rory Battye, Economic & Initiatives Officer, RiDO*
Rory.battye@rotherham.gov.uk

PART A - Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title

Title: Town Centre Masterplan Implementation Update

Directorate: Regeneration and Environment

Service area: RiDO

Lead person: Rory Battye

Contact number: 01709 254472

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify

Request for spend and authority to spend

2. Please provide a brief description of what you are screening

The Service is requesting to draw down funding from the identified Capital Programme, Town Centre Infrastructure Fund, and externally sourced grant funding, and approval of proposed designs to enable the redevelopment of Public Realm within the Town Centre as part of the adopted town centre Masterplan.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about 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.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		x
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	x	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		x
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		x
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The proposed interventions within the town centre will take equality and diversity in to consideration. During the consultation process, which has been taking place since January 2019, a number of groups and external and internal stakeholders have been contacted to ensure the needs of users are captured, considered and incorporated (where practicable) in to the designs.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The proposed plans for the town centre will enhance the public open space(s) and provide opportunities for town centre users to socialise together. The improved open space will also provide additional areas to hold events in the town centre, further providing opportunity for increased social interaction. Equipment and furniture etc. will be selected to ensure it is accessible and suitable for all users. Safety improvements will be made to ensure the town is a welcoming environment, including improved lighting and the removal of steps and raised areas (where practicable). Additional disabled parking is being introduced on College Street which will enable users to park in the Town Centre.

- **Actions**

(think about how you will promote positive impact and remove/reduce negative impact)

Date to scope and plan your Equality Analysis:	Spring/Summer 2021
Date to complete your Equality Analysis:	12/09/2021
Lead person for your Equality Analysis (Include name and job title):	Rory Battye, Economic & Initiatives Officer

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Tim O'Connell	Head of RiDO	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed	18/03/2021
Report title and date	Town Centre Masterplan Implementation Update
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	

Emerging Town Centre Wide Public Realm Palette

FORGE ISLAND DEVELOPMENT

Emerging proposals show a contemporary, industrial palette, creating a distinctive character for this destination. This includes a modern grey blend of paving with corten steel accents. The large scale spaces and aspirations for Forge Island provide opportunity for ambitious design statements.

FORGE ISLAND CANALSIDE

The proposed palette aims to compliment the Forge Island Development. It includes silver grey resin bound gravel and warm/rusty toned porphyry cobbles. Timber, corten steel and dark grey steel is used for features and furniture.

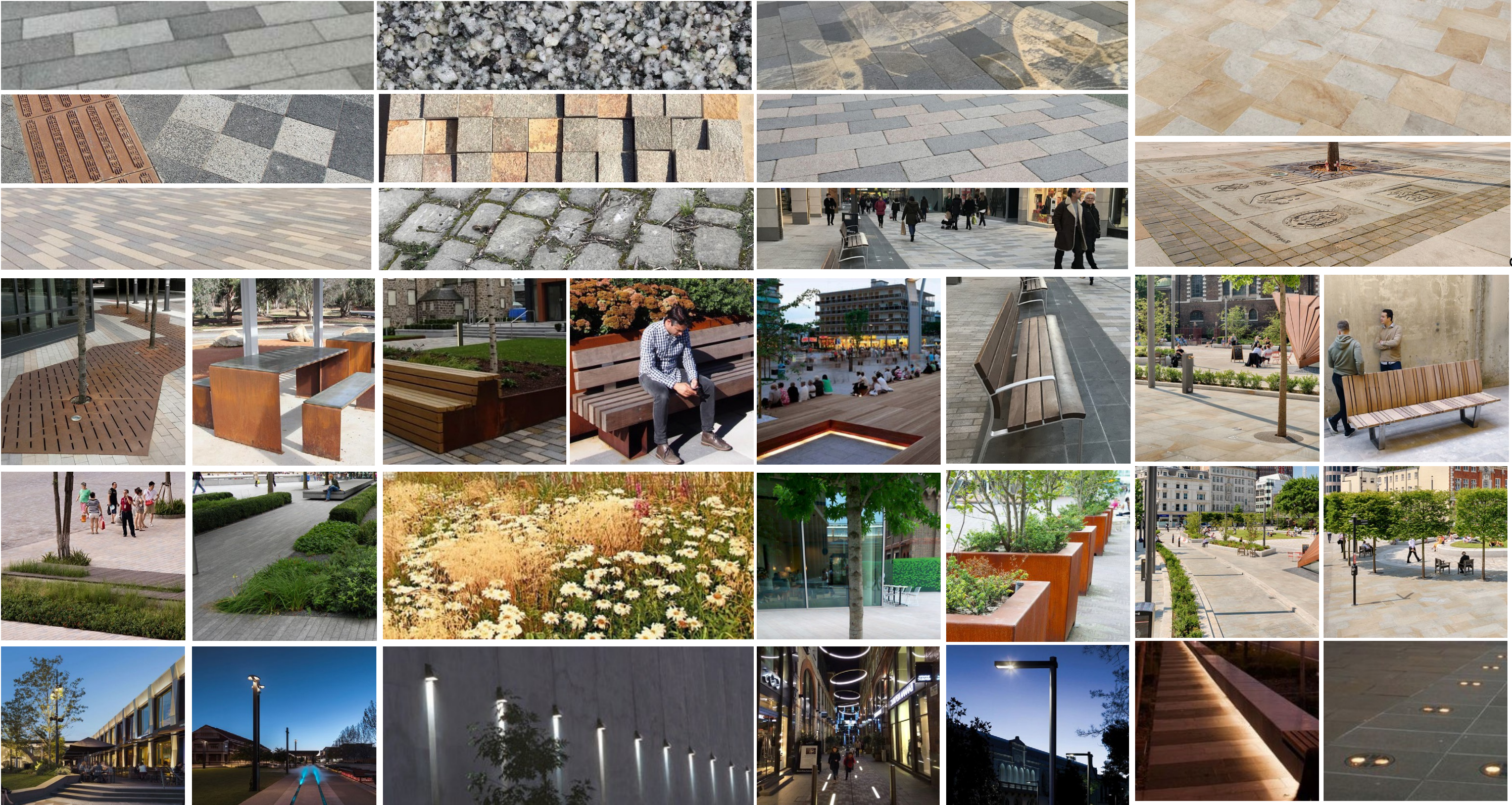
RETAIL & MOVEMENT STREETS

There is a clear need to simplify, reduce clutter and unify the core streets in Rotherham. Themes can be drawn from Forge Island and the palette must be able to react to a wide variety of locations. Proposals include a new Rotherham blend of pavers (greys and warm tones) and the occasional use of Scoutmoor sandstone creating a unified 'carpet' in the town centre core. Timber, colour accents and dark grey steel is used for furniture and features.

MINSTER QUARTER

Future schemes that relate to the setting of All Saints should follow the lead of previous schemes. This includes sandstone setts/slabs and consideration of bespoke details. Furniture and features can vary from the wider town centre to emphasise this distinctive quarter.

HARD MATERIAL
FURNITURE
PLANTING
LIGHTING



Public Realm Layers

The proposed design considers three layers to the public realm. Paving should be robust, simple and contemporary. This will be overlaid by furniture, trees and planting that avoids clutter and allows flexibility of use of the streets. Within this permanent environment there is huge opportunity to enliven the public realm through pop up and temporary interventions.

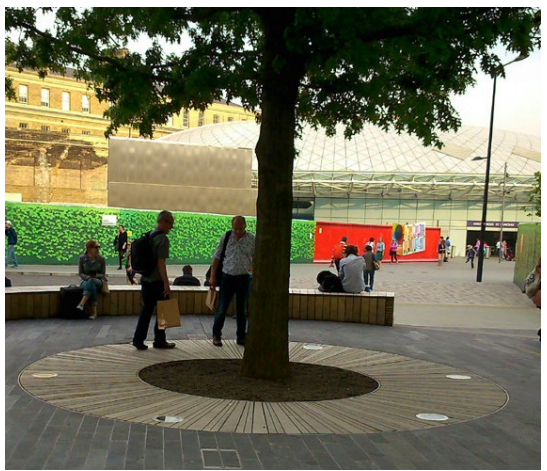
POP-UP ELEMENTS

TEMPORARY

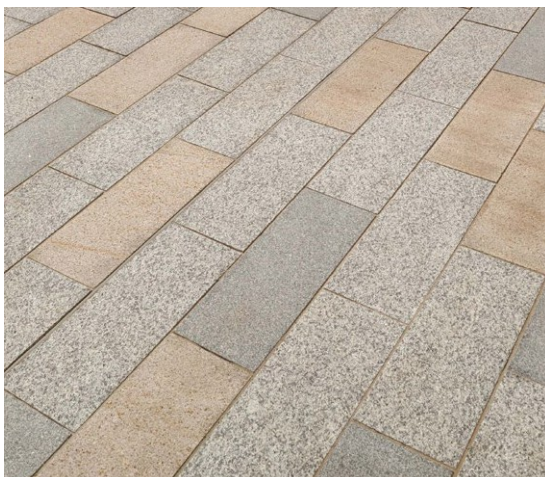


FURNITURE, TREES & PLANTING

PERMANENT

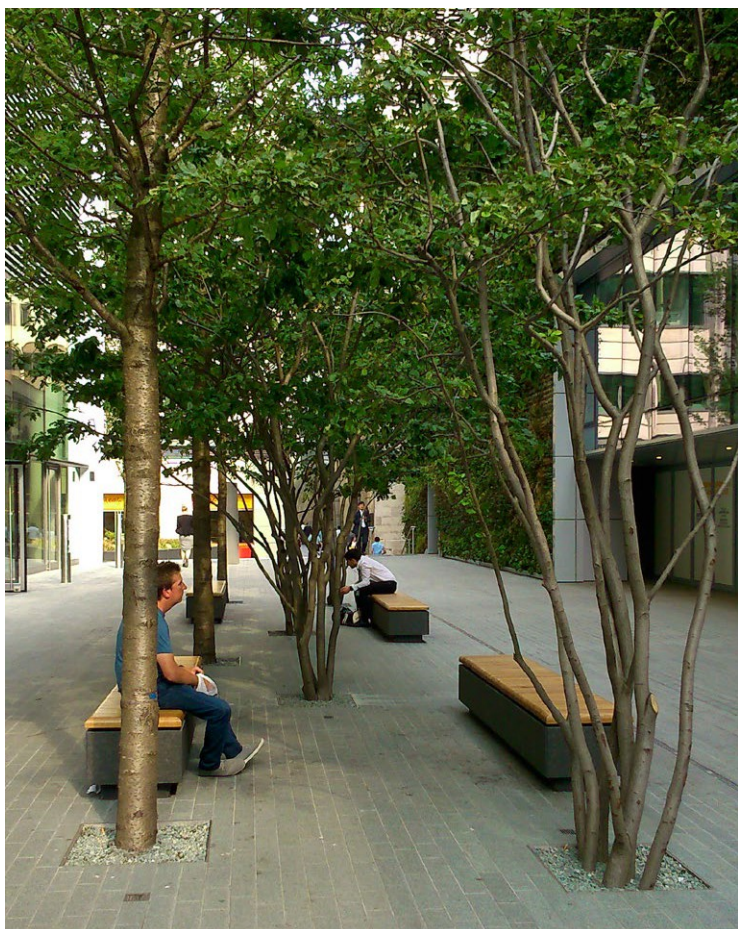


PAVING



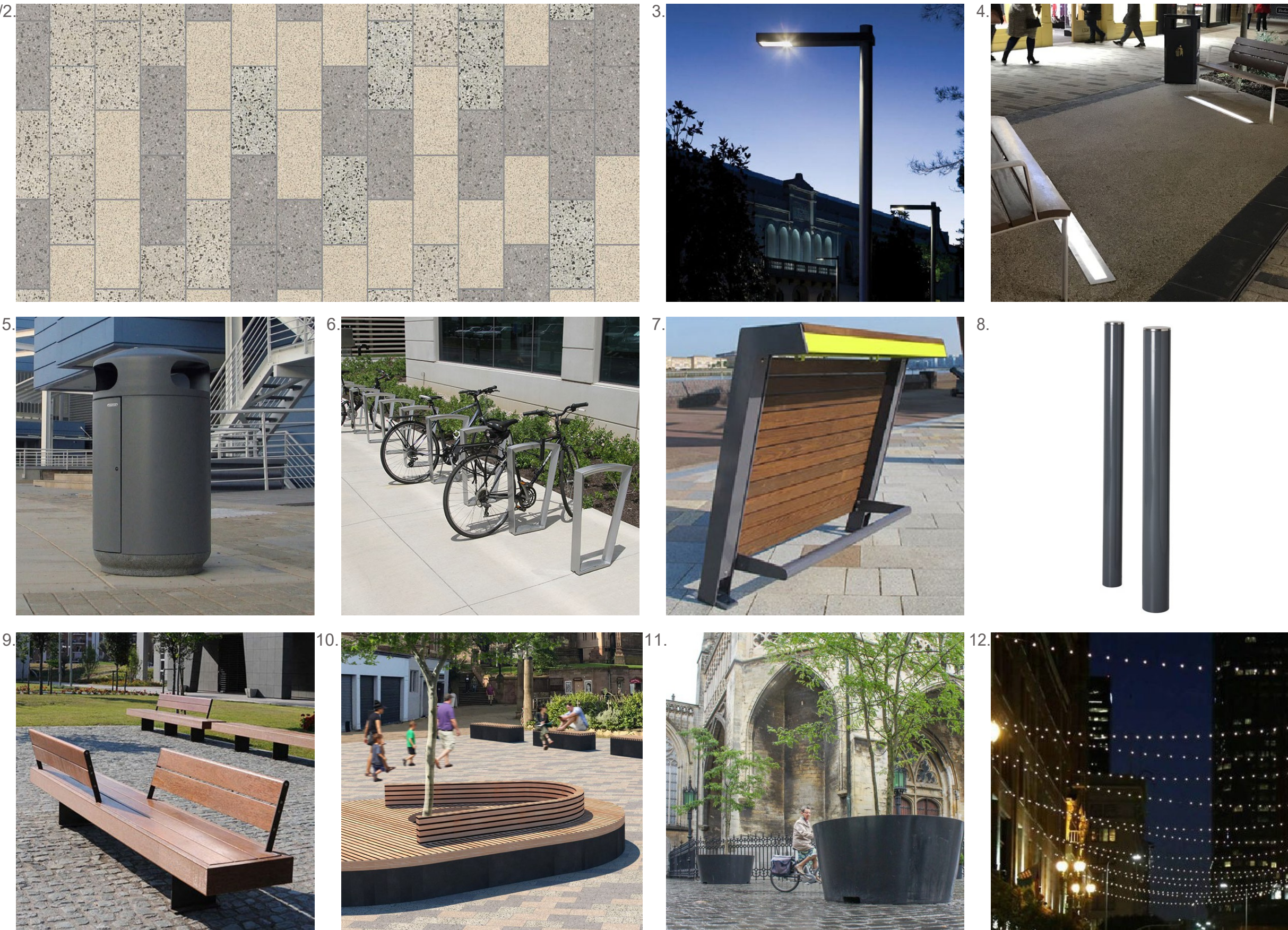
Retail & Movement Streets Inspiration

Retail and movement streets can offer an improved visitor experience for Rotherham Town Centre. Inspiration is taken from many places that have achieved a simple contemporary, clutter free environment that creates a stage for activity and increases footfall.



Retail & Movement Streets Palette

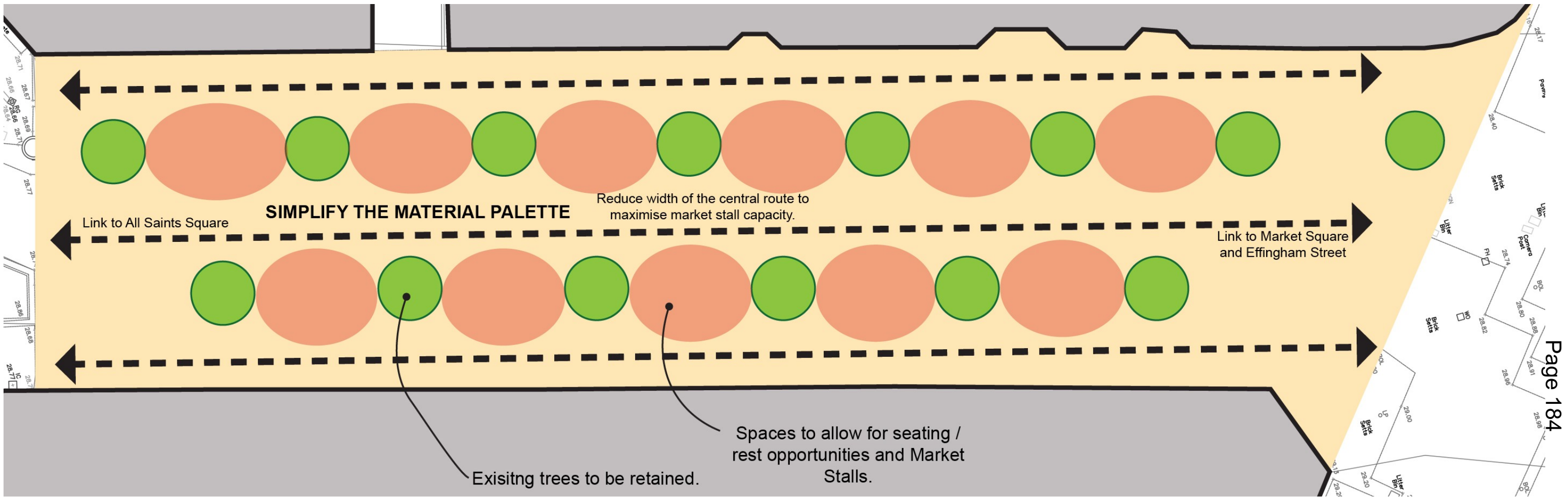
Through this process a palette has been developed for Rotherham’s ‘Retail & Movement Streets’. Potential products are provided to set a benchmark and are to be confirmed/agreed. Sample panels for paving will be provided to agree exact blends/colours.



- 1. Option 1 - Granite paving setts in various size units and a blend of colours that brings together the grey palette on Forge Island and the buff palette around the Minster. The blend and colour mix varies to help delineate space and highlight activity areas/seating areas.
- 2. Option 2 - Concrete paving blocks in various size units and a blend of colours that brings together the grey palette on Forge Island and the buff palette around the Minster. The blend and colour mix varies to help delineate space and highlight activity areas/seating areas.
- 3. Simple elegant style of street light column and fixture in grey finish.
- 4. In ground LED feature light.
- 5. Simple, elegant style of litter bin in grey finish.
- 6. Simple, elegant style of cycle stand in grey finish.
- 7. Bespoke perch feature for leaning against or use as table for food/coffee/laptop. Option to incorporate wifi or phone charger points.
- 8. Simple elegant style of bollard in grey finish. Options to include drop bollards as required.
- 9. Timber seating in various sizes/layouts and a mix of backless and with backs. Legs to be in grey finish.
- 10. Bespoke timber tree island incorporating informal seating.
- 11. Moveable planters in various sizes/colours.
- 12. Catenary lighting.

Analysis - 1. Effingham Street

Effingham Street is a major pedestrian and retail street that joins Market Square and All Saints Square. The design should improve the infrastructure and visitor experience for the bustling market that stretches along the street. At either end of the street there is opportunity to create gathering areas.



Positive Features to Enhance



Pedestrianised street.



Thriving market use.



Existing mature street trees.

Observations to address



Over complicated material palette.

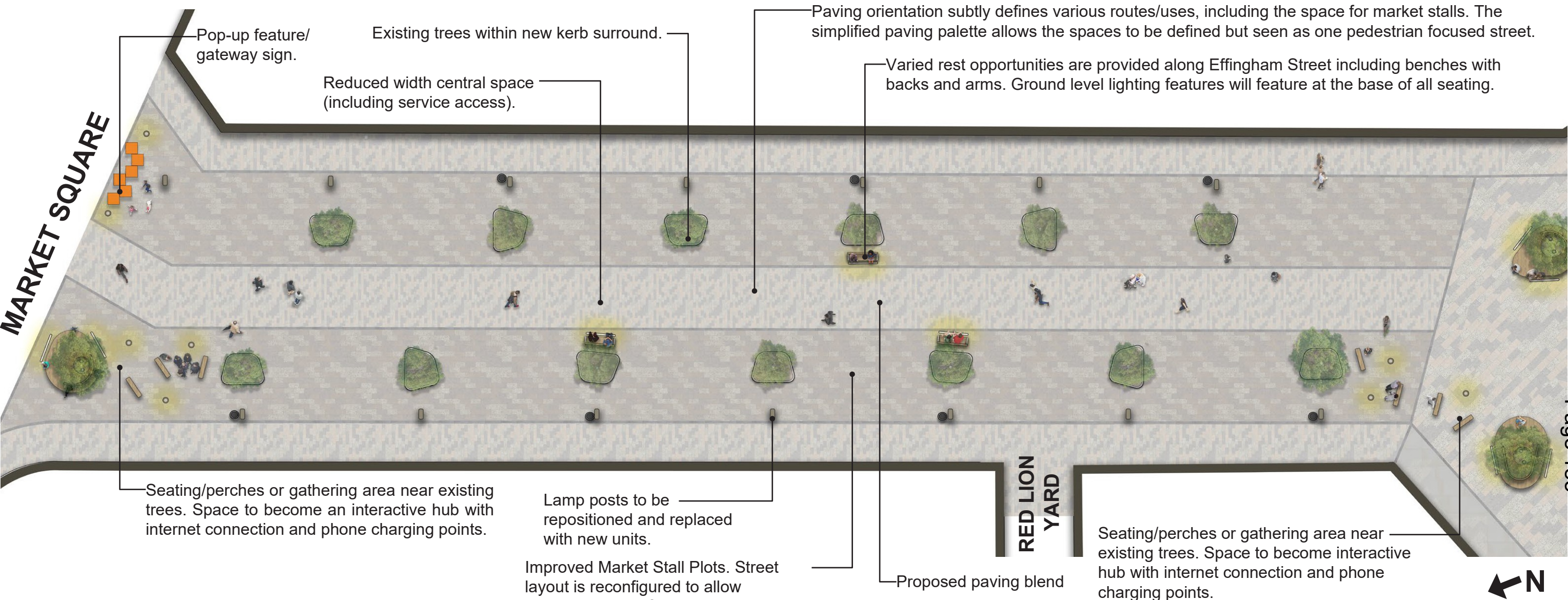


The current street layout constrains the markets use and the quality of market stall infrastructure/branding could be improved.

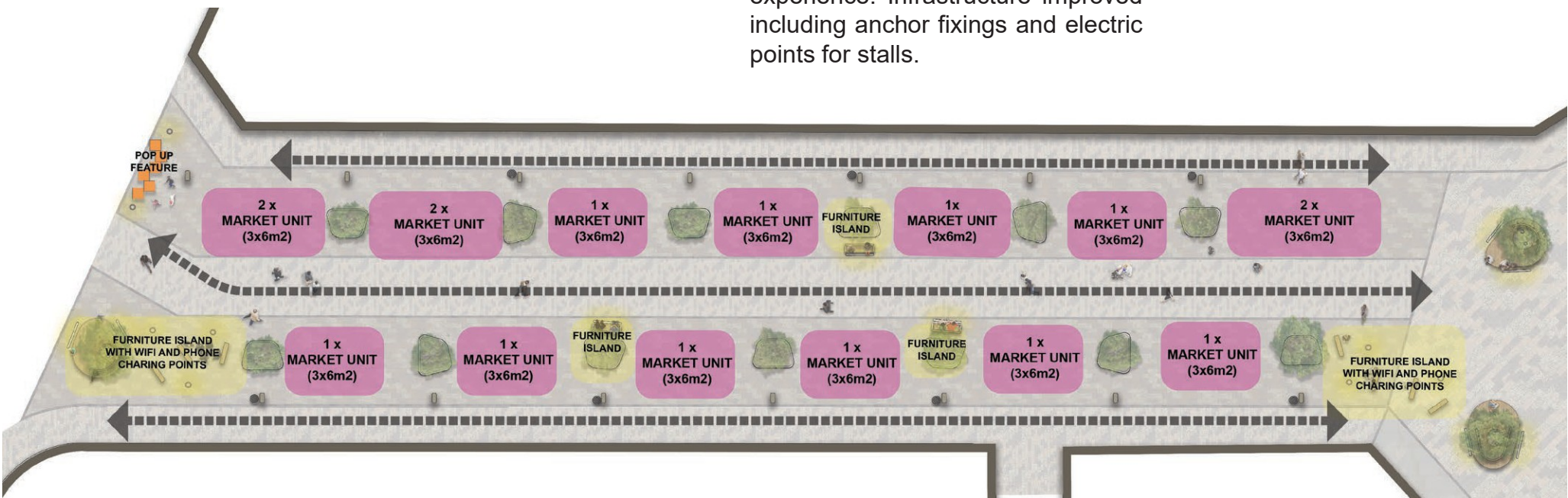


Maximise opportunities to enjoy the Minster setting.

1.Effingham Street Concept Design - NTS



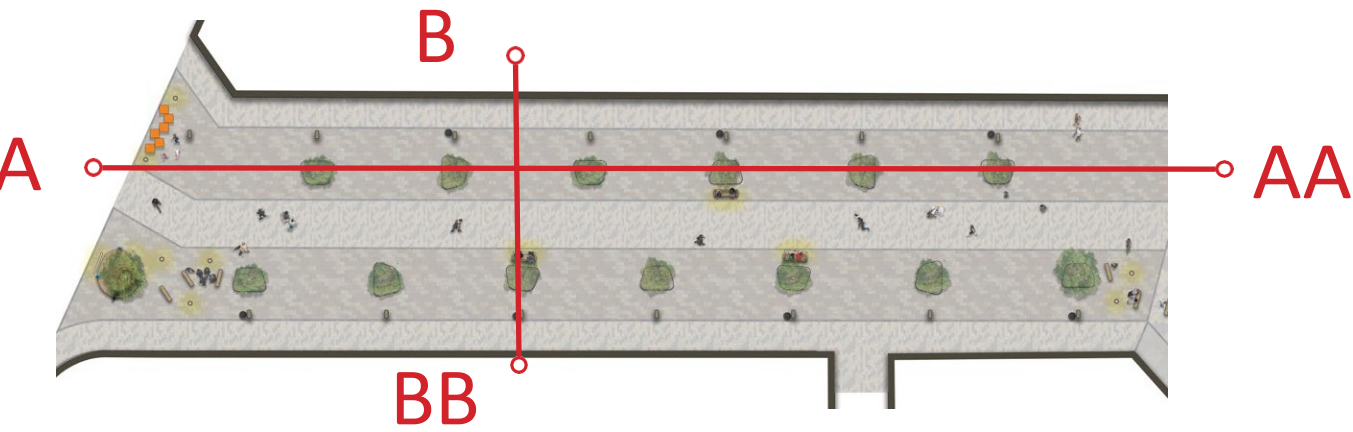
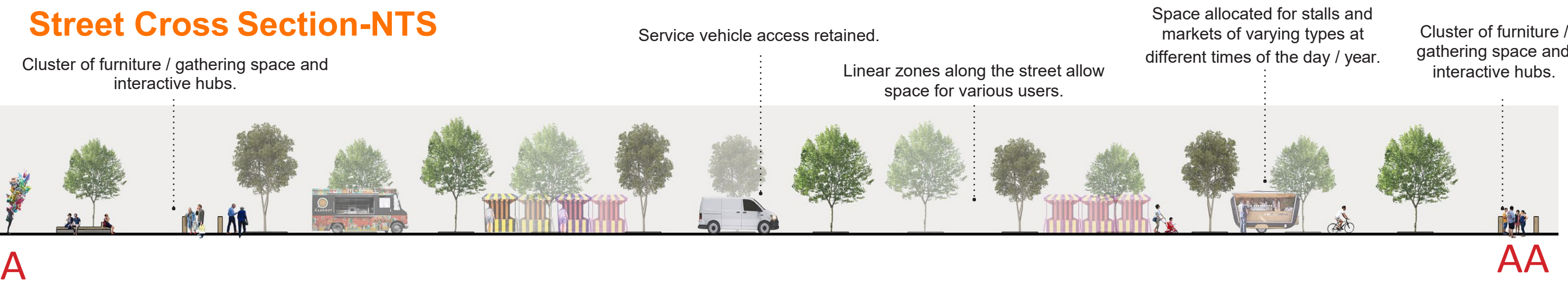
MOVEMENT AND SPATIAL ORGANISATION



“The design aims to improve the infrastructure and visitor experience for the bustling market that stretches along the street. At either end of the street there is opportunity to create gathering areas”.

1. Effingham Street Concept Design

Street Cross Section-NTS



Precedent Images



1. Effingham Street Concept Design

VISUALISATION

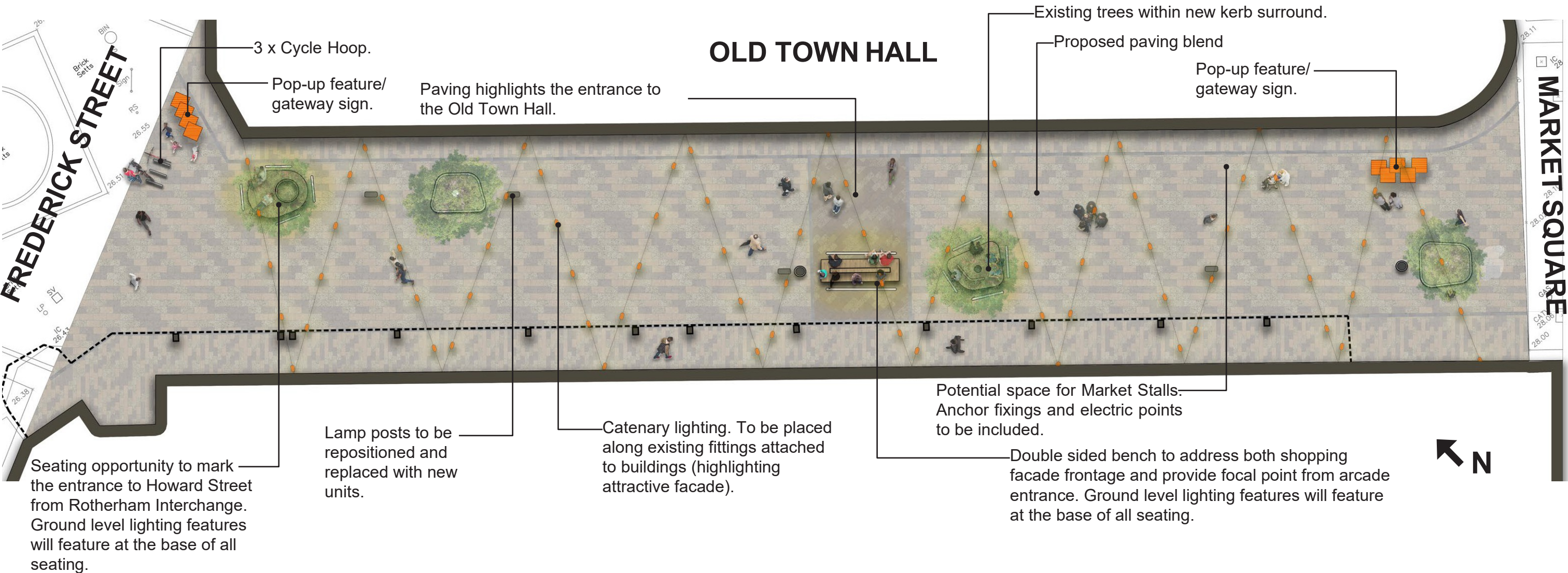
Before



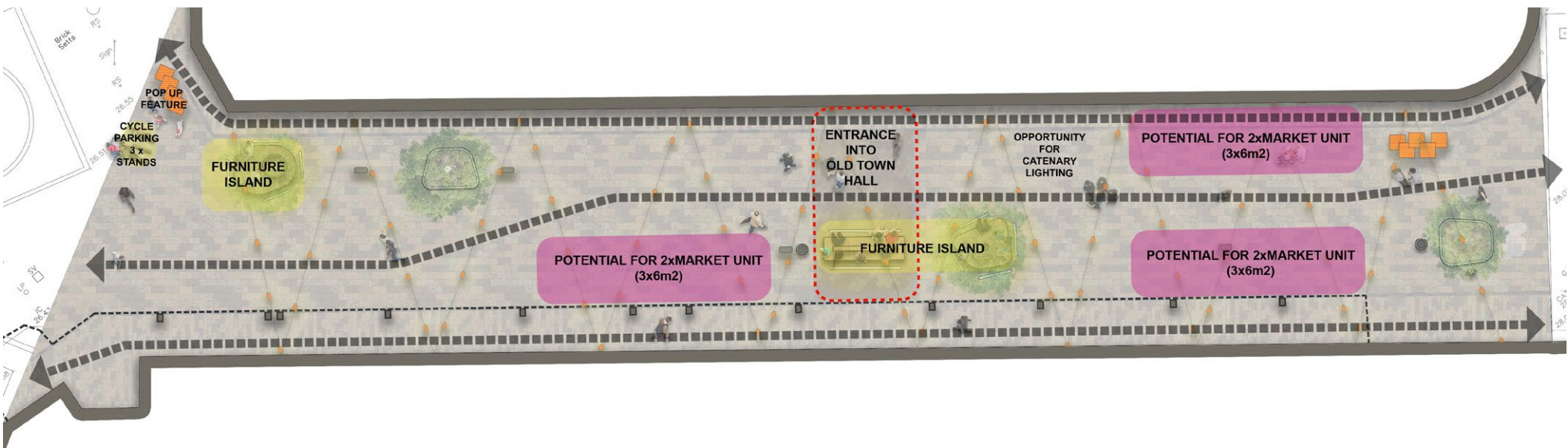
After



2. Howard Street Concept Design - NTS



MOVEMENT AND SPATIAL ORGANISATION

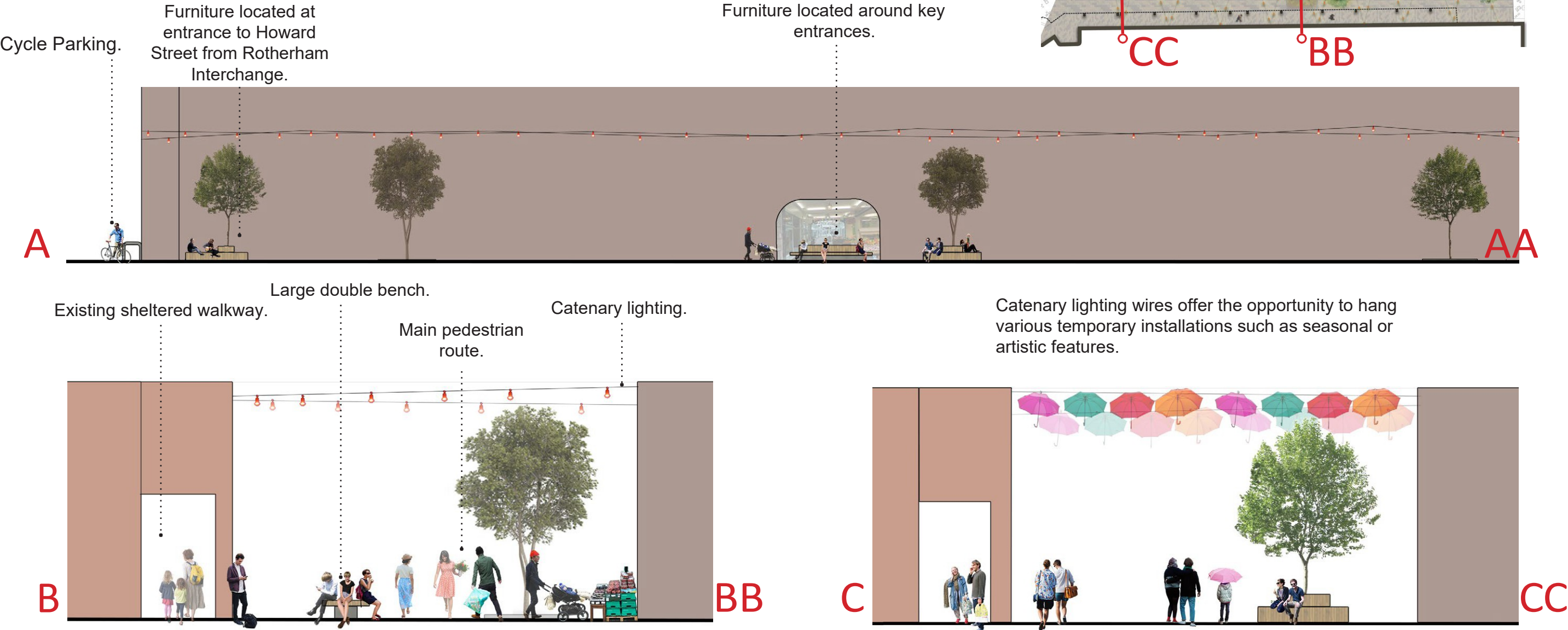


“The design aims to reduce clutter, highlight the Old Town Hall and improve its ability to accommodate market stalls”.

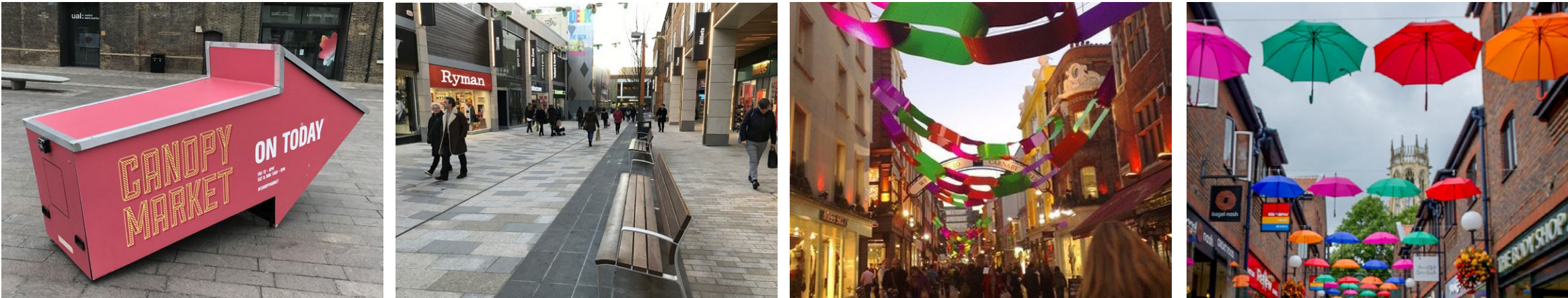
2. Howard Street Concept Design

Street Cross Section-NTS

Street Cross Section - refer to next page



Precedent Images



2. Howard Street Concept Design

VISUALISATION

Please note that a layer of pop up and temporary features are shown for illustration purposes only within the proposed permanent public realm.

Before



After



By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

User guidance:

- The first section of this form guides users through considering major areas where emissions are likely to occur. If emissions are impacted in a way not covered by these categories, please identify this at the bottom of the section
- The first section should be filled as such:
 - **Impact:** identify, in relation to each area, whether the decision of the proposal does the following: *reduces emissions*, *increases emissions*, or has *no impact on emissions*. If it is uncertain this section can be labelled *impact unknown*
 - If **no impact on emissions** is identified: no further detail is needed for this area, but can be added if relevant (e.g. if efforts have been made to mitigate emissions in this area.)
 - **Describe impacts or potential impacts on emissions:** two sections deal respectively with emissions from the Council (including those of contractors), and emissions across Rotherham as a whole. In both sections please explain any factors that are likely to reduce or increase emissions. If **impact unknown** has been selected, then identify the area of uncertainty and outline known variables that may affect impacts.
 - In most cases there is no need to quantify the emission impact of an area after outlining the factors that may reduce or increase emissions. In some cases, however, this may be desirable if factors can be reduced to a small number of known variables (e.g. if an emission impact is attached to a known or estimated quantity of fuel consumed).
 - **Describe any measures to mitigate emission impact:** regardless of the emission impact, in many cases steps should be taken in order to reduce mitigate all emissions associated with each area as far as possible; these steps can be outlined here (For example: if a proposal is likely to increase emissions but practices or materials have been adopted in order to reduce this overall impact, this would be described here).
 - **Outline any monitoring of emission impacts that will be carried out:** in this section outline any steps taken to monitor emission levels, or steps taken to monitor the factors that are expected to increase or reduce emission levels (for example, if waste or transport levels are being monitored this would be described here)
- A **summary paragraph** outlining the likely overall impacts of the proposal/decision on emissions should then be completed - this is not required if the proposal/decision has no impact across all areas.
- The supporting information section should be filled as followed:
 - Author/completing officer
 - **Research, data, or information** may refer to datasets, background documents, literature, consultations, or other data-gathering exercise. These should also be added to the **supporting documents** section of the cabinet report

-
- Carbon Impact Assessments are to be appended to the associated cabinet reports
 - Prior to publishing reports, Carbon Impact Assessments should be sent to climate@rotherham.gov.uk for feedback
 - Report authors may also use the above email address to direct any further queries or to access further support regarding completing the assessment

Will the decision/proposal impact...	Impact	If an impact or potential impacts are identified			
		Describe impacts or potential impacts on emissions from the Council and its contractors.	Describe impact or potential impacts on emissions across Rotherham as a whole.	Describe any measures to mitigate emission impacts	Outline any monitoring of emission impacts that will be carried out
Emissions from non-domestic buildings?	No impact on emissions	n/a	n/a	n/a	n/a
Emissions from transport?	No impact on emissions	n/a	n/a	n/a	n/a
Emissions from waste, or the quantity of waste itself?	Increases emissions	<ul style="list-style-type: none"> Current public realm paving materials will become a waste product that need to be removed from site. 	<ul style="list-style-type: none"> Impacts deemed to be local. 	<ul style="list-style-type: none"> Anticipated that all materials taken from site will be recycled by the Councils Highways Delivery Team. 	n/a
Emissions from housing and domestic buildings?	No impact on emissions	n/a	n/a	n/a	n/a
Emissions from construction and/or development?	Increases emissions	<ul style="list-style-type: none"> Contractors carrying out the works using heavy machinery, delivery of materials impact unknown 	<ul style="list-style-type: none"> Impacts deemed to be local. 	<ul style="list-style-type: none"> Cycle lane included on Frederick Street. Riverside Gardens has the potential to link into the River Walk from the new Westgate Residential sites. Power supply to the street market will be reviewed to remove the need for generators. New more 	

				efficient street lighting and catenary and LED feature lighting will add interest to the street scene.	
Carbon capture (e.g. through trees)?	<ul style="list-style-type: none"> • Reduce s emissio ns - minimal 	<ul style="list-style-type: none"> • Replacement of dead trees, protecting established, additional green space. 	<ul style="list-style-type: none"> • Impacts deemed to be local. 	<ul style="list-style-type: none"> • Protecting and maintaining established trees in the Town. The works will replace several dead trees and increase the level of green space, Riverside Gardens, Eastwood Gardens. 	
Identify any emission impacts associated with this decision that have not been covered by the above fields: None.					

Please provide a summary of all impacts and mitigation/monitoring measures:

It is envisaged that the impact of these works will be local in nature. The waste materials it is anticipated will be taken from site and recycled by the Councils Highways Delivery Team as crushed aggregate. The contractors carrying out the works will be using heavy machinery, and the delivery/movement of materials will have an impact which is currently unknown. The power supply to the street market will be reviewed to remove the need for generators.

The public realm works are focused on improving the pedestrianised zones in the town centre and will encourage people to walk and cycle, with the inclusion of the cycle lane on Frederick Street and the link to the Riverside Walk. Dwell time will be encouraged in the improved and new green spaces, such as Riverside and Eastwood Gardens. New more efficient street lighting and catenary and LED feature lighting will add interest to the street scene.

Established trees in the town centre are to be protected and failed specimens will be replaced as part of these works.

Supporting information:	
Completed by: (Name, title, and service area/directorate).	Rory Battye, Economic Initiatives Officer, RiDO Town Centre Masterplan Implementation Update Carbon Impact
Please outline any research, data, or information used to complete this [form].	None
If quantities of emissions are relevant to and have been used in this form please identify which conversion factors have been used to quantify impacts.	None
Tracking [to be completed by Policy Support / Climate Champions]	Sam Blakeborough, Policy Officer, PPI, ACEX

Work programme – Overview and Scrutiny Management Board UPDATED: 4 June 2021

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
16 June	TBC	Pre-decision scrutiny in advance of Cabinet meeting on 21 June.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
14 July	TBC	Pre-decision scrutiny in advance of Cabinet meeting on 19 July.	
	Adult Care - restructure and pathway development	Resolved December 2020 to request an update in 6 months.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
28 July	Grange Landfill	Resolved on 18 March that a further report on the latest situation surrounding the Grange Landfill be presented to the Overview and Scrutiny Management Board in three months' time.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
1 September			

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
15 September	TBC	Pre-decision scrutiny in advance of Cabinet meeting on 20 September.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
13 October	TBC	Pre-decision scrutiny in advance of Cabinet meeting 18 October.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
3 November	Annual Complaints Report	Annual item	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
17 November	TBC	Pre-decision scrutiny in advance of Cabinet meeting on 22 November.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
8 December	TBC	Pre-decision scrutiny in advance of Cabinet meeting 13 December.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
22 December	Progress Report on the recommendations made by the Overview and Scrutiny Management Board on the use of agency staff	Resolved December 2020 to request an update in 12 months.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
19 January	TBC	Pre-decision scrutiny in advance of Cabinet meeting 13 December.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
9 February	Budget Consultation	Annual item.	
	TBC	Pre-decision scrutiny in advance of Cabinet meeting 14 February.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
23 February	Digital Strategy	Resolved February 2020 to bring an update in 12 months.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
23 March	TBC	Pre-decision scrutiny in advance of Cabinet meeting 28 March.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
6 April	TBC	Pre-decision scrutiny in advance of Cabinet meeting 25 April.	

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
20 April			

Meeting Date	Agenda Item	Purpose/ Outcomes	Recommendations
11 May	TBC	Pre-decision scrutiny in advance of Cabinet meeting 16 May.	

Items pending schedule or removal

Item	Details	Status	Officer
Hate Crime Strategy	Further update on steps taken to address hate crime and agreed to be involved in any pre-scrutiny work on the Hate Crime Strategy and its development.	Timescale TBC as work paused due to Covid-19.	Assistant Director, Community Safety and Street Scene/ Head of Community Safety, Resilience and Emergency Planning
New HR and Payroll System	Report on the new HR and Payroll System once implemented in phases from June 2019 which will rationalise information on the staffing establishment as at present data is held in HR and Finance.	To be subject to a one-off sub-group review. Assistant Director of Human Resources and Organisational Development contacted re request.	Assistant Director of Human Resources and Organisational Development
Forge Island	To monitor exception reporting.	To be scheduled.	Strategic Director Regeneration and Environment
CYPS - High Needs Block Update and Recovery Plan	Scrutiny acknowledged that it was early days in the recovery plan process with steps outlined to reduce the deficit. Overall position. OSMB had other updates on this particular issue and other services within CYPS, but Chair confirmed continuation at work planning meeting on 27 May 2020.	To be scheduled.	Strategic Director Children's and Young Peoples Services
Response to Covid-19 pandemic and plans for post-pandemic recovery	Ongoing monitoring and reporting.	Overarching item	Chief Executive and Strategic Directors
Rothercard		To be scheduled	
Radicalisation of young people and extremism		To be scheduled	

Standing items to be scheduled

Item	Details	Status	Officer
Council Plan Performance Indicators	Regular monitoring	To be scheduled quarterly as agreed at 16 December 2020 meeting.	Head of Performance, Intelligence and Improvement
Equalities Report	Standing bi-monthly item	To be scheduled bi-monthly as required	Head of Performance, Intelligence and Improvement

Items to be scheduled during 2021/22

Item	Details	Status	Officer
Children's Commissioner Take Over Challenge	Annual Item	Topic to be determined and meeting scheduled for 2021.	Governance Advisor
REACH Action Plan/Provider Services	Request received from Strategic Director Adult Care for consideration from OSMB	To be considered for scheduling	Strategic Director Adult Care

FORWARD PLAN OF KEY DECISIONS
1 June 2021 – 31 August 2021

This is formal notice under the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 of Key Decisions due to be taken by the Authority and of those parts of the Cabinet meeting identified in this Forward Plan will be held in private because the agenda and reports for the meeting will contain confidential or exempt information as defined in the Local Government Act 1972.

Contact Information:-

Democratic Services
Riverside House
Main Street
Rotherham
S60 1AE

Email: governance@rotherham.gov.uk
Tel: 01709 822477

What is the Forward Plan?

The Forward Plan contains all the key decisions the Council expects to take over the next three months. It will be refreshed monthly and will give at least 28 days' notice of any Key Decisions and, if applicable, the Cabinet's intention to discuss an item in private. This gives you the opportunity to submit relevant documents to the decision maker concerning any individual Key Decisions and draws to your attention any relevant constitution process.

What is a Key Decision?

A Key Decision is one which is likely to:-

- relate to the capital or revenue budget framework that is reserved to the Council, or
- result in income, expenditure or savings of £400,000 or greater, or
- have a significant effect on two or more wards

A Key Decision can be made by the Cabinet. The Forward Plan also includes some matters which are not Key Decisions under the heading "Decisions which are not Key Decisions".

What does the Forward Plan tell me?

The plan gives information about:

- what key decisions are to be made in the next three months.
- the matter in respect of which the decision is to be made.
- who will make the key decisions.
- when those key decisions are likely to be made.
- what documents will be considered.
- who you can contact for further information.

Who takes Key Decisions?

Under the Authority's Constitution, Key Decisions are taken by the Cabinet. Key Decisions are taken at public meetings of the Cabinet. The Cabinet meets once a month on a Monday at 10.00am
Meeting dates for 2021/22 are:

21 June 2021	20 September 2021	22 November 2021	24 January 2022	28 March 2022	16 May 2022
19 July 2021	18 October 2021	13 December 2021	14 February 2022	25 April 2022	

Further information and Representations about items proposed to be heard in Private

Names of contact officers are included in the Plan.

If you wish to make representations that a decision which is proposed to be heard in private should instead be dealt with in public, you should contact Democratic Services by no later than five clear working days before the meeting. At the end of this document are extracts from the Local Government Act 1972 setting out the descriptions of information which may be classed as "exempt", and the definition of confidential information.

The members of the Cabinet and their areas of responsibility are: -

Councillor Chris Read	Leader of the Council
Councillor Sarah Allen	Deputy Leader and Cabinet Member for Neighbourhood Working
Councillor Saghir Alam	Cabinet Member for Corporate Services, Community Safety and Finance
Councillor Dominic Beck	Cabinet Member for Transport and Environment
Councillor Amy Brookes	Cabinet Member for Housing
Councillor Victoria Cusworth	Cabinet Member for Children and Young People
Councillor Denise Lelliott	Cabinet Member for Jobs and Local Economy
Councillor David Roche	Cabinet Member for Adult Social Care and Health
Councillor David Sheppard	Cabinet Member for Social Inclusion

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
KEY DECISIONS TO BE TAKEN ON 21 JUNE 2021								
ASSISTANT CHIEF EXECUTIVE								
Year Ahead Plan - Quarterly update and proposal to extend the Plan.	March 2021	Report provides the regular quarterly update on achievement of the Year Ahead Plan milestones, covering the period up to 31 st March 2021. The report also requests approval to extend the Year Ahead Plan for a further period to November 2021 and sets out a process for creation and approval of a new Council Plan from November 2021 onwards.	Leader of the Council	Relevant officers, members and stakeholders	Report and appendices	All Wards	Open	Jo Brown jo.brown@rotherham.gov.uk
Equality Annual Report	March 2021	To receive the Equalities Annual report	Cabinet Member for Corporate Services, Community Safety and Finance	Relevant officers, members and stakeholders	Report and appendices	All Wards	Open	Jo Brown jo.brown@rotherham.gov.uk
CHILDREN AND YOUNG PEOPLE'S SERVICES								
The Willows	March 2021	To approve a period of pre-statutory consultation on the alteration proposals in respect of pupil numbers and accommodation.	Cabinet Member for Children and Young People	Pre statutory consultation once approved will include consultation with MPs, all ward members, parents carers at the school, all schools, other stakeholders.	Report	All Wards	Open	Suzanne Joyner Tel: 01709 247617 suzanne.joyner@rotherham.gov.uk
Educational Visits Policy	March 2021	To approve amendments to the revised Learning Outside the Classroom and Educational Visits Policy and Guidance 2021	Cabinet Member for Children and Young People	Service users (schools and other stakeholders).	Report and revised policy	All Wards	Open	Suzanne Joyner Tel: 01709 247617 suzanne.joyner@rotherham.gov.uk
Pathway to Care Policy	March 2021	To consider the proposed revised policy which aims to support increasing a carers capacity to care for a looked after child/ren, in terms of accommodation. The policy has been broadened to include those in council tenancies.	Cabinet Member for Children and Young People	Deputy Leader of the Council and Cabinet Member for Children's Services and Neighbourhood working Cabinet Member for Housing	Report and revised policy	All Wards	Open	Suzanne Joyner Tel: 01709 247617 suzanne.joyner@rotherham.gov.uk

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
FINANCE AND CUSTOMER SERVICES								
Finance Update	March 2021	To consider an update in respect of the financial position of the Council's budget and agree any required actions.	Cabinet Member for Corporate Services, Community Safety and Finance	Relevant Members, officers and stakeholders	Report	All Wards	Open	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
REGENERATION AND ENVIRONMENT								
Town Centre Masterplan Implementation	March 2021	This report seeks Cabinet agreement for the design proposals and to the release of funding in the approved capital programme to implement phase 2 of the public realm improvements contained in the Town Centre Masterplan.	Cabinet Member for Jobs and the Local Economy	Relevant officers, members, stakeholders, and the public have already been consulted on the wider TC PR.	Report	Boston Castle	Open	Paul Woodcock Tel: 01709 822971 paul.woodcock@rotherham.gov.uk
Local Plan: Adoption of Supplementary Planning Documents	March 2021	To approve adoption of Supplementary Planning Documents consulted on in 2020: <ul style="list-style-type: none">• Affordable Housing• Development Viability• Natural Environment• Transport Assessments, Travel Plans and Parking Standards• Safeguarding Community Facilities	Cabinet Member for Jobs and the Local Economy	Relevant officers, members, stakeholders and the public.	Report and appendices	All Wards	Open	Paul Woodcock Tel: 01709 822971 paul.woodcock@rotherham.gov.uk
Local Plan: Adoption of Heritage at Risk Strategy and Register	March 2021	To approve adoption of the Heritage at Risk Strategy and Register to seek to protect the Borough's heritage assets at risk of loss	Cabinet Member for Jobs and the Local Economy	Relevant officers, members and stakeholders	Report and appendices	All Wards	Open	Paul Woodcock Tel: 01709 822971 paul.woodcock@rotherham.gov.uk
Market Fees and Charges 2020/21 and 2021/22	April 2021	To approve proposals for rent and charging reliefs for market traders to reflect restrictions on trading during the Covid pandemic.	Cabinet Member for Jobs and the Local Economy	Relevant officers, Members and Stakeholders	Report	All Wards	Open	Paul Woodcock Tel: 01709 822971 paul.woodcock@rotherham.gov.uk
NON-KEY DECISIONS TO BE TAKEN ON 21 JUNE								

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
FINANCE AND CUSTOMER SERVICES								
New Applications for Business Rates Relief	March 2021	To consider the recommendation for a new application for Business Rates discretionary relief.	Cabinet Member for Corporate Services, Community Safety and Finance	Relevant Members, officers and stakeholders.	Report	All Wards	Open	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
REGENERATION AND ENVIRONMENT								
BT request to permanently remove the public phone box on Canklow Road, Rotherham	March 2021	To note the officer delegated decision regarding the request from BT to close the public phone box.	Cabinet Member for Jobs and the Local Economy	Public consultation via Council website.	Report and appendices	Boston Castle	Open	Paul Woodcock Tel: 01709 822971 paul.woodcock@rotherham.gov.uk
ASSISTANT CHIEF EXECUTIVE								
Appointment of Councillors to Serve on Outside Bodies	April 2021	To appoint councillors to serve on and represent the Council on external organisations and partnerships	Leader of the Council	Relevant officers, Members and stakeholders	Report and Appendix	All Wards	Open	Jo Brown jo.brown@rotherham.gov.uk
KEY DECISIONS TO BE TAKEN ON 19 JULY								
ADULT CARE, PUBLIC HEALTH AND HOUSING								
Learning Disabilities Progress and Next Steps	May 2021	To agree next steps.	Cabinet Member for Adult Social Care and Health		Report	All Wards	Open	Anne Marie Lubanski Tel: 01709 822397 annemarie.lubanski@rotherham.gov.uk
FINANCE AND CUSTOMER SERVICES								

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
Financial Outturn 2020/21	April 2021	To approve the unaudited revenue and capital outturn for 2020/21 and note the impact on reserves	Cabinet Member for Corporate Services, Community Safety and Finance	Relevant Members, officers and stakeholders	Report and Appendices	All Wards	Open	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
Treasury Management Outturn 2020/21	April 2021	To note treasury management activity during 2020/21 reviewed against the approved strategy, including the outturn position for the prudential indicators.	Cabinet Member for Corporate Services, Community Safety and Finance	All ward Members and parish/town councils.	Report and Appendices	All Wards	Open	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
May 2021/22 Financial Monitoring	April 2021	To note the current revenue and capital monitoring position and agree any required actions.	Cabinet Member for Corporate Services, Community Safety and Finance	Relevant Members, officers and stakeholders	Report and Appendices	All Wards	Open	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
REGENERATION AND ENVIRONMENT								
Anti-social Behaviour Policy Refresh	April 2021	To approve a revised policy	Cabinet Member for Corporate Services, Community Safety and Finance	Officers, partners, housing colleagues and Cabinet Member	Report	All Wards	Open	Paul Woodcock Tel: 01709 822971 paul.woodcock@rotherham.gov.uk
Transport Capital Programme and Neighbourhood Road Safety Programme mid - year scheme approvals	May 2021	To approve additional neighbourhood road safety and transport infrastructure schemes for commencement in 2021-22.	Cabinet Member for Jobs and the Local Economy	Cabinet Member and Ward Members	Report	All Wards	Open	Paul Woodcock Tel: 01709 822971 paul.woodcock@rotherham.gov.uk
NON-KEY DECISIONS TO BE TAKEN ON 19 JULY								
ADULT CARE, PUBLIC HEALTH AND HOUSING								
Sale of HRA Land - Eldertree Road Garage Site	April 2021	To approve the sale of the HRA garage site	Cabinet Member for Housing	All ward Members and parish/town councils.	Report	Keppel	Open	Anne Marie Lubanski Tel: 01709 822397 annemarie.lubanski@rotherham.gov.uk

Decision title	Date added to the Forward Plan	What is the decision?	Cabinet Portfolio	Who will be consulted	Documents to be considered	Wards affected	Is the decision to be made in private	Directorate and contact for further information
FINANCE AND CUSTOMER SERVICES								
New Applications for Business Rates Relief	April 2021	To consider the recommendation for a new application for Business Rates discretionary relief	Cabinet Member for Corporate Services, Community Safety and Finance	Relevant Members, officers and stakeholders	Report	All Wards	Open	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
New Applications for Business Rates Relief for Food Aware CIC and Kiveton Park and Wales Community Development Trust	May 2021	To consider the recommendation for a new application for Business Rates discretionary relief.	Cabinet Member for Corporate Services, Community Safety and Finance	Relevant Members, officers and stakeholders.	Report	Wales	Open	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
New Application for Business Rates Hardship Relief	May 2021	To consider the recommendation for a new application for Business Rates hardship relief.	Cabinet Member for Corporate Services, Community Safety and Finance	Appropriate officers, Members, Commissioners and Stakeholders.	Report	All Wards	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Judith Badger Tel: 01709 822046 judith.badger@rotherham.gov.uk
NO CABINET MEETING IN AUGUST 2021								

LOCAL GOVERNMENT ACT 1972 SCHEDULE 12A
ACCESS TO INFORMATION: EXEMPT INFORMATION
PART 1
DESCRIPTIONS OF EXEMPT INFORMATION: ENGLAND

1. Information relating to any individual.
2. Information which is likely to reveal the identity of an individual.
3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6. Information which reveals that the authority proposes –
 - a. to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
 - b. to make an order or direction under any enactment.
7. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

PART 2
QUALIFICATIONS: ENGLAND

Paragraphs 1-8 repealed.

- 9 Information is not exempt information if it relates to proposed development for which the local planning authority may grant itself planning permission pursuant to regulation 3 of the Town and Country Planning General Regulations 1992.
- 10 Information which –
 - a. falls within any of paragraphs 1 to 7 above; and
 - b. is not prevented from being exempt by virtue of paragraph 8 or 9 above, is exempt information if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information

LOCAL GOVERNMENT ACT 1972
SECTION 100A(3) – DEFINITION OF CONFIDENTIAL INFORMATION

Confidential information means –

- a. information furnished to the council by a Government department upon terms (however expressed) which forbid the disclosure of the information to the public; and
 - b. information the disclosure of which to the public is prohibited by or under any enactment or by the order of a court;
- and, in either case, the reference to the obligation of confidence is to be construed accordingly.